MEMORANDUM OF UNDERSTANDING

Between Columbia Heights School District ("School District") and Columbia Heights Federation of Teachers, Local #710 ("Local #710") and Columbia Heights Education Assistants SEIU Local 284 ("Education Assistants")

Regarding the University of Minnesota NXT Gen Teacher Apprenticeship

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

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 staff 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 School District, Local #710, and the Columbia Heights Education Assistants 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. Selected journey workers and 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 program in this role will result in proration of the compensation described in this MOU.
4. Journey workers will receive $4000 annual stipend each school year (two years total) that they service in the program provided they meet all requirements of the role. This stipend is provided and paid through the University of Minnesota, provided there is available funding.
5. Apprentices in the first year of the program will earn their current hourly rate in accordance with the Education Assistant Collective 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. Both journey workers and 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.

8. Apprentices who complete the two-year Teacher Apprenticeship Program and receive their Minnesota Teaching License in ABS or ECSE and hired by Columbia Heights Public Schools will be given credit for two years on the salary schedule and start at step 3.
9. Apprentices hired after completion of the program will commit to being employed with ISD #13 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.

Daniel Honigs, President, Local #710 Date: 6/16/25

Jessica Krause, Union Steward, Education Assistants Date: 6/11/25

Keith Niemi, Esq., Union Representative SEIU Local 284 Date: 6/11/25

Zena Stenvik, Superintendent Date: 6/24/25

Mary Granlund, School Board Chair Date: 6-24-25