MEMORANDUM OF UNDERSTANDING

between the

Fullerton School District (FSD)

and the

Fullerton Elementary Teachers Association (FETA)

July 1, 2025

For the 2025-2026 school year, FSD and FETA agree to a pilot program of the Student Behavior Lead Teacher (SBLT) according to the terms of the Memorandum of Understanding (MOU).

Student Behavior Lead Teacher (SBLT):
There is a need for classroom teachers to receive coaching and assistance with various student behaviors occurring in the classroom at their specific grade level from classroom teachers who have expertise in addressing student behavior that, at times, may be more severe. Classroom teachers will receive mentoring and coaching on how they can implement behavior strategies with a class of over 30 students, and address the behavior needs of individual students. The Student Behavior Lead Teacher (SBLT) Program will pair an SBLT with a teacher who has a student(s) who need a higher level of classroom support and intervention. The SBLT Program will provide the structure and support for teachers in their classrooms with a grade-level specific expert.

- Number of SBLTs:
  - There will be 12 SBLTs for this pilot
    - 1 for Preschool/TK
    - 9 for Grades K-8th (1 per grade level)
    - 2 for Special Education (1 for Mild/Moderate and 1 for Moderate/Severe)
- Selection Process:
  - Interested classroom teachers will apply for the SBLT position which will include an application, letter of intent, and listing of behavior-based training attended by the applicant.
  - Classroom teachers will be selected through an interview process.
  - Priority will be given to classroom teachers who have a proven track record of successfully managing student behaviors and implementing Tier 2 and 3 strategies.
- SBLT Sample Duties:
  - Provide structured classroom observations, coaching, and support using standardized tools specific to a grade level during and outside the instructional day.
  - Attend professional development, monthly Community of Practice meetings, and other meetings related to student behavior.
  - Assist classroom teachers with de-escalation skill-building cycles with clear progression paths.
  - Deliver targeted professional development based on identified needs.
  - Develop expertise in research-based Tier 2 and 3 Behavior interventions.
  - Provide emotional support and restoration practices for affected staff and students - SEL based.
- Hours and Compensation:
  - Classroom teachers designated as SBLTs will receive an annual stipend equal to 80 hours of the regular hourly rate of pay (Column 1, Step 5).

- SBLTs will work on average between 2-3 hours per week beyond the teacher duty day up to 80 hours of additional time. SBLTs will be asked to track their hours outside or their regular duty days as part of this pilot to ensure the 80 hours are meeting the needs.

Nothing in this MOU is intended to be precedent setting or to be construed as a past practice.

Jasel Contreras 5/22/25

Jasel Contreras Date
FETA Negotiations Chairperson

5/21/2025

Chad Hammitt, Ed.D. Date
Deputy Superintendent,
Human Resources