MEMORANDUM OF UNDERSTANDING

By and Between San Leandro Unified School District
and Holy Names University Teacher Intern Program

Holy Names University (hereafter "the University"), and the San Leandro Unified School District (hereafter District) hereby enter into the following Memorandum of Understanding (hereafter "MOU"), effective July 1, 2020.

RECITALS

An Internship Credential authorizes the same service at the same level as the Preliminary Credential with some exceptions. The Internship Credential is only valid in one school district or consortium. For this reason, interns must have a contract before a credential can be issued. Each intern candidate is to work under the direct continuing supervision of a Holy Names University Supervisor and cooperating school. Also, the Internship Credential shall be issued initially for a two-year period and may be renewed by the commission. (Education Code 44455). For renewals, please see Education Code 44456.

1. The intern assumes full teaching and legal responsibility for their classroom from the first day of the teaching assignment as a paid employee of the District for at least one academic year, subject to the District's personnel policies and State law(s).

2. The intern receives a salary and benefits based on the District's current policies. The intern may be assigned to extracurricular activities, department and/or faculty meetings proportionate to the teaching load of a regular contractual teacher. The intern will attend department and faculty meetings and parent-teacher conferences when appropriate. No intern may coach extra-curricular activities nor be required to attend meetings that present a conflict with his/her internship responsibilities at Holy Names University.

3. The intern is expected to attend all school and district in-service training sessions whenever possible. The intern will also attend assigned District and School orientations that occur prior to the start of the school. If there is a conflict between University and District training, University meetings shall take priority during the Internship period.

4. The intern is responsible for maintaining up-to-date records of course plans, lesson plans, and unit plans. The intern is expected to:

    - Make preparations to accomplish his/her teaching responsibilities outside the classroom;
    - Abide by the policies of the school and district;
    - Meet administrative due dates;
    - Communicate with parents by letter, phone, and/or conference when necessary;
    - Maintain prompt and regular attendance;
    - Maintain a grade book;

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- Initiate conferences with the university supervisor and district support provider to discuss progress and receive feedback about his/her teaching

5. The District will assign a District Support Provider to the intern to provide support throughout the year. The Support Provider will serve as a guide, who observes the intern, and provides substantive feedback.

6. The District acknowledges that each intern under the Internship Contract Agreement shall be a paid employee of the District and thus covered under the District's insurance policies, including Workers' Compensation, to the extent available to other teachers. No intern shall be considered an employee or agent of Holy Names University while performing services for the District.

Description of Services, Requirements and Support

The University and the District agree to the following conditions and services that apply to Interns who are, or will be, admitted to the University's credential programs through the University's departments and will be serving their education credential internship in the District. Interns nominated by either the University or the District shall be mutually acceptable to both the University and the District, and shall be subject to a mutually acceptable placement within the District.

The University agrees that:

1. Each Intern shall have passed the California Educational Basic Skill Test (CBEST), and shall have passed the subject matter requirement (e.g. CSET/Multiple or Single Subjects Tests, or Liberal Studies Waiver) prior to assuming Intern services or responsibilities.

2. Each Intern shall possess a B.A. Degree, documented by official transcripts.

3. Each Intern shall have a minimum of one hundred twenty (120) hours of verified pre-service coursework, of which forty-five (45) hours will be related to English Learners (EL), as well as forty-five (45) hours of experience with students, including those who are English Learners in educational settings; or current Preliminary or Clear Credential valid EL Authorization; or passing scores on CTEL examinations.

4. Each Intern shall have passed U.S. Constitution coursework or examination.

5. Each semester, each intern shall be provided a minimum of three (3) hours per week of adequate instruction, advising, encouragement and support, as appropriate, by University personnel, including but not limited to University faculty and University Field Supervisors.

6. The University will provide program coordination as needed with the District to manage the intern application and training process to ensure timely completion of credential coursework and filing for Intern and Preliminary Credentials with the California Commission on Teacher Credentialing.

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7. University Placement Coordinator shall provide practicum coordination and training as needed to district support providers or any other district personnel as necessary to fulfill guidelines and standards set by the Commission on Teacher Credentialing.

The District agrees that:

1. Prior to an Intern assuming daily teaching responsibilities, the District must validate that the Intern meets the Commission's identified criteria.

2. Each Intern shall be provided, according to current Support and Supervision guidelines set forth by the California Commission on Teacher Credentialing, adequate supervision, advice, encouragement and support, as appropriate, by District personnel—as designated by the District department of Leadership, Curriculum and Instruction, New Teacher Support and Development, or site administrators—including but not limited to the school site faculty and the District Support Provider. Each Support Provider (Mentor) will hold a valid Clear or Life Credential with EL Authorization and will have completed three (3) years of successful teaching experience.

3. Each Intern, at the discretion of the site administrator, may, on a limited basis, be released from other required District meetings or activities, as needed, to observe other credentialed teachers, to meet with the District Support Provider, or to attend classes at the University.

4. If required, the District will report numbers of Interns annually to the California Commission on Teacher Credentialing (CCTC) during an annual Intern census.

5. No Intern Teacher shall displace any teacher who holds qualifying credentials for his or her assigned position in the District.

6. Must disclose assigned district support provider to university at time of hire or no later than ten (10) days from intern's designated start date.

The University and the District agree that:

1. In total, a minimum of one hundred eighty-five (185) hours of support/mentoring and supervision shall be provided to each Intern teacher per school year, including coaching, modeling, and demonstrating within the classroom, assistance with course planning and problem solving regarding students, curriculum and development of effective teaching methodologies. The minimum support/mentoring and supervision provided to an Intern teacher who assumes daily teaching responsibilities after the beginning of the school year shall be equal to four (4) hours times the number of instructional weeks remaining in the school year, this taking into account the requirement for a minimum of two (2) hours every five (5) instructional days of adequate supervision.

   Univeristy shall commit a minimum of two (2) hours every five (5) instructional days
   District shall commit a minimum of one (1) hour every five (5) instructional days

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2. The following additional support/mentoring and supervision shall be provided to an Intern teacher who enters the program without a valid English Learner authorization listed on a previously issued Multiple Subjects, Single Subject, or Education Specialist Teaching Credential; a valid English Learner of Crosscultural, Language and Academic Development (CLAD) authorization:

    a) An additional forty-five (45) hours of support/mentoring and supervision specific to meeting the needs of English Learners shall be provided by the Commission-approved program (University, EL Coach) to an intern teacher who enters the program without a valid English Learner authorization listed on a previously issued Multiple Subject, Single Subject, or Education Specialist Teaching Credential or a valid English Learner authorization or Crosscultural, Language and Academic Development (CLAD) certificate. The minimum support/mentoring and supervision provided to an Intern teacher who assumes daily teaching responsibilities after the beginning of a school year shall be equal to four (4) hours times the number of instructional weeks remaining in the school year. The support/mentoring and supervision should be distributed in a manner that sufficiently supports the Intern teacher's development of knowledge and skills in the instruction of English Learners.
    b) The California employing agency (District) shall identify an individual who will be immediately available to assist the intern teacher with planning lessons that are appropriately designed and differentiated for English Learners, for assessing language needs and progress, and for support of language accessible instruction through in-classroom modeling and coaching as needed. The identified individual may be the same mentor who is providing general support and supervision, provided that the individual possesses an English Learner authorization and will be available to assist the Intern teacher in working with English Learners.
    c) An individual who passes the California Teaching of English Learner (CTEL) examinations prior or subsequent to the issuance of the Intern Credential may be exempted from the additional forty-five (45) hours of support/mentoring and supervision specific to the needs of English Learners.

Holy Names University and San Leandro Unified School District agree to all the conditions of this Internship Contract Agreement as outlined above, to be effective on July 1, 2020 and continuing until June 30, 2023 (three year period). This agreement may be terminated and the provisions of this agreement may be altered, changed, or amended by mutual consent of both parties upon sixty (60) days written notice.

HOLY NAMES UNIVERSITY

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Date

DISTRICT REPRESENTATIVE

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Date

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