

MEMORANDUM OF UNDERSTANDING
Teacher Development and Evaluation Model

WHEREAS, Independent School District No. 241, Albert Lea ("District") and the Albert Lea Education Association ("ALEA") are parties to a 2025-2027 collective bargaining agreement ("CBA"); and

WHEREAS, Pursuant to M.S. §122A.40, Subd. 8, the parties must jointly agree to implement the attached Teacher Evaluation and Development Model;

NOW, THEREFORE, the ALEA and District agree as follows:

That this Memorandum of Understanding and the attached Teacher Development and Evaluation Model ("Model") shall be effective July 1, 2026, and shall continue in effect unless either the ALEA or the Albert Lea Area School (District) give the other party written notice to review and possibly revise the Model for the following school year. The earliest date that either party may give notice of their request to review and possibly revise the Model is by May 1, 2027.

This Memorandum of Understanding contains the full and complete agreement between the parties relative to the subject matter addressed herein. No promises, guarantees, or representations relative to the subject matter addressed herein exist outside the terms of this document.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding and is authorized to sign on behalf of the party he or she represents.

INDEPENDENT SCHOOL DISTRICT 241

Chair

Clerk

Dated: _____, 2026

ALBERT LEA EDUCATION ASSOCIATION

President

Secretary

Dated: _____, 2026