**THE MOUNDS VIEW PLAN TO SUPPORT TEACHERS IN ATTAINING AND MAINTAINING CREDENTIALING STANDARDS TO TEACH**

**DUAL/CONCURRENT ENROLLMENT COURSES**

The plan for supporting teachers in attaining and maintaining credentialing standards is based on the following points:

* Financial support for teachers to take additional graduate-level course work in order to meet credentialing standards will be available based on individualized plans.
* In order for teachers to be eligible for the financial support they must indicate an interest in teaching dual/concurrent enrollment courses and they must be selected for the role by a panel comprised of representatives from Human Resources, Mounds View Education Association (MVEA) exclusive representative, Curriculum & Instruction and the building principal. Selection to the program is not guaranteed.
* The criteria for determining which teachers will be selected to receive financial support as a part of this program is defined in Appendix A.
* The amount of financial support that a teacher will be eligible for will be individualized and determined by their years of experience in the District/in the profession, their current level of graduate training in the field and the systemic urgency for a credentialed faculty member in their specific area of licensure.
* Teachers receiving additional financial support to teach dual/concurrent enrollment courses, above and beyond routine step and lane movement, must commit to teaching a dual/concurrent enrollment course/s for a minimum of five years. Any exceptions to this expectation would need to be mutually agreed upon between the District and building administration, MVEA exclusive representative and the individual teacher.
* All requirements which are included in a teacher’s individualized plan must be approved by district administration and the designated representative from Anoka-Ramsey Community College before the teacher can begin taking any course/s for which financial support will be requested.
* All disputes regarding this program will be handled between the District Human Resources Department and the MVEA exclusive representative.
* All reimbursements for teachers taking additional courses to be credentialed will be calculated on the lowest tuition cost option available whether online or on campus/site which has been approved by MnSCU and the School District.

**Appendix A**

**PROCESS FOR DETERMINING TEACHER ELIBIBILITY FOR**

**TUITION REIMBURSEMENT**

Has the teacher requesting tuition support been previously approved to teach a dual/concurrent enrollment course by a MnSCU institution?

Yes \_\_\_\_ No \_\_\_\_\_

What is the teacher’s current step and lane on the District salary matrix?

Step \_\_\_\_\_ Lane \_\_\_\_\_

CRITERIA

First priority will be given to teachers who have been judged to be in critical teaching assignments in the District’s dual/concurrent enrollment program. Critical teaching assignments are decided mutually through discussions between the MVEA and the District. After this determination has been made, the following points will be taken into consideration in judging which teachers will be eligible for tuition reimbursement and at what level.

TIER I

* Teachers who have 10+ years in the profession, have attained 60+ graduate semester credits and have 12+ graduate semester credits in field will be eligible to receive 80% tuition reimbursement until they reach 18 approved credits in field. These credits must be earned as part of a mutually agreed upon professional development plan. This plan will take into account the timelines during which the teacher agrees to earn the credits in order to meet the credentialing standards.
* Under the exact same conditions, a teacher with 7-11 semester credits in field would be eligible to receive 85% tuition reimbursement.
* Under the exact same conditions, a teacher with 0-6 semester credits in field would eligible to receive 90% tuition reimbursement.
* Teachers who have 10+ years in the profession, have attained <60 graduate semester credits and have 12+ graduate semester credits in field will be eligible to receive 65% tuition reimbursement until they reach 18 approved credits in field. These credits must be earned as part of a mutually agreed upon professional development plan. This plan will take into account the timelines during which the teacher agrees to earn the credits in order to meet the credentialing standards.
* Under the exact same conditions, a teacher with 7-11 semester credits in field would be eligible to receive 70% tuition reimbursement.
* Under the exact same conditions, a teacher with 0-6 semester credits in field would eligible to receive 75% tuition reimbursement.

TIER II

* Teachers who have less than 10 years of experience, have more than 60 graduate semester credits and 0-6 graduate semester credits in field will be eligible for 75% tuition reimbursement.
* Under the exact same conditions, a teacher with 7-11 semester credits in field would be eligible for 70% tuition reimbursement.
* Under the exact same conditions, a teacher with 12+ semester credits in field would be eligible for 65% tuition reimbursement.
* Teachers who have less than 10 years of experience, have less than 60 graduate semester credits and 0-6 graduate semester credits in field will be eligible for 50% tuition reimbursement.
* Under the exact same conditions, a teacher with 6-12 semester credits in field would be eligible for 40% tuition reimbursement.
* Under the exact same conditions, a teacher with 12+ semester credits in field would be eligible for 30% tuition reimbursement.

All credits must be earned as part of a mutually agreed upon professional development plan. This prior approval must be granted by the Staff Development/Professional Growth Committee (SD/PGC). This plan will take into account the timelines during which the teacher agrees to earn the credits in order to meet the credentialing standards. These approved semester credits can be applied to career level increments even though the District is paying a portion of the tuition to get credentialed.

ADDITIONAL SALARY ENHANCEMENTS

All teachers who express an interest in teaching dual/concurrent enrollment courses and who are selected for these assignments and have an approved credentialing standard plan through SD/PGC of 18 credits in field will have a special designation on the salary matrix which will allow them to earn an annual salary stipend for teaching dual/concurrent enrollment courses. The foregoing is true of teachers who have been assigned to teach a dual/concurrent enrollment course regardless of their interest. This designation will be effective the semester after their plan has been approved.

Example:

* 1-2 sections $1,000
* 3-4 sections $2,000
* 5-6 sections $3,000

A similar annual stipend will be available for teachers who have taken the necessary training to teach Advanced Placement and College in the Schools courses.

Example:

* 1 sections $500
* 2 sections $1,000
* 3-4 sections $1,500
* 5-6 sections $2,000

It is important to note that these annual stipends will only be in effect during the years in which these teachers actually are teaching the courses. If a teacher eligible for one of the stipends chooses or is not assigned to teach a dual/concurrent enrollment course in any given year they would not receive the stipend.

This agreement only applies to teachers hired before the 2017-18 school year. If changes in state or federal law or administrative rules are made regarding credentialing in dual/concurrent enrollment courses the parties agree they will revisit this agreement to modify to be consistent with those changes.