

MEMORANDUM OF UNDERSTANDING

Assignment of STRIVE Training
Albert Lea Education Association

This Memorandum of Understanding is to serve as a mutual agreement between Independent School District No. 241 (hereinafter referred to as the School District) and the Albert Lea Education Association (hereinafter referred to as the ALEA) for the purpose of providing a stipend for assigned teachers to participate and complete the Minnesota Read Act Legislative Professional Development Requirement - STRIVE.

Be it therefore resolved that the parties agree to the following:

1. The ALEA and the School District are parties to a collective bargaining agreement covering the period July 1, 2026, through June 30, 2028.
2. The parties agree that licensed teaching staff complete the STRIVE training. MN MDE determines eligible Phase 2 staff to be: Teachers who provide **foundational reading instruction*** to students in grades 4-12, teachers who provide reading instruction to students in a state-approved alternative program, teachers who provide reading instruction to students in dual language immersion programs, grades 6-12 Curriculum Directors and employees who select literacy instructional materials for grades 6–12
3. STRIVE training completed outside of the teacher duty day will be compensated a \$555 stipend upon documented completion.
4. Licensed teaching staff who elect to be paid through the compensation agreement listed above in section 3, are not eligible to apply graduate credits from STRIVE training toward a lane change. In lieu of the compensation agreement listed in section 3, licensed staff have the option of obtaining graduate credit through an accredited college or university which can be used towards a lane change. Credit recognition will be in accordance with the collective bargaining agreement.
5. This agreement does not set any precedent for any future issue.
6. Except as otherwise provided herein, all provisions of the 2025-2027 collective bargaining agreement shall remain in full force and effect.

This Memorandum of Understanding will remain in effect until June 30, 2028.

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.

Albert Lea Education Association

Independent School District No. 241

President

Chair

Secretary

Clerk

Dated: _____

Dated: _____