



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



MINNEAPOLIS
PUBLIC SCHOOLS
Urban Education. Global Citizens.

This MEMORANDUM OF AGREEMENT shall not be considered final or binding until the completion of negotiations on all open contract items and is considered contingent on final agreement by both parties to a total package of proposals. Further, this agreement is contingent upon ratification by MFT Teachers and ratification by the Minneapolis Public Schools Board of Education.

NURSES PANDEMIC INCENTIVES

Whereas, MFT and Minneapolis Public Schools (“District”) share the desire to ensure that students in Minneapolis Public Schools have access to Licensed School Nurses during a health crisis that is the Covid-19 Pandemic.

Whereas, the District is drawing up contracts with Agencies to pay non-MFT and Non-MPS employees approximately \$80/hour.

Whereas, MFT and the District recognizes critical understaffing issues in Health services.

Whereas, Health care organizations throughout the twin cities are providing bonuses and extra pay to their nurses during this pandemic to ensure safe staffing

Whereas, Licensed School Nurses (LSN) presence in school buildings reduces anxiety for staff and families and maximize student attendance during the pandemic

Now, Therefore Be It Resolved That, MFT and the District hereby agree to the following for the 2021-2022 and 2022-2023 school years:

1. All Licensed School Nurses (LSN) that worked at least 110 days of the 2021-2022 school year will receive a \$1,000 pandemic longevity bonus.
2. All Licensed School Nurses that worked the at least 110 days of the 2022-2023 school year will receive a \$1,000 pandemic retention bonus.
3. LSN Coaches will receive a one time \$1000 bonus for the 2022 school year.
4. Part time Licensed School Nurses who agree to pick up an extra full day of work will be paid at their hourly rate of pay for the hours worked in addition to a \$100 bonus.

5. Any LSN working extra hours will be paid extended time for the extra hours worked as agreed upon by either the director of nursing or their building principal, to be paid out of CARES money.
6. Newly hired nurses in the 2021-2022 will be offered a \$1000 sign on bonus.
7. This MOA will sunset unless renegotiated prior to July 1, 2023.

BE IT FURTHER UNDERSTOOD AND AGREED THAT to the extent that this Memorandum of Agreement may be construed as a deviation from the MFT, it shall not form the basis of any precedent that may be cited by any teacher in any grievance that may be filed other than the enforcement of this MOA.

FOR THE DISTRICT:

_____ **DATE:** _____

FOR THE UNION:

_____ **DATE:** _____