Memorandum of Understanding

San Leandro Unified School District (SLUSD)
And the
San Leandro Teachers Association

Teacher Induction Reflective Coach for 2017/18 – 2019/20
February 7, 2019

Background:
The SLUSD has a three-year (2017-18, 2018-19, 2019-20) agreement with Riverside County Superintendent of Schools, which sponsors a Commission on Teaching Credentialing Program for the Clear General Education and Clear Education Specialist Induction Program and is authorized to recommend clear credentials for program completers. An Induction Program is designed to provide up to a two-year program of mentoring, support and professional learning of teaching as a requirement for earning a professional clear teaching credential.

The intent of this agreement is to set the parameters around the basic working conditions and compensation for SLTA members who become reflective coaches to these induction teachers as part of the CTI program.

Reflective Coaches:
The Reflective Coach shall be selected to serve a term that corresponds to his/her candidate(s) enrollment period in the induction program.

Reflective Coach Stipend:
In order to support the recruitment and retention of staff committed to fully implement teacher induction a stipend of $1,800 per mentee, per year shall be paid to SLTA Reflective Coaches. The stipend for 2017-18 and 2018/19 shall be paid retroactively. Coaches who participated in the induction program during the 2017-18 school shall receive a onetime stipend of $380.00 per mentee which reflects the difference between the stipend amount they were paid 2017/18 and the amount of the stipend agreed to in this MOU. In addition to the stipend, the Reflective Coaches for the 2018-19 and 2019-20 school years can receive up to four (4) hours of professional development training per coaching year at the SLTA hourly rate for training purposes.

Process for Selection of Reflective Coaches:
The induction program must identify and assign a mentor to each participating teacher within the first 30 days of the participant's enrollment in the program, ideally matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant's employment.

The SLUSD shall advertise for prospective reflective coaches using the internal posting process. All interested members will need to apply. Induction teachers will be matched with

reflective coaches who have both applied and fit the criteria outlined in the "General Requirements" section to induction teachers at their sites. If more than one teacher applies to be a reflective coach at a site and meets the criteria needed for a particular match, the principal and the department chair of the department in which the teacher is teaching will hold an interview. If the department chair is interested one of the possible reflective coaches, the principal shall select another teacher from within the department to be on the interview panel. The selection criteria will be focused on the demonstrated ability to and/ or the capacity to perform the duties listed under "Scope."

General Requirements:

Qualifications for mentors must include but are not limited to:

- Knowledge of the context and the content area of the candidate's teaching assignment.
- Demonstrated commitment to professional learning and collaboration.
- Possession of a Clear Teaching Credential.
- Ability, willingness, and flexibility to meet candidate needs for support.
- Minimum of three years of effective teaching experience.

Considering These new standards, CTI an induction program requires that Coach/Candidate matches align with the above criteria by considering the coach's:

1. Credential. 2. Subject matter experience and expertise (past and present). 3. Proximity of job site locations. 4. Grade level experience (past and present).

Scope:

The purpose of the Reflective Coach is to support the induction teacher. This support includes mentoring, coaching, consulting with, and providing general feedback related to the duties of teaching. The Reflective Coach shall meet with the induction teacher a minimum of 1 hour of support each school week. In addition to this direct support, the Reflective Coach shall:

- Keep a monthly coaching log
- Watch an orientation and program preview video
- Complete an introduction to ILP video
- Attend a colloquium
- Submit two coaching videos to CTI
- Attend 4 coach connections
- Complete coaching modules 1-6 (one time only)

Evaluation:

SLTA members do not evaluate bargaining unit members.
The Individual Learning Plan in the Teacher Induction Program is intended to provide helpful feedback to teachers. It is not to be used for the performance evaluation (summative

evaluation) of teachers. The Induction program is not a substitute for the contractual evaluation procedure.
The participation records of any teacher, including but not limited to, notifications, timelines. Program participation, feedback about level of participation, special assistance, etc., shall remain the property of the teacher and shall not be placed in the his/her personnel file or used in his/her performance evaluation. The Induction program sponsor may maintain only those records necessary to prove participation and completion of the program. These records shall be confidential and shall not share with the teacher's immediate supervisor or the district administration.

General Provisions:
The effective period of this Memorandum of Understanding shall be for the 2017-18 through the 2019-20 school years.

The District and SLTA shall review the Memorandum of Understanding in April of each year and revise as necessary.

It is understood that the enforcement of the provisions of this Memorandum of Understanding will be subject to all levels of Article 5 of the CBA. To the extent that the specific terms and conditions of this Memorandum of Understanding conflicts with any provisions of the Collective Bargaining Agreement between the parties in effect as the date hereof, the agreements set forth in this MOU shall control.

Under any circumstances, the effective period of this memorandum shall end June 30, 2020 unless extended by written agreement of SLTA and the District.

For SLTA — Date: 2/7/19

For SLUSD — Date: 2/7/19