



**Memorandum of Understanding
between
ISD 818 Verndale Public School
and
Verndale Education Association**

Alternative Career Pathways 2018-2019

Whereas, the Verndale Public School and the VEA have discussed the creation of an Alternative Career Pathway for teachers to advance through the salary schedule.

Be it therefore understood that the district and VEA have agreed to continue an experimental program for the 2018-2019 school year. The parameters for the Alternative Career Pathways program are as follows:

- **Proposals**
 - Individuals or teams of teachers may submit proposals detailing a project that will provide meaningful professional growth. The project will also demonstrate a significant improvement to the school district. Proposals will be reviewed and approved by the Alternative Career Pathway Committee. Proposals must be submitted one week prior to the review meeting in order to be considered. This committee will be comprised of five teachers and two district representatives. The Alternative Career Pathway Committee will meet on the following dates to review project proposals:
 - November 14, 2018
 - January 30, 2019
 - May 15, 2019
- **Committee Decisions**
 - A decision by the Committee to approve or deny a proposal shall require a majority vote of the full Committee, which will notify applicants of its decision in writing within five (5) business days of reviewing the proposal. The Committee's decision to approve or deny a program is not subject to the grievance procedure, but the Committee shall explain its reasons for denying a proposal in writing and must allow teachers to revise and re-submit their proposals at a later date.

- ACP Credit System
 - ACP credits will be earned in whole numbers. Hours from one project cannot be carried over to another.
 - 1 Credit (Approximately 30-40 hours of projected work)
 - 2 Credit (Approximately 60-80 hours of projected work)
 - 3 Credit (Approximately 90-120 hours of projected work)
 - Credits will be applied to the current salary schedule following all provisions pertaining to graduate credits as indicated in the master agreement.
 - These credits will be recognized within participating Region V schools. (Bertha-Hewitt, Swanville, Upsala, Verndale, Pequot Lakes, Little Falls, Freshwater Ed District, Menahga, Pierz, Pillager, Long Prairie-Grey Eagle, and Walker-Hackensack-Akeley)
 - Teachers may choose to be paid a \$500 stipend per credit in lieu of applying the credits toward a lane change.

- Awarding of ACP Credits
 - Awarding of credits and/or stipend will occur after the project is complete and the employee presents his/her learning and/or findings to the Alternative Career Pathways Committee. A form will be completed and submitted to the Superintendent of Schools to indicate the awarding of the credits.

- Alternative Career Pathway Committee Meeting Schedule 2018-2019:
 - November 14, 2018 at 7:00 AM
 - Review new project proposals
 - Exit presentations for completed projects
 - January 30, 2019 at 6:00 PM
 - Review new project proposals
 - Exit presentations for completed projects
 - May 15, 2019 at 6:00 PM
 - Review new project proposals
 - Exit presentations for completed projects

This agreement will be in effect for the 2018-2019 school year. ISD 818 and VEA will review the Alternative Career Pathways program at the conclusion of the 2018-2019 school year.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:


FOR: VERNDALE EDUCATION ASSOCIATION

FOR: INDEPENDENT SCHOOL District #818



 PRESIDENT

 CHAIRPERSON



 SECRETARY

 CLERK

Dated this 21 day of September, 2018

Dated this ___ day of _____, 2018