Updated Memorandum of Understanding Between
The Mt. Diablo Unified School District
And
The Mt. Diablo Education Association
Regarding
Teacher Residency Program
October 17, 2025

On June 27, 2025 the Mt. Diablo Unified School District ("MDUSD" or "the District") and the Mt. Diablo Education Association ("MDEA"), hereafter collectively referred to as "the Parties," entered into an MOU regarding MDUSD's Teacher Residency Program. This MOU updates that MOU.

This Memorandum of Understanding ("MOU") is entered into, by and between the Parties on October 17, 2025, in order to update how to address the issue of the Teacher Residency Program. MDEA and the District agree to the following:

This MOU updates item 8 from the June 27, 2025 in the following way:

8. Collaborating Teacher Mentors shall be paid a yearly stipend of $5000. This stipend shall be paid in equal monthly installments. **If a Teacher Resident exits the program, resulting in a Collaborating Teacher Mentor no longer working with a Teacher Resident, the yearly stipend shall be pro-rated.**

The complete terms of the updated MOU are as follows:

1. The District is implementing a Teacher Residency Program, wherein teacher credential candidates will work with existing credentialed bargaining unit members who will serve as their Collaborating Teacher Mentor.

2. One aspect of the Teacher Residency Program is that Teacher Residents shall co-teach with Collaborating Teacher Mentors up to three days a week.

3. One aspect of the Teacher Residency Program is that Collaborating Teacher Mentors must receive training. Some of this training shall be provided by the District. Some of this training shall be provided by Saint Mary's College.

4. All, Collaborating Teacher Mentors shall be presented with a complete detailed list of all days and times, and course titles, and meeting locations for any work related to the Teacher Residency Program.

5. Should a resident be assigned to a school, all bargaining unit members at that site shall be presented with a complete detailed list of specific required duties, tasks, documents, and meeting dates/locations related to the Teacher Residency Program, with timelines.

6. All Collaborating Teacher Mentors shall be provided with a contact at MDUSD and St. Mary's connected with the Teacher Residency Program.

7. All Collaborating Teacher Mentors shall be provided with a contact for communicating concerns about residents, including who should be contacted first.

8. Collaborating Teacher Mentors shall be paid a yearly stipend of $5000. This stipend shall be paid in equal monthly installments. If a Teacher Resident exits the program, resulting in a Collaborating Teacher Mentor no longer working with a Teacher Resident, the yearly stipend shall be pro-rated.

9. Collaborating Teacher Mentors shall have the opportunity to earn 4 CEUs from St. Mary's College of California for their participation in this program.

10. Collaborating Teacher Mentors shall be reimbursed for all mileage at the IRS rate, for all travel related to the Teacher Residency Program.

11. Collaborating Teacher Mentors shall incur no costs or fees related to their participation in the Teacher Residency Program. This includes, but is not limited to, tuition fees, textbook fees, or material fees.

12. Collaborating Teacher Mentors shall be required to participate in the residency program training. They shall not be required to take any courses or classes as part of this residency program.

13. Collaborating Teacher Mentors shall each only work with one Resident Teacher.

14. Any and all information, hand outs, flyers, emails, presented to bargaining unit members related to the Teacher Residency Program shall be sent to the Association at the same time they are distributed to bargaining unit members.

15. The District will provide to the Association, and to all Collaborating Teacher Mentors, a copy of the SMC & MDUSD CTC Teacher Residency Grant Strategic Plan, the previously developed Collaborating Teacher Mentor training curriculum, and the credential candidate recruitment plan.

16. Violations of this MOU shall be subject to the grievance article of the Collective Bargaining Agreement between the Parties.

For the District:

10/20/25

Date

For MDEA:

10-21-25

Date