

MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District #12 (hereinafter referred to as “District”)
AND
Centennial Education Association (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2026, through June 30, 2027; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in STRIVE for 6-12 Teachers and,

WHEREAS the total anticipated number of hours of Asynchronous training required for STRIVE is 35 hours and online synchronous training for STRIVE is 3 hours (38 hours total);

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between July 1, 2026, and June 30, 2027; and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act training

TOTAL Paid Hours:

PROGRAM	PAY/HR	TOTAL HOURS	MODULES/SESSIONS	COMPLETED BY	PAYMENT DATE
STRIVE	\$1,575 (45/hr)	35	All Modules- Asynchronous	May 15	JUNE 15
STRIVE	\$135 (45/hr)	3- online synchronous	Live Sessions 1, 2, 3	May 15	JUNE 15

STRIVE: 38 hours= \$ 1,710

3. Credit Recognition

Requests for graduate credits to apply toward a lane change may be made according to Article VIII, Section 3.

4. Proof of completion and payment timeline

Completion of modules/sessions will be reviewed and verified by the Executive Director of Teaching and Learning

5. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for both the District and eligible teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in a teacher being out of compliance with READ Act requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to Article XVII of the CBA.

6. Effective Date and Duration

This MOU shall continue in effect until June 30, 2027.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:

For the Union:

School Board Chair

Dated:

School Board Clerk

Dated:

READ Act Phase 2 Staff Development Timeline | 2026-2027

STRIVE TLC – Structured Literacy: Unlocking Literacy for All Educators

Program Overview

Centennial Public Schools will use STRIVE TLC's Science of Reading: Structured Literacy course to fulfill Phase 2 READ Act professional development requirements. STRIVE is an approved Minnesota READ Act-funded professional development program for Phase 2 educators.

Training Hours

Synchronous Training: 3 hours (3 live sessions, 45 minutes each)

Asynchronous Modules: Approximately 35 hours of online modules

Total: Approximately 38 hours

What's Included

- Digital access to all online course modules (accessed via Kajabi platform)
- Digital Book: STRIVE's Data System: A How-to on Planning, Teaching and Assessing Reading Groups
- Printed Book: L.I.T.E.R.A.C.Y.
- Lifetime access to Digital Dashboard with content-specific examples, videos, resources, and FAQ
- Printed Active Participation Kit (connect strategies and response cards)
- Note catchers for each module and a Key Take-Aways document for the entire course

Who Is Required to Complete Phase 2 Training in Centennial?

Any educator from Phase 2 who has already participated in Phase 1 professional development has met the requirement and would not qualify for a second training.

Required staff include:

- Teachers who provide foundational reading instruction to students in grades 6-12.
- 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 (educators in pre-K through third grade should complete a Phase 1 training; educators in grades 6-12 should complete a Phase 2 training).
- Grades 6-12 Curriculum Directors.

- Employees who select literacy instructional materials for grades 6–12.
- Any educator from Phase 2 who has already participated in Phase 1 professional development has met the requirement and would not qualify for a second training.

Course Content Summary

Asynchronous Components (7 Modules + 2 Bonus)

- Introduction to the Science of Reading
- Disciplinary Literacy
- Data-Based Decision Making
- Reading Comprehension
- Vocabulary and Oral Language
- Fluency Development
- Phonics and Word Work
- Phonological Awareness
- Understanding Dyslexia (Bonus Module)
- Active Participation (Bonus Module)

Synchronous Components (3 Live Sessions)

Three 45-minute sessions focus on additional application, reflection on learning, lesson planning, and data-driven instruction with clear examples tied to the MnMTSS Framework and Secondary Playbook. Sessions occur after Modules 3, 6, and 7.

References MN standards, Capti ReadBasix, and MTSS. Includes pre/post-assessments, readings, video recordings, and activities.

2026-2027 Course Module Timeline

The course consists of 7 modules plus two bonus modules, accessed through the Kajabi platform. Participants complete modules asynchronously at their own pace, with three required live synchronous sessions.

Module	Time	When / Details
Obtain access code from district lead & create Kajabi account	—	Introductory email sent upon enrollment
Modules 1–3 (Introductory + core content)	~12–15 hours	Asynchronous – completed at your own pace

Module	Time	When / Details
		Download the Note Catcher for each module
Live Session 1 (Required Synchronous)	45 minutes	Sign up via email sent after Module 3 assessment, OR at the end of Module 3 Focus: Reflection on learning and lesson planning application
Modules 4–6 (Core content continues)	~12–15 hours	Asynchronous – completed at your own pace Download the Note Catcher for each module
Live Session 2 (Required Synchronous)	45 minutes	Sign up via email sent after Module 6 assessment, OR at the end of Module 6 Focus: Data-driven instruction with MnMTSS Framework examples
Module 7 (Final required module)	~4–5 hours	Asynchronous – completed at your own pace Download the Note Catcher for Module 7
Live Session 3(Required Synchronous)	45 minutes	Sign up via email sent after Module 7 assessment, OR at the end of Module 7 Focus: Application to Secondary Playbook and classroom practice
End of Course Assessment + Bonus Modules	~1–2 hours + bonus	Certificate emailed upon completion <i>Bonus modules: Understanding Dyslexia & Active Participation (optional)</i>

Things to Remember

- Download the Note Catcher for each module- it serves as your road map through the content.
- The Key Take-Aways document is one document used for the entire course (not per module).
- Live sessions are required per the MN READ Act, but they do NOT lock or unlock modules — you can continue working at your own pace.
- Consult the FAQ in the introductory module.
- Course content references MN standards, Capti ReadBasix, and MTSS frameworks.
- Includes pre-assessments/post-assessments, readings, video recordings, and activities.

Compensation

Secondary Language Arts READ Act 2.0

of Teachers

CMS - 9

CHS - 11

CALC - 1

Pines - 2

Total - 23

STRIVE - READ Act 2.0

35 Asynchronous Hours

3 Online synchronous hours after completion of a set of modules.

38 Total hours

38 hours @ \$45 per teacher = \$1710 - Paid June 15, 2027