



MEMORANDUM OF AGREEMENT ESP Working Hours for 2026-2027

This Memorandum of Understanding (MOU) is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "District") and the Ed MN Hastings - Educational Support Professionals (hereinafter referred to as the "Union").

WHEREAS, for the 2023-2024 school year, the District and the Union mutually agreed to implementation of an MOU due to the District experiencing difficulty hiring/retaining sufficient staff to meet the staffing levels desired, particularly as it relates to special education paraprofessionals; and

WHEREAS, through mutual agreement, the District temporarily increased the daily hours of staff to 6.25 hours per day during the 2023-2024, 2024-2025, and 2025-2026 school years; and

WHEREAS, the District has determined that it would be beneficial to extend the increased hours for an additional year, through the 2026-2027 school year; and

WHEREAS, the District and the Union have entered into a 2025-2027 bargaining agreement which expires on June 30, 2027.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. Special education paraprofessionals employed with rights to positions of at least 5.75 hours per day but less than 6.25 hours per day shall be increased to 6.25 hours per day; and
2. Such increase shall be a requirement of all impacted positions, unless otherwise determined by the District; and
3. At the end of the 2026-2027 school year, employees' rights to hours per days will revert back to what they were regularly scheduled to work at the conclusion of the 2022-2023 school year, if employed at that time; and
4. Effective with the start of the 2027-2028 school year, employees hired into special education paraprofessional positions and starting their employment during the 2023-2024, 2024-2025, 2025-2026, or 2026-2027 school years shall have job rights to 5.75 hours per day; and
5. This MOU will be effective for the 2026-2027 school year only, and shall sunset at the conclusion of the 2026-2027 school year.

ED MN - Educational Support Professionals

HASTINGS PUBLIC SCHOOLS - ISD 200

DATE:

8/19/26

DATE:

BY:

Angela Wilhelm
FOR THE UNION

BY:

FOR THE DISTRICT