

## **MEMORANDUM OF UNDERSTANDING**

### **Project Momentum – ESL Certification Support**

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THIS AGREEMENT is entered into between Independent School District No. 2753 (the “District”) and the Long Prairie–Grey Eagle Education Association (the “Association”), collectively referred to as the “Parties.”

### **I. PURPOSE**

The purpose of this Memorandum of Understanding (MOU) is to support District staff in obtaining English as a Second Language (ESL) certification through participation in the Project Momentum program, in alignment with District instructional goals and student needs.

### **II. PROGRAM DESCRIPTION**

Project Momentum is a structured professional development program designed to assist licensed staff in obtaining ESL certification. Participants may earn up to ten (10) graduate-level credits through successful completion of the program.

### **III. ELIGIBILITY AND PARTICIPATION**

Participation in Project Momentum under this MOU is subject to:

- Approval by the District
- Acceptance into the program by Project Momentum
- Alignment with District staffing and instructional needs
- Continued employment in good standing

The District retains discretion in approving participation based on program capacity and District priorities.

### **IV. COMPENSATION AND LANE PLACEMENT**

#### **A. Lane Advancement**

Credits earned through Project Momentum may be applied toward lane advancement on the salary schedule in accordance with the Collective Bargaining Agreement.

#### **B. Stipend (In Lieu of Lane Change)**

Employees who:

- Successfully complete the Project Momentum program,

- Earn the associated credits, and
- Are not eligible for lane advancement under the Collective Bargaining Agreement

may be eligible to receive a one-time stipend of \$4,000.

### **C. Conditions for Stipend Payment**

The stipend:

- Shall be paid one (1) year after successful program completion
- Is contingent upon the employee remaining employed by the District and in good standing during that period
- Shall not be considered part of base salary
- Shall not be applied to retirement calculations, lane placement, or ongoing compensation
- Shall not establish a precedent or past practice

The District retains final determination of eligibility for stipend payment based on verification of program completion and employment status.

### **V. EMPLOYEE EXPECTATIONS**

Employees participating in Project Momentum are expected to:

- Successfully complete all program requirements
- Apply learning to instructional practice where applicable
- Maintain appropriate licensure progress toward ESL certification
- Remain in good standing with the District

### **VI. DISTRICT EXPECTATIONS AND DISCRETION**

The District:

- Supports participation in Project Momentum as a means of addressing student needs
- Retains the right to determine program participation, continuation, and compensation eligibility
- Is not obligated to continue this program beyond the term of this MOU

### **VII. NON-PRECEDENT**

This MOU:

- Does not modify the Collective Bargaining Agreement
- Does not establish a precedent or past practice
- Does not create an ongoing entitlement to compensation or participation

**VIII. DURATION**

This MOU shall remain in effect for the duration of the current and subsequent contract cycle unless modified or terminated by mutual agreement of the Parties.

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**SIGNATURES**

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Superintendent

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Association Representative

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Date

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