

MEMORANDUM OF UNDERSTANDING

Cambridge-Isanti School District 911 and Education Minnesota Cambridge-Isanti (EMC-I)

This agreement is entered into between Cambridge-Isanti Schools, Independent School District 911 (hereinafter referred to as “the District”) and Education Minnesota Cambridge-Isanti (hereinafter referred to as “the Union”) on this ___ day of _____, 2026.

WHEREAS, the District and the Union are committed to collaboratively addressing the shortage of licensed Special Education teachers; and

WHEREAS, the District is participating in the **NXT Gen Special Education Teacher Apprenticeship Program** in partnership with the Minnesota Teachers Joint Apprenticeship Training Committee (MNTJATC) and a partnering university; and

WHEREAS, the program is designed to support paraprofessionals (“Apprentices”) in obtaining Special Education licensure through a combination of on-the-job training (OJT) and related technical instruction (RTI); and

WHEREAS, the success of the apprenticeship program depends on the support, mentorship, and guidance of experienced licensed Special Education teachers serving as cooperating/mentor teachers (“Journeyworkers” or “Mentors”); and

WHEREAS, the District and the Union recognize that mentoring an Apprentice requires additional time, effort, and professional responsibility beyond the regular teaching assignment;

THEREFORE, the District and the Union agree to the following:

1. Mentor Assignment

- Each Apprentice will be assigned a licensed Special Education teacher to serve as a cooperating/mentor teacher.
- Participation as a Mentor is voluntary.

2. Mentor Compensation

- A Mentor assigned to an Apprentice in the NXT Gen Special Education Teacher Apprenticeship Program will receive a stipend of:
 - **\$4,000 per year**, for up to **two (2) years**, for a total of **\$8,000**.
- Payment will be issued at the end of each program year, contingent upon fulfillment of mentoring responsibilities.
- If a Mentor does not complete a full year of participation, compensation may be prorated at the District’s discretion based on time served and responsibilities completed.

3. Mentor Responsibilities

Mentors agree to:

- Provide ongoing coaching, feedback, and support to the Apprentice;
- Model effective Special Education instructional practices;
- Support the Apprentice’s required on-the-job training (OJT);
- Participate in program-related meetings and trainings as required;
- Collaborate with program coordinators and university partners as needed;
- Support the Apprentice’s successful progression toward licensure.

6. Discontinuation / Removal

- If a Mentor or Apprentice is unable or unwilling to meet program expectations, the District reserves the right to remove the individual from the program.
- Any compensation outlined in this MOU may be prorated based on participation and completion of responsibilities.
- If an Apprentice exits the program, they will return to their previous bargaining unit position in accordance with the collective bargaining agreement.

7. Non-Precedent Setting

This MOU is non-precedent setting and shall not establish a past practice or be used to interpret the master agreement.

This Memorandum of Understanding will expire on June 30, 2028, unless otherwise mutually agreed upon by the District and the Union.

By signing below, each party specifically acknowledges that it has read this Agreement and that it understands and voluntarily agrees to be legally bound by all terms of this Agreement.

_____	_____	_____	_____
Kate Bickford, EMC-I Co-President	Date	Heidi Sprandel, School Board Chair	Date

_____	_____	_____	_____
Lucas Nelson, EMC-I Co-President	Date	Mark Solberg, School Board Clerk	Date