



Governing Board Agenda Item

Meeting Date: March 12, 2026

From: Denise Linsalata, Assistant Superintendent

Subject: Arizona Teacher Residency Memorandum of Understanding

Strategic Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent Action Discussion

Background:

The Arizona Teacher Residency Memorandum of Understanding between the Arizona Board of Regents for and on behalf of Northern Arizona University is for a two-year graduate teacher education program committed to serving Title I schools for prospective teachers who have their Bachelor's Degree, but do not have a standard Arizona Elementary Education K-8 Teaching Certificate.

Year One consists of an apprenticeship with a highly-qualified expert teacher and coursework toward certification. During Year One, the residents earn a \$23,000 stipend paid by AmeriCorps. In Year Two, the candidates become a full-time teacher of record and complete more coursework. At the end of Year Two candidates will have earned a Master's degree, tuition-free.

Since we view growing our own teachers as a recruiting strategy, we are asking the Governing Board to approve this agreement.

This agreement has been approved by District's legal counsel.

Recommended Motion:

I move that the Governing Board approve the Arizona Teacher Residency Memorandum of Understanding between the Arizona Board of Regents for and on behalf of Northern Arizona University, and Marana Unified School District.

Approved for transmittal to the Governing Board: 
Dr. Daniel Streeter, Superintendent

*Questions should be directed to: Denise Linsalata, Assistant Superintendent
Phone: (520) 682-4757*

Memorandum of Understanding Arizona Teacher Residency

by and between
Arizona Board of Regents for and on behalf of Northern Arizona University
and
Marana Unified School District

Parties

Arizona Board of Regents for and on behalf of Northern Arizona University ("NAU"), and Marana Unified School District ("District"), each a "Party", collectively the "Parties", agree to enter into this Memorandum of Understanding ("MOU") for the purpose of memorializing their collaborative intent for the Arizona Teacher Residency program.

NAU's College of Education at Northern Arizona University, in conjunction with the Arizona K12 Center, the National Center for Teacher Residencies, and District/School, will collaborate in the execution of the Arizona Teacher Residency program.

Purpose

Purpose of the program:

The purpose of the Arizona Teacher Residency program (AZTR) is to recruit, prepare, support, and retain high-quality "Residents" or "Apprentices" (we use these terms interchangeably) for participating K-12 districts in Arizona.

Purpose of this MOU:

This MOU is intended to clarify the roles, responsibilities, and obligations of the Parties in service to AZTR's mission and vision.

Program Summary

- The Arizona Teacher Residency is an innovative research-based model for graduate teacher education. AZTR features a 10-month residency in schools where Residents/Apprentices begin their apprenticeship under the support of a Supervising Teacher, called a "Journeyworker" in the language of apprenticeship, and engage in various service obligations to their school site; Residents/Apprentices will receive a living stipend or salary to cover basic expenses during this time. Residents/Apprentices will also complete coursework over two years (the residency year and the following year when they become teachers of record) toward a Master's degree through NAU, which will be highly subsidized by grant opportunities (e.g., TEACH grant, Arizona Teachers Academy, etc.) for applicants who have submitted a FAFSA. Residents/Apprentices will also receive two years of induction support through the Arizona K12 Center and/or the district.
- The Arizona Teacher Residency will manage the collaboration between the Parties and design program components, consulting with the Dean of the College of Education at NAU, Arizona

Department of Education, and the Superintendent of the District.

- The Arizona Teacher Residency has a separate Advisory Board to offer guidance and thought leadership around this work.
- This MOU will last from the date of execution of this MOU until June 30, 2028. This MOU may be renewed and may be revised or modified by a written addendum signed by both Parties.
- This MOU may be terminated by mutual consent of the Parties in writing through the oversight of the Advisory Board.
- The Parties agree that any Party may terminate this MOU at any time upon ninety (90) days written notice, which may include electronic mail with delivery receipt, except that any Resident/Apprentices already assigned to and accepted by the AZTR program shall be allowed to complete any in-progress residency (if feasible).

Key Provisions

- To amend or terminate this MOU, all Parties must be consulted.
- In conjunction and with final approval from the appropriate department chair(s), the AZ K12 Center and Arizona Teacher Residency (AZTR) director will co-construct policies with input from AZTR participating school districts and in alignment with state rule language regarding selection criteria for supervising practitioners, addressing alert situations due to issues such as a Teacher Resident's knowledge, skills or dispositions, and dismissing a Teacher Resident/Apprentice from the residency portion of the program. The final determination of the student status in the graduate degree program will follow all guidelines for dismissal established by the unit and NAU's Graduate College. A recommendation for academic dismissal from the graduate program must include a notification in writing of the program's intent to recommend dismissal to the academic unit, the student, and the Graduate College. Policies will also include criteria related to review or exclusion of supervising practitioners such as when a previous Teacher Resident/Apprentice was removed from their classroom due to no fault of the Resident/Apprentice.

Roles and Responsibilities of the Parties

The Parties agree to the following roles and responsibilities:

NAU Arizona Teacher Residency, shall:

1. Dedicate appropriate personnel and resources to develop, implement, and execute AZTR.
2. Develop selection criteria for AZTR candidates, Supervising Teachers/Journeyworkers, site coordinators and other stakeholders.
3. Coordinate the recruitment, selection, and support of candidates, Supervising Teachers/Journeyworkers, site coordinators, and other stakeholders.
4. Coordinate and implement NAU's and the state approved program of study for the MEd Elementary Education with Certification degree program and any other approved NAU graduate education

programs that may be offered in the future. The AZTR may propose additional course or program requirements for Teacher Residents/Apprentices in the program by following the university curricular processes and steps managed by the NAU Office of Curriculum and Assessment (<https://in.nau.edu/curriculum-and-assessment/curriculum-proposal-resources/>).

5. Work closely with NAU's College of Education's Professional Education Programs (PEP) and Academic Advising Staff to ensure all Teacher Residents/Apprentices follow established guidelines and processes regarding meeting Additional Admission Requirements for the specified degree program(s) as listed in the NAU catalog and applying for and meeting requirements for admission to PEP as well as application steps for completing the degree program(s), with approval, through an alternative pathway (see <https://nau.edu/coe/teacher-intern-preparation-program/>) in order to qualify for an Arizona Department of Education Alternative PreK-12 Teaching Certificate. Additionally, ensuring all teacher certification program requirements described in the NAU Catalog are met as well as any additional training requirements determined by NAU's PEP Coordinating Council (typically needed to meet new state or national accreditation expectations). Finally, student teaching placements need to be processed and approved by PEP to ensure classroom and supervising practitioner meets requirements for teacher certification and are documented in official university records. All these expectations must be met in order for Teacher Residents/Apprentices to be issued an Arizona Department of Education Institutional Recommendation upon successful completion of their degree by NAU's Office of the Registrar.
6. Work with the respective department(s) responsible for degree program(s) being offered through AZTR to ensure master course syllabi are used and include approved student learning outcomes and associated assessments. Additionally, AZTR must also ensure required signature assignments are implemented by instructors, completed by Teacher Residents/Apprentices, and rubric or other evaluation scores are properly entered into NAU's Learning Management System for data collection purposes.
7. Work closely with Arizona Department of Education to ensure alignment with the state's new Teacher Registered Apprenticeship Program (AzTRAP).
8. Provide data for evaluation and research efforts that AZTR may undertake for the purpose of knowledge generation.
9. Provide AZTR's primary office space and materials.
10. Select host district sites and support the Supervising Teachers/Journeyworkers and principals who work in partner schools to fulfill their roles on behalf of AZTR.
11. Provide professional learning opportunities, including induction and instructional mentoring support services, to AZTR Residents/Apprentices and graduates.
12. Make available updated research on AZTR for all Parties.
13. Work with the school district to determine local needs that might necessitate curriculum and design modifications in order to meet the needs of the students.
14. Support K-8 general education Teacher Residents/Apprentices, as needed, to access NAU's Student Health Insurance Plan (for more information, see <https://in.nau.edu/campus-health-services/major-medical-insurance/>).

NAU shall:

1. Support AZTR's recruitment process through NAU website, publications, human resources offices, and/or public relations efforts.
2. Manage AZTR related grants and funds.
3. Work collaboratively to maximize the resources of the Arizona Teachers Academy to fund the work of AZTR.
4. Work with the AZTR director to identify and select qualified (per Higher Learning Commission guidelines) faculty and part-time faculty to teach coursework for the graduate education degree program(s) offered. The appropriate department chair(s) will be responsible for approving all faculty and part-time faculty qualifications and course assignments.
5. Commit to listing the Arizona Teacher Residency in any print or electronic materials related to the residency.
6. Work with AZTR staff to coordinate healthcare and other university services for Residents/Apprentices.
7. Assist in fundraising opportunities and supply necessary supporting documents for any available grant opportunities.
8. Communicate NAU's requirements for admission to the Master's degree program and oversee NAU's admission process for selected candidates.
9. Award a Master's degree to all candidates who successfully complete AZTR, meet graduation requirements, and are in good standing as determined by the program faculty.

District shall:

1. Support AZTR's recruitment process through district website, publications, human resources offices, and/or public relations efforts.
2. Help recruit, select, and support AZTR candidates and Supervising Teachers/Journeyworkers
3. Commit to listing the Arizona Teacher Residency and NAU as collaborative participants in any public discussion and/or print/electronic materials related to the residency.
4. Pursue fundraising opportunities when possible and supply necessary supporting documents to the Arizona Teacher Residency.
5. The District shall identify a point person to be the primary contact for the Residency. This person will help or will identify someone else to help onboard the Residents/Apprentices (e.g., provide them with computers, platform access, keys, lanyards, etc.), identify potential Supervising Teachers/Journeyworkers for transferring Residents/Apprentices mid-year in event of misaligned pairing or for future cohorts, coordinate recruitment emails/events for the Residency for potential candidates from within the District (e.g., paraprofessionals, uncertified teachers, parents), support Residents/Apprentices to apply for jobs as internal candidates within the District, and coordinate data collection for AZTR program evaluation.
6. Provide requested data (e.g., student evaluations of teachers, student achievement data, and teacher retention data for AZTR Residents/Apprentices and Supervising Teachers/Journeyworkers, etc.) to the Arizona Teacher Residency and/or American Institutes for Research for program evaluation and knowledge generation. And make available to the Parties annual district-level data on student achievement, student demographic, student attendance, teacher attendance, school-level and other relevant data, as needed for reporting on AZTR to funders and others. The parameters of

this will be agreed upon in advance through a separate data sharing agreement.

7. Provide a \$5,000 resident placement fee for two years (the residency year and first year of teaching in the district) per AZTR general elementary candidate, for a total of \$10,000 (paid to the Arizona Teacher Residency). This helps AZTR cover the cost of the Resident's stipend.
8. Allow the Supervising Teachers/Journeyworkers release time for meetings (not to exceed 6 hours per month) and ongoing professional development for AZTR.
9. Provide space for after school meetings and/or coursework.
10. Identify special education paraprofessional roles that Residents/Apprentices getting a Master's Degree in Special Education can be hired for while completing the first year of their program at NAU. These paraprofessionals must be assigned primarily to one classroom to receive the benefits of taking on more responsibility in this classroom per the residency model. The district agrees to pay salary and benefits for these paraprofessionals (but is not responsible for paying the Resident/Apprentice placement fee for these candidates) and commits to releasing them early on Fridays so they can make Friday afternoon classes.
11. Respect Resident/Apprentice role on campus by inviting them to participate in select service (e.g. lunch and recess duty, literacy intervention) on campus not to exceed one hour per day, and agree not to ask Residents to substitute any class other than that of their Supervising Teachers/Journeyworkers, except for in special cases where planned in advance and with support of another Resident/Apprentice.
12. Support AZTR Residents/Apprentices with job application support and early access to teaching positions within the partner district. At the end of the residency year (the Resident's first year in the program), make every effort to hire each AZTR candidate in a full-time position in a district school, on the condition that the candidate has successfully completed the residency year and is on their way to receive their master's degree and certification(s).
13. Identify staff to support the administration of the above program components.

Miscellaneous Provisions

1. Nondiscrimination. The Parties agree to comply with all applicable state and federal laws, rules, regulations, and executive orders governing equal employment opportunity, immigration, nondiscrimination, including the Americans with Disabilities Act, and affirmative action.
2. Notice of Arbitration Statutes. Pursuant to Arizona Revised Statutes ("A.R.S.") §12-1518, the Parties acknowledge and agree, subject to the Arizona Board of Regents Policy 3-809, that the Parties may be required to make use of mandatory arbitration of any legal action that is filed in the Arizona Superior Court concerning a controversy arising out of this MOU if required by A.R.S. §12-133.
3. Conflict of Interest. The Parties agree that this MOU may be cancelled for conflict of interest in accordance with A.R.S. §38-511. The Parties certify that no such conflict of interest currently exists and that there are no relevant facts or circumstances which could give rise to any actual or potential organizational or personal conflict of interest.
4. Cancellation for Lack of Funding. If any Party's performance under this MOU depends upon the

appropriation of funds by the Arizona Legislature or governing board, and if the Arizona Legislature or governing board fails to appropriate the funds necessary for performance, then any Party may provide written notice of this to the other Parties and cancel this MOU without further obligation of any Party. Appropriation is a legislative act and is beyond the control of the Parties.

5. Student Educational Records. Student educational records are protected by the U.S. Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g and its implementing regulations (“FERPA”). The Parties will not require any Residents/Apprentices or employees to waive any privacy rights (including FERPA or the European Union’s General Data Protection Regulation (“GDPR”)) as a condition for receipt of any educational services, and any attempt to do so will be void. The Parties will comply with FERPA and will not access or make any disclosures of student educational records to third parties without prior notice to and consent from the Residents/Apprentices or as otherwise provided by law.
6. Representations Regarding Relationship. Except as otherwise agreed in writing, the Parties acknowledge that the relationship created by this MOU is limited to the AZTR program contemplated herein. No Party shall make any representations stating or implying that the Parties engage in broader transactions or that a Party is otherwise associated with the other Parties without first obtaining express written permission from the other Party. In addition, no Party shall use any trade name, trademark, service mark, logo, domain name, nor any other distinctive brand feature owned or used by another Party without prior written authorization from the other Party.
7. Inspection and Audit. All books, accounts, reports, files and other records relating to this MOU shall be subject at all reasonable times to inspection and audit by NAU, or the Auditor General of the State of Arizona, or their agents for five (5) years after the completion of this MOU. Such records shall be provided at Northern Arizona University, Flagstaff, Arizona, or such other location as designated by NAU, upon reasonable notice to the Parties.
8. Arizona Public Records Laws. The Parties acknowledges that this MOU is subject to the provisions of the Arizona Public Record Laws, A.R.S. §§ 39-121, et seq.
9. Assignment. No Party shall assign this MOU without the prior written consent of the other Parties.
10. Entire Agreement. This MOU constitutes the entire agreement and understanding of the Parties with respect to its subject matter. No prior or contemporaneous agreement or understanding will be effective. This MOU may not be modified or amended except by written instrument signed by the Parties. This MOU and all claims arising out of or relating to this MOU shall be governed exclusively by the laws of the State of Arizona, the courts of which shall have jurisdiction over its subject matter.
11. Force Majeure Event. No Party shall be held responsible for any losses resulting if the fulfillment of any terms or provisions of this MOU are delayed or prevented by any cause not within the control of the Party whose performance is interfered with, and which by the exercise of reasonable diligence, said Party is unable to prevent (“force majeure event”), including but not limited to acts of God, war, civil disturbance, terrorism, disaster, fire, earthquakes, hurricanes, known or suspected threats of illness, epidemics, pandemics, or government regulation. This MOU may be terminated without further obligation or penalty, including cancellation fees or liquidated damages, of the Parties upon written notice from the affected Party to the other Parties of such force majeure event.

12. Counterparts. This MOU may be executed in counterparts, each of which will be deemed to be an original but all of which, taken together, shall constitute one and the same agreement. The exchange of copies of this MOU and of signature pages by electronic means shall constitute effective execution and delivery of this MOU as to the parties and may be used in lieu of the original MOU for all purposes. Signatures of the Parties transmitted by electronic means shall be deemed to be their original signatures for all purposes.

The undersigned have read the foregoing Memorandum of Understanding and, as authorized signatories of the undersigned respective entities, hereby agree to be bound by it.

Arizona Board of Regents for
and on behalf of Northern
Arizona University

Marana Unified School
District

Signature: _____

Signature: _____

Print Name: Karen Pugliesi, PhD

Print Name: Daniel Streeter, Ed.D.

Title: Executive Vice President and
University Provost

Title: Superintendent

Date: _____

Date: _____