

**MEMORANDUM OF AGREEMENT BETWEEN
MINNEAPOLIS PUBLIC SCHOOLS, SPECIAL DISTRICT NO. 1
AND
MINNEAPOLIS FEDERATION OF TEACHERS LOCAL 59**

BUDGET TIE OUT 2025 – TIER 1 AND 2 TEACHERS

WHEREAS, this Memorandum of Agreement (“MOA”) is entered into by and between Minneapolis Public Schools (“District”) and the Minneapolis Federation of Teachers (“Union”), herein referred to jointly as “the Parties”, to specify terms and conditions of employment, including provisions for transfer, reassignment, and recall;

WHEREAS, given the limited-term nature of Tier 1 and Tier 2 licenses issued by the Professional Educators Licensing and Standards Board (PELSB), past practice has held that teachers holding Tier 1 and expired Tier 2 licenses are excessed at Budget Tie-Out; and

WHEREAS, the District and Union have a shared commitment to promote staffing stability within our schools; and

NOW, THEREFORE, BE IT RESOLVED, the Parties agree to the following terms:

1. Excessing - Tier 1, Tier 2, and Out-of-Field Permissions:

- a. **Excessed Staff:** When staff reductions occur at the building, teachers with Tier 1 licenses, teachers with Tier 2 that are expiring June 30, 2025, and teachers teaching on an Out-of-Field permission shall still be excessed before their teacher counterparts who hold Tier 3 and Tier 4 licenses.
- b. **Tier 1 License:** Tier 1 teachers can be planned forward (not automatically excessed) at the same school(s) and in the same subject area that they are teaching during the 2024-25 school year but must sign the license renewal affirmation document.
- c. **Tier 2 License:**
 - i. **License Expiration - 2025:** Expiring Tier 2 (2025) teachers can be planned forward (not automatically excessed) at the same school(s) and in the same subject area that they are teaching during the 2024-25 school year but must sign the license renewal affirmation document.
 - ii. **License Expiration - 2026:** Expiring Tier 2 (2026) teachers can be planned forward (not automatically excessed) at the same school and in the same subject area that they are teaching during the 2024-25 school year.
- d. **Out-of-Field Permission:** Expiring Out-of-Field Permission (2025) teachers can be planned forward at the same school and in the same subject area that they are teaching during the 2024-25 school year, provided they have available Out-of-Field Permissions with PELSB or can provide proof of eligibility for the relevant licensure.

2. Interview and Select - Tier 1, Tier 2, and Out-of-Field Permissions:

- a. **Tier 1 License:** Teachers with Tier 1 licenses may participate in the Interview & Select process *only* if they are excessed from their site due to a staff reduction, provided they have first signed the license renewal affirmation document.
- b. **Tier 2 License:**
 - i. **License Expiration - 2025:** Provided they have first signed the license renewal affirmation document, expiring Tier 2 (2025) teachers may participate in the Interview & Select process *only* if they are excessed from their site due to a staff reduction.
 - ii. **License Expiration - 2026:** Provided they have first signed the license renewal affirmation document, expiring Tier 2 (2026) may participate in the Interview & Select process *only* if they are excessed from their site due to a staff reduction.
- c. **Out-of-Field Permission:** Teachers may **not** participate in the Transfer process using their Out-of-Field license.
- d. **Article 15:** Tier 1 and expiring Tier 2 teachers who wish to transfer will do so in alignment with the contractual process and expectations prescribed in Article 15.

3. **Placement:** Among non-tenured staff, the Placement Committee shall place probationary teachers prior to placing Tier 1s or expired Tier 2s.

4. Housekeeping

- a. **Failure to Secure a Position:** Should an excessed Tier 1 or Tier 2 teacher fail to secure a position during the transfer process, their contract shall be considered expired at the end of the 2024-2025 school year, and they shall have no rights to layoff or recall.
- b. **Commitment to Secure a License:** Tier 1 and expiring Tier 2 teachers who secure a position for the 2025-26 school year commit to initiating the required PELSB license process. They also agree to meet all PELSB and District requirements to obtain the license before the start of the 2025-26 school year. Nothing in this section shall be interpreted as a waiver of the District's right to require a teacher to hold the necessary license to be compensated as a licensed teacher. Additionally, the District is not obligated to retain a position for any Tier 1 or expiring Tier 2 teacher who fails to obtain the required license prior to the start of the 2025-26 school year.
- c. **Dispute Resolution:** Any dispute as a direct result of this MOA shall be first submitted to mediation before arbitration is requested, pursuant to Article 15, Transfer, Reassignment, & Recall. Any grievance submitted to arbitration, if sustained, shall be prospective in application only.
- d. **Other Terms & Conditions:** All other terms and conditions of the collective bargaining agreement between the District and the Union relating to Interview & Select shall remain in effect.

BE IT FURTHER RESOLVED, to the extent that this Memorandum of Agreement (MOA) may be construed as a deviation from the terms of the 2023-2025 Collective Bargaining Agreements between

the District and the Union, all other wages, hours, and terms and conditions contained in the applicable Collective Bargaining Agreement shall remain in full force and effect.

BE IT FURTHER RESOLVED, that to the extent this MOA shall not form the basis for any precedent that may be cited for any grievance concerning any alleged violation of the contract.

This MOA shall expire on June 30, 2025.

FOR THE DISTRICT:

Alicia Miller
Alicia Miller (Feb 3, 2025 20:03 CST)

Feb 3, 2025

Date

Alicia Miller
Senior Human Resources Officer

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FOR THE UNION:

Marcia Howard
Marcia Howard (Feb 3, 2025 16:35 CST)

Feb 3, 2025

Date

Marcia Howard, President
Minneapolis Federation of Teachers, Local 59











Tier 1 & 2 Teachers, Excessing, BTO 2025

Final Audit Report

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