

**Memorandum of Agreement
for Teaching Load**

This Memorandum of Agreement (MOA) is entered into between Jackson County Central School District, ISD #2895 (hereinafter referred to as the District) and Education Minnesota Jackson County Central (hereinafter referred to as JCC) representing the Teachers of the School District, to establish flexibility to the teaching load the 2024-2025 school year at the High School and Middle School.

Jackson County Central Education Minnesota and Jackson County Central Schools enter into this memorandum of understanding regarding ARTICLE XII, Section 5. Teaching load.

In accordance with ARTICLE XII, Section 6. Subd. 2. A majority of the High School and Middle School teaching staff have agreed to change the teaching load for the 2024-2025 school year. Changes to the teaching load agreed upon for 2024-2025 school year are as follows:

The standard teaching load for a high school (HS) teacher is 3 class periods, 1 preparation period, and supervision duties. If an additional class is assigned and high school teachers lose their prep time, they will be compensated at $\frac{1}{4}$ for a full year, $\frac{1}{8}$ of their salary for a semester class and $\frac{1}{16}$ for a quarter.

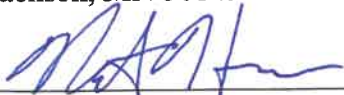
The standard teaching load for a middle school (MS) teacher is 4 periods, 1 preparation period, and supervision duties. If an additional class is assigned and middle school teachers lose prep time but still maintain their supervision duties, they will be compensated at $\frac{1}{5}$ of their salary for a full year and $\frac{1}{10}$ for a semester.

However, if the District replaces a middle school/ high school teacher's supervision duties with prep time, the following applies:

Instead of the overload payment outlined above, MS or HS teachers may have their supervision replaced with prep time to reduce the overload. In that case, they will be paid based on their hour rate for teaching duties beyond that of other teachers in their building. Compensation will be based on the teacher's individual base salary, prorated on a daily and hourly basis. For example, if a teacher is teaching an extra class at the MS above and beyond the classes taught by everyone else but does not have supervision they will be paid at their hourly rate for the extra minutes. Teachers will also be compensated at their hourly rate of pay if their 30-minute duty free lunch period is shortened.

This Memorandum of Agreement for teaching Load will be sunset on June 10, 2025

Education Minnesota JCC
Jackson, MN 56143

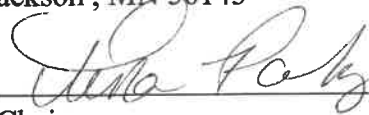


Representative



Representative

Jackson County Central Schools #2895
Jackson, MN 56143



Chair



Superintendent

Date: 1/15/25

Date: 1/28/25