MEMORANDUM OF UNDERSTANDING
between the
Fullerton School District (FSD)
and the
Fullerton Elementary Teachers Association (FETA)
August 10, 2026

For the 2026-2027 school year, the Fullerton School District (FSD) and the Fullerton Elementary Teachers Association (FETA) agree to the following extracurricular stipend amounts for each extracurricular activity as listed below.

Each extracurricular assignment is based on a minimum number of required hours and the amount of the stipend is built upon the teacher hourly rate ($52.81- Class II, Step 4) for the number of required minimum hours. The stipend will be paid on the May 31st pay warrant. The requirements for each extracurricular assignment and the required minimum hours are provided on a separate informational flier for each program. One stipend will be provided per participating school site. Teacher teams may split the extracurricular assignment and stipend with mutual agreement between teacher teams and the site administrator.

- STAGE stipend - $2,166 (full), $1083 (half)
- Speech and Debate Teacher Coach Elementary stipend - $2,165
- Speech and Debate Teacher Coach Jr. High stipend - $2,535
- Speech and Debate Elementary Lead Teacher Coach stipend (up to 3 total for the District, in addition to hours required of Elementary Coaches) - $1,531
- Speech and Debate Jr. High Lead Teacher Coach stipend (up to 3 total for the District, in addition to hours required of Jr. High Coaches) - $1,531
- FSD eSports Coach stipend - $1,056 (1 stipends per school site)
- Intramural Sports Coach stipend - $1,236 (per team as listed on "Responsibilities" page)
- League of Literacy Head Coach stipend - $528

The following extracurricular assignments are not available to be split among teacher teams

- STEM Nation Committee Member stipend (4 hours per month)
  - 6 months $1,267
  - 3 months $634
- Induction Mentor Teacher - $1,530 per candidate
- Induction Leadership Team - $2,550
- Education Specialist Academy Mentor Teacher - not to exceed $528 at teacher hourly rate

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

Jasel Contreras
Jasel Contreras
FETA Negotiations Chairperson

Date: 8-10-26

Chad Hammitt, Ed.D.
Deputy Superintendent
Human Resources

Date: 8/10/2026

Office Use Only: ❒ Full Stipend - $2,166
❒ Half Stipend -

$1,083

FSD ARTS EDUCATIONAL SERVICES

FSD STAGE Certificated Teacher Agreement

Thank you for giving your time to STAGE at your school and helping create a successful production for your students! **Please make a copy, complete/sign it, and send it to the FSD arts administrator.**

Stipend Amount and Breakdown

- **Total amount: $2,166** for all rehearsals and performances (**approximately 41 total hours)**
  - **Rehearsals - 19 x 2 hours** of after-school assistant directing = **approximately 38 hours**
  - **Daytime Performances = 1 substitute teacher provided; no additional hours**
    - **Pre-show arrival** (approximately 1 hour before the first show)
    - **Two performances** during the school day (unless otherwise agreed upon)
  - **Evening Performance = approximately 3 additional hours (times may vary by site)**
    - 5:00 PM - arrival for students (unless otherwise agreed upon)
    - 6:00 PM - performance time (unless otherwise agreed upon)
    - 7:00 PM- **post-performance tear down and costume/prop organization**

Duties and Responsibilities:

- **Student Attendance**
  1. Identify students not there and obtain an absence log from the school office.
  2. Follow up with any student who was at school but not at the rehearsal
- **Student Pick-Up:**
  1. Stay to make sure all students have been picked up
  2. Contact the parents of any students not picked up
- **Rehearsals:**
  1. Assist with student behavior and communicating with parents when needed
  2. Group work with lines, songs, costuming, or movement/dance as requested by the director
  3. Assist in the coordination of adult volunteers and programs
  4. Assist in identifying students with a passion for performing
- **Performances:**
  1. Assist in getting students in costumes and packing/organizing costumes
  2. Assist in running music, backstage management, lights, sound, and striking
  3. Assist with the strike, cleanup, and organization of costumes/props <u>after</u> the show.
- **Other duties as assigned**

I have read and agree to the above description of the responsibilities for STAGE as a condition for earning a **$2,166 stipend (or $1,083 split stipend)**, which will be made available by **June 30, 2027**.

Teacher Name	School	Employee ID #
Teacher Signature	Date	
FSD Arts Administrator Signature	Date	

This stipend applies to Kids! versions of shows. Any other modifications outside this amount must be discussed & approved.
If two teachers share the STAGE duties, the stipend will be divided in half. If two teachers are approved to direct and conduct a STAGE show without a professional director, each teacher will receive a full stipend.

2026-2027 FSD Teacher Coach Responsibilities & Stipend Agreement

Teacher Coaches are a critical part of the program, serving as the main liaison for all logistics and communications between Advantage Communications staff and the Principal, school staff, parents, and, of course, students. Teacher Coaches promote positive team culture and provide support and encouragement to students throughout the year.

Teacher Coach Orientation

All Teacher Coaches (4th-8th)

- Orientation (late August or early September): 1-hour

In-Person Practices

All Teacher Coaches will provide the following logistical and program supports for their school:

- Principal Communication
- Parent Communication
- Student Communication
- Development of Practice Schedule
- Recruitment and Sign-Ups
- Registration
- Student accountability (checklist, rules about missing tournaments, in-person and virtual etiquette)
- Ongoing communication with Advantage Director (Adri) about student technology needs
- Retention of students, promotion of positive team culture, student encouragement, and support
    - Including referrals to Adri (Advantage Communications) for students at risk of dropping or missing a tournament

Practices are identified as "On-Weeks" and "Off-Weeks" to indicate whether or not Advantage Coaches are leading practices (On-Weeks) or if Teacher Coaches are leading practices with guidance and resources provided by Advantage Communications (Off-Weeks). On and Off weeks ***generally*** *happen every other week; however, with tournaments occurring during the week as well as the weekend, Teacher Coaches should check the practice calendars to confirm the on/off week schedule.*

4th and 5th Graders

- ON-WEEKS: During □on-weeks,□Elementary Teacher Coaches will attend 1 hour practices a week (based on group practice schedule and not to exceed 19 hours), approximately every other week, led by *Advantage* Coaches, for a total of 6 months (Sept-February). The Teacher Coach must be present during these weeks to support and monitor the team.
- OFF-WEEKS: During □off-weeks□ Elementary Teacher Coaches will independently lead at least one 1-hour practice every other week for 4th□6th grade students, using materials provided by *Advantage*. The *Advantage* coach will not be present during □off-weeks□

6th Graders

6th-grade students at K-6 sites will attend elementary practices but will be entered in the middle school division for tournaments, in alignment with the *National Speech and Debate Association.* 6th-grade students at K-8 sites will attend middle school practices.

7th-8th Graders

ON-WEEKS: Middle School Teacher Coaches will attend the Advantage coaching sessions during the Junior High □On-Week□for a 2-hour or 1-hour practice, approximately every other week, for approximately 6 months (Sept-February). The Teacher Coach must be present during these weeks to support and monitor the team.

OFF-WEEKS: During □off-weeks,□Teacher Coaches will independently lead at least one 1-hour practice every other week, using materials provided by *Advantage*. The *Advantage* coach will not be present during □off-weeks□

Hybrid Tournaments: Virtual & In-Person

Teacher Coaches attend Saturday in-person tournaments. Teacher Coaches are paid for tournament prep hours, which include receiving communication from *Advantage*, facilitating the event, and assisting students and *Advantage Communications* with uploading recordings to the tournament platform. Students and families will be notified by Advantage a week prior to the in-person tournament to find out whether the student qualified to compete in person.

Teacher Coaches can select in-person tournaments to attend with students and share supervision of the group. All Teacher Coaches must be present at the FSD District Championships and commit to 12 total hours of in-person tournament time. The remaining hours can be used for the Warm-Up Tournament or State Championships. Additional worked hours for the Warm-Up and State Tournaments must be pre-approved by the site administrator and submitted on a separate timesheet.

HYBRID and IN-PERSON SPEECH & DEBATE TOURNAMENT SCHEDULE 2026-2027

	NOVEMBER NSDA WARM-UP	DEC/JAN WINTER CLASSIC ASYNCHRONOUS	FSD DISTRICT CHAMPIONSHIPS	MAY STATE CHAMPIONSHIPS *Invitational Only*
ALL grades Elementary and Middle School	November 7	TBD	Either February 27 or March 6 *All Coaches must attend	May 8

All students will compete in three tournaments- Warm-Up, Virtual Asynchronous Winter Tournament, and District Champs. Students who □break□and qualify at the District Championships in March will be invited to compete at the State Championships in May. Lead Coaches will attend the State Tournament in May. Middle School Students (6^{th}-8^{th}) who qualify may also be invited to compete at Nationals, which will be held in June.

Nationals

Select students in 6th-8th grade who qualify will be invited to participate in the Middle School National Speech and Debate Tournament in Phoenix, Arizona. Travel dates, if permitted, would be June 14-19, 2027 (subject to change). Students who qualify must also commit to an intensive practice schedule with Advantage Coaches from April through June. Depending on the need, Lead Teachers may be invited to join the Nationals Team to help supervise and assist with communication with the team and families.

Overview of Hours
Total Stipend Hours for Teacher Coaches 2026-2027

Teacher Coach Responsibilities	Elementary	Middle School
Program Meetings and Recruitment	4 hours	4 hours
Practices (Sept-Feb)	19 hours	26 hours
Tournament Prep/ District Champs Tournament	18 hours *2 hours per tournament prep (x3)* *12 hours for tournament attendance* *For example: 8 hours at District Champs & 4 hours at Warm Up Tournament (or) 8 hours at District Champs & 4 hours at State*	18 hours *2 hours per tournament prep (x3)* *12 hours for tournament attendance* *For example: 8 hours at District Champs & 4 hours at Warm Up Tournament (or) 8 hours at District Champs & 4 hours at State*
Total Hours	41	48
Hourly Stipend Rate	$52.81	
Total Stipend	$2,165.21	$2,534.88
Additional Tournament Hours	*Additional hours for the Warm-Up and State Tournaments must be pre-approved by the site administrator and submitted on a separate site-funded timesheet.*	

THESE DATES ARE A SAMPLE SCHEDULE - THE DATES WILL ADJUST BASED ON FINALIZED TOURNAMENT DATES BUT THE # OF PRACTICE HOURS WILL STAY THE SAME

ELEMENTARY SITES	Weekly Hours
8/17-8/31 Team Recruitment/Logistics *Registration closes [redacted] at 9PM	2
8/31 ~ Ongoing Script Assignments *Students must submit an introduction video to receive their scripts. Scripts will be assigned by Advantage on a rolling basis. Scripts must be printed and sent home by Teacher Coaches for parent approvals.	2
9/7-11 Group 1 On	1
9/14-18 Group 2 On	1
9/21 - 9/25 Rest Week- Conference Week	
9/28 - 10/2 Group 1 On *ELE/MS Padlets due [redacted] for Warm-Up Tournament	1
10/5 - 10/9 Group 2 On	1
10/12 - 10/16 Group 1 On	1
10/19 - 10/23 Group 2 On	1
10/26-10/30 Group 1 On	1
11/2-11/6 Group 1 On *Staff Development on 11/2	1
11/7 Elementary & Middle School NSDA Warm Up - La Puente High School (*combined*)	
11/9 - 11/13 Rest Week	
11/16 - 11/20 Group 2 On	1
11/23 - 11/27 Fall Break	
11/30 - 12/4 Group 1 On	1
12/7 - 12/11 Group 2 On	1
12/14 - 12/18 Rest Week	
12/21 - 1/4 Winter Break	
1/11 - 1/15 Group 1 On	1
1/18 - 1/22 Group 2 On	1
1/25 - 1/29 Group 1 On	1
2/1 - 2/5 Group 2 On	1
Elementary & Middle School ASYNCHRONOUS TOURNAMENT - videos being judged (*combined*)	
2/8 - 2/12 Group 1 On *Lincoln Holiday on 2/8	1
2/15 - 2/19 Group 2 On	1
2/22 - 2/28 Group 1 On	1
3/1 - 3/5 Group 2 On	1
FSD DISTRICT CHAMPS - Ladera Vista Jr. High *(combined)*	
TOTAL MEETING/ PRACTICE HOURS	19

MIDDLE SCHOOL SITES "On" Schedule and Hours for Teacher Coaches 2025-2026	Hours Group 1 MS	Hours Group 2 MS
8/17-8/31 Team Recruitment/Logistics *Registration closes [redacted] at 9PM	2	2
8/31 ~ Ongoing Script Assignments *Students must submit an introduction video to receive their scripts. Scripts will be assigned by Advantage on a rolling basis. Scripts must be printed and sent home by Teacher Coaches for parent approvals.	2	2
9/7 - 9/11 Group 1 On *ONE hour practice with an Advantage Coach	1	1
9/14 - 9/18 Rest Week- MS Conference Week		
9/21 - 9/25 Group 2 On *ONE hour practice with an Advantage Coach	1	1
9/28 - 10/2 Group 1 On * Padlets due [redacted] for Warm-Up Tournament	2	1
10/5 - 10/9 Group 2 On	1	2
10/12 - 10/16 Group 1 On	2	1
10/19 - 10/23 Group 2 On	1	2
10/26-10/30 Group 1 On	2	1
11/2 - 11/6 Group 2 On *Staff Development on 11/2	1	2
11/7 Elementary & Middle School NSDA Warm Up - La Puente High School (*combined*)		
11/9 - 11/13 Rest Week		
11/16 - 11/20 Group 1 On	2	1
11/23 - 11/27 Fall Break		
11/30 - 12/4 Group 2 On	1	2
12/7 - 12/11 Group 1 On	2	1
12/14 - 12/18 Rest Week		
12/21 - 1/4 Winter Break		
1/11 - 1/15 Group 2 On *ONE hour practice with an Advantage Coach	1	1
1/18 - 1/22 Group 1 On *ONE hour practice with an Advantage Coach *MLK Jr. Holiday on Monday, 1/19	1	1
1/25 - 1/29 Group 2 On	1	2
2/1 - 2/5 Group 1 On	2	1
2/1-2/5 Elementary & Middle School ASYNCHRONOUS Mardi Gras - videos being judged (*combined*)		
2/8 - 2/12 Group 2 On	1	2
2/15 - 2/19 Group 1 On	2	1
2/22 - 2/28 Group 2 On	1	2
3/1 - 3/5 Group 1/2 OFF week	1	1
3/6 FSD DISTRICT CHAMPS - Ladera Vista Jr. High *(combined)*		
TOTAL MEETING/ PRACTICE HOURS		26

FSD Speech & Debate
Teacher Coach Agreement
2026-2027

I have read the above description of the Teacher Coach Responsibilities for Speech and Debate 2026-2027. As the designated Teacher Coach at my school site for this school program year, I agree to attend the beginning-of-year training and do all of the above as a condition for earning a **stipend**. The stipend will be made available to me in one payment in the last month of the 2026-2027 school year. If my site has made special arrangements to split the stipend, I understand that I will be jointly responsible for carrying out the above duties and that I will receive a total that equates with the number of hours I worked. Any additional hours I work for tournaments beyond the scope of this stipend will be mutually agreed upon, in advance, with the administrators and paid on a site-funded timesheet.

☐ Elementary Coach
☐ Middle School Coach
☐ Shared Contract (please indicate split percentage) _____

_____ _____
Name School

_____ _____
Signature Date

FSD Speech and Debate
Lead Teacher Coach Stipend 2026-2027

Up to three (3) Elementary and three (3) Middle School Lead Teacher Coaches will be recruited from current and experienced Teacher Coaches to lead the State team and provide additional support and supervision at all in-person tournaments during the regular season. These hours are in addition to and considered a stipend separate from the hours required of all Teacher Coaches:

Total Additional Hours for **Elementary** Lead Teacher Coaches:
Minimum of 29 Hours x $52.81 = **$1,531.49**
Total Additional Hours for **Middle School** Lead Teacher Coaches:
Minimum of 29 Hours x $52.81 = **$1,531.49**

Additional Lead Teacher Coach Responsibilities	Elementary # Hours	Middle School # Hours
Virtual Practice Support	Minimum of 5 hours	Minimum of 5 hours
In-Person Lead at Tournaments	Minimum of 24 hours	Minimum of 24 hours
Total Hours	Minimum of 29 hrs	Minimum of 29 hrs
Hourly Stipend Rate	$52.81	$52.81
Total Stipend	$1,531.49	$1,531.49

Updated 7/30/26

Lead Teacher Coach Extra Hours

Elementary Lead Teachers: Minimum of 29 extra hours (September–May)
Middle School Lead Teachers: Minimum of 29 extra hours (September–May)

Regular Season (September - March)

Elementary and Middle School Lead Coaches will attend the in-person Warm-Up and State Tournaments, in addition to District Champs. State's virtual practice dates will be based on need status, and assistance may not be needed for the duration of the whole tournament. Lead Teacher Coaches are on-site leads for 3 in-person tournaments throughout the year.

State Tournament (April-May)

Provide 5 hours of virtual practice support for the State team and attend State Tournaments as a support coach for FSD teams.

FSD Speech & Debate
Lead Teacher Coach Agreement 2026-2027

I have read the above description of the LEAD Teacher Coach responsibilities for this year. I understand that I will receive the following stipend and that the stipend will be made available to me in one payment on May 31.

Total Additional Hours for Elementary Lead Teacher Coaches:
Minimum of 29 Hours x $52.81 = $1,531.49
Total Additional Hours for Middle School Lead Teacher Coaches:
Minimum of 29 Hours x $52.81 = $1,531.49

Name **School**

Signature **Date**

___ I am willing to attend Nationals from June 14-19 as an FSD Teacher Coach if available. (separate compensation provided)
**FSD staffing and commitment needs will be determined in Winter 2027*

Please sign and email an electronic copy of this entire last page to alexandra_rodriguez@myfsd.org in Educational Services.



#FSDeSports

2026-27 FSD eSports Coach Responsibilities

Overview
eSports coaches are committed to coaching students in preparing for and attending FSD Fest eSports Tournaments. Commitments will include hosting a club at your site, running practices, selecting a competition team, and attendance at games and tournament events. You will also be creating a team culture promoting the FSD Gaming Principles.

Hours and Commitments
Team success will be dependent on the hours dedicated by the coach in building a team culture and teaching key elements and skills. The commitments are:

- Management of an eSports club at your site which includes: communication with staff, parents, and students regarding weekly team practices/games and details for your eSports club as well as the FSD Fest eSports Tournament and potentially the Orange County Championship Tournament.
- Participation in the weekly Winter League games or conduct weekly practices during that time in lieu of the Winter League games.
- Conduct club practices/games that promote and lead students in the FSD G.A.M.E.S. Principles: Goal Setting, Achievement, Moderation, Exercise, and Sportsmanship.
- Encouragement and support for students to experience growth, success, collaboration, and enjoyment of eSports during club practices and at competitions.
- Attend, support, and supervise students at the FSD eSport Tournament(s) during FSD Fest, winter league competitions, and the Orange County eSports Tournament.

Compensation
eSports Coaches will be compensated with a $1,056.20 stipend (equivalent to 20 hours at the teacher hourly rate which includes 16 hours of coaching and 4 hours of FSD Fest). Schools are allotted one teacher stipend. If more than 1 teacher will be coaching eSports, the stipends will be split or a school can provide a second stipend.

eSports Coaches of the team(s) who qualify for the 4-hour Orange County eSports Tournament will be compensated at the teacher hourly rate on a timecard for attending the event.
*Staff cannot receive multiple stipends/hourly pay timecards for the same FSD Fest event hours.

Fullerton School District

Intramural Sports Coach Responsibilities

Overview

To support the intramural afterschool sports program's success, coaches are expected to help prepare and coach the program at their respective sites based on the sport's season. Coaches must schedule and hold practices, help set up and clean up on game days, and coach the game. This stipend does not include extra hours for coaches who make the playoffs.

Hours and Commitments

Committee members will commit to:

- Approximately 2 days of 1-hr practices per week
- Set up, clean up, and coaching on game days (at least 1.5 hours per game)
- Communication with staff, parents, and students regarding the sports program and game schedule
- *The site administrator will be responsible for monitoring and ensuring minimum hours are provided by reviewing a practice and game schedule submitted by the Coach for each sport.*

Compensation

Per Sport/Team - Each coach will be compensated with a stipend of $1,236:

Flag Football - 1 Coach

Volleyball - 1 Coach

Soccer - 2 Coaches

Basketball - 2 Coaches

Name: _____ Date: _____

Signature: _____

League of Literacy - Coach Responsibilities

Overview

League of Literacy is a reading competition and collaborative literacy experience. It is designed to make reading more engaging by combining literacy, competition, creativity, teamwork, and problem-solving. Students participate in individual and team-based challenges that require them to read, comprehend, think critically, and apply information from books or other texts. The goal is to make literacy feel more like an exciting team challenge than an academic assignment.

Hours and Commitments

League of LiteracyTeam success will be dependent on the coach building a team culture and teaching key elements and skills of the literature. The commitments are:

- Lead a student team (with a minimum of 4 students) at their site.
- Hold one-hour (1-hour) weekly meetings with their team for six weeks (one hour per week) to: read and discuss passages, complete Quizizz activities, participate in mini challenges, develop teamwork and collaboration skills (6 hours)
- Attend FSD Fest and actively participate in set-up, event coaching, and breakdown for League of Literacy (4 hours)
- Prepare and coordinate necessary materials, clues, or displays to support team success.

Compensation

- The League of Literacy Coach will receive a stipend of $512.98 (equivalent to 10 hours at the teacher hourly rate.
- Each school site is allocated one stipend. If multiple teachers participate: the stipend may be split between teachers or the school site can provide additional stipends and notify IIS.
- Staff cannot receive multiple stipends/hourly pay timecards for the same FSD Fest event hours.

STEM NATION
Fullerton School District

2026-2027 STEM Nation Committee Member Responsibilities

Overview
To support the success of the STEM Nation program, committee members are expected to attend all meetings, provide coaching, and support the STEM Nation event.

Hours and Commitments
Committee members will commit to a minimum of 12 or 24 hours between December and the STEM Nation Event, which will include:

- recruiting for and coaching students in clubs using the years STEM Nation club programming,
- preparing students for the STEM Nation event,
- being present at and supporting the STEM Nation event, including possible set up and clean up,
- attending committee or coaching meetings, including professional development,
- communicating with staff, parents, and students in regards to club and event details, and
- building personal capacity in regards to STEM Nation tools (such as robotics equipment, coding software, and AI software).
- Note: Professional development that takes place during the school day as a teacher pull-out day cannot be counted toward the 12 or 24 hours.

Compensation
24 hours - Committee members will be compensated with a stipend of $1,267.
12 hours - Committee members will be compensated with a stipend of $634.

Name: _____ Date: _____

Signature: _____

FSD TEACHER INDUCTION

FULLERTON SCHOOL DISTRICT EDUCATIONAL SERVICES

Memorandum of Understanding

Mentor Teacher

Overview:

Teacher Induction was created by the California Department of Education to provide new teachers support and assessment to help them develop the skills critical to teaching success. The FSD Induction Program is a two-year, job-embedded program of professional education composed of individual support provided by experienced and trained teachers (Mentors), goal setting and reflection using the California Standards for the Teaching Profession (CSTP) and the State-adopted academic content and performance standards for students. The FSD Induction Program is the pathway from pre-service preparation and a Preliminary Teaching Credential to a Clear Teaching Credential.

Benefits of Participation

- Release time for classroom observations
- Collaboration opportunities with other Induction Mentors
- Professional Development around teaching and mentoring topics
- Ongoing relationship of support and assistance
- Stipend of $1,530 for fulfilling Mentor responsibilities

Qualifications and Responsibilities of a Mentor

- Demonstrates excellence in instructional practice aligned with Candidate□s teaching context
- Possesses a Clear Teaching Credential with a minimum of three years of effective teaching experience
- Facilitates and advances the professional learning of each Candidate to increase student learning
- Creates and maintains collaborative and professional partnerships to advance teaching practice & student learning
- Utilizes knowledge of standards (California Standards for the Teaching Profession [CSTP] and State Academic Content Standards), pedagogy, and research to advance teaching practice & student learning
- Promotes professional learning for teachers for continuous improvement and student learning
- Uses assessment data to advance teaching practice & student learning
- Develops as a professional leader to advance mentoring and the profession
- Provides Candidate with □just in time□support for a minimum of one hour weekly; participates in all Induction collaborations, trainings, Portfolio Check/Advice & Assistance meetings, Colloquium (Y2) and evaluation of FSD Teacher Induction Program
- Periodically reviews Candidate□s online portfolio; participates in the observation process as part of each Inquiry; endorses that Candidate has met all requirements for a Professional Clear Credential
- Maintains a positive, supportive, confidential, and non-evaluative relationship with Candidate

Compensation:

Total $1,530 (December: $765 / June: $765)

I agree to participate in the Induction Program as a Mentor. I understand and agree to adhere to the qualifications and responsibilities listed above.

Name: (Please Print) _____ School: _____

Signature: _____ Date: _____

Candidate Name: _____

Memorandum of Understanding

Induction Leadership Team

Teacher Induction was created by the California Department of Education to provide new teachers support and assessment to help them develop the skills critical to teaching success. The FSD Induction Program is a two-year, job-embedded program of professional education composed of individual support provided by experienced and trained teachers (Mentors), goal setting, and reflection using the California Standards for the Teaching Profession (CSTP) and the State-adopted academic content and performance standards for students. The FSD Induction Program is the pathway from pre-service preparation and a Preliminary Teaching Credential to a Clear Teaching Credential.

Benefits of Participation:

- Release time for classroom observations
- Collaboration opportunities as a Leadership Team
- Professional Development around teaching and mentoring topics
- Ongoing relationship of support and assistance to new teachers and mentors
- Stipend of $2,550 for fulfilling Leadership Team responsibilities

Qualifications and Responsibilities of Leadership Team Member

- Demonstrates excellence in instructional practice
- Facilitates and advances the professional learning of Candidates/Mentors to increase student learning
- Creates and maintains collaborative and professional partnerships to advance teaching practice & student learning
- Utilizes knowledge of standards (California Standards for the Teaching Profession [CSTP] and State Academic Content Standards), pedagogy, and research to advance teaching practice & student learning
- Promotes professional learning for teachers for continuous improvement and student learning
- Uses assessment data to advance teaching practice & student learning
- Develops as a professional leader to advance mentoring and the profession
- Facilitates all Induction collaborations, trainings, Portfolio Check/Advice & Assistance meetings, Colloquium (Y2), Advisory Committee, and evaluation of FSD Teacher Induction Program
- Collaborates with Leadership Team monthly to develop Induction professional development, support and content
- Meets with a cohort of candidates/mentors monthly to provide a positive, supportive environment for CSTP growth and questions
- Maintains a positive, supportive, confidential, and non-evaluative relationship with Candidates and Mentors, while modeling reflective practice

Compensation:

Total $2,550 (December: $1,275 / June: $1,275)

I agree to participate in the Induction Program and understand my responsibilities as a member of the Leadership Team. I agree to adhere to the qualifications and responsibilities listed above.

Name: (Please Print) _____ School: _____

Signature: _____ Date: _____

Memorandum of Understanding

Education Specialist Academy Mentor Teacher

Overview:

*The FSD Education Specialist Academy (ESA) is a pathway to providing support for new Education Specialists around FSD-specific expectations and processes that are critical to their success. Interns and new teachers are eligible to participate as an **ESA Associate** for this one-year program. Once committed to the program, the expectation is that the ESA Associate completes the full year, attending professional learning and receiving the support of a Mentor. The ESA does not take the place of FSD Induction; If needed, teachers will enroll in Induction the year following the ESA.*

Benefits of Participation for Mentor Teachers

- Collaboration opportunities with other ESA Mentors.
- Ongoing relationship of support and assistance.
- Development of Mentoring and Leadership skills and abilities.
- Hourly compensation for fulfilling Mentor responsibilities (up to 10 hours per year).

Qualifications and Responsibilities of a Mentor

- Demonstrates excellence in instructional practice aligned with ESA Associate's teaching context.
- Possesses a Clear Teaching Credential with a minimum of two years of effective teaching experience.
- Facilitates and advances the professional learning of each ESA Associate to increase student learning.
- Creates and maintains collaborative and professional partnerships to advance teaching practice & student learning.
- Utilizes knowledge of standards (California Standards for the Teaching Profession [CSTP] and State Academic Content Standards), pedagogy, and research to advance teaching practice & student learning.
- Promotes professional learning for teachers for continuous improvement and student learning.
- Uses assessment data to advance teaching practice & student learning.
- Develops as a professional leader to advance mentoring and the profession.
- Provides ESA Associate with support, on average one hour bi-weekly.
- Maintains a positive, supportive, confidential, and non-evaluative relationship with ESA Associate.

Compensation:

Based on hourly meetings, not to exceed 10 hours based on $52.81 per hour.

I agree to participate in the Educational Specialist Academy as a Mentor. I understand and agree to adhere to the qualifications and responsibilities listed above.

Name: (Please Print) _____ School: _____

Signature: _____ Date: _____

ESA Associate Name: _____