

## Region 5 Reciprocity Agreement ElevatePD Credits

This Reciprocity Agreement (“Agreement”) is entered into by and among the following entities, collectively referred to as “the Parties”:

- Independent School District No. 182, Crosby, MN
- Freshwater School District No. 6004, Wadena, MN
- Independent School District No. 482, Little Falls, MN
- Independent School District No. 2753, Long Prairie, MN
- Independent School District No. 821, Menahga, MN
- Independent School District No. 186, Pequot Lakes, MN
- Independent School District No. 116, Pillager, MN
- Independent School District No. 2174, Pine River, MN
- Independent School District No. 820, Sebeka, MN
- Independent School District No. 486, Swanville, MN
- Independent School District No. 487, Upsala, MN
- Independent School District No. 818, Verndale, MN
- Independent School District No. 113, Walker, MN
- Education Minnesota Crosby-Ironton
- Education Minnesota Freshwater Education District
- Education Minnesota Little Falls
- Long Prairie-Grey Eagle Education Association
- Education Minnesota Menahga
- Education Minnesota Pequot Lakes
- Education Minnesota Pillager
- Education Minnesota Pine River-Backus
- Education Minnesota Sebeka
- Swanville Education Association
- Upsala Education Association
- Verndale Education Association
- Walker-Hackensack-Akeley Education Association

WHEREAS, the Parties are school districts within Minnesota's Region 5 Service Cooperative (individually, a "Region 5 School District") and representatives from affiliated collective bargaining units that maintain agreements that govern terms and conditions of employment, including salary increases based on educational attainment ("Exclusive Representatives");

WHEREAS, Sourcewell, a Minnesota Service Cooperative created under Minn. Stat. § 123A.21, assists school districts in offering an alternative to traditional professional development coursework which allows teachers to earn credits for advancement through its ElevatePD program ("Professional Development Program");

WHEREAS, this Agreement establishes procedures for teachers to create teacher-led Professional Development Projects that are eligible for lane advancement on the salary schedule in each of the Parties' respective collective bargaining agreements;

WHEREAS, the Parties wish to encourage participation in the above-referenced Professional Development Projects by allowing approved projects in one participating school district to be recognized for advanced lane placement in another district; and

WHEREAS, each of the Region 5 School Districts and Exclusive Representatives who are a party to this Agreement and have signed this Agreement separately intending that the separately-signed documents will become one single agreement.

NOW, THEREFORE, the Parties agree as follows:

1. Recognition of Professional Development Project. Any Professional Development Project developed with the assistance of ElevatePD that is approved by the committee of a Region 5 School District in accordance with this Agreement shall be recognized for advanced lane placement in the other Region 5 School Districts that are a party to this Agreement.

By way of example, if a teacher employed by school district A earns 3 credits in a Professional Development Project approved by the committee of school district A, school districts B, C, D, and E would recognize those 3 credits for lane placement purposes if the teacher were to leave school district A and begin working in school district B, C, D, or E. Prior approval of the program by school district B, C, D, or E would not be required for them to recognize credits earned in a program that was approved by the committee in school district A during the duration of this Agreement.

2. Joint Projects. If a particular Professional Development Project is a joint project approved by the committees of multiple school districts in accordance with this Agreement, credits earned in that Project shall be recognized for advanced lane placement in all school districts whose committees have approved the Professional Development Project.

By way of example, if the professional development committees in school districts A, B, and C all recognize a joint project between teachers in these three districts, all three school districts will recognize credits earned in the joint project for purposes of lane advancement on the salary schedule.

3. Adding Parties to the Agreement. The Parties agree that school districts within Region 5 and their affiliated collective bargaining units may join this Agreement by executing the Agreement. Notice of the addition of the new school district and affiliated collective bargaining unit will be emailed to the existing Parties to this Agreement. The existing Parties to this Agreement agree to honor the terms of this Agreement with a new Party.

4. Individual School District Termination. Any Region 5 School District may terminate its involvement

in this Agreement, for any reason, with 90 calendar days' notice of termination to all other Parties to this Agreement.

5. Duration. This Agreement is effective from July 1, 2026, through June 30, 2029. The Agreement shall not automatically renew or continue. The Parties may only renew or continue this Agreement in writing, signed by the Parties.

6. Cancellation of Program or Termination of Agreement. The Parties recognize that the cancellation of Sourcewell's ElevatePD Program or termination of this Agreement shall not extinguish the right of any employee to have their professional development credit recognized pursuant to this Agreement where those credits were obtained during the time this Agreement was in effect.

7. Governing Law. This Agreement shall be construed and interpreted in accordance with the laws of the State of Minnesota.

8. Mutual Drafting. This Agreement is the result of negotiations between the Parties and, accordingly, shall not be construed for or against any Party to the Agreement, regardless of which Party drafted the agreement or any portion thereof. The Agreement shall for all purposes be deemed to have been mutually drafted.

9. Severability. In the event that any provision of this Agreement is found to be illegal or unenforceable, such provision shall be severed or modified to the extent necessary to make it enforceable, and as so severed or modified, the remainder of this Agreement shall remain in full force and effect.

10. Complete Agreement. It is expressly understood and agreed that this Agreement contains the entire agreement between the Parties. Additionally, each of the Region 5 School Districts and Exclusive Representatives who are a party to this Agreement and have signed this Agreement as a separate document intend that the separately-signed documents constitute one single agreement.

By signing below, each Party specifically acknowledges that it has read this Agreement, has had an opportunity to review the terms of this Agreement with its legal counsel, and understands and agrees to all of the terms of the Agreement.

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
School Board Chair

Date: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_  
School Board Clerk

Date: \_\_\_\_\_