

MEMORANDUM OF AGREEMENT PROFESSIONAL DEVELOPMENT TIME

This Memorandum of Agreement is entered into between Independent School District No. 834, Stillwater, Minnesota (hereinafter referred to as the "School District") and the St. Croix Education Association (hereinafter referred to as the "SCEA"). It is hereby agreed as follows:

WHEREAS, the District and Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for teachers who are employed by the District;

WHEREAS, the District and the Union are entering into this MOA to allow eligible teachers autonomy in the use of a limited amount of professional development time in order to pursue professional development of their choice;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

1. Addendum to the CBA.

Effective with the start of the 2024-2025 school year, Professional Development Days (PD) are district or school planned time. These days may include training, meetings, or district-wide events.

At the beginning of the school year, a total of 16 hours of teacher directed professional development time will be allocated for use on professional development days throughout the school year.

The first day and the last day of workshop week are teacher directed days (exclusive of the sixteen described above).

- 1. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
- 2. Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
- 3. No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the

Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.

- 4. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding professional time. This MOA controls over any inconsistent provisions in the CBA.
- 5. **Duration.** This MOA will automatically expire on June 30, 2027.

ST. CROIX EDUCATION ASSOCIATION

Union President

Date _____

Independent School District No. 834

Board Chair

Date _____