MEMORANDUM OF UNDERSTANDING
BETWEEN THE COLTON JOINT UNIFIED SCHOOL DISTRICT
AND THE ASSOCIATION OF COLTON EDUCATORS

LCAP Stipends

This Memorandum of Understanding ("MOU") is entered into by and between the Colton Joint Unified School District ("District"), and the Association of Colton Educators ("Association") (collectively, the "Parties"), for the purpose of memorializing the mutual understanding of the Parties regarding the payment of stipends with Local Control Accountability Plan (LCAP) funds.

WHEREAS, the District will provide stipends from LCAP funds.

NOW, THEREFORE, the Parties agree as follows:

1. Certificated Multilingual English Learner Site Leaders will be paid a specific rate depending on the amount of Multilingual English Learners at each site:

MEL Student Population	Compensation
300-350	$850
250-299	$750
200-249	$650
150-199	$550
100-149	$450
50-99	$350
0-49	$250

Representative Duties/Essential Job Functions:

- State and Federal Compliance
- Ensure completion of, and adherence to, the District EL Checklist
- Oversee and administer State, District, and Site Language Assessments
- Follow-up on Reclassification digital process of EL students on Ellevation
- Follow-up with teachers on monitoring of RFEP students on Ellevation
- Knowledge of quality EL instruction
- Attend 2 full day in person district EL Site Leader meetings and attend 2 (after hours) 1.5 hour virtual District EL Site Leader meetings. Extra duty will be paid for virtual attendance after hours.
- Act as a resource for site teachers in the areas of EL concerns

2. CJUSD Certificated District Science Fair Coordinators to coordinate, lead and facilitate the District, Regional and State Science Fair Program will each be paid $2,500 for a total of $5,000.

Representative Duties/Essential Job Functions:

- Supervises and coordinates all activities associated with the District, Regional, and State Science Fair Program.
- Plans, organizes, and implements all aspects of the District Science Fair and Awards Ceremony.
- Completes paperwork necessary for participation in all levels of competitions.
- Works with site coordinators, students, and parents on paperwork submissions and adherence to deadlines for Regional and State Competitions.
- Works cooperatively with all Site Science Fair Coordinators to coordinate and promote understanding of the requirements for the District, Regional, and State Science Fair and ensure that these requirements are met.
- Supervises student involvement in District, Regional, and State activities.
- Arranges for all needed judges and ensures that all judges are appropriately trained for the District Science Fair.
- Arranges for the acquisition of prizes, awards, and any donations for the District Science Fair Award Ceremony
- Ensures all trophies and awards are ordered in a timely manner.
- Interacts in a positive manner with staff, students, parents, and community members.
- Responds to routine questions and requests in an appropriate and timely manner.
- Attends the District, Regional, and State Science Fairs.

3. A Certificated Science Fair Coordinator at each school site competing in the CJUSD Science Fair and County Science Fair will be paid $500 per site.

Representative Duties/Essential Job Functions include but are not limited to:

- Attend district meetings to review dates and procedures (2 meetings)
- Organize one Parent-Student night to encourage Science Fair participation and explain Science Fair rules and projects (evening)
- Assists teachers, parents, and students with the Science Fair as necessary
- Ensure the submission of 5-10 student projects for the site-level Science Fair. Coordinators are responsible for collecting, reviewing, and submitting a minimum of 5-10 projects to the district-level Science Fair.
- Assist with all student paperwork required for District and Regional Science Fairs
- Assist with HYBRID STEAM EXPO and District Science Fair Judging and Awards
- Act as a liaison between the district and the school site
- Complete coordinator training: a series of trainings will be held for all site coordinators on the following digital platform for the Science Fair.

4. A Certificated GATE coordinator will be paid $1,200 at each elementary school site. The role can be shared up to two teachers. The teachers must have a minimum of three years of experience with GATE cluster classes and/or possess a GATE certification.

   Representative Duties/Essential Job Functions include but are not limited to:
   - Support GATE students by providing teachers with resources and instructional strategies in the area of enrichment and differentiated practices.
   - Organize a minimum of one site GATE parent meeting.
   - Under the direction of the principal, maintain the Site GATE budget and GATE Site Plan.
   - Attend the two district GATE Parent Meetings in support of the Elementary District GATE Division. (Informational meeting at the beginning of the year, Showcase at the end of the year)
   - Attend the GATE Site Lead Meetings every other month, where GATE Site Leads will be able to share and collaborate on GATE instructional strategies to increase student engagement and academic achievement.
   - Collaborate with Site Teachers and district coordinator on how to dispense Site GATE funds to provide GATE students with enriching experiences (can combine grade level trips if curriculum/program is age appropriate for all involved).
   - Support GATE students with their Science Fair projects in collaboration with the Site Science Fair coordinator.
   - Serve as site contact for GATE-related updates and issues.
   - Plan and/or present at District GATE Parent meetings.

5. A Certificated Tier 1 PBIS Coach at each school site will be paid $2,500.

   Representative Duties/Essential Job Functions include but are not limited to:
   - Serve as Coach/ Coordinator on the Tier 1 site PBIS team
   - Plan agendas for monthly Tier 1 PBIS meetings
   - Take minutes at monthly Tier 1 PBIS meetings
   - Assist in facilitating Tier 1 PBIS meetings
   - Review current TFI Action plan items for Tier 1 to ensure all areas are being implemented with fidelity
   - Plan school-wide PBIS activities/kickoff, lessons and schedule(s) for kickoff
   - Review/drill down school-wide behavioral data in Q or 5 Lab for use at Tier 1 meetings
   - Create lessons for staff re: PBIS expectations
   - Provide coaching on Tier 1 PBIS for staff
   - Provide staff development on Tier 1 PBIS for staff
   - Share school-wide behavioral data with staff monthly
   - Assist with annual staff discussion about Tier 1 features and assist staff with revisions as needed (flow chart,etc)
   - Annually review major/minor charts and flowchart with staff and assist with reviewing/revising teacher best practices (on flowchart)
   - Staff development on acknowledging desired behavior and correcting behavioral errors using matrix and school-wide expectations
   - Prepare orders/assist with ordering & selecting incentive items (for PBIS "store" and events)

- Assist with outreach to parents re: Tier 1 PBIS- site expectations, soliciting input on Tier 1 core features (expectations, flowchart, acknowledgement system, etc), review of TFI, etc.
- Participate in annual Tiered Fidelity Inventory (TFI) visit
- Assist with sending School Climate Survey to staff for students in grades 3-12 to take. Gather results via PBIS Assessment in PBIS APPS, and share/discuss student perception data with staff

6. A Certificated Tier 2/3 PBIS Coach at each school site will be paid $2,500.

Representative Duties/Essential Job Functions include but are not limited to:

- Serve as Coach/ Coordinator on the Tier 2/3 site PBIS teams
- Plan agendas for monthly Tier 2 & 3 PBIS meetings
- Take minutes at monthly Tier 2 & 3 PBIS meetings
- Assist in facilitating Tier 2 & 3 PBIS meetings
- Review current TFI Action plan items for Tiers 2 & 3 to ensure all areas are being implemented with fidelity
- Assist with creating/revising Tier 2 & Tier 3 screening tools
- Use screening tools to determine which students may need Tier 2 or Tier 3 interventions
- Assist with developing/revising Request For Assistance Form (Tier 2)
- Assist with creating a Matrix of Interventions based on function of behavior and research based practices (Tier 2)
- Use Matrix of Interventions to determine specific tiered interventions for students based on the function of their behavior
- Assist with staff development on requesting assistance and on how to implement each Tier 2 intervention
- Review/drill down student behavioral data in Q/ 5Lab for use at Tier 2 & 3 meetings
- Track and progress monitor students receiving Tier 2 & 3 interventions
- Assist with developing data decision rules to alter (intensify/fade) support for each intervention
- Track proportion of students receiving Tier 2 or Tier 3 supports that are being successful
- Provide coaching on Tier 2 & 3 for staff
- Provide staff development on Tiers 2 & 3 for staff
- Share general Tier 2 & 3 behavioral data with staff monthly (how many students are receiving Tier 2 or Tier 3 supports- how many are being successful, etc)
- Quarterly - lead Tier 2 & 3 teams in reviewing fidelity of each Tier 2 or 3 intervention that is in place
- Assist with ongoing staff discussion/training on Tier 2 & 3 features
- Assist with staff development on behavioral theory, function of behavior & function based interventions
- Assist with outreach to parents of students receiving Tier 2 or 3 interventions/supports
- Assist with Functional Behavioral Assessments (FBA) and assist with creating Behavior Intervention Plans (BIP)/Behavior Support Plans (BSP)- Tier 3 (Gen Ed/504 only)
- Assist with training staff on how to implement BIPs for specific students
- Assist with outreach to parents regarding behavior intervention plans/meetings/family preferences for support, progress monitoring, etc
- Participate in annual Tiered Fidelity Inventory (TFI) visit

- Each Tier can have 2 coaches, however, the same people cannot be Tier 1 and Tier 2 / 3 coaches.

7. This Memorandum of Understanding is unique to its own circumstances and shall not constitute a precedent for modification of the current Agreement or for any other purpose. This MOU is only in effect until June 30, 2026. This Memorandum of Understanding is a product of unique facts and circumstances and no party hereto shall cite it as precedent for any purpose in the future.

Association of Colton Educators

5/29/2025

Cristina Puraci — Date
ACE President

Colton Joint Unified School District

5/29/25

Brandon Dade — Date
Assistant Superintendent, Human Resources