

USEP PROPOSAL #1

April 18, 2016

MEMORANDUM OF UNDERSTANDING

Elementary and Secondary Education Act/No Child Left Behind Impact on Instructional Staff

In an attempt to minimize the impact of the Elementary and Secondary Education Act (ESEA)/No Child Left Behind (NCLB) Act on instructional staff, the Board and Union agree to the following provisions.

1. It is the Board's intent to keep teachers who are currently "highly qualified" in positions for which they hold a temporary or professional certificate with appropriate coverage.
2. The Board shall make every effort to minimize the number of core academic subject areas for which a teacher must obtain a temporary or professional certificate with appropriate coverage.
3. The Board shall provide at no cost to the teacher, staff development opportunities for those teachers seeking to add the reading endorsement to their certificate and shall give priority to those teachers identified as needing the reading endorsement.
4. The Board shall provide reimbursement for subject area examination fees at the regular administration rate to teachers attempting to become "highly qualified." The Board shall also provide individual teachers reimbursement for a second attempt at passing a specific subject area examination if the teacher is unsuccessful on the first attempt.
5. No new teachers will be hired to fill an advertised position vacancy until all current teachers who do not meet the ESEA/NCLB "highly qualified" definition are provided the opportunity to apply for and be interviewed for the position; provided they hold either a temporary or professional certificate with appropriate coverage.
6. Teachers wishing to transfer under this provision will make their interest known to the principal within the advertised period and will identify that they are seeking assignment priority in accordance with this Memorandum of Understanding. The Board shall give priority to such current teachers over outside applicants when filling vacant positions. Such priority will not supersede priority for involuntary or voluntary transfers resulting from staff reduction.



For the Board

4/18/16

Date



For the Union

4/18/16

Date