

MEMORANDUM OF UNDERSTANDING: NEA MICRO-CREDENTIALS

The Board of Education of Troy Community Consolidated School District 30-C ("Board") and the Troy Education Association, IEA/NEA ("TEA") are presently parties to a 2022-2026 collective bargaining agreement. The Board and TEA have met, discussed and agreed to the following with respect to NEA micro-credentials:

A micro-credential is a short, competency-based recognition offered by the National Education Association ("NEA") that allows an employee to demonstrate mastery in a particular area. TEA members may take NEA micro-credential courses at no cost, while non-members must pay the full cost for each course.

NEA micro-credential courses are set up in "stacks." One "stack" may include up to 8 micro-credential courses. One micro-credential course must take at least 15 seat hours to complete in order to be recognized by the Board for purposes of this MOU. Seat hours are the actual amount of time it takes to complete the course. At a university a 3 credit hour course equals 45 hours of time spent in the classroom. A 1 hour seminar equals 15 hours of time spent in the classroom. One such micro-credential course is worth one Board credit for salary movement purposes.

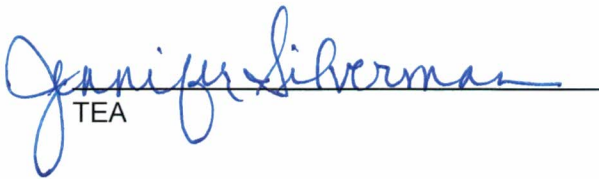
Board credits are internal School District credits and one Board credit is the equivalent of one post-BA college credit. A licensed staff member must earn 36 credits (either internal Board credits, college credits or a combination of the two) to move from BA to MA(BA+36), then 15 such credits (or a combination of the two) for each additional lane change.

Salary Movement Table				
BA/ University Degree	BA+36 Credits Or Master's Degree	MA+15 Credits	MA+30 Credits	MA+45 Credits

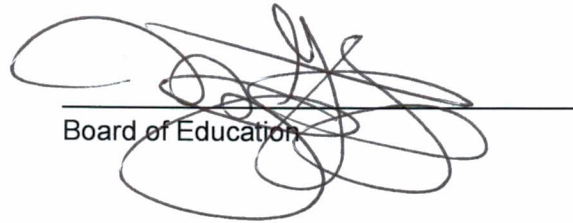
Before beginning an NEA micro-credential course or college/university course to be used for salary movement purposes, a licensed staff member must obtain prior written approval from the Board's Administration. Such approval may be granted via Skyward or a similar software then in effect. All NEA micro-credential courses must be completed by the deadline set by the NEA. Licensed staff members must submit or upload evidence of completion of a micro-credential course within 90 days of its conclusion in order to receive salary movement credit for that course. Such evidence may include a physical or electronic receipt of successful course completion.

Micro-credential Committee members may be asked to or themselves ask to pilot a "stack" to assess its viability for use within the District at large. If such piloting is approved by the Board's Administration, any licensed staff member who conducts and completes such piloting shall receive Board credit for salary movement purposes pursuant to the above terms of this MOU.

The licensed staff member who successfully pilots a course will present their learning and observations to the Micro-Credential Committee for further evaluation and study.


TEA

2-16-23
Date


Board of Education

2-15-23
Date