

8/2020

Memorandum of Understanding Regarding Teacher Librarians

Teacher Librarians play a key role in teaching students, families and teachers to navigate an increasingly complex world of information technology. Teacher Librarians help students develop critical thinking skills necessary to be career, college and community ready in today's Age of Information.

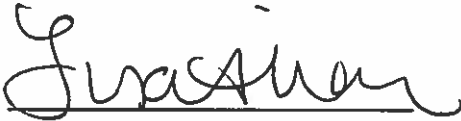
The purpose of this memorandum is to commemorate in writing the agreement between the Tacoma School District (District) and the Tacoma Education Association (Union) to:

- Support the participation of Teacher Librarians with professional development activities related to their position as a teacher librarian.
- Provide coaching/mentoring for participants in a certification program for teacher librarians through accredited colleges or universities.

The goal of the parties is to support the acquisition of appropriate endorsement no later than June 30, 2019 in order to support the action of OSPI to meet the changing needs of the 21st Century.

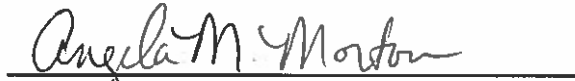
- The District agrees to support Professional Development (PD) as follows:
 1. In alignment with district practices Teacher Librarians will be afforded the opportunity to use some of their 21 district hours for library program PD. As budgets allow, additional PD opportunities will be provided for "workshop" pay or through release time.
 2. Online PD, including Q&A support, will be available during the school day. Professional development offerings will be available at multiple times of day for the convenience of the employee.
 3. Full day Waiver Day trainings will be offered to teacher librarians aligned with goals established by the District to meet the changing needs of the 21st Century.
 4. A schedule of PD offerings will be made accessible online on the Tacoma School District professional development website. Clock hours may be offered for the monthly PD Sessions online. Additional clock hours may be available through extended learning.
 5. Up to five hours per month will be set aside for new teacher librarians for mentoring, collaboration and coaching. If the five hours are outside of the workday the teacher librarian will be paid the extra- pay for extra-work rate.
- The Union agrees to support this endeavor by encouraging teachers to participate in Professional Development which will result in a Washington State Teacher Librarian endorsement/certification.

- The District and the Association agree that Teacher Librarians who do not hold a Washington State Teacher Librarian endorsement by June 30, 2020 will be displaced. They will secure a new placement in accordance with the TPS/TEA Collective Bargaining Agreement as stated in Article XII. Assignment and Transfer.
- This MOU will remain in effect through August 31, 2020.



Lisa Nolan, Assistant Superintendent, Human Resources
Tacoma Public Schools

11.17.16
Date



Angela Morton, President
Tacoma Education Association

11/16/16
Date