

**MEMORANDUM OF UNDERSTANDING
SNAP BACK PROVISION RELATED TO 2020-2021 STAFFING**

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 COVID-19 pandemic which began in the spring of 2020 has had a significant impact on the manner in which work is performed in the District and the manner in which assignment to teaching positions need to be made; and

WHEREAS, the Governor of the State of Minnesota, by Executive Order, has set a requirement that school districts provide parents the option to enroll their child(ren) in online instruction for the duration of the 2020-21 school year; and

WHEREAS, due to concerns related to COVID, the District has received requests from approximately 70 teaching staff to teach remotely, generally for medical related reasons; and

WHEREAS, the District has accommodated nearly all requests from staff by assigning them to remote and/or online teaching assignments; and

WHEREAS, in order to provide staff requesting accommodation to teach remotely, it was necessary to shift teaching staff to positions other than those to which they were initially hired/assigned to teach for the 2020-2021 school year; and

WHEREAS, it has been necessary for the District to reassign teachers between grade levels and/or buildings, as well as to online instruction; and

WHEREAS, the District and the SCEA have a mutual desire to allow staff to return to the positions that they had anticipated holding for the 2020-2021 school year, prior to the changes required due to COVID.

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

1. In determining teaching staff assignments for the 2020-2021 school year, as a starting point, staff will be assigned back to the buildings and grade levels to which were initially assigned and/or hired. Specifically, the basis for the start of the staffing process will be the staffing sheets attached, reflecting assignments that were in place as of August 4, 2020.
2. The normal/standard staffing process will be used for posting of positions in the Spring of 2021, i.e. if there is a reduced number of sections at a particular building, and all probationary staff in that building have been released, the least senior staff person in that building will be listed as an overage and will be required to seek a position through the spring posting process.

ST. CROIX EDUCATION ASSOCIATION

INDEP. SCHOOL DIST. 834, STILLWATER

DATE: 8/31/20

DATE: _____

BY 

BY _____

ITS PRESIDENT

FOR THE DISTRICT