

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

##### THE MINNEAPOLIS FEDERATION OF TEACHERS

**AND**

#### MINNEAPOLIS PUBLIC SCHOOLS

**MEMORANDUM OF AGREEMENT**

**SUBSTITUTE TEACHER INCENTIVE PAY 2021-2022**

This memorandum of agreement (MOA) is agreed to by and between Minneapolis Public Schools, Special School District No. 1 (“District”) and the Minneapolis Federation of Teachers (“MFT”) to specify certain terms and conditions relating to compensation for substitute teachers, and the creation of a pay incentive.

**WHEREAS,** the District has experienced difficulty in filling all needed substitute teacher assignments on a daily basis; and

**WHEREAS**, in order to meet the urgent staffing needs of the District, the District and the MFT desire to increase the hourly and daily compensation for short-call, long-call and cadre teachers; and

**WHEREAS,** the District and the union share an interest in supporting our highest need school and those schools with the highest rate of unfilled absences; and

**WHEREAS,** the District and the union share and interest in attracting and retaining the best substitute teachers for the District; and

**WHEREAS**, the parties wish to establish a new pay rate for short-call substitute, long-call and cadre reserve teachers for the 2021-2022 school year; and

**THEREFORE, BE IT RESOLVED, THAT** the District and MFT agree as follows:

1. Effective: These changes will be in effect at the beginning of the 2021-2022 school year and will end at the close of the 2020-21 school year.

2. Hourly Rate Increases:

a. Short-call substitute teacher hourly rate of pay will increase from $20/hour to $24/hour

b. Long-call substitute teacher hourly rate of pay will increase from $21.25/hour to $25.50/hour

3. Daily Rate Increases:

a. Short-call substitute teacher daily rate of pay will increase from $160 to $192

b. Long-call substitute teacher daily rate of pay will increase from $170 to $204

c. Cadre daily rate of pay will increase from $180 to $216

4. Building Reserves: The district will provide the following schools with a full time building reserve

a. The District’s 15 racially isolated schools with the highest concentrations of poverty: Andersen United, Anishinabe Academy, Anne Sullivan, Bethune, Cityview, Folwell, Franklin, Hall, Heritage Academy, Hmong International Academy, Jefferson, Jenny Lind, Lucy Laney, Nellie Stone Johnson, and Richard Green.

b. An additional 15 schools with the historically the highest rate of unfilled absences: Anwatin, Bryn Mawr, Fair, Field, Loring, Lyndale, North, Northeast, Olson, Pillsbury, Seward, Sheridan, South, Webster, and Whittier.

5. Review: The District and MFT agree to review data from this MOA in January 2022 to determine its effectiveness.

4. No Precedent: The parties agree that this memorandum of Agreement (including any facts and documents related to the agreement) shall not be construed to set a precedent for any other employee.

**BE IT FURTHER UNDERSTOOD AND AGREED THAT** to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the CBA between the District and MFT, it shall not form the basis of any precedent that may be cited by any teacher in any grievance that may be filed.

For the Union:

For the District: