

MEMORANDUM OF UNDERSTANDING  
between  
WRIGHT ELEMENTARY SCHOOL DISTRICT  
and  
WRIGHT EDUCATORS' ASSOCIATION

REGARDING THE USE OF A SOCIAL EMOTIONAL LEARNING (SEL) TEACHER ON SPECIAL  
ASSIGNMENT (TOSA) INSTRUCTIONAL COACH POSITION  
FOR THE 2024-25 SCHOOL YEAR

This is a memorandum of understanding between the Wright Educators' Association and the Wright Elementary School District regarding the employment of an instructional coach.

The parties agree:

Our teachers benefit from the support of a highly qualified, experienced teacher dedicated to their success, and;

Any teacher could benefit from the coaching and feedback of a TOSA, particularly in the area of delivering Social Emotional Learning, and;

The District is able to fund a "Teacher on Special Assignment" (TOSA) for the 2024-25 school year and;

A teacher who agrees to be a TOSA for one year will retain the right to return to his/her/their site, and;

The TOSA will be limited to no more than 1 assignment to fill in as an emergency substitute per trimester and commitments with teachers under his/her/their supervision (coaching in classes, PD, demonstration lessons) take priority.

As necessary, the District will provide training for the SEL TOSA in how to be an effective coach, and;

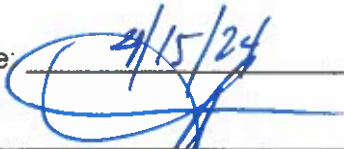
The SEL TOSA will advance in step and column in the same manner as all other bargaining unit members.

The SEL TOSA will not serve a role in teacher evaluation in any way.

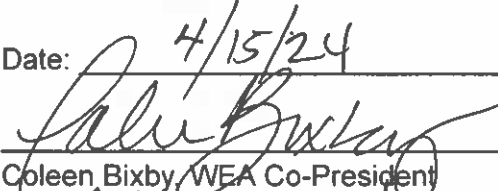
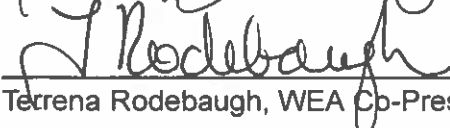
The SEL TOSA will be evaluated using the "Plan B" Process as outlined in Article 8.5.

This memorandum of understanding applies only to the 2024-25 School Year and does not establish precedent.

**Wright Elementary School District**

Date: 4/15/24  
  
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Lisa Saxon, Superintendent

**Wright Educators' Association**

Date: 4/15/24  
  
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Coleen Bixby, WEA Co-President  
  
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Terrena Rodebaugh, WEA Co-President