

ARTICLE 3 – TEACHER INDUCTION AND INTERN SUPPORT

INDUCTION SUPPORT:

- 3.1 Teacher Induction Program Components: There will be a Teacher Induction Program for all classroom teachers new to the profession.
 - 3.1.1 Teacher Induction Eligibility Assistance provided to eligible first and second-year teachers.
 - 3.1.2 Units and Salary Advancement Process:
 - 3.1.2.1 Members choosing to use coursework earned through the District's Teacher Induction Program Sponsor for salary advancement are not required to obtain prior approval of said units.
 - 3.1.2.2 Upon successful completion of each year of induction, the member is responsible for paying for the units to appear on official transcripts and submitting verification of completion to Human Resources. Induction coursework reflected on official transcripts will be applicable toward salary advancement. In order for coursework to apply to the current year's salary it must be completed by September 1st and submitted to HR by October 15.
- 3.2 Teacher Induction Providers:
 - 3.2.1 Teacher Induction Providers (formerly "BTSA Providers") shall be selected by the District, and must have a minimum of three years of successful teaching experience. Criteria for selection of Teacher Induction Providers shall be based upon a review of the applicants resume, credentials, qualifications, letters of recommendation, most recent evaluation and observation of the applicant's teaching performance.
 - 3.2.2 The caseloads of Teacher Induction Providers will be determined by the District. Caseloads shall take into consideration the amount of time required to complete the assignment.
 - 3.2.3 The job performance of a Teacher Induction Provider is subject to annual review and evaluation by the District.
 - 3.2.4 Teacher Induction Providers shall not evaluate Teacher Induction participants.
 - 3.2.5 Compensation Teacher Induction Providers:

- 3.2.5.1 Teacher Induction Providers will be compensated with a stipend of one thousand five hundred dollars (\$1,500) per beginning teacher supported; unless the Teacher Induction Provider is acting under their job description in the performance of their duties.
- 3.2.5.2 Teacher Induction Providers will provide services to no more than four (4) beginning teachers, unless the Teacher Induction Provider is performing the services under their job description.
- 3.2.5.3 In return for the Teacher Induction stipend, the Teacher Induction Provider will provide support and assistance to beginning teachers as required by the Teacher Induction Program, attend required meetings and carry out other necessary duties as prescribed by the District.
- 3.2.5.4 Stipends shall be paid twice a year in December and at the end of each school year subject to completion of the required support services.
- 3.2.5.5 Release time will be given as needed for training, observations, and meetings which are required by the Teacher Induction Programs. Release time for a Teacher Induction Provider will be allowed in consultation with the Teacher Induction Provider's site administrator.

3.3 Speech Language Pathologist Clinical Fellowship Year (CFY):

There will be a mentored clinical experience program for qualifying Speech Language Pathologists.

3.4 CFY Providers/Mentors:

3.4.1 Duties and Responsibilities of CFY Providers/Mentors will comply with the requirements of the State of California Commission on Teacher Credentialing.

3.4.2 Compensation CFY Providers/Mentors:

- 3.4.2.1 CFY Providers/Mentors will be compensated with a stipend of one thousand five hundred dollars (\$1,500) per Speech Language Pathologist supported; unless the CFY Provider/Mentor is acting under their job description in the performance of their duties.

3.5 Intern Support:

Duties for Members who provide support to interns will be according to the MOUs between the District and each of the agencies who sponsor interns.

3.5.1 Compensation Intern Support Providers:

3.5.1.1 Intern Support Providers will be compensated with a stipend of one thousand five hundred dollars (\$1,500) per intern teacher supported; unless the Intern Support Provider is acting under their job description in the performance of their duties. MOUs between the District and agencies will be made available if requested by the Association President.

3.5.1.2 Stipends shall be paid twice a year in December and at the end of each school year subject to completion of the required support services.