

**MEMORANDUM OF UNDERSTANDING BETWEEN
LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT
AND DISTRICT TEACHERS ASSOCIATION
MOSAIC for 2024-2025**

May 17, 2024

The Los Gatos-Saratoga Union High School District ("District") and District Teachers' Association ("Association" or "DTA") enter this Memorandum of Understanding ("MOU") regarding **MOSAIC (Making Our School An Inclusive Community)**.

The 2024-2025 school year will include monthly MOSAIC lessons scheduled in August, September, October, November, January, February, March, and April. The District and Association agree and understand that a school and district's evolving opportunities and responsibilities include being able to support student needs as evidenced by the California Healthy Kids Survey Data.

There will be 8 district-wide MOSAIC lessons scheduled in the 2024-25 school year, with primary content for 4 of these MOSAIC lessons provided by the district and content for 4 MOSAIC lessons created by school site teams. In addition:

- District-wide MOSAIC lessons will be scheduled to occur no more than one time each month.
- Every effort will be made to assign students to MOSAIC with one of the teachers they have during the 2024-25 school year.
- Each site will be allocated 3 stipends, each in the amount of \$7,500 to assign to three unit members who will fulfill the following responsibilities:
 - Utilize CA Healthy Kids Survey data to inform MOSAIC lessons.
 - Create content for the 4 site-created MOSAIC lessons. Provide MOSAIC lessons and materials to staff no later than one week prior to scheduled MOSAIC.
 - Provide staff presentations to frontload upcoming MOSAIC lessons.
 - Create teacher instructional and student support protocols and resources for 8 MOSAIC lessons including those provided by the district.
 - Create staff, student, parent communication, mid-year and end-of-year surveys about scheduled MOSAIC lessons.
 - Prepare mid-year and end-of-year reports on MOSAIC lessons and feedback collected.

- Collaborate with site and district administrators to create/support MOSAIC lessons.
 - Coordinate scheduling and other logistics for MOSAIC.
-
- Unit members (0.8 FTE and above) will be assigned a MOSAIC class including unit members who have prep or unscheduled periods on that day.
 - Part time unit members (0.2 FTE to 0.6 FTE) will be assigned a MOSAIC class if the MOSAIC lessons are scheduled to occur on their scheduled work day.
 - Unit members will actively teach the lessons, lead discussions, and answer questions during MOSAIC lessons.
 - Unit members will not be expected to prepare lessons/materials for MOSAIC lessons.
 - In the Fall of 2024, the District and DTA will work collaboratively to review current practices and make recommendations for improvements.
 - In the Spring of each school year, once CHKS data is available, the MOSAIC teams will review the data to create a proposal of the topics that will be addressed the following year. Following this, the Assistant Superintendent of Student Services will meet with site leadership at each site to review CHKS data and collect input on the proposal from the MOSAIC teams.

This MOU shall be in effect for the 2024-2025 school year only. Both parties agree that this MOU is non-precedent setting.



Dagmar Derickson, District

Jen Young, DTA