

UDHUBU?

The district and the union will (most likely) need to negotiate an Memorandum of Agreement which will outline the language describing the role, responsibilities and manner of compensation. The MOA may stay in place until the next contract negotiations when it then can be folded into the collective bargaining agreement.

Are Apprentices members of the local affiliate

Not at this time, since residents (Apprentices) are considered full-time students, they are not eligible to join the local affiliate. It is helpful to include them in aspects of the local affiliate (like meeting or other activities) so they become aware of the benefits union membership offers.

What are the benefits? ?

The Apprentice must complete a minimum of 1200 hours in paid on-the-job training under the 1:1 guidance of an experienced district based educator. This level of collaboration, deep learning and application of college coursework in the field, under the guidance of an experienced teacher has been shown to greatly increase retention of early career teachers. Another benefit is RAPs allow the union to negotiate ways to recognize this important work as experienced educators provide guidance, opportunities, co-planning and co-teaching with the Apprentices. Unions and their members are critical to the success of new educators and can embrace this work as union legacy work - by teachers, for teachers.

- addresses critical workforce challenges including recruitment and retention
- reduces student:teacher ratio, allowing for higher levels of intervention or individual/small group instruction
- positive impact on student learning and parent perception
- provides more informed hiring decisions
- delivers student, classroom and district ready first year teachers
- instructional continuity and possible substitute teacher cost
- a revenue stream if captured in a BOCES contract for shared services
- access to additional DOL funding streams and grants

Where can we find out more about establishing a RAP?

The **NYS Educator Workforce Development HUB** provides technical assistance and resources to help districts, BOCES, local union affiliates, and IHEs register Apprenticeship programs. You can reach out directly to HUB team member Rita Floess at rita@teachmeducation.org

