

Memorandum of Understanding **TEACHER LEADER and COMPENSATION**

The Postville Community School District has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership and Compensation (TLC) program. The Postville Community School District and the Postville Education Association have reached the following agreement in regard to Master Contract articles that will be affected by and other issues related to the implementation of a local TLC program. This Memorandum of Understanding (MOU) shall be in effect for the 2016-17 School Year and shall be reviewed and/or amended on an annual basis thereafter.

Plan Notification and Position Availability

1. All employees represented by this agreement will be notified of newly created positions upon approval of this plan. All newly created positions will be posted pursuant to a negotiated agreement.
2. Applicants for the positions will be selected for the interview pursuant to the selection process outlined in the approved TLC plan.
3. Teacher Leadership roles are annual assignments. All newly hired teachers that are assigned to cover the Teacher Leader will only be issued a one-year contract.
4. All Teacher Leaders will need to reapply annually.

Selection Committee

1. The TLC Selection committee shall be comprised of no fewer than four persons and include an equal number of teachers and administrators who serve on the TLC Selection committee. The committee shall accept and review applications and conduct the interview process.
2. The TLC Selection committee for each TLC Teacher Leader position may comprise different persons based on the needs associated with that position.
3. No employee will be involuntarily assigned to a TLC position.

Employee Hours

1. Teachers serving in TLC positions, conducting the responsibilities as defined in the job description, as specified may be required to work beyond the workday outlined in the Master Contract.
2. Teachers serving in TLC positions will be required to fulfill other duties as assigned in the Postville Master Contract, including but not limited to Parent-Teacher Conferences, Professional Development, and regular duty assignments.

Wages and Salary

1. The Teacher Leader supplemental contract is intended to meet the training and planning requirements for each TLC position, and shall not exceed the days that are assigned for each leadership position.
2. Any employee who accepts a teacher leadership position outlined in the TLC plan and who is assigned a TLC supplemental contract will be paid as negotiated agreement unless such additional work time is stipulated in the plan as being compensated through a fixed salary supplement.
3. Teachers serving in positions will not receive per diem wages as specified in the Master Contract for their identified TLC position responsibilities. The fixed salary supplement will be in lieu of per diem wages.

Procedures for Transfer

1. In situations where hiring occurs in support of the Teacher Leadership Compensation, the following considerations will occur:
2. Placement: The placement of an employee into a TLC role shall be controlled by the criteria outlined in the District's DE approved TLC application.
3. Removal: The removal of an employee from a TLC role shall occur by either (a) the employee and the District mutually agreeing to remove the employee from the role, (b) the employee providing written resignation that is accepted by the District or (c) the District removing the employee from the role after providing the employee due process rights. Notification of intended removal for the following school year shall be April 1.
4. Placement after removal: If an employee is removed from a TLC role, the employee will be placed in the employee's former teaching position, or if the former teaching position does not exist, to another teaching position for which the employee is qualified that is within the employee's area and category and that is as near as possible to the employee's prior teaching position, as determined by the Superintendent.
5. The district retains the right to assign employees in TLC positions to specific buildings or locations within the Postville Community School District.

Procedures for Staff Reduction

1. If the circumstances arise in which staff reductions occur through the loss of the TLC funding, the teachers will have an opportunity to return to their previous FTE and category to which they were assigned at the time of their TLC selection and follow the current staff reduction procedures.

Seniority

1. Teachers in TLC positions will be considered to be regular, full-time members of the bargaining unit. Teachers serving in TLC positions will continue to accrue seniority in the categories to which they were assigned at the time of their selection for a TLC position.

Evaluation

1. The evaluator shall be the building principal who will examine the quality of work based on peer review, administrative review, and self-reflection.

Separation from Teacher Evaluation

1. This memorandum of understanding will establish a wall between the TLC system and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers. Performance reviews for TLC Teacher Leaders will be used only for evaluation of the performance of teacher leader roles and not be used as any part of a teaching evaluation.


Superintendent

6-30-20
Date


PEA President

6/30/2020
Date