

Memorandum of Understanding  
Between Crosby-Ironton School District  
and  
Education Minnesota Crosby-Ironton  
regarding  
Special Education Hiring Incentive

Effective for the 2026-2027 School Year

**Purpose**

The Crosby-Ironton School District (“District”) and Education Minnesota Crosby-Ironton (“EMCI”) enter into this Memorandum of Understanding (MOU) to collaboratively address ongoing hiring, recruitment, and retention challenges in the field of special education. This agreement is intended to support efforts to:

- Increase the applicant pool for licensed special education positions
- Improve competitiveness in attracting candidates from other districts
- Recognize and compensate the significant workload associated with special education compliance and documentation

This MOU represents a one-year trial and shall not establish precedent beyond the 2026-2027 school year.

**Section 1: Hiring Incentive**

The District will provide a hiring incentive to newly hired licensed special education teachers under the following conditions:

1. Amount: A one-time hiring stipend of \$5,000
2. Payment Schedule: The payment will be paid as a lump sum on the first payroll check of the 2026-2027 school year.
3. **Eligibility Requirements:**
  - Must be newly hired into the Crosby-Ironton School District for the 2026-2027 school year
  - Must hold appropriate Minnesota licensure by September 1, 2026 for the assigned special education position
4. Any teacher hired under this incentive must complete a minimum of three years of service with the Crosby-Ironton School District. If the teacher resigns before completing the three-year commitment, they are required to repay the full \$5,000 incentive. Teachers who are non-renewed or terminated by the district are not required to repay the \$5,000.
5. **Ineligibility:**
  - Non-Licensed Special Education Teacher
  - Current Crosby-Ironton District Employees

**Section 2: Special Education Workload Flexibility for Current EMCI Staff**

To support the additional compliance and documentation responsibilities required in special education:

1. **Timesheeted Work Outside the Contract Day:**  
Special education teachers, other than those newly hired for the 2026-2027 school year, may complete required compliance-related work outside of the regular contract day and submit timesheets for compensation, in accordance with District procedures and administrative oversight signing ongoing

timesheets, not to exceed \$5,000.

**2. Paperwork Days:**

Building principals may approve, in advance, designated "paperwork days" for special education teachers to complete required documentation. Approval will be based on available staffing and the ability to maintain appropriate student supervision and instruction.

**Section 3: Non-Precedent Setting**

This MOU is a one-year agreement only for the 2026-2027 school year. The terms outlined herein shall not establish past practice or precedent for future negotiations or agreements.

**Section 4: Duration**

This MOU shall be in effect from July 1, 2026, through June 30, 2027, unless otherwise mutually agreed upon in writing by both parties.

**Section 5: Mutual Agreement**

This MOU reflects the collaborative efforts of the District and EMCI to address a critical staffing need while supporting current and future special education staff.

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

FOR:  
INDEPENDENT SCHOOL DISTRICT #182:

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

\_\_\_\_\_  
**Clerk**

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

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

FOR:  
EDUCATION MN CROSBY-IRONTON

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

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

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

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