



MEMORANDUM

TO: Members of the School Board and Superintendent Holmberg
FROM: Dan Melde, Executive Director of Human Resources
DATE: April 20, 2026
RE: MOU- Long Term Substitute Teacher Compensation

The Executive Director of Human Resources, Dan Melde, recommends approval of the following MOU with CEA. Under this agreement, the District and CEA will revise the compensation structure for long-term substitute teachers to align with the teacher contract beginning on day one of the assignment, rather than on day 31. This adjustment is intended to enhance Centennial's competitiveness in recruiting long-term substitute teachers.

LONG TERM SUBSTITUTE TEACHER COMPENSATION

MEMORANDUM OF UNDERSTANDING

Between

Centennial School District 12

And

Centennial Education Association

This Memorandum of Understanding ("MOU") shall become effective on July 1, 2026, upon approval by the School Board, and shall remain in effect through June 30, 2027, or until such time as the provision is incorporated into the 2027–2029 collective bargaining agreement, whichever occurs first.

The Centennial Education Association ("CEA") and Centennial School District ISD 12 ("District") agree to modify the current contract language regarding long-term substitute teacher compensation as follows:

Current Language:

A substitute teacher who works more than thirty (30) days in the same assignment shall, commencing the **thirty-first (31st) day**, be compensated consistent with the school district practice of teacher placement on the salary schedule. If the school district has reasonable knowledge that the long-term substitute teacher will be employed a minimum of one hundred thirty-five days (135) or more in the same assignment, the teacher shall be compensated consistent with the school district practice of teacher placement on the salary schedule commencing day one (1) of the assignment.

Revised Language:

A long-term substitute teacher who works more than thirty (30) days in the same assignment shall, commencing on the first (1st) day of the assignment, be compensated consistent with the school district's practice of teacher placement on the salary schedule.

All other terms and conditions of the collective bargaining agreement shall remain in full force and effect.

IN WITNESS THEREOF, the parties have executed this memorandum of understanding as follows:

FOR Centennial Education Association
Circle Pines, MN

FOR Independent School District 12
Circle Pines, MN

President

School Board Chairperson

School Board Clerk

Dated this _____ day of

Dated this _____ day of

_____, 20____

_____, 20____