

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between Cahokia Unit School District No. 187 (District) and Cahokia Federation of Teachers, Local 1272 (Union) as of the date written below.

WHEREAS, The District applied for and received The Teacher and School Leader Incentive Grant:

WHEREAS, The parties entered into negotiations over the implementation of the grant:

WHEREAS, The Union must agree with grant implementation in order to receive grant funding.

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions contained herein, the District and the Union hereby agree as follows:

1. Teachers may choose to opt-in or out of the TSL grant. A teacher who opts in, may opt out at any time.
2. Opting out one year does not preclude a teacher from opting in the next year.
3. No part of the grant process shall be used for teacher formal evaluations or summative ratings. Not meeting grant thresholds shall only be used in determining compensation for TSL grant and continuing participation in the program.
4. Teachers who opt-out shall not be required to complete professional development or any other responsibilities related to the grant.
5. Vendors shall not supplant current positions in the bargaining unit including department chairs, head teachers and instructional coaches.
6. Vendors shall not evaluate teachers or push into classrooms. Vendors will offer supplementary materials, PD, modeling, grow your own teacher.
7. K-12 certified teachers will be eligible excluding retired teachers. Pre-K teachers are not eligible per Federal guidelines for 2023-2024. Teachers in the retirement pipeline are eligible under the same guidelines as any other extra duty.
8. For Spring 2024 - August 15, 2024, two non-negotiable criteria are offered for a total possible stipend of \$13,000.

#1. Professional Development:

For Spring 2024 - August 15, 2024:

Global PD from Solutions Tree will be used to offer 3 on-demand book studies. The books will be selected by the district and will relate to education/school improvement. To complete a training, teachers will be required to view related videos and successfully answer reflective assessment questions. All training will need to be completed by August 15, 2024. The compensation for successful completion will be:

1. \$2,000 - 1 Book Study
2. \$4,000 - 2 Book Studies
3. \$6,000 - 3 Book Studies

#2. Student Growth:

1. STAR will be used by all district teachers.
2. Winter and Spring benchmarks from 1st hour classes will be the scores used for their 1st hour teacher.
3. The district will select Star Reading for 2023-2024.
4. All teachers will give the assessment.
5. SGP of 70 from Winter to Spring Benchmark
6. Primary Art, Music and PE Teachers will use the scores from the first class they instruct.
7. Compensation will be determined by the following:

50% or Above = \$7,000

40 - 49% = \$6,000

30 - 39% = \$5,000

20 - 29% = \$4,000

10 - 19% = \$3,000

Semester classes will be treated as follows: For teachers impacted by Semester classes first period, the district will pick another class.

Teacher Leader:

1. Teacher vacancy positions shall be posted, providing all teachers the opportunity to apply. All persons interested must submit an application.
2. Teacher Leaders will be selected based on qualifications consistent with the job description, which shall be posted with the vacancy posting.
3. It is understood that the administration has the authority to accept or reject teacher leader candidates. All Teacher Leaders are subject to annual renewal or non-renewal at the discretion of the Board; however, Teacher Leaders' performance under the grant will not be part of their district summative evaluations for professional practices for that teacher.
4. Teacher Leaders may not evaluate teachers or contribute to the summative evaluations of other teachers in any way or assign additional duties/workload.


Teacher Leader Job Description

The Illinois State Board of Education defines Teacher Leaders in the IL Administrative Code Part 25, Section 25.32, as an individual with the capacity and skills to:

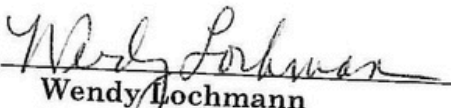
1. -Harness the collective knowledge of teachers to have a positive impact on teaching/learning and school/student success;
 2. -Promote shared governance and leadership by working with the principal and other stakeholders, with a focus on student learning/achievement;
 3. -Model excellence in teaching while improving the climate of the school/classroom, curriculum, instruction, assessment and intervention,
 4. -Provide guidance, coaching, mentoring, influence, direction and support to teachers to improve teaching/learning; and
 5. -Promote and influence change to improve school and student outcomes.
11. All provisions in this Memorandum of Understanding shall expire on September 30, 2024. The parties must negotiate to agreement the terms and conditions of the Teacher and School Leader Initiative Grant for the 2024-2025 School Year.
12. This Memorandum of Understanding shall not have a precedential effect and shall not be deemed a "past practice" in any future matters between the District and the Union and its members. Neither party agrees to waive any contractual rights under the current CBA or State statute, except as stated in this MOU.
13. This Memorandum of Understanding is the full and complete agreement of the parties relative to the matters referenced herein, all statements and terms herein are contractual and not a mere recital, and this Memorandum of Understanding may only be modified through the voluntary written agreement of the District and the Union.

Executed on this 14 day of May, 2024.

**CAHOKIA UNIT SCHOOL
DISTRICT NO. 187**

By: 
Curtis McCall
Superintendent

**CAHOKIA FEDERATION OF
TEACHERS, LOCAL 1272**

By: 
Wendy Lochmann
President

