

Memorandum of Understanding

Between

Crosby-Ironton Independent School District #182

And

Education Minnesota – Crosby-Ironton

Alternative Career Pathways (ACP) 2021-2022 and 2022-2023

Whereas, the Crosby-Ironton School District and EDMN-CI have discussed the creation of an Alternative Career Pathway (ACP) for teachers to advance through the salary schedule.

Be it therefore understood that the District and EDMN-CI have agreed to implement the ACP Program for the 2021-2022 school year and the 2022-2023 school year. The parameters for the Alternative Career Pathways program are as follows:

Proposals

Individuals or teams of teachers may submit proposals detailing a project that will provide meaningful professional growth. The project will also demonstrate a significant improvement to the instructional process, as it pertains to curriculum, instruction and/or assessment, as well as a direct or indirect benefit to students. Proposals will be reviewed and approved by the Alternative Career Pathway Committee. This committee will be comprised of individuals, per the best practice protocol set forth by Education Solutions, Sourcewell.

Committee Decisions

A decision by the ACP Committee to approve or deny a proposal shall require a majority vote of the full Committee, which will notify applicants of its decision in writing within five (5) business days of reviewing the proposal. The Committee's decision to approve or deny a program is not subject to the grievance procedure, but the Committee shall explain its reasons for denying a proposal in writing and must allow teachers to revise and re-submit their proposals at a later date.

Building Principal

The building principal may approve or deny a proposal based on the rigor and merits contained within the narrative of the proposal. The building principal may also approve or deny a proposal based on its alignment, or lack thereof, to the school district's strategic plan and specific learning targets. The principal's decision to approve or deny an ACP proposal is not subject to the grievance procedure.

Region Credit System

Region V credits will be earned in whole numbers. Hours from one project cannot be carried over to another.

- 1 Credit (Approximately 30-40 hours of projected work)
- 2 Credit (Approximately 60-80 hours of projected work)
- 3 Credit (Approximately 90-120 hours of projected work)

- Credits will be applied to the current salary schedule, per the terms and conditions of the Master Agreement.
- These ACP credits will be recognized within participating Region V schools for teachers who may transfer from one school to another.
- Teachers have the option to use credits earned through ACP to be paid in the form of a \$500 stipend per earned credit, at the conclusion of the project, or to apply the earned credit toward advancement on the salary schedule per the terms and conditions of the Master Agreement, but not both options.

Awarding of Region Credits

Awarding of ACP credits earned at Crosby-Ironton ISD. #182 will occur after the project is complete and the employee presents his/her learning and/or findings to the Alternative Career Pathways Committee. A form will be completed and submitted to the District Office to indicate the awarding of the credits.

This agreement will be in effect for the 2021-2022 and the 2022-2023 school years.

MOU End Date

On June 30, 2023, this MOU shall be deleted. The deletion of this MOU shall not be subject to the negotiation process and shall be deleted without dispute on June 30, 2023. The deletion of this MOU shall not be subject to the grievance procedure. This MOU shall be eliminated on June 30, 2023, without formal notification or prior notice. However, the District recognizes that the topic of the use of ACP credits to be applied toward a lane change, is a permissive topic of bargaining and may be negotiated during the 2023-2025 and future contract negotiations.

Agreed on this _____ day of November, 2021.

EdMN-CI

Crosby-Ironton School Board