

Decatur ISD and Teachers of Tomorrow MOU

Purpose

This Memorandum of Understanding ("MOU") is entered into between **Decatur Independent School District ("District")** and **Teachers of Tomorrow ("TOT")** to establish a collaborative (non-exclusive) partnership supporting District employees who are pursuing teacher certification through Teachers of Tomorrow (TOT), state exam support through The Learning Liaisons (TLL), and custom professional development for teachers and para educators through Simple K-12 (SK12).

The intent of this MOU is to outline shared communication practices, partnership benefits, and coordination efforts designed to support timely certification completion, increase awareness of available educator preparation pathways, and strengthen the District's pipeline of certified educators. Again, this is not an exclusive agreement. Teachers of Tomorrow supports every uncertified teacher exploring and selecting the very best program and partner for him or her.

Data Sharing and Communication for Candidate Success

1. TOT and the District will share available data for the purpose of accurately identifying all TOT candidates who are currently employed with the District
2. TOT will provide the District with access to detailed dashboards that allow authorized District staff to monitor candidate progress across various stages of the certification process through the portal.
3. The District will provide TOT with an intended completion date or timeline for applicable employees to synchronize communication with candidates.
4. TOT will provide the District with real-time updates on candidates' progress through the District Portal

Partnership Benefits

1. **TOT PROGRAM DISCOUNT** - A **\$250 discount** off the lowest advertised TOT program price for District referrals. The discount applies to candidates who are new enrollees or who transfer from another educator preparation program.
 - a. If the District exceeds **35 new referrals over a 12-month period**, the discount will increase to **\$350** for future referrals
 - b. If the District exceeds **55 referrals over a 12-month period**, the discount will increase to **\$500** for future referrals
2. **THE LEARNING LIASIONS TEST PREPARATION** - A dedicated landing page providing **50% off the standard monthly fee** for **The Learning Liaisons (TLL) test preparation** resources. Any Decatur ISD employee may access the discount through a link provided by TOT. Teachers are not required to be in a TOT program to use the district discount for TLL.
 - a. If the District exceeds 50 new TOT referrals over a 12-month period, Decatur ISD will upgrade to a TLL site license for one year- unlimited use of TLL for all Decatur ISD teachers.
 - b. The District may purchase a 12-month site license for TLL for \$10,000 at any time during this agreement. A site license provides unlimited use of TLL for all Decatur ISD teachers.
3. **SIMPLE K-12 CUSTOM PROFESSIONAL DEVELOPMENT** – The District can request a product demo and access a one-month trial of Simple K12 (SK12) at no cost. If at any time during this agreement, the district would like to purchase Simple K12 for their entire staff, the district will receive a partner discount on a 12-month site license.

4. SWING EDUCATION DISCOUNT - Access to Teachers of Tomorrow's partner discount with Swing Education (sub and para staffing agency).
5. ACCESS TO THE LIST - To support recruitment efforts, the District may request a listing of candidates eligible for hiring consideration ("The List") at any time.
6. DISTRICT PORTAL - District Portal Credentials will be provided for HR team to allow easy visibility into employee progress and status in TOT's program. Account management team will provide portal demo to HR team upon request.
7. DISTRICT SUCCESS TEAM - Coordination support related to uncertified instructional staff including ongoing access to TOT's designated Account Management Team. District HR team will have an assigned Account Manager.

Collaborative Outreach and Awareness

To increase awareness of certification pathways available to District employees, TOT and The District may collaborate on outreach and informational efforts related to the partnership. With prior approval, such efforts may include:

1. Providing draft emails, flyers, cards, etc. that may be customized by Decatur ISD and shared with employees regarding TOT certification programs, partnership benefits, TLL, and SK12
2. Sharing informational announcements with eligible employees through internal communication channels.
3. Posting partnership information on District or campus social media platforms
4. Distribution of digital or printed informational materials, such as flyers and cards
5. Participation in District-approved events, information sessions, or career related communications

MOU Action Items and Timeline

1. Following the execution of this MOU by both parties, TOT will schedule a virtual **Partnership Kickoff Meeting** to review partnership benefits, establish a cadence of communication, and align the next steps.
2. TOT will provide The District with a list of candidates identified as District employees. The District will review, confirm, and/or update employment information to support certification progress monitoring and on-going alignment.
3. The District will provide TOT with the expected timeline for completion of certification requirements for applicable employees.
4. The District agrees to permit TOT to use its name and logo on co-branded, employee-facing informational materials (flyers or digital resources) created for the purpose of communicating partnership benefits, including available discounts as requested.

Terms of Agreement and Termination:

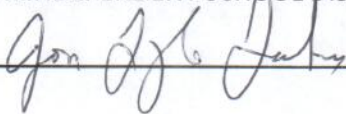
1. The effective date of this MOU will be identified as the date of the final executing signature, and this MOU shall be reevaluated as needed for modification or termination. This MOU shall remain in effect for one year after signature execution.
2. Amendments will result in automatic revision of that portion of the agreement and will require written notification and agreement by all parties.
3. This agreement may be terminated at any time upon giving thirty (30) days written notice.
4. This agreement is free unless the district chooses to take advantage of site license discounts on TLL and/or SK12.

TEACHERS of TOMORROW

5. This agreement is not exclusive – TOT supports all candidates selecting programs that are best for them, and all districts in hiring teachers that meet their students' needs best.

Signatures

DECATUR INDEPENDENT SCHOOL DISTRICT



JON LYLE LACKEY

Printed Name and Title

03/09/2026

Date

TEACHERS OF TOMORROW, LLC

Printed Name and Title