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## MEMORANDUM OF UNDERSTANDING

Between Cambridge Isanti School District ("School District") and Cambridge Isanti Paraprofessional SEIU Local 284  
Regarding the University of Minnesota NXT Gen Teacher Apprenticeship

Whereas, the School District has participated in a collaborative effort with the Minnesota Teachers Joint Apprenticeship Training Committee (MNTJATC); Next Generation Teacher Apprenticeship ("NXT GEN Teach") program to create a Teacher Apprenticeship program; and

WHEREAS, the apprenticeship includes a structured combination of **Related Technical Instruction (RTI)** and **On-the-Job Training (OJT)** totaling approximately 6,000 hours and aligned to Minnesota licensure requirements ; and

WHEREAS, the apprenticeship program may be supported through grant funding that may cover tuition and related costs, subject to continued availability of funds ; and

WHEREAS, the parties recognize that participation in the apprenticeship requires clear expectations related to compensation, scheduling, training requirements, and bargaining unit status;

Whereas, the NXT GEN Teach program has been approved by Professional Educator Licensing and Standards Board (PELSB) and is the final stages of approval with the Department of Labor and Industry; and

Whereas, the NXT GEN Teach program will allow eligible paraprofessionals to obtain their Bachelor's Degree and Minnesota Teaching License in ABS or ECSE; and

Whereas, the parties agree the NXT GEN Teach program will result in distinguished educators to serve our students and community; and

**Now therefore**, the Cambridge-Isanti School District, #911, and the Paraprofessional SEIU Local 284 agree as follows:

1. This MOU is in effect until the funding is discontinued through the University of Minnesota or either party gives notice to end the MOU.
2. The School District has sole discretion to determine who qualifies for this program and who will serve as the journey workers (licensed teacher mentors) and apprentices.
3. Apprentices will commit to completing all requirements of the program, including commitment to serve in the role for two consecutive school years. Failure to meet the requirements of the

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### ***Cambridge-Isanti Schools - District Administration***

program in this role will result in proration of the compensation described in this MOU.

4. The District retains the right to assign work consistent with operational needs. The District will make reasonable efforts to provide meaningful instructional OJT experiences and avoid routinely assigning apprentices to cover staff absences in a manner that interferes with training
5. Apprentices in the first year of the program will earn their current hourly rate in accordance with the ParaProfessional Bargaining Agreement
6. Apprentices during the second year of the program will receive an additional \$1.50 per hour increase to their hourly rate.
7. After the second year if an apprentice is not hired into a teaching position within the district or if they have not completed the full apprenticeship the paraprofessional will retain their current paraprofessional position at their appropriate step but no longer receive the \$1.50 hourly rate stipend.
8. Apprentices will collaborate with other partners inside and outside the School District as necessary to meet the requirements of the program. If at any point the apprentice and/or journey worker is unwilling or unable to meet program requirements for coursework, mentorship, work experience, or any other expectations for completion, the School District reserves the right to end the apprenticeship and prorate the associated and additional compensation described in this MOU.
9. Apprentices must maintain satisfactory job performance, attend and complete required RTI and OJT (e.g., minimum 90% participation), and maintain academic standing required by the university. Failure to meet program expectations may result in removal from the apprenticeship program.
10. Apprentices who complete the two-year Teacher Apprenticeship Program and receive their Minnesota Teaching License in ABS or ECSE and hired by Cambridge-Isanti Schools will be given credit for one year on the Education MN Cambridge Isanti (EMC-I) Bargaining Agreement salary schedule and start at step 2.
11. Apprentices hired after completion of the program will commit to being employed with Cambridge-Isanti Schools for three years following completion of the program, unless employment is terminated due to performance (non-renewal), budgetary position elimination, or approved by the Superintendent,
12. If employment with the District ends, participation in the apprenticeship program shall also end.
13. This MOU is non-precedent setting and shall not modify the collective bargaining agreement beyond the specific terms outlined herein.
14. Both parties agree that RTI hours are unpaid with program costs supported by grant funding.

_____	_____	_____	_____
Union Representative	Date	Heidi Sprandel, School Board Chair	Date
_____	_____	_____	_____
SEIU Steward	Date	Mark Solberg, School Board Clerk	Date
_____	_____		
SEIU Steward	Date		
_____	_____		
SEIU Steward	Date		