

Region 5 Reciprocity Agreement Alternative Career Pathways Coursework

This agreement is entered into by and between the following entities, collectively referred to as “the Parties”:

- Independent School District No. 786, Bertha, MN (“ISD 786”),
- Independent School District No. 6004, Wadena, MN (“ISD 6004”),
- Independent School District No. 482, Little Falls, MN (“ISD 482”),
- Independent School District No. 2753, Long Prairie, MN (“ISD 2753”),
- Independent School District No. 821, Menahga, MN (“ISD 821”),
- Independent School District No. 186, Pequot Lakes, MN (“ISD 186”),
- Independent School District No. 484, Pierz, MN (“ISD 484”),
- Independent School District No. 116, Pillager, MN (“ISD 116”),
- Independent School District No. 486, Swanville, MN (“ISD 486”),
- Independent School District No. 487, Upsala, MN (“ISD 487”),
- Independent School District No. 818, Verndale, MN (“ISD 818”),
- Independent School District No. 113, Walker, MN (“ISD 113”),
- Bertha-Hewitt Education Association, (“BHEA”);
- Education Minnesota Freshwater Education District, (“EMFED”);
- Education Minnesota Little Falls, (“EMLF”);
- Long Prairie-Grey Eagle Education, Association (“LPGEEA”);
- Education Minnesota Menahga, (“EMM”);
- Education Minnesota Pequot Lakes, (abbreviation, e.g., “EMLF”);
- Education Minnesota Pierz, (“EMP”);
- Education Minnesota Pillager, (“EMP”);
- Swanville Education Association, (“SEA”);
- Upsala Education Association, (“UEA”);
- Verndale Education Association, (abbreviation, e.g., “VEA”);
- Walker-Hackensack-Akeley Education Association, (“WHAEA”).

Whereas, the school districts and exclusive representatives who are parties to this agreement are parties to five separate collective bargaining agreements that govern terms and conditions of employment, including salary increases based on educational attainment; and

Whereas, each of the school districts and exclusive representatives who are parties to this Agreement have signed separate memoranda of understanding (attached hereto as

Exhibits A-E) that allow teachers to create teacher-led professional development programs that are eligible for lane advancement movement on the salary schedule in each of the parties' respective collective bargaining agreements; and

Whereas, the Parties wish to encourage participation in the above-referenced professional development programs by allowing approved programs in one participating school district to be recognized for advanced lane placement in another district;

NOW, THEREFORE, the Parties agree as follows:

1. Any professional development program approved by the committee of a school district in accordance with the MOU between the district and the exclusive representative of licensed staff employed by the district will be recognized for advanced lane placement in another Region 5 school district.

By way of example, if a teacher employed by District A completes 3 credits in a professional development program approved by the committee of District A, Districts B, C, D, and E would recognize those three credits for lane placement purposes if the teacher were to leave District A and begin working in Districts B, C, D, or E. Prior approval of the program by Districts B, C, D, or E would not be required for them to recognize credits earned in a program that was approved by the committee in District A during the duration of this Agreement.

2. If a particular professional development program is a joint project approved by the committees of multiple school districts in accordance with the MOU between the districts and their exclusive representatives, credits earned in that program shall be recognized for advanced lane placement in all districts whose committees have approved the professional development program.

By way of example, if the professional development committees in Districts A, B, and C all recognize a joint project between teachers in these three districts, all three Districts will recognize credits earned in the joint project for purposes of lane advancement on the salary schedule.

4. This Agreement shall be enforceable through the grievance procedure in the collective bargaining agreement of each participating district and will remain in full force and effect unless modified with the approval of all parties to the Agreement.

5. The Parties recognize that the cancellation of the alternative pathways program or termination of this Agreement shall not extinguish the right of any employee to have their alternative career pathway credits recognized by a District that approved the program during the time that this Agreement was in effect.

By signing below, each party specifically acknowledges that it has read this Agreement, has had an opportunity to review the terms of this Agreement with legal counsel, and understands and agrees to all of the terms of the Agreement.

Bertha-Hewitt Education Association

Independent School District No. 786,
Bertha-Hewitt Public Schools

President

Superintendent

Date: _____

Date: _____

Education Minnesota Freshwater
Education District

Independent School District No. 6004,
Freshwater Education District

President

Superintendent

Date: _____

Date: _____

Education Minnesota Little Falls

Independent School District No. 482,
Little Falls Community Schools

President

Superintendent

Date: _____

Date: _____

Long Prairie – Grey Eagle
Education Association

Independent School District No. 2753,
Long Prairie-Grey Eagle

President

Superintendent

Date: _____

Date: _____

Education Minnesota Menahga

Independent School District No. 821,
Menahga Public School District

President

Superintendent

Date: _____

Date: _____

Education Minnesota Pequot Lakes

Independent School District No. 186,
Pequot Lakes Public Schools

President

Superintendent

Date: _____

Date: _____

Education Minnesota Pierz

Independent School District No. 484,
Pierz Public School

President

Superintendent

Date: _____

Date: _____

Education Minnesota Pillager

Independent School District No. 116,
Pillager Public School District

President

Superintendent

Date: _____

Date: _____

Swanville Education Association

Independent School District No. 486,
Swanville Public School District

President

Superintendent

Date: _____

Date: _____

Upsala Education Association

Independent School District No. 487,
Upsala Public School District

President

Superintendent

Date: _____

Date: _____

Verndale Education Association

Independent School District No. 818,
Verndale Public School District

President

Superintendent

Date: _____

Date: _____

Walker-Hackensack-Akeley
Education Association

Independent School District No. 113,
Walker-Hackensack-Akeley School District

President

Superintendent

Date: _____

Date: _____

