

Hastings Area Public Schools - ISD 200
School Board Meeting Agenda

Wednesday, November 9, 2022
Special Meeting of the Hastings School Board
Middle School Media Center

- I. **Call Meeting to Order**
 - a. Attendance
- II. **Pledge of Allegiance**
- III. **Motion to approve the agenda/table file**
- IV. **Items for Discussion**
 - a. Discussion of correspondence between the district and legal from November 2021 to present
 - b. MOU for Teachers Subbing for a Colleague
- V. **Adjournment**



**MEMORANDUM OF UNDERSTANDING
RATE OF PAY FOR LOSS OF PREP TIME
TO COVER COLLEAGUE'S CLASSROOM**

This Memorandum of Understanding is entered into between Independent School District No. 200, Hastings, Minnesota (hereinafter referred to as the "School District") and Education Minnesota Hastings (hereinafter referred to as the "Union").

WHEREAS, the School District continues to experience significant staff absences; and

WHEREAS, it has become difficult to secure substitutes to fill the vacancies of staff absent from work due to illness, and other types of leave; and

WHEREAS, the District has found it necessary, when no substitute has been secured, to assign staff from within a building to cover the class of a colleague(s), resulting in a loss of preparation time; and

WHEREAS, during the current school year, the need to assign staff to cover classes for a colleague(s), thereby missing their preparation time, has occurred on a frequent basis; and

WHEREAS, the Ed MN - Teacher Master Agreement currently provides a rate of \$34.00 per hour, rounded to the nearest half hour, for covering a colleague's classroom; and

WHEREAS, the parties mutually agree that, in an effort to incentivize teachers to voluntarily cover the class of a colleague(s), it would be beneficial to temporarily increase the rate of pay provided to such teachers.

NOW THEREFORE, it is mutually agreed by and between the parties as follows:

1. Teachers covering the class of a colleague, resulting in a loss of preparation time, shall be eligible to receive compensation at the rate of \$50.00 per hour (rounded to the nearest half hour); and
2. This change in pay rate shall be effective beginning October 31, 2022, and shall remain in effect through the end of the 2022-2023 school year; and
3. The rate of pay provided by this MOU will not be retroactive to any time worked prior to October 31, 2022; and
4. The terms of this MOU shall not establish a precedent, nor shall this MOU be used to seek or justify similar terms in any subsequent situation.

SCHOOL DISTRICT

UNION

DATE: _____

DATE: _____

BY: _____

BY: _____

FOR THE DISTRICT

UNION PRESIDENT