

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 197 (“District”) and the West St. Paul Federation of Teachers, Local 1148 (“Union”).

WHEREAS, the District and the Union are entering into this MOA for the 2020-2021 school year in an effort to compensate teachers for lost planning time when participating in curriculum review;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA and other valuable consideration, the sufficiency of which is acknowledged, the District and the Union agree as follows:

1. **Compensation for lost planning time pertaining to curriculum review on days where teachers have extended planning time (generally Wednesdays).** The District will compensate 1.5 hours for curriculum review meetings that are 3 - 3.5 hours and 3 hours for curriculum review meetings that are 6 - 7 hours per occurrence throughout the 2020-2021 school year at a rate of \$36.00 per hour. This compensation is being provided due to the loss of extended planning in order to participate in the curriculum review process. Teachers will complete a timesheet approved by the Director of C.I.A. for payroll processing.
2. **No Precedent or Past Practice.** Nothing in this MOA may be deemed to establish a new precedent or practice to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union.
3. **Term of MOA.** This MOA takes effect on the date it is signed by both parties, is not retroactive, and will automatically expire, without further action of the parties, on June 30, 2021. This MOA is separate from, and not part of, the CBA.
4. **Entire MOA.** This MOA constitutes the entire agreement between the Union and the District relating to compensation for lost planning time pertaining to participation in curriculum review. No party has relied upon any statements or promises that are not set forth in this MOA. This MOA controls to the extent that it conflicts with the CBA. No changes to this MOA are valid unless they are in writing and signed by the parties.

FOR THE UNION:

FOR ISD 197:

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Phil Hayes – Union President

Date

Brenda Albrecht – Director of HR

Date