

MFT Filename: Art. 3 Teacher Rights and Responsibilities

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

ARTICLE III. TEACHER RIGHTS AND RESPONSIBILITIES

Section F. Teacher Licensure, Re-licensure

Licensure: All teachers are required to hold an active teaching license in the State of Minnesota pursuant to MN Statute §122A.18. Only teachers with valid Minnesota licenses can teach, transfer, or teach summer school. All teachers are required to furnish valid Minnesota licenses in all field(s) for which they are employed.

Persons holding Tier 1 or Tier 2 Licenses (in areas in which MN teaching licenses exist): To ensure that students in the Minneapolis Public Schools with the greatest needs receive the highest quality education, no person holding a Tier 1 or Tier 2 Minnesota Teaching License (in areas in which MN teaching licenses exist) will be hired or placed any district site/program with more than seventy-percent (70%) of students qualifying for free or reduced lunch. To ensure that educators receive the highest quality program facilitation, persons holding Tier 1 or Tier 2 licenses (in areas in which MN teaching licenses exist) may not be assigned as TOSAs or DPFs. Any requests for exceptions will be brought to contract administration.

Persons hired without a valid Minnesota teaching license for positions for which a valid Minnesota teaching license is required shall ~~shall~~ **will** be placed at step one (1) on the standard salary schedule lane appropriate to their educational credentials until an appropriate, valid Minnesota teaching license is placed on file with the District. In order to progress on the standard salary schedule, such persons shall ~~shall~~ **will** provide evidence of reasonable progress toward an appropriate, valid Minnesota teaching license. Upon filing an appropriate, valid Minnesota teaching license, the teacher shall ~~shall~~ **will** be placed on the step and lane appropriate to teaching experience in the District and applicable prior experience.

Tenured teachers whose license has expired will be placed on unpaid leave for up to one (1) year until a valid license is in effect. The Division of Human Resources must have a copy of the required license on file, or must see the application posted on the State website indicating license renewal application has been submitted.

The process for earning PDP Relicensure Credit Hours is: (See Article III V for guidelines)

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Section K. Parking: Parking fees shall ~~shall~~ **will** be waived. At locations with controlled access to parking, teachers may be required to pay a refundable access card deposit.

At all other regular work sites where teachers must pay for parking during the regular duty day, the District shall ~~shall~~ **will** reimburse teachers for fees that they have paid. The reimbursement shall ~~shall~~ **will** be on a monthly basis upon submission of receipts. All hourly-rate employees and reserve teachers shall ~~shall~~ **will** also be covered by the reimbursement for parking fees or waiver thereof. The District shall ~~shall~~ **will** retain the right to provide or assign parking spaces **provided those spaces are not more than one city block from the nearest accessible entrance to the teaching site.**

MFT Filename: Art. 8 Reserve Teachers