

# Alternative Teacher Professional Pay System (ATPPS) The United Teachers of South Washington County Memorandum of Agreement - Alternative Compensation 2017-2019

It is hereby agreed between the South Washington County Schools, District 833 (hereafter “District”) and the United Teachers of South Washington County (hereafter “Union”) as follows:

If successful in having the Agreement for Alternative Teacher Professional Pay System (ATPPS) extended by the Minnesota Department of Education, the District and the Union agree to this Memorandum of Agreement to the 2015-2017 master agreement for the limited purpose of including an alternative teacher professional pay provision.

This agreement will expire on June 30, 2019.

We have an approved plan with the Minnesota Department of Education. The ATPPS agreement was approved and implemented during 2006-07 school year. We are now seeking ratification of the plan from the members of UTSWC, as a Memorandum of Agreement to the Master Agreement for 2017-2019.

Within this Memorandum of Agreement we address the 5 basic components that comprise our ATPPS plan to meet the statute requirements for Alternative Professional Pay Plans. They include:

## Career Ladder/Advancement Options:

Peer Coaches: open to ALL licensed staff, \$50 per completed observation cycle

- Trained in Peer Coaching: initial and ongoing
- Knowledge of effective teaching strategies
- Conduct peer observations

Mentors: \$1,000 stipend

- Primarily work with 1<sup>st</sup> year probationary staff supporting their induction into the teaching profession, their site, and District 833
- Trained in Peer Coaching, Mentoring, and effective teaching strategies
- Peer Coaching, observations and conferencing of mentee
- General mentoring duties and responsibilities
- 40 hour expectation.

Student Achievement Specialist: FTE position

- Assist buildings/departments/teachers with collecting, interpreting, evaluating data for specific building, department, teacher needs
- Collaborate with classroom teachers and sites to develop and implement targeted strategies and interventions
- Apply current practices and research regarding student achievement
- Trained in Peer Coaching and effective teaching strategies
- Facilitate teacher and site achievement of Goals and Professional Growth Plans

Data Coordinator: \$1000 Stipend

- Assist Data Support leaders with site collection, interpretation and evaluation of data
- Assist teachers on site with data interpretation, reporting, processes and procedures
- Support efforts to establish data driven instructional practices

Equity Coordinator: \$1000 Stipend

- Support and Facilitate Staff Development Activities around Equity Related Topics
- Assist in helping teachers and administrators, access and interpret student data as it relates to efforts to ensure equity
- Assist in the Implementation of Culturally and Linguistically Responsive Teaching Strategies

#### DSN representative: \$562.50 Stipend

- Coordinate, facilitate, and document professional development at the site level
- Complete MDE required staff development plans for their site
- Assist in development, review, analysis, and documentation of School Improvement Plans, ATPPS Site Goals, and Staff Development Calendars

#### Elementary Curriculum Leader: \$562.50 Stipend

- Support teachers in curriculum implementation and instructional strategies
- Content areas to be reviewed and communicated annually
- Trained in Peer Coaching and effective teaching strategies
- Identifies resources and shares best practices

#### ATPPS Site Coordinator: \$562.50 Stipend

- Assist teachers in understanding their responsibilities and opportunities within ATPPS
- Collect data related to learning teams and professional development activities at their site as related to ATPPS
- Facilitate site activities on ATPPS professional development days
- Assist in development, review, and analysis of ATPPS Site Goals

Job descriptions and hiring process have been defined with significant involvement of the UTSWC.

#### Peer Observations:

All teaching staff must complete 3 satisfactory peer observations annually. These observations must be completed by a trained peer coach and include a pre conference, observation, and a post conference using one of the approved SWC peer coaching forms. Teachers may not be observed more than twice by the same coach during a single school year. 1<sup>st</sup> year probationary teachers shall have all 3 observations completed by their Mentor.

#### Job Embedded Professional Development:

To fulfill the component of professional development within the ATPPS statute we have chosen to include 22.5 hours of time dedicated to the development and achievement of site goals, individual teacher goals, and Professional Growth Plans. This time will be allocated between three professional development days. Teachers will be compensated \$390 for participating in each of the three Professional Development Days (\$1170 total) in 2017-18 and 2018-2019. Dates for the Professional Development Days will be jointly determined by Union and District. The intent of these days is to allow teachers an opportunity to examine data, set viable site and individual growth goals, and work collaboratively to design and implement action plans, and participate in professional development activities to support student achievement.

#### Measurable Goals:

This component compensates teachers for their efforts to achieve district, site, and teacher goals. Teachers will set a Student Achievement Goal and complete a Professional Growth Plan that aligns with site and district goals.

- Teachers will be compensated \$100 for making progress toward their Student Achievement Goal.
- Teachers will be compensated \$315 for progress toward their Site Goal
- Teachers will be paid \$100 for achievement of their Site Goal. If a site does not achieve their Student Achievement Goal, 50% of the unallocated funds associated with goal achievement will be set aside to support the professional development needs of that site.
- Although no compensation is tied to the Professional Growth Plan, one must be completed to be eligible for ATPPS compensation

#### Reform of Salary Schedule:

Another component of ATPPS is reform of the salary schedule. In our system steps have become Annual Performance Increments (API). Our lane structure has remained unchanged. Teachers must complete three peer observations; with an average of satisfactory or higher, as well as meet all other criteria to receive increased compensation associated with their advancement on the API scale.