

MEMORANDUM OF UNDERSTANDING IMPLEMENTATION OF PRE-SCHOOL MOU

This Memorandum of Understanding is entered into between Independent School District No. 834, Stillwater, Minnesota (hereinafter referred to as the "School District") and the St. Croix Education Association (hereinafter referred to as the "SCEA").

WHEREAS, the School District and the SCEA are in the process of negotiating the 2019-2021 SCEA Master Contract; and

WHEREAS, the District and the SCEA have been engaged in the negotiation the 2019-2021 SCEA Master Contract since November 2019; and

WHEREAS, as of the date of this MOU, the negotiations process has not been completed; and

WHEREAS, significant work has been done to reach tentative agreement on the terms related to the employment of pre-school teachers; and

WHEREAS, it has been the intent of the parties to incorporate an MOU specific to pre-school teachers, as a part of the ratification of the 2019-2021 Master Contract; and

WHEREAS, it is the intent of the parties to incorporate the language included into the MOU into the contract during the negotiation of the 2021-2023 Master Contract; and

WHEREAS, despite the fact that the 2019-2021 SCEA Master Contract has not been ratified, the parties mutually agree that it is in the best interest of both parties, to implement the terms of the MOU titled "Pre-School Teachers," beginning with the start of the 2020-2021 school year.

NOW THEREFORE, it is mutually agreed by and between the undersigned parties that:

1. The MOU titled "Pre-School Teachers" will be implemented with the start of the 2020-2021 school year; and
2. Upon ratification of the 2019-2021 SCEA Master Contract, all pre-school teachers will move to the salary schedules which are a part of Appendices A-1 and A-2 (including A-1Q and A-2Q) effective at the start of the 2020-2021 school year; and
3. Pre-school teachers will step on the existing ABE/ECFE Salary Schedule (including the ABE/ECFE QComp Salary Schedule) for the 2019-20 school year; and
4. Upon ratification of the 2019-2021 SCEA Master Contract, Julie Spain and Connie O'Donnell will be placed on step 15, effective with the start of the 2020-2021 school year; and

5. During the negotiation of the 2021-2023 SCEA Master Contract, the parties will address the language included in the MOU and make a final determination regarding the incorporation of such language into the Contract, as modified and/or agreed at that time.

ST. CROIX EDUCATION ASSOCIATION

INDEP. SCHOOL DIST. 834, STILLWATER

DATE: 8/31/20

DATE: _____

BY 
ITS PRESIDENT

BY _____
FOR THE DISTRICT