

Alternative Teacher Professional Pay System (ATPPS) The United Teachers of South Washington County Memorandum of Agreement - Alternative Compensation 2025-2027

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 2025-2027 master agreement for the limited purpose of including an alternative teacher professional pay provision.

This agreement will expire on June 30, 2027.

We have an approved plan with the Minnesota Department of Education. The ATPPS agreement was approved and implemented during the 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 2025-2027.

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:

Below is a list of potential career ladder positions. Specific positions and compensation will be determined annually by the ATPPS steering committee no later than April 1st. Open positions will be posted at each site using the ATPPS approved hiring process.

Peer Coaches: Open to all licensed staff

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

Mentors: 1 year position: No term limit

- *Work with 1st year probationary staff supporting their induction into the teaching profession, their site, and District 833*
- *Trained in peer coaching, adult learning, and effective teaching strategies*
- *Meet regularly with mentee to answer questions, provide guidance, and identify any support needed.*

Instructional Coach and Achievement Specialist: 3 year position: 2 term limit

- *Develop, facilitate, and support staff development activities that will positively impact student achievement*
- *Support implementation of district initiatives at the site level*
- *Analyze, interpret, and communicate the status and progress of students enrolled at the site on state and local assessments, with an emphasis on students enrolled in intervention programs as a part of MTSS*
- *Monitor & facilitate the induction of all probationary staff. This includes providing ongoing feedback through mentoring and instructional coaching, ensuring the completion of probationary hours, and tracking completion of individual induction plans.*
- *Provide mentoring and instructional coaching specific to personalized learning action steps as requested for continuing contract staff*

Equity Coordinator: 2 year position: No term limit

- 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

ATPPS Site Coordinator/DSN Rep: 2 year position: No term limit

- 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
- Coordinate, facilitate, and document professional development at the site level

Peer Observations:

All continuing contract staff must complete three (3) satisfactory observations annually. These observations must follow the approved peer observation process which includes a pre-conference, an observation, and a post conference. In addition each observation must include the use of an observation form from the approved list of forms. Staff may choose to fulfill this requirement by choosing from the following observation formats:

- A. Peer Observation by a trained peer coach (max 3 per year)***
- B. Self Reflection (max 1 per year)***
- C. Administrative Observation- conducted by a licensed administrator (max 1 per year)***
- D. Learning Walk-an observation for the purpose of personal growth of the observer (max 1 per year)***
- E. Instructional Coaching Cycle-completed with an instructional coach (fulfills requirement- 3)***

Probationary staff will work with their instructional coach to design a plan to fulfill their observation requirement. During the induction process all probationary staff are required to complete at least one instructional coaching cycle.

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 \$455 for participating in each of the three Professional Development Days in 2023-24 and 2024-2025. Dates and structure of the Professional Development Days shall 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. Each staff member will set two SMART individual student achievement goals. One shall be focused on academic achievement and the second shall be based on social-emotional learning. Staff will also complete a Professional Growth Plan that includes both a site student achievement goal as well as a personal staff development plan.

- ***Teachers will be compensated \$250 for making progress toward their individual student achievement goals***
- ***Teachers will be compensated \$1 for achievement of their Site Goal.***
- ***A Professional Growth Plan must be completed and approved to be eligible to receive 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 the peer observation requirement; 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.