

MEMORANDUM OF AGREEMENT

Regarding: EL Teacher caseload

This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter referred to as "Employer"), and the Saint Paul Federation of Educators (hereinafter referred to as "Union"). It is entered into for the sole purpose of establishing, for a specified and limited period of time, an exception to the agreement between the Employer and the Union to maintain an EL teacher caseload with a weighted limit of 52, in the 2020-2021 school year.

Due to the global pandemic, for the 2020-21 school year the Employer and Union agree that the 52:1 weighted caseload language will not be implemented. Instead, the Employer will add 10.0 additional EL Teacher FTEs effective this fall. Fall adjustments to staffing (moving current staff between sites) will not occur unless mutually agreed to by both parties or as required under law. The Employer can add additional FTEs if needed. Due to an already determined teacher FTE, WIDA Screener testing with the Student Placement Center will not occur until the Minnesota Department of Education directs districts to resume the assessment.

This MOA is only applicable to the added EL teacher staffing and does not impact the remainder of the contract, including contract language regarding co teaching, rotation of EL teachers and their substitutes in coverage of classes, bilingual staff interpreting for families, additional hires of EA staff to meet the needs of multilingual families, and staggered scheduling of conference nights to accommodate multilingual needs with existing multilingual staff.

If a successor agreement is not completed prior to the beginning of the 2021-22 school year, the contract language will be in full force continue to be in effect as negotiated per MN Statute.

The Employer agrees to share regular report outs and bring the staffing plan to EL PIC beginning December 2020 for completion by the April 2021 EL PIC, as the April EL PIC is contractually dedicated to staffing for the next school year.

INDEPENDENT SCHOOL DISTRICT No. 625

Saint Paul Federation of Educators (TEACHERS)

Date

Date