



**Board Meeting Date:** April 17, 2023

**Title:** Amended MOU for Alternative Quality Compensation & Teacher Evaluation Programming

**Type:** Consent

**Presenter(s):** Jody De St. Hubert, Director of Teaching and Learning and Libby Sandvick, Teacher Evaluation Program Facilitator

**Background:** The 2022-2024 Edina Teacher Evaluation MOU was approved in the spring of 2022. This Memorandum of Understanding shall serve as an addendum to the current MOU. The terms of this amended MOU shall be in place for the 2023-2024 school year. The purpose is to officially document cost containment action steps that were approved by the board in February 2023. The cost containment adjustments are a decrease in the site incentive from \$90 to \$1 and a reduction of one peer coach. The total savings for the program changes is approximately \$185,000.

**Recommendations:** Approve the amended MOU that officially documents previously approved cost containment action steps in the Edina Quality Compensation and Teacher Evaluation programming.

**Desired Outcomes For The Board:** Review the report, approve and sign the amended MOU that outlines the previously approved cost containment action steps.

**Attachments:**

1. Amended MOU

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**Edina Public Schools AND Education Minnesota Edina**

This Memorandum of Understand shall serve as an addendum to the 2022-2024 Edina Teacher Evaluation MOU. The terms of this MOU shall be in place for the 2023-2024 school year.

WHEREAS Edina Public School (“the District”) and Education Minnesota/Edina (“EM/E”) agreed to a Memorandum of Understanding outlining the Edina Teacher Evaluation and Alternative Compensation program for the 2022-2023 and 2023-2024 school years; and

WHEREAS Section 22 of the Teacher Evaluation MOU allows minor modifications, as proposed by the Teacher Evaluation Committee, to the brought to the District and EME/E for adoption during the effective period of the MOU; and

WHEREAS the Teacher Evaluation Committee reviewed the program and agreed to minor modifications, and unanimously endorsed the following changes;

THEREFORE, be it resolved that the following sections of the original MOU be modified as follows:

**Alt Comp Incentive Components (5.D)**

To reduce program expenses, the incentive associated with the Site Improvement Plan Goal will be reduced from \$90 to \$1. Since the 2017-2018 school year, the site goal incentive has only been paid to five (5) times (zero sites between 2017-2020, one site in fall 2021, and four sites in fall 2022). Reducing this incentive should save the program approximately \$61,000.

**D. Site Improvement Plan (SIP)**

- a. The SIP goal attainment incentive is ~~\$90~~ **\$1.00**.
- h. For those sites that did not meet the SIP Student Achievement Goal for the previous year, ~~50 percent of the eligible funds will be returned to the site for professional learning activities related to the site goal. Sites may be asked to provide documentation of their professional learning activities and expenses. The remainder of the available funds will be used, at the discretion of the Teacher Evaluation Committee to complete work required by the program.~~

**Peer Coaches (13.C.b)**

In an effort to further reduce program expenses, the number of Peer Coaches will be reduced from seven (7) to six (6). This will increase the ratio of non-probationary teachers to peer coach. Reducing one coach should equate to a savings of approximately \$124,000.

**C. Peer Coaches**

- b. The ratio of non-probationary teachers to peer coach will be no more than ~~82-~~ **96-**to-1.

The District and Education Minnesota Edina are in agreement with the above language as evidenced by their representatives’ signatures below.

For the District:

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Dated: \_\_\_\_\_

For the Education Minnesota Edina

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Dated: \_\_\_\_\_