

## MEMORANDUM OF UNDERSTANDING

Between  
Center Joint Unified School District  
And  
Center Unified Teachers Association

This memorandum of understanding (MOU) confirms and clarifies the parties' mutual understanding and agreement regarding the Teacher Induction (formerly known as BTSA) program in Center Joint Unified School District for the 2019-20 and the 2020-21 school years.

1. The District will contract with Sacramento County Office of Education for Teacher Induction services for the 2019-20 and the 2020-21 school years, in order to assist teachers in their state requirement to clear their credential. As such, the District will pay the county-assessed fee for up to two years for Participating Teachers, as long as the teacher remains in the employ of the District and makes adequate progress in the program. The current rate assessed by the county is \$1,800 per beginning teacher.
2. In the case that the support needed District-wide exceeds the District's approved budget for Teacher Induction, those teachers for whom Teacher Induction is not provided in the first year will be provided Teacher Induction services in their second year, if the teacher remains in the employ of the District.
3. Teacher Induction Mentors (formerly known as Support Providers) will be selected from qualified certificated employees within the District. Selection will be made jointly by District Administration in consultation with the District's Teacher Induction Coordinator. Mentors may or may not be used in a given school year based on the new teacher needs within the District.
4. The District may access the resources of Sacramento County Office of Education, or other Districts within the Teacher Induction Consortium, to provide a Mentor for a Participating Teacher in the District. The purpose of this is to provide a close credential match between the Participating Teacher and the Mentor. These resources will be accessed only when a Mentor with a matching credential cannot be found within the District.
5. Mentors will receive a stipend accordingly:
  - a. \$2,200 per year for providing support to the 1st Participating Teacher within the same school year.
  - b. \$1,700 per year for providing support to a 2nd teacher within the same school year.
6. Mentors in need of county-required training will be paid for such training during the summer at the contracted hourly rate. If a Mentor chooses not to participate in the

summer training, release time and a substitute (as needed) will be provided during the school year in order for the Mentor to complete the required training.

7. The District agrees to pay a District-Wide Teacher Induction Coordinator a stipend of \$2,200 in 2019-20 and in 2020-21, for coordinating the program for up to 10 Participating Teachers per school year. An additional \$100 will be paid to the Teacher Induction Coordinator for each additional Participating Teacher in excess of 10. This stipend shall be in addition to any stipend earned by the District-Wide Teacher Induction Coordinator as the result of serving as a Mentor.

FOR CUTA:

DATE 11/14/19

BY Venessa Mason  
Venessa Mason  
CUTA President

FOR DISTRICT:

DATE 11/14/15

BY David Grimes  
David Grimes  
Director of Personnel