



**MEMORANDUM OF AGREEMENT**  
**Between**  
**MFT-EDUCATIONAL SUPPORT PROFESSIONALS**  
**CHILD CARE SUPPORT**



The following is a Memorandum of Agreement between Minneapolis Public Schools, Special School District #1 (hereafter “District”), and the Minneapolis Federation of Teachers-Educational Support Professionals, MFT-ESP, Local #59 (hereafter “Union”).

**WHEREAS**, the District is required to provide emergency childcare support under Governor’s Order and is committed to supporting childcare for children of critical workers on Tier I of the state critical worker list and the District’s Teen Parent Services (TPS) Child Care Centers; and

**WHEREAS**, the Union and the District share a commitment to ensuring adequate staffing support for emergency childcare and TPS; and

**WHEREAS**, the Union and the District share a commitment to providing distance learning and special education support for students attending emergency childcare; and

**NOW, THEREFORE**, the parties hereby stipulate to this Memorandum of Agreement in accordance with the following terms:

1. The following employees who are working directly with students will receive an additional \$5.00 per hour of incentive pay starting on November 9, 2020:
  1. Minneapolis Kids ESPs supporting emergency childcare
  2. ESP staff supporting distance learning or special education services in emergency childcare
  3. ESP staff supporting the TPS Child Care Centers
2. The additional \$5.00 per hour will only be included for hours worked onsite. All ESP will be paid at their current classification rate in addition to incentive pay. This additional pay will not be included with sick leave, holidays, vacation, professional development or any leave of absence.
3. MPS will increase the FTE of Minneapolis Kids ESPs who are consistently working extended time throughout the duration of this MOA, which will allow them to have access to their accumulated leaves to cover their entire shift in the event of a leave request. These positions will be returned to their current FTE at the end of the MOA or earlier if they are approved for an accommodation or leave.
4. The District will request ESP volunteers across the District to support distance learning during the hours of emergency childcare. This District will provide distance learning support at a ratio of 1 additional ESP to 20 students (excluding CCA & CCW). The District will ensure that no single school will be disproportionately impacted by reassigned ESPs to support distance learning for emergency childcare.
5. The District will utilize the IEP process to determine if and what additional special education support is needed to support emergency childcare. SEAs will implement IEP goals under the direction of a licensed special education staff member.

6. The District will request ESP volunteers to support childcare for TPS, with first priority for Early Childhood Family Education employees. ESPs who worked Emergency Child Care in the spring of 2020 or Minneapolis Kids during the summer will be given first priority to work on site Emergency Child Care. ESPs who have worked Minneapolis Kids in the past will be given second priority.
7. This Memorandum of Agreement will expire at the end of emergency childcare or on June 11, 2021, whichever date occurs first. The end of emergency childcare may be due to a change in the state mandate or the District's ability to serve students in emergency childcare with in-person learning. This MOA will resume in the case that emergency childcare ends due to in-person learning but then restarts due to changes to in-person learning prior to June 11, 2021.
8. The Memorandum of Agreement does not set precedent for any issues which arise after the date of expiration.

**FOR THE DISTRICT:**



Maggie Sullivan (Nov 25, 2020 14:03 CST)

Maggie Sullivan  
Senior Officer, Human Resources

Nov 25, 2020

\_\_\_\_\_  
Date

**FOR THE UNION:**



Shaun Laden (Nov 25, 2020 12:45 CST)

Shaun Laden  
President, MFT-ESP

Nov 25, 2020

\_\_\_\_\_  
Date









# MOA - Childcare Support 11.25.20

Final Audit Report

2020-11-25

Created:	2020-11-25
By:	Allen Cavell (allen.cavell@mpls.k12.mn.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAGbgbLujJVJ_U849y3Wa-KYnt9oQIGwM1

## "MOA - Childcare Support 11.25.20" History

-  Document created by Allen Cavell (allen.cavell@mpls.k12.mn.us)  
2020-11-25 - 5:42:37 PM GMT- IP address: 205.215.177.1
-  Document emailed to Shaun Laden (sladen@mft59.org) for signature  
2020-11-25 - 5:43:28 PM GMT
-  Email viewed by Shaun Laden (sladen@mft59.org)  
2020-11-25 - 6:40:02 PM GMT- IP address: 174.141.198.100
-  Document e-signed by Shaun Laden (sladen@mft59.org)  
Signature Date: 2020-11-25 - 6:45:35 PM GMT - Time Source: server- IP address: 174.141.198.100
-  Document emailed to Maggie Sullivan (maggie.sullivan@mpls.k12.mn.us) for signature  
2020-11-25 - 6:45:37 PM GMT
-  Email viewed by Maggie Sullivan (maggie.sullivan@mpls.k12.mn.us)  
2020-11-25 - 7:08:00 PM GMT- IP address: 97.127.12.105
-  Document e-signed by Maggie Sullivan (maggie.sullivan@mpls.k12.mn.us)  
Signature Date: 2020-11-25 - 8:03:22 PM GMT - Time Source: server- IP address: 97.127.12.105
-  Agreement completed.  
2020-11-25 - 8:03:22 PM GMT