

MEMORANDUM OF UNDERSTANDING
BETWEEN
GREEN DOT PUBLIC SCHOOLS CALIFORNIA
AND
MOUNT SAINT MARY'S UNIVERSITY – LOS ANGELES

STUDENT-TEACHER PROGRAM

This Memorandum of Understanding (“MOU”), executed by and between Green Dot Public Schools California (“GDPSCA”) and Mount Saint Mary’s University - Los Angeles (“MSMULA”), collectively referred to herein with GDPSCA as the “Parties”, is to memorialize the commitment of the Parties to provide student-teacher placement and training at GDPSCA schools.

RECITALS

1. WHEREAS, GDPSCA recognizes and appreciates the value of engaging external partners who maintain a shared and unwavering belief that every child can be successful in education, leadership, and life;
2. WHEREAS, MSMULA trains teachers to transform public education through the identification and implementation of effective instructional practices that help ensure high academic achievement of all students;
3. WHEREAS, the training and hiring of highly effective teachers are essential priorities of GDPSCA;
4. WHEREAS, the Parties believe that mentor teachers who guide and supervise student teachers supplement their training and increase their ability to be highly effective teachers;
5. WHEREAS, GDPSCA believes that its students greatly benefit from the classroom assistance provided by student teachers;
6. WHEREAS, student teaching at GDPSCA schools may provide an avenue for potential full-time employment subsequent to a successful completion of volunteering at a GDPSCA school;
7. WHEREAS, the Parties desire to provide student teachers with an opportunity to grow as effective instructors while supporting GDPSCA teachers and students.

NOW, THEREFORE, the Parties hereby agree, as follows:

1. *Student-Teacher Placement.* GDPSCA schools shall host student teachers during a period of observation and/or practice, allowing them to observe and/or teach well-planned lessons of academic instruction. This will occur during school operating hours and in multiple classrooms. In addition, student teachers shall be permitted to interview teachers, school leaders, students and other members of the school community.

2. Term. *This MOU's term shall be for the [INSERT SCHOOL YEAR] school year. Absent a written agreement between the Parties, this MOU shall renew automatically for successive one-year periods.*
3. Student-Teacher Obligations. Prior to starting at any GDPSCA campus, student teachers shall adhere to GDPSCA background check policy. Student teachers shall also adhere to applicable GDPSCA standard policies and procedures outlined in the GDPSCA Employee Handbook of Policies and Procedures ("Employee Handbook"). GDPSCA, at its sole discretion, may terminate the student-teacher relationship with GDPSCA at any time for any violation of applicable GDPSCA provision of the Employee Handbook.
4. Student-Teacher Expectations. Student teachers will be expected to exhibit promptness, punctuality, and professionalism in instructional activities, interactions with students and school personnel, and personal attire. Student teachers will be expected to be prepared for appropriate daily responsibilities as well as follow the guidance and instruction of their mentor teacher.
5. Mentor-Teacher Selection and Replacement. Each student teacher shall be assigned a mentor teacher. GDPSCA shall recommend teachers at each GDPSCA school for MSMULA to observe and identify as potential mentor teachers. Such recommendations shall be based upon those teachers' experience and ability to supervise and prepare student teachers. Mentor teachers shall be approved by GDPSCA and MSMULA. If a mentor teacher is unable to perform his or her duties as described herein, GDPSCA shall provide the student teacher with a sufficient alternative mentor teacher.
6. Mentor-Teacher Expectations. Mentor teachers shall supervise and support student teachers at all times, as appropriate. Mentor teachers shall communicate daily routines, policies, procedures and rules of the classroom to the student teachers. Mentor teachers shall mentor student teachers toward effectiveness in areas that include, but are not limited to, classroom management, instructional delivery and practice, instructional strategies, and lesson planning. Mentor teachers will monitor student teachers' progress on a continuous basis by gathering and recording information, and conferring with the student teacher for the purpose of analysis, feedback, and guidance.
7. Consent for Audio and Visual Recording. The performance in the classroom of student teachers may be audio and/or video recorded. GDPSCA shall assist student teachers to obtain related executed release forms from mentor teachers and students.
8. Post-Graduation Employment of Student Teachers. GDPSCA shall not provide any preferential treatment toward student teachers who apply for a full-time position following the successful completion of student teaching at GDPSCA. However, GDPSCA shall make a reasonable effort to offer student teachers an interview for full-time teaching positions following successful completion of their volunteering at a GDPSCA campus.

9. Compliance with Law. The Parties shall comply with applicable law. MSMULA and its student teachers shall take all reasonable measures to protect personally-identifiable GDPSCA student information consistent with the Family Education Rights and Privacy Act ("FERPA").
10. Lack of Employment Relationship. Mentor teachers are GDPSCA employees. MSMULA shall not hire or otherwise determine any mentor teacher's employment with GDPSCA. MSMULA shall not pay any mentor teacher's wages, salary, benefits, or compensation of any kind, unless approved by GDPSCA. Should MSMULA provide any such compensation or honorarium it shall be responsible for all withholdings under applicable law. MSMULA shall not supervise or control any mentor teacher during the course of his or her employment with GDPSCA, except that MSMULA may monitor any training and feedback given by mentor teachers to MSMULA's student teachers.

Student teachers are not employees of GDPSCA. Student teachers are fulfilling specific requirements for in-classroom experience as a part of MSMULA's degree program, led by MSMULA faculty members, which includes assignments that will be completed by the student teacher at the cooperating GDPSCA school.

11. Termination and Renewal. Any party may terminate this MOU, with or without cause, by providing the other party with written notice pursuant to Paragraph 14 below. Termination shall be effective at the end of the school year during which notice of termination is provided. Other than where GDPSCA removes a student teacher pursuant to Paragraph 3 above, GDPSCA shall permit current student teachers to complete the current school year at the time of termination. Absent termination by either party pursuant to this paragraph, upon completion of the initial term of this MOU as set forth in Paragraph 2 above, this MOU shall automatically renew for successive one year periods.
12. Final Agreement. This MOU contains the entire agreement between the Parties, and supersedes any oral or written understandings between the Parties, with respect to the matters covered herein. In entering this MOU, GDPSCA and MSMULA do not agree to alter or waive any rights under any other current agreement between the Parties, except as expressly stated herein. Further, neither any person nor party is authorized to make any representations or warranties except as set forth herein, and no agreement, statement, representation, or promises by any party hereto relied upon any warranties, representations, statements, or promises by any of the parties herein or any of their agents or consultants except as may be expressly set forth in this MOU. The Parties further recognize that this MOU shall only be modified, in writing, by mutual agreement of the Parties.
13. Indemnification. MSMULA agrees to indemnify, defend and hold harmless GDPSCA, and all its employees, agents, trustees and representatives, from all claims, actions, awards or judgments for damages, including costs, expenses and attorney's fees where liability is found to exist by reason of the acts or omissions of MSMULA, its employees, agents, trustees or representatives.

GDPSCA agrees to indemnify, defend and hold harmless MSMULA, and all its employees, agents, trustees and representatives, from all claims, actions, awards or judgments for damages,

21. Governing Law. This MOU will be construed by and governed under the laws of the State of California, without regard to its conflict of laws principles.

22. Authorization to Sign. Each person signing this MOU represents and warrants that he or she is authorized to the fullest extent of the law to sign and bind in the capacity provided for herein.

AUTHORIZED SIGNATURES

Lisa Nichols

GDPSCA Representative

Date: 9/8/21

Ralph R.

MSMULA Representative

Date: 9/8/2021

Carol Johnston

MSMULA Representative

Date: 9-7-2021