

Career & Technical Education (CTE) Licensure

TOPIC: Career & Technical Education (CTE) Licensure

EFFECTIVE DATE: July 1, 2021, to June 30, 2023; **Revised** 1/5/23

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding the need for Career & Technical Education (CTE) licensed teachers because we wish to acknowledge the extra work of obtaining CTE licensure(s)/endorsement(s) by providing one-time stipend(s).

The District and the Union agree to the following:

1. High school scholars earn credentials by attending and passing classes which are taught by CTE licensed teachers.
2. The state’s post-secondary schools are not graduating significant numbers of CTE licensed teachers; therefore, it may be challenging for the district to find and recruit such teachers to the district.
3. There is a mutual interest in recruiting and retaining CTE licensed teachers.
4. Current Osseo teachers who do additional work beyond their current license in order to obtain a CTE license or endorsement while employed in Osseo Area Schools will receive additional compensation in the form of one-time stipend(s) provided the teacher qualifies and submits evidence as per this MOU.
5. Beginning January 5, 2023, only current Osseo teachers who have earned or earn an additional CTE license/endorsement will be paid a one-time stipend of \$1500 whether or not the additional license/ endorsement is required to teach a specific course.
6. Teachers hired on or after January 5, 2023, who obtained a CTE license(s) or endorsement prior to starting at Osseo are not eligible for the one-time stipend of \$1500 and/or the \$500 CTE stipend except as outlined in #7 below.
7. Newly hired teachers who obtained an additional CTE license or CTE endorsement and have had no previous teaching experience are eligible for the initial \$1500

stipend, whether or not the additional endorsement/license is required to teach a specific course.

8. Current Osseo teachers who are required to obtain additional CTE licensure/endorsement(s) will be eligible for the \$500 CTE stipend for each additional CTE license/endorsement that they have obtained. A current Osseo teacher who voluntarily obtained an additional CTE licensure/endorsement while employed in Osseo, that is now required for their teaching assignment, will be eligible for the \$500 CTE stipend for each additional required CTE license/endorsement that they have obtained.
9. Current CTE licensed/endorsed teachers must submit evidence of their license/endorsement to their Human Resource Business Partner by May 1 of the fiscal year, for payment of the stipend on their June 20 check of the fiscal year. It is the teacher's responsibility to submit this evidence in order to receive the stipend.

The parties agree with the above conditions as evidenced by their signatures below.

Education Minnesota – OSSEO

DocuSigned by:
KELLY WILSON
E386D69AE85D42A...

President

1/21/2023

Date

Osseo Area Schools, ISD 279

DocuSigned by:
Lisa Chang
BA974B5406974AE...

Director, Labor Relations

1/5/2023

Date