



**MEMORANDUM OF AGREEMENT
BETWEEN
THE MINNEAPOLIS FEDERATION OF TEACHER
AND
MINNEAPOLIS PUBLIC SCHOOLS**



SUBSTITUTE TEACHER INCENTIVE PAY 2020-2021

This memorandum of agreement (MOA) is entered by and between Minneapolis Public Schools, Special School District No. 1 ("District") and the Minneapolis Federation of Teachers ("MFT") to specify certain terms and conditions relating to compensation for substitute teachers, and the creation of a pay incentive.

WHEREAS, the 2019-2021 Collective Bargaining Agreement (CBA) between the District and the MFT specifies compensation for substitute teachers, including short-call substitute teachers, and

WHEREAS, recently the District has experienced difficulty in filling all needed substitute teacher assignments on a daily basis; and

WHEREAS, in order to meet the urgent staffing needs of the District, the District and the MFT desire to both the hourly and daily compensation for short-call, long-call and cadre reserve teachers; and

WHEREAS, the District and the union share and interest in attracting and retaining the best substitute teachers for the District; and

WHEREAS, the parties wish to establish a new pay rate for short-call substitute teachers beginning at the fourth quarter of the 2020-21 school year; and

THEREFORE, BE IT RESOLVED, THAT the District and MFT agree as follows:

1. **Effective:** Short-call substitute daily rate of pay will increase effective at the beginning of the fourth quarter of the 2020-21 school year and will end at the close of the 2020-21 school year.
2. **Hourly Rate Increase:**
 - a. Short-call substitute teacher hourly rate of pay will increase from \$20/hour to \$30/hour
 - b. Long-call substitute teacher hourly rate of pay will increase from \$21.25/hour to \$31.88/hour
 - c. Cadre hourly rate of pay will increase from \$22.50/hour to \$33.75/hour
3. **Daily Rate Increase:**
 - a. Short-call substitute teacher daily rate of pay will increase from \$160 to \$240
 - b. Long-call substitute teacher hourly rate of pay will increase from \$170 to \$255
 - c. Cadre hourly rate of pay will increase from \$180 to \$270

4. **No Precedent:** The parties agree that this memorandum of Agreement (including any facts and documents related to the agreement) shall not be construed to set a precedent for any other employee.

BE IT FURTHER UNDERSTOOD AND AGREED THAT to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the 2019-2021 CBA between the District and MFT, it shall not form the basis of any precedent that may be cited by any teacher in any grievance that may be filed.

For the Union: _____
Greta Callahan, President, MFT59 _____
Date

For the District: _____
Candra Bennett, Executive Director, Human Resources _____
Date