

**MEMORANDUM OF UNDERSTANDING (MOU)  
Addressing Alternative Teacher Performance Pay**

This Memorandum of Understanding (MOU) is entered into by the Marshall Education Association (Union), the exclusive representative of teachers, and Independent School District No. 413, Marshall, Minnesota (School District).

**WHEREAS**, the School District and the Association are parties to a collective bargaining agreement for the time period from July 1, 2019 to June 30, 2021 (the “CBA”); and

**WHEREAS**, the outbreak and spread of the coronavirus (COVID-19) has prompted changes to the school district and educators for the 2020-2021 school year; and

**NOW, THEREFORE**, be it resolved, for the 2020-2021 school year, the following changes will be in effect for the QCOMP plan:


<p><b>Individual Learning Plan Goals/Professional Research Project</b></p>	<p>The District recognizes that the 2020-2021 school year brings a number of challenges in teaching, learning, instruction, and assessment. Teachers annually set two goals as a part of the Professional Growth and Development process.</p> <p>The first goal is a student learning goal, which measures student learning and growth, typically at the classroom level.</p> <p>For the 2020-2021 school year, student growth will be measured by each teacher submitting a written reflection to their supervising principal on their personal contribution to attainment of 2 of their site SCIP goals. While each site has a total of four SCIP goals in their annual plan, each teacher will select two of the site goals and reflect on how they helped the site achieve those particular goals. Guidelines for the reflective statement are provided below.</p> <p>50% of the personal goal attainment will be determined based on this reflective statement submission.</p> <p>The second goal set annually by teachers is a professional growth and development goal. This goal is set as a measure of a professional growth area as determined by the teacher and supervising principal and typically stretch over a three-year period.</p> <p>For the 2020-2021 school year, professional growth will be impacted in a large way by the COVID-19 pandemic. Teachers will be asked to submit a written reflection to their supervising principal on how they have grown professionally during this year. Guidelines for the reflective statement are provided below.</p> <p>50% of the personal goal attainment will be determined based on this reflective statement submission.</p>
--	---

In order to determine and plan for significant and lasting change, we need to take time to analyze patterns that are emerging from our ongoing reflections. From these patterns, we can discover key areas in need of attention and then set goals to guide our "next steps". Each of the end of year reflective statements should be a minimum of one, but not more than two, pages in length.

By entering into this Agreement, the parties acknowledge and agree that the actions taken by the School District in this Agreement shall not constitute, nor be interpreted as a past practice.

**INDEPENDENT SCHOOL DISTRICT NO. 413**


Dated: October 19, 2020

By:   
Board Chair

  
Clerk

**MARSHALL EDUCATION ASSOCIATION**

Dated: 10/13/20, 2020

By:   
President

By:   
Head Negotiator