

MEMORANDUM OF UNDERSTANDING

Cambridge-Isanti School District 911 and Education Minnesota Cambridge-Isanti, Local 7040.

This agreement is entered into between Cambridge-Isanti Schools, Independent School District 911 (henceforth referred to as "The District") and Education Minnesota Cambridge-Isanti (henceforth referred to as "The Union") on this March 19, 2026

WHEREAS, the Union and the District continue to explore ways to work cooperatively and collaboratively to benefit the Teachers and the District; and

WHEREAS, the Union and the District recognize the requirements of the READ Act; and

WHEREAS, the Union and the District desire to make economic and intelligent use of public resources; and

THEREFORE, the Union and the District agree to the following:

- Phase 1 - All teachers of grades K-5, all preschool teachers and early childhood special education teachers, all reading intervention teachers, and all special education teachers will engage in evidence-based literacy professional development based on position (i.e. CORE Online Language & Learning Academy or LETRS for Early Childhood Educators) between July 1, 2024, and June 30, 2026.
- Phase 2 - All 6-12 teachers, whose assignment code is included in the READ Act Phase 2 guidance from the MDE, (which includes those who teach English or Language Arts courses and those who teach reading at Riverside Academy) will engage in CORE Online Language & Learning Academy for Secondary between July 1, 2026, and June 30, 2027.
- The first 7.5 hours of training will be credited to Flexible Professional Development.
- Teachers will be paid at the service rate for the additional hours spent to complete training, not to exceed 50 hours for CORE OLLA and 30 hours for LETRS for Early Childhood Educators.
- Teachers who have met the MDE and READ Act requirements for professional development are exempt from this requirement.
- All preschool and early childhood teachers will be paid at the service rate of pay from schedule C from the EMC-I Agreement.
- Any new teacher that is hired in a role, whose assignment code is included in the READ Act guidance from the MDE in Phase 1 or Phase 2 and has not completed required structured literacy training, will complete an appropriate structured literacy course, as identified by MDE and the district literacy leaders.

This Memorandum of Understanding will expire June 30, 2027. Thereafter, unless the Union and the District agree to renew this Memorandum of Understanding, the contract provisions regarding the Union business will govern.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

_____	_____	_____	_____
Lucas Nelson, EMC-I Co-President	Date	Heidi Sprandel, School Board Chair	Date

_____	_____	_____	_____
Kate Bickford, EMC-I Co-President	Date	Mark Solberg, School Board Clerk	Date