


Memorandum of Understanding regarding Innovative Schools

This agreement between Tacoma Public Schools and the Tacoma Education Association reaffirms the commitment of the parties to collaboration and innovation in Tacoma Public Schools. The parties agree that they support creative and bold innovations that enhance school performance and student achievement. Innovative Schools provide students and teachers with educational and teaching opportunities through curriculum, instructional strategies, family and community engagement, and unique school structure and focus.

The parties agree to the following in support of Section 16, of the TEA/TPS Collective Bargaining Agreement - *Collaboration and Innovation*:

- 1. Through the SCDM process as identified in Section 17 of the TEA/TPS Collective Bargaining Agreement, Innovative Schools may make decisions regarding existing District policy, regulation, or the Collective Bargaining Agreement. SCDM decisions include, but are not limited to focus of professional development, additional professional development, alternate school calendar, length of school day, and scheduling of planning minutes. Planning minutes will meet or exceed contractual requirements. Student contact time will meet or exceed state requirements.**
- 2. As a condition of employment in an Innovative School, current staff and new hires will commit to support the mission, vision, and common agreements of the Innovative School. Mission, vision and common agreements will be included in job postings.**
- 3. Current staff and newly hired staff will be notified upon creation of an Innovative School that they may, at the end of the school year opt to displace themselves if they do not support the mission, vision and common agreements of the Innovative School. Such notification must be provided in writing to the program/school administrator no later than April 1st for the following school year.**
- 4. Current staff and newly hired staff will be notified upon creation of an Innovative School that the administration of the program/school may, at the end of the school year opt to displace the teacher if they do not demonstrate support for the mission, vision and common agreements of the Innovative School. Should the program/school administrator not witness evidence of support for the mission, vision and/or common agreements of the program, the administrator will have a courageous conversation with the employee describing the desired behavior and providing the employee the opportunity to make changes. Should there continue to be a lack of evidence of support, the administrator will have a second conversation with the employee and will notify the employee no later than April 1st of the recommendation of displacement for the following school year. Teaching performance will not be a reason for displacement. The administration will share their recommendation with Human Resources who, upon review and agreement, will share with Tacoma Education Association. Reassignments shall be per the district placement process.**

The parties agree to meet and confer should circumstances arise which were not anticipated. The parties agree to address concerns as they arise. This MOU will be in effect through August 31, 2018.



Lisa A. Nolan
Assistant Superintendent, Human Resources
Tacoma Public Schools

9.13.17

Date



Angela Morton
President
Tacoma Education Association

9/14/17

Date