Special Meeting
Monday, June 9, 2025 7:00 PM

Teaching & Learning Center, Becker High School
12000 Hancock Street
Becker, MN 55308

Agenda

1. PROCEDURAL ITEMS
   1.A. Call to Order
   1.B. Agenda
2. READ Act MOU with BEA
3. Level 3 Grievance Hearing
4. ADJOURN

MEMORANDUM OF UNDERSTANDING
BETWEEN

Independent School District #726 (hereinafter referred to as "District")
AND
Becker Education Association (hereinafter referred to as "Union")

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2023, through June 30, 2026; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in **LETRS training;** and,

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will jointly determine a list of eligible teachers. To qualify, a teacher must:

- Hold a valid teaching license issued by the Professional Educator Licensing and Standards Board (PELSB);
- Be employed by the District between July 1, 2024, and June 30, 2026;
- Be required to complete LETRS training under Minn. Stat. § 120B.123, subd. 5.

2. Compensation (Effective July 1, 2024)

a. Rate of Pay:

Teachers completing LETRS units on or before June 10, 2026, and who are actively working and employed by the District at the time of unit completion shall be compensated at the following rates:

i. Group 1 participants will receive a payment of $569.02
ii. Group 2 participants will receive a payment of $569.02
iii. Group 3 participants will receive a payment of $1,138.04 as follows:
    - $284.51 after the completion of Unit 2
    - $284.51 after the completion of Unit 4
    - $284.51 after the completion of Unit 6
    - $284.51 after the completion of Unit 8
iv. Early Childhood LETRS participants will receive a payment of $569.02 as follows:
    - $284.51 after the completion of Unit 4
    - $284.51 after the completion of LETRS training

v. Any remaining funds must be spent on training for staff by June 25, 2027; any unused funds will be reallocated and used for the purpose of professional development in the area of the science of reading to be determined by the Staff Development Advisory Committee, outlined in the MOU titled “Building Staff Development Advisory Committee.”

vi. If additional funds become available, their use will be negotiated with the exclusive representative of the bargaining unit.

b. Payment Schedule:

- Teachers will be paid on the three dates listed below. Payment will be based on the number of units completed by each pay date. Completed units must be reflected on the state site, by the “completed dates” noted below.
    - June 25, 2025 (completed by June 10, 2025)
    - December 10, 2025 (completed by November 25, 2025)
    - June 25, 2026 (completed by June 10, 2026)
- Units completed after June 10, 2026 will not be eligible for payment.

c. Exclusions:

- No additional compensation will be provided for training completed during paid professional development time.
- Teachers receiving graduate or lane change credit for LETRS units are ineligible for compensation for those same units.
- If paid PD time is offered and a teacher declines to use it, they will not receive separate compensation for completing those hours independently.
- Once an employee has elected to be paid via the stipend amount, or through credits, this decision cannot be reversed.

d. Verification and Definition of Completion:

- All compensation is contingent upon verification of completed coursework and attendance through the state LETRS platform and official district records.
- A unit is considered complete when both the virtual training session and the corresponding online coursework have been fully completed and recorded in the LETRS system.

3. Credit Recognition

Teachers may elect to use completed LETRS training for lane change or graduate credit through an approved institution, and following contractual language. Teachers receiving graduate credit are not eligible for monetary compensation for those same units. All credits must follow the pre-approval process and cannot be done retroactively.

4. Compliance

Both the District and eligible teachers must comply with Minn. Stat. § 120B.123 (the READ Act).

- District noncompliance may result in enforcement action by the Minnesota Department of Education.

- Teachers who do not complete the required training may be deemed out of compliance with state licensure or instructional requirements.

5. Term and Modification

This MOU shall remain in effect through June 30, 2026, unless amended in writing by mutual agreement of both parties.

6. Precedent

This MOU shall not establish or imply a precedent, practice, or modification to any term of the CBA. It may not be cited in any future grievance, arbitration, or negotiation to suggest a binding past practice.

7. Entire Agreement

This document constitutes the full and final agreement between the parties concerning compensation for LETRS training completed on or before June 10, 2026. No oral or prior written statements shall be binding. Any amendments must be in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:	For the Union:
_____	_____
Dated:	Dated:
_____	_____