

**MEMORANDUM OF UNDERSTANDING
BETWEEN
INDEPENDENT SCHOOL DISTRICT NO 621
AND
MOUNDSVIEW EDUCATION ASSOCIATION**

This Memorandum of Understanding is entered into between Independent School District No. 621 (the District) and Mounds View Education Association, (the Union) related to loss of prep pay and use of building specialists for covering classes without a substitute.

WHEREAS, the Mounds View Education Association is the exclusive representative of teachers in the district; and

WHEREAS, the parties recognize that the district is prioritizing in-person learning for students; and

WHEREAS, the parties recognize that when teachers are absent from work it has become increasingly difficult to fill positions with substitute teachers. In the case of an unfilled position, the school has employed a number of options to fill classroom positions including hiring of building substitutes and using a rotation of non-classroom teachers, administration and district staff. Despite these efforts unfilled positions remain; and

WHEREAS, the parties recognize that when substitute positions go unfilled, teachers may miss their daily prep time to cover classes and may need to adjust and redo their lessons and planning for a period of time.

WHEREAS, the parties recognize that this MOU is based upon extraordinary circumstances of the Omicron variant of COVID-19 and that it will sunset effective March 9, 2022 and will no longer be in effect as of March 10, 2022.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, including the relinquishment of certain legal rights, the parties now agree as follows:

- The pay rate for missed prep will be changed from \$35.00 to \$75.00.
- Elementary non-homeroom teachers who are on a rotation to fill in for unfilled classroom positions who are reassigned to a classroom for a full day will be paid an additional \$100.00 for the day. Teachers reassigned for a half (1/2) day are paid \$50.00 for subbing unless the half (1/2) day portion of the reassignment does not include a prep period, then the teacher would receive \$75 for the half (1/2) day.
- When there are unfilled classroom positions in a building, building specialists will be included in the rotation of staff to fill positions. In the event a specialist is utilized in this manner, the classroom teacher will maintain their students during the specialist period and be compensated for loss of prep. If a classroom teacher volunteers to cover the prep of another classroom teacher who is affected in this manner, it will be allowed.
- The building principal will work with building specialists and other teachers on the substitute rotation schedule involved in the creation of the rotation.
- This change in pay will be in effect from January 18, 2022 through March 9, 2022.

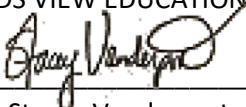
Nothing in this MOU shall be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the collective bargaining agreement between the School District and the Union. No party may submit this MOU, or any testimony regarding this MOU, in any proceeding as evidence of a precedent or practice, except for purposes of enforcing the terms of this MOU.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the dates shown below.

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 the Agreement.

MOUNDS VIEW EDUCATION ASSOCIATION

Dated: 1/18/22 , 2022

By:  _____
Stacey Vanderport

INDEPENDENT SCHOOL DISTRICT 621:

Dated: _____ , 2022

By: _____
Julie Coffey