

Memorandum of Understanding Teacher Leadership System

The College Community School District has applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership System. The College Community School District and the College Community 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 Teacher Leadership System (TLS). This Memorandum of Understanding (MOU) shall be in effect beginning in the **2023-2024** school year and shall be reviewed as needed.

1. Selection Committee.

- A. A District Committee composed of administrators and teachers will interview and provide input to the supervising administrator for the purpose of selecting district-level TLS positions. **The District Committee will include at least 1 member of the Bargaining unit. A teacher on the District Committee cannot apply for a TLS position.** The supervising administrator will participate in the interviews, review all applications, review all interview materials, and consider all input from committee members and then make a recommendation for appointment of all district-level TLS positions.

- B. Buildings will form a Building Committee for the purpose of the selection of building-level TLS positions. The Building Committee will be composed of administrators and teachers. **Bargaining unit members at each building will elect teacher representatives to the Building Committee. The committee members cannot apply for any of the building level positions.** The building Principal will participate in the interviews, review all applications, review all interview materials, and consider all input from committee members and then make a recommendation for appointment of building-level TLS positions.

- C. Mentoring/Induction Coaches will be chosen by GWAEA per the requirements of the Induction Consortium as long as the District is a member. In the event that the District is no longer associated with the Induction Consortium, Mentoring/Induction Coaches will be interviewed and selected by the District committee.

- D. In order to qualify for one of the leadership roles, a teacher must have a minimum of three (3) years of teaching experience with at least one (1) of the

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years being in the College Community School District. The teacher must be currently employed in the district.

2. Selection of Teacher Leaders.

The Board will review recommendations and shall appoint teachers to serve in TLS positions. In making appointments, the Board will consider the needs of the school district and the performance, qualifications, experience, and professional development of the applicants.

3. Assignment of Teacher Leaders.

- A. Teachers assigned to TLS positions shall retain their regular teaching contract issued in accordance with Iowa Code Chapter 279 and shall be issued a supplemental contract for a one-year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.
- B. The assignment of teachers to TLS positions shall not be subject to the transfer procedures contained in the Handbook. No employee will be involuntarily assigned to a TLS position.
- C. In the event that a teacher wishes to discontinue their current TLS position they will notify the Director of Human Resources by March 2. If a position becomes vacant in the staff member's previous staff reduction classification per the working agreement, and the teacher possesses the necessary certification and endorsements, the teacher may be awarded the position. If a position does not become vacant through attrition in the staff member's previous staff reduction classification per the working agreement for which he/she possesses the necessary certification and endorsements the negotiated staff reduction procedures will be followed.
- D. In the event that the District decides to terminate a TLS contract the teacher will be notified no later than April 30th. If a position becomes vacant in the staff member's previous staff reduction classification per the working agreement, and the teacher possesses the necessary certification and endorsements, the teacher may be awarded the position. If a position does not become vacant through attrition in the staff member's previous staff reduction classification per the working agreement for which he/she possesses the necessary certification and endorsements the negotiated staff reduction procedures will be followed.

4. Teacher Leadership Compensation.

The salary supplements received by teachers assigned to TLS positions will be set by the Board and specified in the District's approved Teacher Leadership grant application. The salary supplement is compensation to the teacher in the TLS position for the additional work required of the teacher.

5. Hours of Work.

Teachers in TLS positions will work the number of hours specified in Article IV and additional hours as necessary to perform the duties of their position. Teachers in TLS positions may find it necessary to work beyond the 8 hour work day as outlined in the CCEA Negotiated Agreement to fulfill the duties and expectations of their position. Teacher Leaders will be expected to be present at professional functions such as, but not limited to, parent-teacher conferences, regular duty assignments, school events, and other teaching related duties.

6. Work Year.

Teachers in TLS positions will work the number of days specified in their regular Iowa Code Chapter 279 contract in addition to the number of days specified in their TLS contract, which is not subject to Iowa Code Chapter 279. Leaves of absence as defined by Article III of the CCEA Negotiated Agreement may be applied to contracted work days covered by the teacher's continuing 279 contract. Leaves of absence will not be approved for use during additional contract days as outlined in the teacher's TLS contract.

7. Seniority.

Teachers in TLS positions will be considered members of the bargaining unit and will continue to accrue seniority in the classification to which they were assigned at the time of their selection for a TLS position

8. Procedures for Staff Reduction.

For purposes of staff reduction, teachers in TLS positions shall be considered members of the bargaining unit and shall remain classified in the classification to which they were assigned at the time of their selection for a TLS position.

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9. Assessment of Performance.

The assignment of a teacher to a TLS position will be subject to review by the school district's administration at least annually. The review shall include peer feedback on the effectiveness of the teacher's performance of duties specific to the teacher's TLS position.

10. Funding for Program.

Teacher leadership supplement foundation aid from the state shall be required to sustain the TLS program. The TLS salary will not be included in the salary schedule. Any reduction or elimination of this support will result in a corresponding reduction or elimination of the assignments and compensation described in this Memorandum of Understanding

11. Miscellaneous.

The District acknowledges that mandatory topics of bargaining in Chapter 20 of the Iowa Code may be bargained.



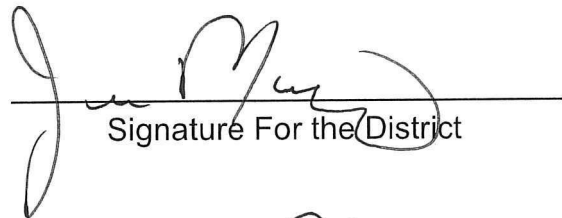
Signature For the CCEA

Jesse Gearheart

Printed Name

5-17-2023

Date



Signature For the District

Jan Moritz

Printed Name

May 17, 2023

Date