


**BOARD PROPOSAL**  
**August 20, 2025**  
**MEMORANDUM OF UNDERSTANDING**  
**SRP's with Bachelor's Degree Serving as Professional Guest Teachers**

In a continued effort to help address the critical shortage of qualified classroom teachers in Exceptional Student Education (ESE) classrooms, and in supplementation of the provisions contained in Article XI, Section A., Subsection 5., SRP who possess a Bachelor's Degree may express interest to their worksite supervisor to cover an instructional vacancy in a Professional Guest Teacher (PGT) capacity. Due to the District's critical needs in ESE classrooms, the PGT opportunity for the ~~2024-2025~~ 2025-2026 school year will be limited to those ESE classrooms in the areas of Autism Spectrum Disorders (ASD), Emotional Behavioral Disabilities (EBD), Intellectual Disabilities (IND), Varying Exceptionalities (VE), and Pre-K VE. SRP selected to cover in a PGT capacity will be compensated at the PGT rate of \$160.00 per day for the duration of the assignment. The SRP will be re-classified to an exempt employee while working as a PGT and will be returned to non-exempt status upon completion of their PGT assignment.


SRP who are qualified to work as a PGT, express interest, and are selected to cover an instructional vacancy in a PGT capacity, will be expected to fulfill the obligations of the classroom teacher including, but not limited to, grading, entering grades in myStudent, planning with their team, attending PLC's, duty assignments, and attending parent conferences. If, while in the position as a PGT, it is later deemed by the worksite supervisor that the SRP is not able to meet the expectations of a PGT, or should the assignment no longer be needed, the SRP may be removed from his/her role as a PGT and returned to the original position with the District. If the SRP realizes they are unable to satisfactorily perform the duties of the PGT, they can request and will be transitioned back to their original position. Further, the SRP will not receive any written performance documentation if they are unable to meet the additional duties associated with the PGT role.

The SRP will maintain all benefits associated with the original SRP position and shall retain their SRP continuous service date during the PGT assignment and upon return to their regular assignment at the conclusion of the PGT assignment. Should multiple SRP at a worksite express interest in a single PGT position, the provisions contained in Article VII, Sections C., Subsection 4, shall be used. This MOU will be in effect for the ~~2024-2025~~ 2025-2026 school year only.

In anticipation of ratification, the Board and Union agree to begin implementation of this MOU effective ~~August 5, 2024~~ August 20, 2025.

  
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For the Board

8/20/25  
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Date

  
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For the Union

8/20/25  
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Date