

**Memorandum of Understanding**  
Between Crosby-Ironton School District  
and  
Education Minnesota Crosby-Ironton  
regarding  
Online Teaching Consortium  
Effective for the 2026-2027 Contract Term

Whereas, Education Minnesota Crosby-Ironton (“EMCI”) and Crosby-Ironton Public Schools (“District”) are Parties to a collective bargaining agreement (“Agreement”) for the term of July 1, 2025, to June 30, 2027; and

Whereas, the best learning environment for students is with a Crosby-Ironton teacher;

Therefore, be it resolved that the parties agree to the following structure and payment for teachers who choose to teach online during the 2026-2027 school year:

Online instruction is the use of technology for the instruction of Crosby-Ironton students who may be separated by location from their instructor. "Separated by location" is defined as any instance where the students receiving instruction and their instructor are not assigned to the same classroom or its equivalent. "Student" is defined as any individual receiving the benefit of curriculum instruction provided by, originating from, or received in the District.

Teachers will not be required to instruct students who are both online and in person in the same class. Unless defined by the instructor, separate sections will be created of students who are separated by location.

Certified ISD 182 teachers shall be used in all aspects of the development of the materials used in Online instruction projects. Teachers will be offered compensation at the Professional Development (“PD”) rate for developing curriculum outside of the contract day. All course development must be submitted through proper procedures for approval prior to any expense being incurred. To be eligible for payment, the developed course must meet the quality standards of the District.

Teachers shall be assigned to teach Online courses by mutual consent of the District and the teacher. Teachers shall not be required to teach Online courses.

Teachers shall only teach Online courses in the subject matter and field in which the teacher is licensed. The terms and conditions of employment contained in the Master Agreement shall apply for all Online teachers. Educational policies and procedures of the District shall apply to all Online courses.

Online course vacancies will be posted according to the Agreement.

Compensation:

For Online courses taught during the regular school day, a teacher will be compensated based on the course being a part of their regular teaching assignment. The compensation for Online courses taught during the regular school day will include up to 35 students. If there are more than 35 students, the teacher shall be compensated at \$200 per student for students 36 or more. For 36-40 students, the rate outlined below will apply.

If a need arises to offer online learning semester courses exceeding a teacher's regular teaching assignment, and it is mutually agreed upon by the teacher, the District, and the exclusive representative of EMCI, the following rate shall be applied for additional compensation:

1. 1-5 students registered: \$300 per student.
2. 6+ students and above registered: \$200 per additional student over 6.

Seven calendar days before the start of the semester, the compensation format (i.e., included in normal teaching assignment or per student rate) will be determined. Student number counts, for the purpose of compensation as outlined above, will be determined 14 calendar days after the start of the semester.

Online Learning Teacher Responsibilities:

Teacher's syllabus will be expected to include a communication plan that includes email communication practice with Online students. This communication plan should include notification of Professional Leave days, a 36-hour email reply time within the duty week, and a parent/teacher communication plan.

Equipment and technical support:

Online instructors will be provided with the proper equipment from the District to successfully teach their individual courses.

Training:

The rapidly changing nature of Online instruction opportunities may require access to staff development. Release time for Online instructors may be provided by the District during contractual time. Additional time that is needed beyond contractual time shall be compensated at the PD hourly rate.

Evaluation:

Online instructors shall be evaluated and observed only by District personnel, in the same fashion as a traditional teacher is evaluated by the approved plan. Recordings of Online instruction should not be used for the purposes of evaluation.

**Limited Duration.** This MOU is separate from and not part of the Master Agreement. As a result, this MOU is not subject to the grievance process. This MOU does not establish any precedent or practice that will continue after June 30, 2025. No party may present or rely on this MOU as establishing any precedent or practice extending beyond June 30, 2027.

**Equal Drafting and Copies.** In the event either party asserts that a provision of this MOU is ambiguous, this MOU must be construed to have been drafted equally by the parties. A copy of this MOU has the same legal effect as the original.


**Entire Agreement.** This MOU reflects the entire agreement between the parties relating to the structure and payment for teachers who choose to teach online during the 2026-2027 school year. No party has relied on any statements or promises that are not stated in this MOU or the Agreement. To the extent that this MOU is inconsistent with the Master Agreement, this MOU controls during the limited time this MOU is in effect. No changes to this MOU are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have executed this agreement as follows:

FOR:  
INDEPENDENT SCHOOL DISTRICT #182:

FOR:  
EDUCATION MN CROSBY-IRONTON

\_\_\_\_\_  
Board Chair

  
\_\_\_\_\_  
Co-President

\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Co-President

\_\_\_\_\_  
Chief Board Negotiator

  
\_\_\_\_\_  
Chief Teacher Negotiator

\_\_\_\_\_  
Date:

4/10/26  
\_\_\_\_\_  
Date:

This agreement constitutes the conditions under which \_\_\_\_\_ agrees to teach an Online semester course. The teacher named above will teach the following course for Semester 1 or 2 (circle) during the \_\_\_\_\_ school year: \_\_\_\_\_

Seven calendar days before the start of the semester, the compensation format (i.e., included in normal teaching assignment or per student rate) will be determined. Student number counts, for the purpose of compensation as outlined above, will be determined 14 calendar days after the start of the semester.

Compensation

For Online courses taught during the regular school day, a teacher will be compensated based on the course being a part of their regular teaching assignment. The compensation for Online courses taught during the regular school day will include up to 35 students; for any student over 35, the rate outlined below will apply.

If a need arises to offer online learning semester courses exceeding a teacher's regular teaching assignment, and it is mutually agreed upon by the teacher and the District, the following rate shall be applied for additional compensation:

1. 1-5 students registered: \$300 per student.
2. 6 students and above registered: \$300 per student for the first five (5) students plus \$200 per additional student.

Payments will be made twice per semester (S1: November 15 & January 30; S2: April 15 & June 15)

Teacher's syllabus will be expected to include a communication plan that includes email communication practice with Online students. This communication plan should include notification of Professional Leave days, a 36-hour email reply time within the duty week, and a parent/teacher communication plan.

\_\_\_ Online course within regular teaching assignment

\_\_\_ Online course outside of regular teaching assignment (complete information below)

As of \_\_\_\_\_, the estimated compensation will be \_\_\_\_\_, equating to \_\_\_\_\_ students. This amount will be finalized 14 calendar days after the start of the semester.

Teacher \_\_\_\_\_ Date \_\_\_\_\_

Principal \_\_\_\_\_ Date \_\_\_\_\_

Superintendent \_\_\_\_\_ Date \_\_\_\_\_

14 Calendar Days After Start of Semester

As of \_\_\_\_\_, the compensation will be \_\_\_\_\_, equating to \_\_\_\_\_ students.

Teacher Initial \_\_\_\_\_ Principal Initial \_\_\_\_\_