

Memorandum of Understanding Differentiated Compensation

The Davenport Community School District (the "District") and the Davenport Education Association (the "Association") share a strong commitment to the mutual goal of attracting and retaining teachers in our elementary and middle schools that are designated as comprehensive schools. The District and the Association agree that one of the best ways to reward and incentivize teachers is through the differentiated compensation strategy.

The District and the Association agree to the following terms:

Eligible Schools

Jefferson, Madison, Smart and Williams

Eligible Certified Staff

Certified staff who are endorsed for their position and are **assigned to/teach 100%** of the time in the comprehensive school building will receive an incentive in the amount of:

1. 0-5 Years Teaching Experience = \$2,000
2. 6-10 Years Teaching Experience = \$3,000
3. 11+ Years Teaching Experience = \$4,000

Teachers who are endorsed for their position and are **assigned to/ teach less than 100%** of the time in the comprehensive school building will receive an incentive in the amount of:

4. 0-5 Years Teaching Experience = \$1,000
5. 6-10 Years Teaching Experience = \$1,500
6. 11+ Years Teaching Experience = \$2,000

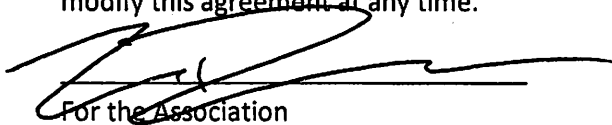
Teachers must be in "good standing." "Good standing" means that all licenses are up to date and there are no founded complaints or disciplinary actions submitted to their personnel file.

Teachers must demonstrate regular attendance and must not receive a Notice of Excessive Absences. Approved Family Medical Leave Act (FMLA) will be held harmless. Teachers who are excessively absent will not be eligible for the differentiated compensation incentive.

To receive the incentive, the teacher must be an employee in an eligible position. Teachers who are no longer in an eligible position will not be entitled to subsequent incentive payments. Teachers who leave the district will be required to reimburse the district the amount in which they have received through the incentive.

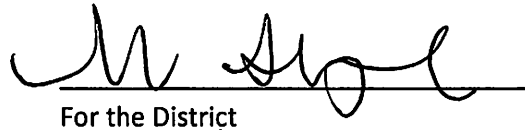
Payment Guidelines: The incentive pay is made over the teachers' equal installments according to their contract.

This agreement shall be for the 2026-27 school years. The parties may mutually agree to extend or modify this agreement at any time.



For the Association

24/30/24
Date



For the District

4/28/24
Date