

RIVERSIDE UNIFIED SCHOOL DISTRICT
and
RIVERSIDE CITY TEACHERS ASSOCIATION

MEMORANDUM OF UNDERSTANDING

March 16, 2017

The Riverside City Teachers Association and the Riverside Unified School District mutually agree to these changes to the following Article for the 2017-18 school year.

ARTICLE XIX - BEGINNING TEACHER INDUCTION PROGRAM

Section 1 – Purpose

Commencing in the 2017-18 school year, all teacher induction will be overseen by the Professional Growth (PGS) Department. The Beginning Teacher Induction Program (hereinafter called the Induction Program) provides opportunities for first and second year teachers to expand and deepen their teaching knowledge and skill through the use of the California Standards for the Teaching Profession. For the 2017-18 school year, most first year teachers will receive their induction service through the Professional Growth System. However, first year teachers, who do not have a Support Teacher with a matching credential, will have additional support with an appropriately credentialed BTSA Support Provider, coordinated by the PGS Department.

Section 2 – Definitions for Purposes of this Section

- A. Support Provider Selection Committee: The joint District-Association selection committee responsible for establishing and implementing a procedure for application and selection of Support Providers.
- B. Support Providers: Exemplary teachers meeting the requirements of Section 4A below who are selected by the Selection Committee to provide assistance to a beginning teacher in the Induction Program.
- C. Participating Teachers: Candidates whose credential status requires their participation in a formal teacher induction program.

Section 3 – Induction Program Selection Committee

JV 16

(For the 2017-18 school year, the Induction Program Selection Committee will be suspended).

A. The Selection Committee shall consist of seven (7) members, four (4) employees and three (3) administrators. Employees shall be appointed by the Association to staggered two (2) and three (3) year terms initially. Subsequent appointments shall be for three (3) year terms. Qualifications for teacher members shall be the same as for Consulting Teachers as set forth in Article XVIII, Section 3 B.

B. The Selection Committee will establish its own meeting schedule, subject to budget limitations. Five (5) members, the majority of whom must be employees, will constitute a quorum. Action by the Selection Committee will require an affirmative vote of at least five (5) members. Meetings will take place during the regular teacher work day, and substitutes shall be provided to release employees from their regular duties. If meetings are conducted outside the normal duty day, employee members will be compensated at the "Workshop Presenter" rate specified in Appendix 9 (Miscellaneous Salary Provisions)

C. The Selection Committee shall select and recommend the panel of Support Providers to the Governing Board for approval. If the Governing Board does not approve a recommendation, the Committee will recommend another selection, subject to approval by the Governing Board until all Support Providers are selected. After selection by the Committee, training, assignments, monitoring and supervision for the Support Providers, in their work with the Induction Program, will be the responsibility of the District. The District shall monitor and evaluate the effectiveness of the Support Providers and make decisions regarding their continuation in the program. The District may remove a Support Provider from the position at any time because of the special needs of the Induction Program or unsatisfactory performance of the Support Provider. Prior to the effective date of such removal, the District will meet with the Support Provider to discuss the possibility of removal.

Section 4 – Support Providers

A. Eligibility and Selection:

1. The qualifications for the Support Provider shall be set forth in the Rules and Procedures, with the following minimum qualifications:

a. Credentialed employee with permanent status.

b. Have at least five (5) years of classroom teaching experience, requiring a credential or permit.

c. Shall demonstrate exemplary teaching ability, as indicated by, among other things, effective communication skills, interpersonal skills, peer coaching skills, subject matter knowledge and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.

2. In filling a position of Support Provider, each applicant is required to submit two (2) confidential references from individuals with specific knowledge of his/her other expertise, as follows:

- a. A reference from a current or former site administrator or other supervisor.
- b. A reference from an Association representative or another employee.

3. Support Providers shall be selected and submitted for approval to the Governing Board by a majority vote of the Selection Committee following classroom observations by at least one (1) Association member and one (1) site administrator concurrently. Following observations, the Selection Committee will arrange an interview with the applicant.

B. Support Providers with a full-time teaching assignment will be paid \$1,650 prorated to time of service per Beginning Teacher in the Induction Program assigned to them for assistance, not to exceed three (3) teachers.

Section 5 – Other Provisions

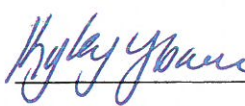
A. Employees who function as Consulting Teachers, Selection Committee members or Support Providers under this Article shall not be considered either management or supervisory employees as defined by Government Code Section 3540.1(g) and (m).

B. Selection Committee members and Support Providers are entitled to defense and indemnification for activities performed as part of the Induction Program, as set forth in applicable provisions of the California Government Code.

C. All proceedings and materials related to, reports and other personnel matters shall be strictly confidential. Therefore, Selection Committee members and Support Providers may disclose such information only as necessary to administer this Article.

AGREE:

For the District:

 3/16/17
Date
Kyle Ybarra
Assistant Superintendent,
Department of Personnel –
Leadership & Development

For the Association:

 3/16/17
Date
Dave Watring
Teacher, Emerson ES
Co-chair, RCTA negotiation Team