

MEMORANDUM OF UNDERSTANDING

BETWEEN

Jackson County Central School District #2895
(hereinafter referred to as the “District”)

AND

Education Minnesota – JCC, Local #2985
(hereinafter referred to as the “Union”)

WHEREAS

The District and the Union are parties to a Collective Bargaining Agreement (“CBA”); and

WHEREAS, the Minnesota READ Act requires eligible teachers to complete approved literacy training aligned with state statute; and

WHEREAS, the District and the Union desire to address time commitments, compensation, scheduling, and procedures for Phase 2 and future READ Act training requirements; and

WHEREAS, the District may assign different approved training pathways, including OL&LA and STRIVE, based on READ Act requirements and District needs;

NOW, THEREFORE, the District and the Union agree as follows:

1. Scope and Effective Date

This MOU applies to Phase 2 READ Act training and all future READ Act training assignments beginning March 1, 2026, and remains in effect unless modified by mutual written agreement of the parties.

2. Training Assignment

Administration will assign READ Act training pathways (OL&LA- Core or Secondary, LETRS For Early Childhood Educators or STRIVE) to eligible staff based on state requirements and District instructional needs.

3. Compensation and Professional Development Credit

A. OL&LA Core/Secondary and LETRS For Early Childhood Educators Trainings

Teachers assigned to OL&LA and LETRS For Early Childhood Educators training shall receive:

1. Four (4) days of Flex Professional Development (PD) over the next two (2) years, awarded as compensatory time; and
2. One (1) staff development day during the training window applied toward the required training; and
3. A \$1,000 stipend for required training completed outside of contract time.

Note: The staff member must be on district property during the one day of staff development

B. STRIVE Training

Teachers assigned to STRIVE training shall receive:

1. Four (4) days of Flex Professional Development (PD) over the next two (2) years, awarded as compensatory time; and
2. One (1) staff development day during the training window applied toward the required training; and
3. A \$400 stipend for required training completed outside of contract time.

Note: The staff member must be on district property during the one day of staff development

C. Stipend Payment

- Stipends shall be paid only upon successful completion of the assigned training.

4. Proof of Completion and Documentation

- In all cases, teachers shall submit proof of successful training completion to the Director of Curriculum, Teaching and Learning.
- The Director of Curriculum, Teaching and Learning shall provide documentation to the Business Office for verification and payment processing.

5. Failure to Comply with the READ Act

Compliance with the Minnesota READ Act is mandatory for both the District and eligible teachers. Failure by an eligible teacher to comply with the READ Act training requirements may result in the teacher being out of compliance with READ Act requirements related to reading instruction, in accordance with state statute, and may result in discipline pursuant to Article V, Section 5 of the CBA.

6. Impact on Precedent

Nothing in this MOU shall be deemed to establish a precedent or practice, nor to modify or amend any provision of the CBA. Neither party shall reference this MOU in any grievance, arbitration, or legal proceeding as evidence of past practice or precedent.

7. Entire Agreement

This MOU constitutes the entire agreement between the District and the Union regarding compensation, time, and procedures related to Phase 2 and future READ Act training. Any modifications must be in writing and signed by both parties.

8. Approval and Execution

This MOU shall not be effective unless and until approved by the Jackson County Central School Board and signed by authorized representatives of both parties.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates indicated below.

For the District

Name: [Signature]
Date: 2-22-26

For the Union:

Name: [Signature]
Date: 2-16-26