

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL #13  
OCTOBER 12, 2023**

**[NEW]**

**Licensed Contract  
MEMORANDUM OF AGREEMENT – Tier 1 and 2 Licensed Educator Support**

**This Memorandum of Agreement is by and between the Board of Education, Independent School District No. 625 (hereinafter "District") and the Saint Paul Federation of Educators, Local No. 28 (hereinafter "Federation") exclusive representative of members of the Teacher bargaining unit. It is entered into for the sole purpose of establishing opportunities for Tier 1 and Tier 2 Licensed Teachers to become highly qualified Tier 3 or 4 Licensed Teachers in Saint Paul Public Schools.**

**Education Expense Support:**

**Tier 2 licensed teachers currently enrolled in an accredited teacher preparation program, or Tier 1 licensed teachers who elect to enroll in an accredited teacher preparation program, shall be eligible for an additional reimbursement of up to \$3,000 per year to be used for tuition or other educational expenses subject to the following conditions:**

- 1. Tier 1 and 2 licensed teachers are eligible for a \$3,000 reimbursement each year, for up to three years of enrollment in an accredited teacher licensure program.**
- 2. The number of credits and reimbursement for agreed upon expenses related to the licensure program shall be agreed upon in advance by the teacher and the District.**
- 3. The teacher shall agree to teach in the District for a minimum of 3 years after completing the licensure program.**
- 4. If the teacher leaves the District prior to the completion of the third year of service after earning their license, the teacher shall reimburse the District an amount equal to 30% of the total reimbursed amount per year for each year remaining of the 3-year service requirement period.**
- 5. The teacher shall not be required to reimburse the District if failure to teach the required 3-year period is the result of District actions.**
- 6. If a teacher holding a Tier 1 license enrolls in a teacher preparation program, the district and teacher shall jointly apply to PELSB for a Tier 2 license.**

**Additional Time Off Support:**

**Tier 2 licensed teachers currently enrolled in an accredited teacher preparation program, or Tier 1 licensed teachers who elect to enroll in an accredited teacher preparation program, are eligible for 40 hours of paid leave per semester to complete classwork related to the licensure program.**

- 1. Such leave must be pre-approved by the building administrator.**
- 2. Leave shall be in addition to the leave provisions outlined in Article 11, Section 7.**