



**Memorandum of Agreement  
between  
The Minneapolis Federation of Educators, Local 59  
and  
Minneapolis Public Schools, Special School District  
No. 1**



**READ Act – Phase One Teachers, SY 2025-26 & SY 2026-27**

**WHEREAS**, Minneapolis Public Schools, Special District No. 1 (“District”) and the Minneapolis Federation of Educators, Local 59 (“Union”), herein referred to jointly as “the Parties”, entered into a collective bargaining agreement that governs the terms and conditions of employment for licensed staff, including salary and stipend amounts; and

**WHEREAS**, the Minnesota Reading to Ensure Academic Development Act (READ Act), was passed in May 2023, with the goal of having every Minnesota child reading at or above grade-level every year, beginning in kindergarten, and supporting multilingual learners and students achieving special education services in achieving their individualized reading goals; and

**WHEREAS**, to meet statutory requirements, districts must provide initial Minnesota Department of Education (MDE)-approved Science of Reading training to teachers in the following classifications no later than July 1, 2026:

- Reading intervention teachers working with students in kindergarten through grade 12;
- All classroom teachers of students in kindergarten through grade three and children in prekindergarten programs;
- Kindergarten through grade 12, special education teachers responsible for foundational reading instruction;
- Pre-K through grade 5 teachers who select literacy instructional materials for a district; and
- Teachers holding English as a second language teaching licenses.

**WHEREAS**, districts must additionally provide initial MDE-approved Science of Reading training to teachers in the following classifications no later than July 1, 2027:

- Teachers providing foundational reading instruction to students in grades 4–12;
- Teachers providing reading instruction to students in state-approved alternative programs;
- Teachers providing reading instruction to students in dual language immersion programs (with pre-K through grade 3 educators completing Phase 1 training and grades 4–12 educators completing Phase 2 training); and
- Teachers responsible for selecting literacy instructional materials for grades 6–12.

**WHEREAS**, the District has chosen Lexia’s Language Essentials for Teachers of Reading and Spelling (“LETRS”) as their Minnesota Department of Education (MDE) approved reading instruction; and

**WHEREAS**, in light of the District's decision to adopt *Arts & Letters* as its knowledge-building curriculum and its intent to utilize designated District professional development days to support implementation, the District and the Union agree that, for the following teachers who began LETRS training in SY 2025-26 and have expiration dates of May 31, 2027 (Group: Read Act Phase 1.2 Fall) or November 30, 2027 (Group: Read Act Phase 1.2 Spring):

- All classroom teachers of students in kindergarten through grade five; and
- All reading intervention teachers assigned to elementary schools; and
- All special education teachers assigned to elementary schools,

this Memorandum of Agreement shall supersede and replace for the aforementioned teachers, the SY 2026-27 portion of the READ Act Training MOA fully executed on January 20, 2026. Accordingly, the Parties agree that modification of the prior terms is necessary.

**THEREFORE, BE IT RESOLVED THAT** the parties agree to this Memorandum of Agreement (MOA) jointly agree to the following:

1. In lieu of the three (3) district professional development days previously designated as time to complete Science of Reading training in school year 2026-2027 and who have not already completed their required training, the District shall provide three (3) reserve teacher days. Teachers may use this reserve day as compensatory time and are not required to report to the building or perform other duties, except under extenuating circumstances requiring a separate agreement.
2. Use of the reserve teacher days shall be subject to the following criteria:
  - a. Use of a reserve day requires pre-approval from the teacher's administrator and must be submitted at least three (3) duty days in advance, unless an alternative timeline is mutually agreed upon.
  - b. Mondays and Fridays may not be used as reserve days unless approved in writing by mutual agreement.
  - c. Administrators shall make reasonable efforts to accommodate a teacher's requested date. Approval may be limited if a high number of personal days have already been requested or if multiple teachers under this agreement at the same site request the same date.
  - d. If a teacher splits their FTE across multiple sites, the reserve day shall be taken at the site where their FTE is highest. If FTE is equal across sites, the site will be mutually agreed upon by the teacher and administrator.
  - e. Teachers using a reserve day must ensure that lesson plans or substitute materials are in place according to site expectations.
  - f. If agreement on a reserve day cannot be reached at the site level, the Union and Human Resources shall meet to resolve the matter.
  - g. Any reserve day not used by June 14, 2027, shall be forfeited.
3. Teachers shall be allowed to use their weekly Professional Learning Community (PLC) time to work on said training, either individually or with others. No additional non-instructional time will be scheduled for PLCs outside of the monthly literacy training. For those teachers required to participate in Science of Reading training, participation in

PLCs will resume after the completion date of their training, as determined by the respective Science of Reading vendor.

4. Failure to fulfill any of the criteria listed in the *Commitment of Work* shall impact the teacher's ability to receive the stipend. If the participant has met all other requirements, except for the 80% threshold on the post-test, they shall be required to take and satisfactorily pass MPS' alternative post-test. Upon successful completion of all criteria and/or the alternative post-test with an end date of December 31, 2027, the teacher shall receive the stipend for their Science of Reading training.
5. Any disputes that may arise relative to individual stipend eligibility may be subject to the grievance procedure outlined in the collective bargaining agreement.
6. Should any changes to legislation or the requirements set forth for completion by the Department of Education change in a way that alters either this Memorandum of Agreement or the requirements set forth in the *LETRS Commitment of Work*, the Parties agree to meet and work towards a mutually agreeable resolution

**BE IT FURTHER RESOLVED**, to the extent that this Memorandum of Agreement may be construed as a deviation from the terms of the 2025-27 collective bargaining agreement between the District and the Union, it shall not set precedent nor form the basis of any grievance that may be filed concerning any alleged violation of the contract.

This Memorandum of Agreement shall expire on June 30, 2027.

**FOR THE DISTRICT:**

  
Alicia Miller (Jul 24, 2026 16:18:16 CDT)  
Alicia Miller  
Senior Human Resources Officer

Jul 24, 2026

Date

**FOR THE UNION:**

  
\_\_\_\_\_  
Marcia Howard, President  
Minneapolis Association of Educators

Jul 24, 2026

Date

# READ Act - Phase One Teachers SY 2025-26 SY 2026-67

Final Audit Report

2026-07-24

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