



Mojave River Academy

MOJAVE RIVER ACADEMY SCHOOLS REGULAR BOARD MEETING - September 17 2026

Published on September 14, 2026 at 7:45 AM PDT

Date and Time

Thursday September 17, 2026 at 8:00 AM PDT

Location

Mojave River Academy Central Office: 13911 Park Ave, Suite 108, Victorville, CA 92392

Teleconference Locations:

Mojave River Academy Bakersfield Campus: 1601 New Stine Road, #150, #224, Bakersfield, CA 93309

Mojave River Academy Barstow Campus: 2151 Main St, Barstow, CA 92311

Mojave River Academy Beaumont Campus: 77 Beaumont Avenue, Suite C, Beaumont, CA 92223

Mojave River Academy Colton Campus: 851 S Mt Vernon Ave, Colton, CA 92324

Mojave River Academy Desert Hot Springs Campus: 14020 Palm Drive, Desert Hot Springs, CA 92240

Mojave River Academy Fontana Campus: 8922 Beech Avenue, Fontana, CA 92335

Mojave River Academy Hesperia Campus: 14466 Main Street, Suite B-100, Hesperia, CA 92345

Mojave River Academy Palm Springs Campus: 1776 N.Palm Canyon Dr. Palm Springs, CA 92262

Mojave River Academy Phelan Campus: 9723 Sierra Vista Rd., Phelan, CA 92371

Mojave River Academy Tehachapi Campus: 20948 Sage. Lane, Tehachapi, CA 93561

Mojave River Academy Victorville Campus: 14554 7th Street, Victorville CA 92395

Mojave River Academy West Victorville Campus: 12384 Palmdale Road, Suites 201-202, 205-206, Victorville, CA 92392

Agenda

Purpose Presenter Time

I. Opening Items 8:00 AM

A. Call the Meeting to Order

The meeting will be called to order at 8:00 am.

B. Roll Call

Board Chair, Mr. Jesse Gaona, will call the name of each Board Member, and each member in attendance will state, "Present."

Mr. Jesse Gaona -

Mr. Jonathan Mendez -

Mr. Gilberto Rivera Jr. -

C. Hearing from the Audience on Closed Session Items

Guidelines for Public Comment

This is an opportunity for citizens to address the school board on any item that is on the agenda and other school related matters, or suggest topics for future agendas. With regards to items not on the agenda, the Board cannot discuss or take action per state law.

Speakers who wish to address the Board must fill out and return a Speaker's Card prior to the beginning of the meeting. Speakers shall limit their comments to three minutes or less. Charges or complaints against employees should be submitted first to the Superintendent and then to the Governing Board under the provisions of the Governing Board Policy (BP 1312.1 Complaints Concerning School Employees). Speakers are cautioned that under California Law, no person is immune from liability for making intentionally false or defamatory comments regarding any person simply because those comments are made at a public meeting.

PLEASE LIMIT COMMENTS TO THREE (3) MINUTES PER INDIVIDUAL. TOTAL TIME FOR PUBLIC INPUT ON EACH ITEM IS LIMITED TO TWELVE (12) MINUTES.

D. Adjourn into Closed Session

E. Closed Session Items

1. Conference with Legal Counsel - Existing Litigation

	Purpose	Presenter	Time
2.	Conference with Legal Counsel - Anticipated Litigation		
3.	Pupil Personnel - Consideration of Student Discipline		
4.	Public Employee Assignment/ Discipline/ Dismissal/ Release/ Reassignment/ Transfer for Employee - Government Cod section 54957: Ed Code 44932(a): Section (a), Section (c), and Section (g)		
5.	Acquisition of Land, Facilities, and Real Estate		

F. Reconvene in Open Session

G. Pledge of Allegiance

Pledge will be led by Jesse Gaona.

H. Reporting Out of Closed Session Action

Board Chair, Mr. Jesse Gaona will report out any action taken in Closed Session and the votes of the Board.

I. Information Items

CEO Report

J. Board Member Comments

Board Member Comments by Board Members can be made at this time.

K. Comments from Attending Public

Guidelines for Public Comment

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	Purpose	Presenter	Time
PLEASE LIMIT COMMENTS TO THREE (3) MINUTES PER INDIVIDUAL. TOTAL TIME FOR PUBLIC INPUT ON EACH ITEM IS LIMITED TO TWELVE (12) MINUTES.			
L.	Approve Minutes	Approve Minutes	
The Board of Directors will consider approving the minutes of the August 26, 2026 special board meeting.			
Approve minutes for MOJAVE RIVER ACADEMY SCHOOLS SPECIAL BOARD MEETING - August 26 2026 Agenda on August 26, 2026			

II. Consent Items

Consent Items may be moved to the ACTION ITEM(s) - MOVED FROM CONSENT AGENDA - MOJAVE RIVER ACADEMY SCHOOLS category for separate action and discussion at the request of the Board of Directors.

*A consent agenda groups routine meeting discussion points into a single agenda item. In so doing, the grouped items can be approved in one action, rather than through the filing of multiple motions.

III. Action Items - Mojave River Academy Schools

A. Approval of E-Waste Old Tech Items

The Board of Directors will consider approving the designation and subsequent donation or disposal of the following obsolete, surplus, or non-functioning technology equipment as e-waste:

- Approximately 135 iMacs at an estimated current value of \$500 each, totaling \$67,500
- Approximately 805 Chromebooks at an estimated current value of \$90 each, totaling \$72,450
- Approximately 8 Omen Gaming PCs at an estimated current value of \$500 each, totaling \$4,000
- Approximately 8 broken monitors with no estimated current value
- Approximately 2 broken 3D printers with no estimated current value
- Miscellaneous cabling and peripherals

The total estimated current value of the equipment is approximately **\$143,950**, excluding miscellaneous cabling and peripherals.

	Purpose	Presenter	Time
	The IT Department is requesting that these items be designated as e-waste for donation or disposal, as appropriate.		
B.	Approval of 2026–2029 Center for Teacher Innovation (CTI) Teacher Induction Program MOUs		
	RECOMMENDATION: It is recommended that the Board of Directors approve the 2026–2029 Memoranda of Understanding (MOUs) between the Riverside County Office of Education (RCOE), Center for Teacher Innovation (CTI), and the Mojave River Academy charter schools for Teacher Induction Services. BACKGROUND / SUMMARY: Mojave River Academy charter schools participate in the Center for Teacher Innovation (CTI) Teacher Induction Program administered by the Riverside County Office of Education (RCOE). The program provides participating teachers with induction support, mentoring, and credentialing services to assist them in completing the requirements necessary to obtain a clear teaching credential. The proposed MOUs establish the program scope, operational responsibilities, and fiscal terms for CTI Teacher Induction Services for the 2026–2029 term for the following seven Mojave River Academy charter schools: • Mojave River Academy – Gold Canyon (IN300331) • Mojave River Academy – Marble City (IN300332) • Mojave River Academy – National Trails (IN300336) • Mojave River Academy – Oro Grande (IN300333) • Mojave River Academy – Rockview Park (IN300334) • Mojave River Academy – Route 66 (IN300330) • Mojave River Academy – Silver Mountain (IN300335) FISCAL IMPACT: Fee structures and per-teacher induction service rates are established in accordance with the 2026–2029 RCOE CTI fee schedule outlined in each site-specific agreement. Associated costs will be funded through the general operating budgets of the participating charter schools.		
C.	Approval of Book Surplus		
	The board of directors will consider surplussing the following titles that are no longer being used with the current curriculum:		

	Purpose	Presenter	Time
	ISBN #s are listed for items that are currently tracked in our inventory system.		
	-Discovering Food and Nutrition 9780078616822		
	-Give Please a Chance		
	-McGraw Hill Classroom Big Books		
	-Ayn Rand The Fountainhead		
	-Ayn Rand Anthem 071162007992		
	-Ayn Rand We the Lining		
	-Lord of the Flies 9780399501487		
	-The Joy Luck Club 9780143038092		
	-Pride and Prejudice 9781591940678		
	-The Story of My Life 9780553213874		
	-Children of the Lamp		
	-Crispin - The Cross of Lead		
	-The True Confessions of Charlotte Doyle		
	-Ender's Game 9780812550702		
	-ART2-D2's Guide to Folding and Doodling 9781419705342		
	-The Namesake 9780618485222		
	-Wuthering Heights		
	-12 Angry Men 9780143104407		
	-The Odyssey 9780140268867		
	-Huck Finn 9780141321097		
	-Maniac McGee 9780316809061		
	-Charlotte's Web 9780061124952		
	-The Sisters Grimm 9780810993228		
D.	Approval for American Guard Services		
	The Board of Directors will consider approval of a contract between American Guard Services and Mojave River Academy for security services at designated school sites. The estimated cost for the current fiscal year is \$862,267.12		
E.	Approval of Requisition No. 323 with Cintas		
	The Board of Directors will consider approving Requisition No. 323 with Cintas for the provision of janitorial supplies and medical supply cabinets. The estimated expenditure for FY 2026–2027 is \$100,000.00.		
F.	Approval of Agreement with The Stepping Stones Group, LLC for Special Education Related Services and Mental Health Services (SY 2026–27)		

	Purpose	Presenter	Time
	The Board of Directors will consider approving an agreement with The Stepping Stones Group, LLC, a California Department of Education–certified Nonpublic Agency, to provide special education related services and mental health services for the 2026–27 school year. Services will be provided on an hourly, as-needed basis based on student needs, with rates ranging from \$57 to \$115 per hour depending on the specialty, as outlined in the attached SY 2026–27 rate sheet. Services will be billed biweekly based on actual hours provided. The total annual cost will vary depending on student needs and services utilized. The agreement term ends July 1, 2027.		
G.	Ratification of Out-of-State Training – ALICE Instructor Certification Training The Board of Directors will consider ratifying the out-of-state travel and training expenses for Donovan Delton’s attendance at the ALICE Instructor Certification Training in Sierra Vista, Arizona, September 1–4, 2026. The training provided the knowledge and certification necessary to effectively train Mojave River Academy staff. The approved travel budget was \$2,600, which included registration, airfare, and hotel expenses.		
H.	Approval of Clinical Supervision Services Agreement with Compassionate Heart Counseling The Board of Directors will consider approving a Clinical Supervision Services Agreement with Compassionate Heart Counseling (Christine Holmes, LCSW) to provide clinical supervision services for Associate Clinical Social Workers (ACSWs) at Mojave River Academy, effective September 18, 2026. The total cost of services under the agreement shall not exceed \$25,000.		
I.	2025–26 Unaudited Actuals Financial Report for all Mojave River Academy Schools, per Ed. Code Section 42100 (b) The Board of Directors will consider approving the 2025–26 Unaudited Actuals Financial Reports for all Mojave River Academy Schools: Oro Grande, Route 66, Silver Mountain, National Trails, Marble City, Rockview Park, and Gold Canyon. California Education Code Section 42100(b) requires each charter school to approve, on or before September 15, an annual statement of all receipts and expenditures for the preceding fiscal year in a format prescribed by the Superintendent of Public Instruction, and file it with its chartering authority. Mojave River Academy Schools received approval from its authorizer for an extension, allowing the Board to approve the reports on September 17, 2026.		

	Purpose	Presenter	Time
J.	2025-26 Proposition 28 Arts and Music in Schools Annual Report		
	The Board of Directors will consider approval of the 2025–2026 Proposition 28 annual reports for all Mojave River Academy charter schools. These reports detail the use of Arts and Music in Schools funding and confirm compliance with applicable program requirements.		
K.	2025-26 Education Protection Account (EPA) Expenditure Reports		
	The Board of Directors will consider approving the 2025-26 EPA Actuals for all Mojave River Academy Schools. Per Article XIII, Section 36(e)(6) of the California Constitution, each charter school must annually publish an accounting of Education Protection Account (EPA) funds received and their expenditures on its website. The governing body has sole authority to determine how EPA funds are spent, and all spending decisions must be made in open session at a public meeting. EPA funds may not be used for administrator salaries, benefits, or administrative costs. For the 2025–26 fiscal year, all MRA Schools used their EPA funds for teacher salaries.		
L.	Service Agreement: Oro Grande School District and Mojave River Academy Schools		
	The Board of Trustees will consider approving a Services Agreement between Oro Grande School District and Mojave River Academy Schools.		
M.	Memorandum of Understanding: Charter Oversight and Operations		
	The Board of Directors will consider approving the Memorandum of Understanding between Oro Grande School District and Mojave River Academy Schools that relates to Charter Oversight and Operations.		
N.	Proposition 39 In-Lieu Agreement: Facilities Use		
	The Board of Trustees will consider approving Proposition 39 In-Lieu Agreement By and Between Oro Grande School District, Mojave River Academy Schools, and Riverside Preparatory School regarding Facilities Use.		
O.	Transition Settlement and Mutual Release Agreement		
	The Board of Trustees will consider approving a Transition Settlement and Mutual Release Agreement between Oro Grande School District and Mojave River Academy Schools.		

	Purpose	Presenter	Time
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IV. Action Item(s) - Moved From Consent Agenda - Mojave River Academy Schools

V. Future Business

A. Future Business

The next board meeting of the Mojave River Academy Schools Board of Directors will be held on November 12, 2026 at 8:00am at Mojave River Academy, 13911 Park Ave Suite 108, Victorville, CA 92392.

VI. Closing Items

A. Adjourn Meeting

Individuals with disabilities who require reasonable accommodations to participate in this meeting may request assistance by contacting Susanna Garcia at sgarcia@mojaveriver.net at least 48 hours in advance of the meeting.

Coversheet

Approve Minutes

Section: I. Opening Items
Item: L. Approve Minutes
Purpose: Approve Minutes
Submitted by:

Related Material:
Minutes for MOJAVE RIVER ACADEMY SCHOOLS SPECIAL BOARD MEETING - August 26
2026 Agenda on August 26, 2026

APPROVED



Mojave River Academy

Minutes

MOJAVE RIVER ACADEMY SCHOOLS SPECIAL BOARD MEETING - August 26 2026 Agenda

Date and Time

Wednesday August 26, 2026 at 5:30 PM

Location

Mojave River Academy Colton Campus:
851 S Mt Vernon Ave, Colton, CA 92324

Teleconference Locations

15125 State Street, Oro Grande, CA 92368

Mojave River Academy Central Office: 13911 Park Ave, Suite 108, Victorville, CA 92392

Mojave River Academy Bakersfield Campus: 1601 New Stine Road, #150, #224, Bakersfield, CA 93309

Mojave River Academy Barstow Campus: 2151 Main St, Barstow, CA 92311

Mojave River Academy Beaumont Campus: 77 Beaumont Avenue, Suite C, Beaumont, CA 92223

Mojave River Academy Desert Hot Springs Campus: 14020 Palm Drive, Desert Hot Springs, CA 92240

Mojave River Academy Fontana Campus: 8922 Beech Avenue, Fontana, CA 92335

Mojave River Academy Hesperia Campus: 14466 Main Street, Suite B-100, Hesperia, CA 92345

Mojave River Academy Palm Springs Campus: 1776 N.Palm Canyon Dr. Palm Springs, CA 92262

Mojave River Academy Phelan Campus: 9723 Sierra Vista Rd., Phelan, CA 92371

Mojave River Academy Tehachapi Campus: 20948 Sage. Lane, Tehachapi, CA 93561

Mojave River Academy Victorville Campus: 14554 7th Street, Victorville CA 92395

Mojave River Academy West Victorville Campus: 12384 Palmdale Road, Suites 201-202, 205-206, Victorville, CA 92392

Directors Present

G. Rivera, J. Gaona, J. Mendez

Directors Absent

None

I. Opening Items

A. Call the Meeting to Order

J. Gaona called a meeting of the board of directors of Mojave River Academy to order on Wednesday Aug 26, 2026 at 5:30 PM.

B. Roll Call

C. Hearing from the Audience on Closed Session Items

There were no comments from the public regarding closed session items.

D. Adjourn into Closed Session

J. Gaona made a motion to adjourn into Closed Session.
J. Mendez seconded the motion.
Closed Session start time: 5:31 pm.
The board **VOTED** to approve the motion.

E. Closed Session Items

F. Reconvene in Open Session

J. Mendez made a motion to reconvene in Open Session.
G. Rivera seconded the motion.
Open Session start time: 5:44 pm
The board **VOTED** to approve the motion.

G. Pledge of Allegiance

H. Reporting Out of Closed Session Action

I.

Board Member Comments

During Board Member Comments, Board President Jesse Gaona recognized Joshua Hemsly and Monta Romirell for their work on the new website and complimented its overall look and design.

J. Comments from Attending Public

There were no comments from the attending public.

K. Approve Minutes

J. Mendez made a motion to approve the minutes from MOJAVE RIVER ACADEMY SCHOOLS REGULAR BOARD MEETING - August 20 2026 on 08-20-26.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

II. Action Items - Mojave River Academy Schools

A. Approval of Services Agreement with Oro Grande School District

J. Mendez made a motion to approve the Services Agreement with Oro Grande School District.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

B. Approval of Transition, Settlement and Mutual Release Agreement with Oro Grande School District and Delegation of Authority

J. Mendez made a motion to approve the Transition, Settlement, and Mutual Release Agreement with Oro Grande School District and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

C. Approval of Operational Memorandum of Understanding with Oro Grande School District and Delegation of Authority

J. Mendez made a motion to approve the Operational Memorandum of Understanding with Oro Grande School District and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

D. Approval of Facilities Use Agreement with Oro Grande School District and Delegation of Authority

J. Mendez made a motion to approve the Facilities Use Agreement with Oro Grande School District and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

E. Approval of Material Revision Request for Mojave River Academy – Gold Canyon and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Gold Canyon and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

F. Approval of Material Revision Request for Mojave River Academy – Marble City and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Marble City and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

G. Approval of Material Revision Request for Mojave River Academy – National Trails and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave Revision Request for Mojave River Academy - Nationals Trails and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

H. Approval of Material Revision Request for Mojave River Academy – Oro Grande and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Oro Grande and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

I. Approval of Material Revision Request for Mojave River Academy – Rockview Park and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Rockview Park and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

J. Approval of Material Revision Request for Mojave River Academy – Route 66 and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Route 66 and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

K. Approval of Material Revision Request for Mojave River Academy – Silver Mountain and Delegation of Authority

J. Mendez made a motion to approve the Material Revision Request for Mojave River Academy - Silver Mountain and Delegation of Authority.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

L. Approval of Noble Fitness Facility Use Agreement

J. Mendez made a motion to approve the Noble Fitness Facility Use Agreement.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

III. Future Business

A. Future Business

The next board meeting of the Mojave River Academy Schools Board of Directors will be held September 17 2026 at 8:00am at Mojave River Academy, 13911 Park Ave. Suite 108, Victorville, CA 92392.

IV. Closing Items

A. Adjourn Meeting

J. Mendez made a motion to adjourn the meeting.

G. Rivera seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:58 PM.

Respectfully Submitted,

J. Gaona

Documents used during the meeting

- 2026.8.26 Services Agreement with MRA .docx
- 2026.8.26 MRA-OGSD Transition Agreement_.docx
- 2026.8.26 MRA Oversight MOU.docx
- 2026.8.26 Facilities Use Agreement with MRA (REDLINE)_.docx
- 2026.8.26 Gold Canyon-MRA - Material Revision Addendum.docx

- 2026.8.26 Marble City-MRA - Material Revision Addendum.docx
- 2026.8.26 National Trails-MRA - Material Revision Addendum.docx
- 2026.8.26 Oro Grande -MRA - Material Revision Addendum.docx
- 2026.8.26 Rockview Park -MRA - Material Revision Addendum.docx
- 2026.8.26 Route 66 -MRA - Material Revision Addendum.docx
- 2026.8.26 Silver Mountain-MRA - Material Revision Addendum.docx
- 2026.8.26 Noble Fitness Agreement.pdf

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Coversheet

Approval of 2026–2029 Center for Teacher Innovation (CTI) Teacher Induction Program MOUs

Section: III. Action Items - Mojave River Academy Schools
Item: B. Approval of 2026–2029 Center for Teacher Innovation (CTI) Teacher
Induction Program MOUs

Purpose:

Submitted by:

Related Material:

2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Gold Canyon.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Marble City.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - National Trails.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Oro Grande.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Rockview Park.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Route 66.pdf
2026.9.17 2026-29 MOU-Agreement - CTI Induction - Mojave River Academy - Silver Mountain.pdf

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Gold Canyon**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

Mojave River Academy - Gold Canyon
8922 Beech Avenue
Fontana, CA 92335

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

CTI Induction Program 2026-2029 “Traditional” Enrollment Fee Schedules

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

CTI Induction Program 2026-2029 “Mid-Year” Enrollment Fee Schedules

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st
 2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).
 3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.
 4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.
 5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year“ Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Marble City**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIPA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

Mojave River Academy - Marble City
9723 Sierra Vista Road
Phelan, CA 92371

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

**CTI Induction Program
 2026-2029
 “Traditional” Enrollment Fee Schedules**

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

CTI Induction Program 2026-2029 “Mid-Year” Enrollment Fee Schedules

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st
 2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).
 3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.
 4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.
 5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year“ Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - National Trails**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIPA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

**Mojave River Academy - National Trails
851 South Mt. Vernan
Colton, CA 92324**

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

CTI Induction Program 2026-2029 “Traditional” Enrollment Fee Schedules

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

CTI Induction Program 2026-2029 “Mid-Year” Enrollment Fee Schedules

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st
 2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).
 3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.
 4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.
 5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year“ Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Oro Grande**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
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- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
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5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIPA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

Mojave River Academy - Oro Grande
12384 Palmdale Road
Victorville, CA 92392

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

**CTI Induction Program
 2026-2029
 “Traditional” Enrollment Fee Schedules**

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

**CTI Induction Program
2026-2029
“Mid-Year” Enrollment Fee Schedules**

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st

2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).

3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.

4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.

5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Rockview Park**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIPA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

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- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

**Mojave River Academy - Rockview Park
14466 Main Street
Hesperia, CA 92345**

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

CTI Induction Program 2026-2029 “Traditional” Enrollment Fee Schedules

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

CTI Induction Program 2026-2029 “Mid-Year” Enrollment Fee Schedules

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st
 2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).
 3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.
 4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.
 5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year“ Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS
3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Route 66**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a "Status Change Request Form" for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY'S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY'S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT'S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT'S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT'S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS' COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers' Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys' fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; "FERPA"); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; "SOPIPA"); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children's Online Privacy Protection Act (15 U.S.C. § 6501, et seq., "COPPA"); and the Health Insurance Portability and Accountability Act of 1996, "HIPAA".
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

**Mojave River Academy - Route 66
14554 Seventh Street
Victorville, CA 92395**

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Katy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

CTI Induction Program 2026-2029 “Traditional” Enrollment Fee Schedules

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51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

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Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

CTI Induction Program 2026-2029 “Mid-Year” Enrollment Fee Schedules

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st
 2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).
 3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.
 4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.
 5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

RIVERSIDE COUNTY SUPERINTENDENT OF SCHOOLS

3939 Thirteenth Street
Riverside, California 92501

**MEMORANDUM OF UNDERSTANDING AND AGREEMENT
FOR PARTICIPATION IN
THE CENTER FOR TEACHER INNOVATION INDUCTION PROGRAM
School of Education
2026-2029**

This three (3) year MOU/Agreement is entered into by and between **Riverside County Superintendent of Schools**, hereinafter referred to as “SUPERINTENDENT,” and **Mojave River Academy - Silver Mountain**, hereinafter referred to as “EMPLOYING AGENCY”.

NARRATIVE

SUPERINTENDENT sponsors a Commission on Teacher Credentialing (CTC) accredited program for the Teacher Education Induction Program and is authorized to recommend Clear Credentials for program completers. The Center for Teacher Innovation (CTI) is SUPERINTENDENT’S facilitator of its teacher induction program.

The purpose of this MOU/Agreement is to establish a formal working relationship between the Parties to this MOU/Agreement: and to set forth the operative conditions, which will govern this partnership. SUPERINTENDENT and EMPLOYING AGENCY will form a partnership in providing and coordinating services as part of the Center for Teacher Innovation Induction Program, hereafter referred to as SUPERINTENDENT’S CTI Induction Programs, the program sponsor for the Riverside County Office of Education’s Center for Teacher Innovation Induction Programs (CTI Induction Program).

Each new participating teacher (Candidate) is embarking on a professional development journey in this next phase of their teaching career. The intent of induction is to support and develop new teachers during their first years in the profession leading to increased competence and retention. With a trained Reflective Coach, who functions as a mentor/teacher, the Candidate will reflect on their teaching practice and student learning. Each Candidate will meet an average of one hour per week with their Reflective Coach, engage in reflective conversations and classroom observations, and receive high impact feedback.

All induction activities are fully embedded in each Candidate’s current teaching assignments, and thus are intended to solely enhance each Candidate’s professional experience and growth. The induction process, a carefully thought out and systematic approach to teacher development, is also inherently individualized.

The Center for Teacher Innovation’s Teacher Induction Program will authentically facilitate and enhance supportive and meaningful professional growth experiences for all teachers participating in the program.

AGREEMENTS

1. **TERM:** The term of this MOU/Agreement shall be from **July 1, 2026**, through **June 30, 2029** for a total of three (3) school years. Either Party may discontinue this MOU/Agreement by giving written notice eight (8) months in advance of the final date of this partnership.

2. SERVICES:

EMPLOYING AGENCY agrees to:

- A. EMPLOYING AGENCY agrees to participate in SUPERINTENDENT'S CTI Induction Programs for each of EMPLOYING AGENCY'S eligible Candidates. EMPLOYING AGENCY will be responsible to pay the annual enrollment/participation fees, which includes the program services fee, and any applicable CTI provided Reflective Coach fees to SUPERINTENDENT for each Candidate identified each program year.

Each Candidate must complete an online enrollment form each program year of this MOU/Agreement and be fully eligible to officially participate in SUPERINTENDENT'S CTI Induction Programs.

B. EMPLOYING AGENCY further agrees to:

1. Appoint an authorized designee to serve as EMPLOYING AGENCY'S designated Agency Representative (AR) role for participating teachers (Candidates) and Reflective Coaches enrolled in SUPERINTENDENT'S CTI Induction Program, preferably management.
 - a. Identify and notify SUPERINTENDENT of all eligible Candidates to be enrolled to receive CTI services in accordance with the state guidelines and CTI program requirements.
 - b. Identify all school sites with CTI Induction eligible Candidates and distribute CTI provided program information to all site administrators within EMPLOYING AGENCY.
 - c. Maintain regular communication with SUPERINTENDENT'S assigned program manager.
 - d. Attend Agency Representative Meetings throughout each program year of this MOU/Agreement.
 - e. Require attendance of all candidates and AR's at an annual New Teacher Induction Orientation Meeting held at the beginning of each enrollment period (Traditional and Mid-Year) of each program year of this MOU/Agreement.
2. EMPLOYING AGENCY shall ensure that all Reflective Coach(es) will meet the following qualifications and demonstrate the competencies outlined below, in alignment with Commission on Teacher Credentialing (CTC) standards, and who are not in a supervisory or evaluative role with their assigned Candidate(s):
 - a. **Professional Knowledge and Practice:** Reflective Coach(es) shall demonstrate the following:
 - (i) Content Knowledge - Current and relevant knowledge of the subject matter or content area.
 - (ii) Educational Context Knowledge - Knowledge of the current context of public schooling, including California adopted P-12 content standards, frameworks, and accountability systems.
 - (iii) Diversity Knowledge - Knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation.
 - (iv) Professional Practice - Effective professional practices in teaching and learning, scholarship, and service.
 - b. **Required Qualifications:** Reflective Coach(es) shall possess the following minimum qualifications:
 - (i) A valid California Clear and/or Level II Teaching Credential.
 - (ii) A minimum of three (3) years of exemplary teaching experience within an accredited K-12 California school setting.
 - (iii) Relevant knowledge of the context and culture of their assigned Candidate(s).

- (iv) Experience with teacher development and adult learning theory.
- c. **Demonstrated Competencies:** Reflective Coach(es) shall demonstrate the following competencies:
 - (i) Expert instructional practice, as verified through administrative evaluation.
 - (ii) Resourcefulness in meeting the needs of beginning teachers.
 - (iii) A commitment to ongoing professional learning.
 - (iv) A student-centered approach to professional practice.
 - (v) Effective instructional strategies for differentiation and equity in support of diverse learners and student achievement.
- 3. Monitor the effectiveness of each qualified EMPLOYING AGENCY Reflective Coach actively participating in the CTI Induction Program. Affirm that each Reflective Coach has fulfilled all program responsibilities before issuance of final stipend payment.
- 4. Provide each EMPLOYING AGENCY selected Reflective Coach the opportunity to participate in Reflective Coach Professional Learning Sessions provided by SUPERINTENDENT'S CTI Induction Program.
- 5. Provide CTI enrolled Candidates opportunities for one-to-one or small group consultations between Reflective Coach(es) and Candidate(s).
- 6. Provide materials and informational support to EMPLOYING AGENCY'S site administrators related to their role in supporting the Induction process for officially enrolled Candidates at their site.
- 7. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- 8. Understand that the recommendation for the Clear Credential for all eligible Candidates will be processed by SUPERINTENDENT for each Candidate who has met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of each enrollment/participation fee on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
- 9. Acknowledge the Individual Learning Plan (ILP) is designed solely for the professional growth and development of the Candidate and will not be used for evaluation for employment purposes.

SUPERINTENDENT agrees to:

- A. Provide the CTI Induction Program's proprietary system of support and individualized learning to the participating teachers (Candidates) with Preliminary General Education, Preliminary Education Specialist, and/or Level 1 Education Specialist teaching credentials as they fulfill the requirements of the California Clear Credential for general education and/or special education teachers. The customized CTI induction program includes:
 - 1. Access to a Learning Management System (LMS) that promotes and supports 21st century learning
 - 2. Focus on the implementation of the California Standards and the California Standards for Teaching Profession.
 - 3. Support for the Candidates in designing and implementing equitable and inclusive learning environments that strive to minimize bias in classrooms, while using culturally responsive pedagogical practices.
- B. Provide appropriate staff to operate and administer the programs.
- C. To promote the professional practice and well-being of Candidates as they work with carefully selected and trained Reflective Coaches. In this relationship Candidates and Reflective Coaches will

- build upon their professional knowledge & teaching skills and will demonstrate their abilities to enhance the academic achievement and overall growth of students.
- D. Establish, coordinate, and provide initial and ongoing Reflective Coach Professional Learning sessions for all officially enrolled Reflective Coaches. This training will focus on the specific coaching skills needed to support the unique needs of the enrolled Candidates. This will include techniques that enhance reflective conversations, constructive feedback, and observation of instruction.
- E. Provide EMPLOYING AGENCY with recruiting materials to inform prospective teaching Candidates that EMPLOYING AGENCY is offering/providing a CTC accredited Teacher Induction Program for the new teaching Candidates to enroll in and participate.
- F. Appoint a CTI Program Manager with sufficient FTE (full-time-equivalency) to fulfill the Program Manager roles and responsibilities for the actual numbers of Candidates and Reflective coaches participating in the CTI Induction Program.
- G. Carry out all Commission on Teacher Credentialing (CTC) required accreditation activities, including but not limited to:
 - 1. Payment of all required CTC accreditation fees on an annual basis
 - 2. Submission of Biennial Reports in accordance with CTC requirements
 - 3. Submission of all required Program Assessment documentation
 - 4. Preparation for and facilitation of CTC site accreditation visits
 - 5. Participation in program evaluation activities and state review processes
- H. Provide designated staff (CTI program manager) to facilitate program implementation through regular communication with EMPLOYING AGENCY'S authorized Agency Representative (AR)
- I. Convene multiple Governance Team Meetings and Agency Representative Meetings as well as develop other administrative processes as provided for in the program description.
- J. Provide opportunities for each Candidate and Reflective Coach to earn low cost university professional learning credits for program participation through specific partnering institutions of higher education each program year of this MOU/Agreement.
- K. Provide opportunities for each Candidate to earn low cost university units towards a Master's Degree through specific partnering institutions of high education each program year of this MOU/Agreement
- L. Establish and maintain accurate records and reports, which include the following:
 - 1. Program required annual online enrollment form for each Candidate and each Reflective Coach.
 - 2. Copies of all formative assessment completion records of participation for each Candidate and each Reflective Coach.
 - 3. Teacher Induction Program Completion Requirements document upon completion of each year of the CTI Induction Program.
 - 4. Maintenance of an information management system for program completion, credential, and all enrollment/participation fees tracking of each Candidate.
- M. Monitor the progress and completion, each program year of this MOU/Agreement, of all Candidates and Reflective Coaches.
- N. Provide EMPLOYING AGENCY access to and reports from the CTI information management system for EMPLOYING AGENCY to monitor enrollment and completion progress of each of its Candidates and Reflective Coaches officially enrolled in the CTI Induction Program each program year of this MOU/Agreement.
- O. Provide advisement and assistance to each officially enrolled Candidate to ensure their knowledge of all processes and requirements to be eligible for their California Clear Credential recommendation.

- P. Submit to the CTC the recommendation for the Clear Credential for all eligible Candidates who have met all Clear Credential requirements upon receipt of each Candidate's "Request for Clear Credential Recommendation" form; EMPLOYING AGENCY'S full payment of all enrollment/participation fees on behalf of the Candidate, if applicable; and the required Candidate paid Clear Credential recommendation fee.
 - Q. Provide for EMPLOYING AGENCY, the CTC, and California Department of Education (CDE) all accreditation report documents and other information requested on all matters related to the CTI Induction Program's requirements and activities.
 - R. Provide program activities such as:
 - 1. Institutional Advisory Committee Meetings.
 - 2. CTI Governance Team and Program Unit meetings.
 - 3. New Teacher Induction Orientations.
 - 4. Reflective Coach Professional Learning Sessions.
 - 5. Agency Representative Meetings.
 - 6. End-of-the-year Colloquium.
 - S. In the event that EMPLOYING AGENCY is unable to provide a Reflective Coach each program year of this MOU/Agreement for an officially enrolled candidate, SUPERINTENDENT will hire, assign, monitor, and pay a Reflective Coach using the same criteria outlined in section 2(B)(2) of EMPLOYING AGENCY'S responsibilities. SUPERINTENDENT will be reimbursed by EMPLOYING AGENCY for any and all CTI Induction Program provided Reflective Coaches according to the rates reflected in **Appendix A and Appendix B.**
 - T. Design and implement an Individual Learning Plan (ILP) solely for the professional growth and development of each Candidate. This ILP will not be used for evaluation for employment purposes.
3. **QUALIFICATIONS:** EMPLOYING AGENCY and all of EMPLOYING AGENCY'S employees or agents shall secure and maintain in force such licenses and permits that are required by law and/or employer, in connection with the furnishing of materials, supplies, or services herein listed.
4. **PAYMENT:** Each program year of this MOU/Agreement, SUPERINTENDENT will collect annual enrollment/participation fees directly from EMPLOYING AGENCY for *all* Candidate(s) of EMPLOYING AGENCY enrolled each program year of this MOU/Agreement in SUPERINTENDENT'S CTI Induction Programs. EMPLOYING AGENCY agrees to pay SUPERINTENDENT at the rates reflected on the table contained in **Appendix A and B.** The following conditions shall also apply:
- A. If a Candidate's status changes from "Active" to "Inactive" at any time during enrollment in their enrolled program year, the Program Services Fee and any applicable CTI Provided Reflective Coach Fee for the candidate will be pro-rated according to the rates contained in **Appendix A and B.** SUPERINTENDENT agrees to charge all applicable prorated fees per Candidate this applies to which EMPLOYING AGENCY agrees to pay. The proration fee schedules apply to all Traditional and Mid-Year enrolled Candidates.
 - B. SUPERINTENDENT will submit invoice(s) to EMPLOYING AGENCY after November 1 and March 1 of this MOU/Agreement for all applicable Program Services and CTI Provided Reflective Coach fees per candidate. All payments are due to SUPERINTENDENT by EMPLOYING AGENCY within 30 days of each invoice submitted by SUPERINTENDENT to EMPLOYING AGENCY. All payments shall be submitted to the attention of Accounts Receivable, P.O. Box 868, Riverside, CA 92502.

- C. Notify SUPERINTENDENT immediately of each Candidate and/or Reflective Coach who are no longer actively participating in the CTI Induction Program by submitting a “Status Change Request Form” for each individual, per **Appendix A and B**.
 - D. SUPERINTENDENT will provide EMPLOYING AGENCY a Statement of Account, periodically or upon request, of EMPLOYING AGENCY’S fee(s) due to SUPERINTENDENT related to program enrollment of Candidates and Reflective Coaches during each program year of this MOU/Agreement; as well as, maintain all EMPLOYING AGENCY’S funding documentation required by CTI and the state.
 - E. **The total of this MOU/Agreement shall not exceed the applicable *Program Services Fees* and any applicable *CTI Induction Program Provided Reflective Coach Stipend Costs*, per Candidate each program year of this MOU/Agreement, without prior written notification by SUPERINTENDENT to EMPLOYING AGENCY.**
5. **MATERIALS:** Any and all products developed by SUPERINTENDENT’S Induction Programs are the exclusive property of SUPERINTENDENT. SUPERINTENDENT and SUPERINTENDENT’S Induction Programs reserves the right to adapt and adopt materials developed by SUPERINTENDENT’S Induction Programs for dissemination purposes. Usage and revision of this material by EMPLOYING AGENCY requires prior written approval from SUPERINTENDENT.
 6. **WORKERS’ COMPENSATION:** EMPLOYING AGENCY certifies that it is aware of the laws of the State of California requiring the employer to be insured against liability for Workers’ Compensation and shall comply with such laws during the term of this contract.
 7. **FINGERPRINTING:** Education Code section 45125.1 and 45125.2 requires EMPLOYING AGENCY to certify that its employees and employees of EMPLOYING AGENCY who may have contact with pupils have not been convicted of serious or violent felonies as defined by statute. Compliance with these conditions, or with the fingerprinting requirements, is a condition of this contract, and SUPERINTENDENT reserves the right to terminate the contract at any time for noncompliance.
 8. **MUTUAL HOLD HARMLESS:** The Parties hereto, and each of them, do hereby mutually agree to indemnify, defend, save and hold harmless each other, and their respective officers, agents and employees, of and from any and all liability, claims demands, debts, suits, actions and causes of action, including wrongful death and reasonable attorneys’ fees for the defense thereof, arising out of or in any manner connected with the performance of any act or deed under or pursuant to the terms and provisions of this MOU/Agreement by such indemnifying Party, or its officers, agents and employees.
 9. **DATA PRIVACY:** Parties agree to protect the privacy of data records, and to comply with any applicable privacy statutes, including the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99, as amended; “FERPA”); California Education Code § 49073.1; the Student Online Personal Information Protection Act (California Business and Professions Code § 22584; “SOPIA”); California Civil Code § 1798.29; and California Government Code § 7920.005 et seq. (CPRA); the Children’s Online Privacy Protection Act (15 U.S.C. § 6501, et seq., “COPPA”); and the Health Insurance Portability and Accountability Act of 1996, “HIPAA”.
 10. **NON-DISCRIMINATION:** EMPLOYING AGENCY shall not illegally discriminate against any individual, including, without limitation, with respect to the provision of services, allocation of benefits, accommodation in facilities, or employment of personnel on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including sexual orientation, gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy-related medical conditions), political belief or affiliation (not union related), military or veteran status, genetic information, or any other characteristic protected under applicable federal, state, or local laws. Harassment, retaliation, intimidation and

bullying is also prohibited. EMPLOYING AGENCY shall comply with any and all applicable state, federal and other laws that prohibit discrimination, including, without limitation, Title IV, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act.

11. **AMENDMENT:** This MOU/Agreement may be amended only by the mutual written consent of the Parties hereto, except that SUPERINTENDENT may unilaterally amend the contract to accomplish the below-listed changes:
- A. Decreases in dollar amounts.
 - B. Administrative changes that do not affect the contractual rights of the Parties.
 - C. Changes as required by law.

By signing this Agreement, EMPLOYING AGENCY acknowledges and agrees to the terms and conditions including the following exhibits:

- A. **APPENDIX A-2026-2029 Traditional Enrollment Fee Schedules**
- B. **APPENDIX B-2026-2029 Mid-Year Enrollment Fee Schedule**

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as evidenced by the signatures below of their respective duly-authorized representatives.

Riverside County Superintendent of Schools

**Mojave River Academy - Silver Mountain
2151 West Main Street
Barstow, CA 92311**

Signed _____
Authorized Signature

Signed _____
Authorized Signature

Tonya Almeida, Director II
Division of Educational Services

Printed Name and Title

Printed Name and Title

Date _____

Date _____

CTI Agency Representative Information:
Kathy Eidsvoog
Academic Coordinator
kathy.eidsvoog@mojaveriver.com
(760) 881-9494

APPENDIX A

CTI Induction Program 2026-2029 “Traditional” Enrollment Fee Schedules

- A. An annual “Traditional” enrollment/participation fee will be charged for each Candidate, **per program year of this MOU/Agreement**, enrolled during the term of this MOU/Agreement as described in the CTI Program Services Fee table below.

“Traditional” CTI Program Services Fee			
Number of Candidates Per Agency	2026-2027	2027-2028	2028-2029
1-15	\$2,600.00	\$2,600.00	\$2,600.00
16-50	\$2,400.00	\$2,400.00	\$2,400.00
51-100	\$2,200.00	\$2,200.00	\$2,200.00
100+	\$2,100.00	\$2,100.00	\$2,100.00

- B. Applicable “Traditional” Reflective Coach Stipend Costs, as outlined in the chart below, per program year of this MOU/Agreement, for each “Traditional” CTI Induction Program Provided Reflective Coach specific to each MOU/Agreement year.

“Traditional” CTI Provided Reflective Coach Fees						
Coach Delivery Model	2026-2027		2027-2028		2028-2029	
	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)	Employing Agency Provided Reflective Coach (Per Candidate)	CTI Induction Program Provided Reflective Coach (Per Candidate)
Face-to-Face or Online	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00

APPENDIX A (Cont.)

2026-2029

“Traditional” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Traditional” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Traditional” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
Prior to October 31	0%
November 1– December 31	25%
January 1– February 28/29	50%
March 1– June 30	No Proration Available

To receive prorated “Traditional” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fees for a Candidate who is not going to complete their CTI Induction Program, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidates returning to “Active” status, EMPLOYING AGENCY will be charged the full “Traditional” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Traditional” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
August 1 – October 31	25%
November 1 – December 31	50%
January 1– February 28/29	75%
March 1– June 30	No Proration Available

APPENDIX B

**CTI Induction Program
 2026-2029
 “Mid-Year” Enrollment Fee Schedules**

“Mid-Year” enrollment/participation fees and applicable CTI Induction Program provided Reflective Coach fees will be charged for each semester of enrollment of each Candidate who enrolls during the December 1-February 28 enrollment period, as outlined in the chart below.

- A. Applicable situations that would warrant “Mid-Year” enrollment of a Candidate:
1. Candidates hired on or after November 1st

2. Candidates completing a “Success Plan” by December 31st (first semester) from a previous program year of CTI Induction Program enrollment and need to continue enrollment to complete his/her second year of Induction (starting in second semester).

3. Candidates out on any type of leave from his/her employing agency for the majority of time during the period of August 1 through the EMPLOYING AGENCY’S winter break in December.

4. Candidates have not made sufficient progress per CTI’s recommended completion timeline as verified in CTI’s LMS.

5. Any other unique situation that would warrant mid-year start of the Candidate once reviewed by CTI.
- B. For all Candidates who enroll mid-year, the “Mid-Year” fee schedule will apply for each semester for all enrolled Candidates listed below:

“Mid-Year” CTI Program Services and CTI Provided Reflective Coach Fees	
Enrollment Period	December 1-February 28/29
Annual Program Services Fee	50% of agency’s per candidate fee based on the total overall enrollment numbers listed on the “Traditional” table provided within this MOU/Agreement per semester of enrollment
Employer Provided Reflective Coach (Per Candidate)	\$0.00
CTI Provided <i>Face-to-Face or Online</i> Reflective Coach (Per Candidate)	50% of agency’s CTI provided Reflective Coach fee listed on the “Traditional” table above per semester of Candidate’s enrollment

APPENDIX B (Cont.)

2026-2029

“Mid-Year” Enrollment Prorated Fee Schedule

If a Candidate’s status changes from “Active” to “Inactive” at any time during enrollment in his/her enrolled program year, the “Mid-Year” Program Services Fee and applicable CTI Provided Reflective Coach Fee for the Candidate will be adjusted according to the “Mid-Year” Program Enrollment Prorated Fee Schedules listed below and EMPLOYING AGENCY agrees to pay all applicable prorated fees per Candidate to which this applies. These prorated fee schedules apply to all blended, online, and distance enrolled Candidates each program year.

“Mid-Year” CTI Program Prorated <u>Services Fee</u> For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidate’s enrollment year)	No Proration Available

To receive a prorated “Mid-Year” CTI Program Services Fee and applicable CTI Provided Reflective Coach Fee for a Candidate who is not going to complete their CTI Induction Program each program year, the following will have to occur:

- EMPLOYING AGENCY shall submit to SUPERINTENDENT an “Enrollment Status Change Request” Form through the current CTI LMS requesting an enrollment status change of the Candidate who is no longer to be enrolled in the CTI Induction Program each program year.
- The effective date of the prorated fee will be based on the date the “Enrollment Status Change Request” Form is submitted and received by the CTI Induction Program each program year through the LMS.

For any “Inactive” Candidate returning to “Active” status the EMPLOYING AGENCY will be charged the full “Mid-Year” CTI Program Services Fee and full applicable CTI Provided Reflective Coach Fee each program year.

“Mid-Year” CTI Provided <u>Reflective Coach Fees</u> for Prorated Enrollment For Candidates with an enrollment Status change from “Active” to “Inactive”	
Period in which “Inactive” Status was submitted:	Prorated Fee Amount Due:
December 1-December 31	0%
January 1-January 31	25%
February 1-February 28/29	50%
March 1-June 30	No Proration Available
August 1-August 31	0%
September 1-December 31 (end of Candidates enrollment year)	No Proration Available

Coversheet

Approval for American Guard Services

Section:	III. Action Items - Mojave River Academy Schools
Item:	D. Approval for American Guard Services
Purpose:	
Submitted by:	
Related Material:	2026.9.17 American Guard signed agreement.pdf 2026.9.17 American Guard estimates.pdf



AMERICAN GUARD SERVICES, INC.

1125 W 190th St.
Los Angeles, CA 90248
Phone: (310) 645-6200
CA State License No. PPO 12969

AMERICAN GUARD SERVICES, INC. SECURITY SERVICES AGREEMENT

(Mojave River Academy – Direct Account Transition)

This Security Services Agreement (“Agreement”) is entered into as of July 1, 2026 (“Effective Date”), by and between American Guard Services, Inc. (“AGS”) and Mojave River Academy (“Client”). AGS and Client may be referred to individually as a “Party” and collectively as the “Parties.”

1. PURPOSE AND TRANSITION

1.1 Client represents that it is transitioning from operations previously conducted under Oro Grande School District to an independent operational structure and desires to maintain continuity of security services during and after that transition. The Parties acknowledge that AGS previously provided services associated with the same or similar premises under a different contractual structure, and that this Agreement is intended to establish a direct and independent contractual relationship between AGS and Client.

1.2 This Agreement supersedes and replaces any prior understanding, whether written or oral, relating to the provision of security services to Client through Oro Grande School District or any other intermediary entity. The Parties expressly agree that, as of the Effective Date, AGS shall provide services solely pursuant to this Agreement, and Client shall be solely responsible for all obligations arising hereunder, including payment, direction of services, and risk allocation.

2. SERVICES

2.1 AGS agrees to furnish security personnel and related services at the locations identified in Exhibit A. The services provided under this Agreement are limited in nature and are intended to provide a visible deterrent presence and to observe and report conditions and incidents occurring on or about the premises.

2.2 The Parties expressly acknowledge that AGS is not engaged to provide comprehensive security or to guarantee the safety of persons or property. The services are limited to observation, documentation, and communication of incidents, and do not include law enforcement functions, emergency response beyond basic notification, or intervention beyond that which is reasonable and appropriate under the circumstances. Client understands and agrees that the presence of



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Security Officers does not eliminate risk and does not constitute a representation or warranty of safety.

2.3 The specific duties to be performed by Security Officers shall be set forth in written post orders mutually agreed upon by the Parties and attached as Exhibit B. These post orders shall define the scope of services in detail and shall control the day-to-day activities of Security Officers. Any modification to post orders must be made in writing and approved by AGS in order to be effective.

2.4 Client acknowledges that Security Officers may from time to time be asked to perform tasks or assume responsibilities beyond those defined in the post orders. In any such instance where Client, its employees, or its agents direct or request services outside the agreed scope, those services shall be deemed outside the scope of AGS's contractual obligations, and Client shall assume full responsibility and liability for any consequences arising from such directives. AGS reserves the right, in its sole discretion, to refuse or discontinue any assignment that exceeds the agreed scope or presents an unreasonable risk.

3. TERM

3.1 The initial term of this Agreement shall be for a period of one (1) year commencing on July 1, 2026. Upon expiration of the initial term, this Agreement shall automatically convert to a month-to-month arrangement unless terminated by either Party in accordance with the provisions set forth herein.

4. PERSONNEL STATUS

4.1 The Parties acknowledge and agree that AGS is and shall at all times remain an independent contractor. Nothing contained in this Agreement shall be construed to create any partnership, joint venture, or employment relationship between AGS and Client. All personnel assigned by AGS shall remain employees or agents of AGS, and AGS shall retain exclusive authority over hiring, supervision, discipline, and termination of such personnel.

5. BILLING AND RATES

5.1 The rates, staffing levels, and schedule of services shall be set forth in Exhibit C. AGS shall invoice Client on a regular basis, and unless otherwise specified, invoices shall be issued weekly and shall be due and payable upon receipt.



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5.2 Client agrees that payment obligations under this Agreement are absolute and shall not be subject to offset, deduction, or delay. Any amounts not paid within thirty (30) days shall accrue interest at the rate of one and one-half percent (1.5%) per month, or the maximum rate permitted by law, whichever is less.

5.3 AGS reserves the right to adjust rates upon thirty (30) days written notice to Client. Such adjustments may be based on increases in labor costs, insurance premiums, regulatory requirements, or other operational factors beyond AGS's control. Client's continued use of services following notice shall constitute acceptance of the revised rates.

6. CLIENT RESPONSIBILITIES

6.1 Client shall be solely responsible for the condition, safety, and operation of the premises. Client represents that it has lawful control over the premises and the authority to engage AGS for the services described herein.

6.2 Client agrees to provide AGS with all information reasonably necessary to perform services, including but not limited to site conditions, known hazards, operational policies, and emergency procedures. Client further agrees to promptly notify AGS of any condition that may affect the safety of Security Officers or the performance of services.

6.3 Client acknowledges that AGS does not control and is not responsible for the conduct of students, staff, visitors, or third parties, and that risks associated with such conduct remain the responsibility of Client.

7. INSURANCE

7.1 AGS shall maintain commercially reasonable insurance coverage, including workers' compensation, general liability, and automobile liability insurance. Such coverage is maintained for the benefit of AGS and shall not be construed as expanding AGS's liability beyond that set forth in this Agreement.

8. INDEMNIFICATION

8.1 AGS shall indemnify Client only to the extent that a claim is finally determined by a court of competent jurisdiction or binding arbitration to have been caused by the gross negligence or



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willful misconduct of AGS. Under no circumstances shall AGS be responsible for acts or omissions that are not directly attributable to such conduct.

8.2 Client shall indemnify, defend, and hold harmless AGS from and against any and all claims, damages, liabilities, and expenses arising out of or related to Client's operations, including but not limited to the conduct of students, employees, or third parties, the condition of the premises, and any directives issued by Client that alter or expand the scope of services. This obligation includes claims arising from incidents that occur notwithstanding the presence of Security Officers.

8.3 As a condition precedent to any indemnity obligation, the Party seeking indemnification must provide timely written notice of the claim and must fully cooperate in the defense and resolution of the matter. Failure to comply with these requirements shall relieve the indemnifying Party of its obligations.

9. LIMITATION OF LIABILITY

9.1 The Parties agree that AGS is not an insurer and that the fees paid under this Agreement are based on the limited nature of the services provided. Accordingly, AGS's total liability under this Agreement shall not exceed the lesser of fifty thousand dollars (\$50,000) or the total amount paid by Client to AGS during the three (3) months preceding the event giving rise to the claim.

9.2 In no event shall AGS be liable for indirect, incidental, or consequential damages, including but not limited to loss of profits, loss of use, or damages arising from criminal acts of third parties.

10. TERMINATION

10.1 Either Party may terminate this Agreement with or without cause upon thirty (30) days written notice.

10.2 AGS may terminate this Agreement immediately upon written notice in the event of non-payment, unsafe working conditions, or material breach by Client. Upon termination, AGS shall have no further obligation to provide services, and Client shall remain responsible for all amounts accrued.

11. DISPUTE RESOLUTION



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11.1 This Agreement shall be governed by the laws of the State of California. Any dispute arising out of or relating to this Agreement shall be resolved through binding arbitration administered by JAMS in Los Angeles County before a single arbitrator who is a retired judge.

11.2 The prevailing Party in any dispute shall be entitled to recover its reasonable attorneys' fees and costs.

12. FORCE MAJEURE

12.1 Neither Party shall be liable for failure to perform its obligations where such failure is caused by events beyond its reasonable control, including but not limited to acts of God, labor disputes, or governmental actions.

13. NON-SOLICITATION

13.1 Client agrees that it shall not, directly or indirectly, hire or solicit for employment any AGS personnel assigned under this Agreement during the term of the Agreement and for a period of one hundred eighty (180) days thereafter. In the event of a breach, Client shall pay AGS a placement fee of five thousand dollars (\$5,000) per employee.

14. ENTIRE AGREEMENT

14.1 This Agreement constitutes the entire understanding between the Parties and supersedes all prior agreements or understandings relating to the subject matter herein, including any prior arrangement involving Oro Grande School District.



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SIGNATURES

IN WITNESS WHEREOF, The Parties have caused this Agreement to be executed on its behalf by its duly authorized agent as of the day and year indicated below.

Address:

Mojave River Academy
PO Box 1458
Victorville, CA 92393

Authorized Signature on behalf of Client

Joshua Garcia

Name (Typed or Printed)

Chief Operations Officer

Title

07/14/2026

Date

Address:

American Guard Services, Inc
1125 W. 190th St.
Los Angeles, CA 90248

Authorized Signature on behalf of AGS

Gerald Gregory

Name (Typed or Printed)

Executive Vice President

Title

7/14/2026

Date:



AMERICAN GUARD SERVICES, INC.

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EXHIBITS

Exhibit A – Premises

TBD

Exhibit B – Post Orders

TBD

Exhibit C – Schedule and Rates

Standard	Per hour
Hourly rate per Officer	\$ 39.67
OT rate	\$ 59.51
Events	Per hour
Hourly rate per Officer	\$ 59.51
OT rate	\$ 82.66

Overtime. The overtime rate is for each hour of service rendered by each Security Officer in excess of eight (8) hours on any single shift within a twenty-four (24) hour period or in excess of forty (40) hours in any single week. For each security officer who is required to appear in court or at a deposition as a witness as a result of an occurrence at Client's facility, AGS shall bill Client at the overtime rate for the amount of hours the Security Officer is required to be present in court, plus parking charges and travel time to and from court.

Holiday Rate. The Holiday rate is for services by each Security Officer on any of the following holidays:

- New Year's Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

Additional Service. AGS, at its option, may accommodate requests for additional service.



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Any additional service must be requested at least seventy-two (72) hours prior to start time. Failure to give adequate notice [seventy-two (72) hours] will result in service being billed at overtime rates. All additional services rendered will be billed at a four (4) hour minimum regardless of notice.

Notice. If Client takes exception to any services performed hereunder, or claims that AGS has failed to perform any services or with any invoice, such exception or claim must be submitted in writing to AGS within five (5) business days of the invoice or date of services rendered as applicable, or the services in question shall be deemed accepted by Client.

Reasonable Expenses. Client shall reimburse AGS for all reasonable expenses and the mileage cost traveled by guards for each mile beyond Premises and/or Post Order zone at the IRS mandated rate.

Exhibit D – Client ACH Information

Client Name: _____
 Banking Institution: _____
 Bank Address: _____
 Account Type: _____
 Bank Routing Number: _____
 Account Number: _____
 Copy of Voided Check: ☐ Yes

Mojave River Academy MSA - Draft

Final Audit Report

2026-07-14

Created:	2026-07-14
By:	Patricia Velazquez (pvelazquez@mojaveriver.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAAe_UnTeJbNhngxHkCD_lfE-lKul_EoTAC

"Mojave River Academy MSA - Draft" History

-  Document created by Patricia Velazquez (pvelazquez@mojaveriver.net)
2026-07-14 - 3:20:16 PM GMT
-  Document emailed to jgarcia@mojaveriver.net for signature
2026-07-14 - 3:20:40 PM GMT
-  Email viewed by jgarcia@mojaveriver.net
2026-07-14 - 3:31:14 PM GMT
-  Signer jgarcia@mojaveriver.net entered name at signing as Josh Garcia
2026-07-14 - 3:31:41 PM GMT
-  Document e-signed by Josh Garcia (jgarcia@mojaveriver.net)
Signature Date: 2026-07-14 - 3:31:43 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_DRAW
-  Agreement completed.
2026-07-14 - 3:31:43 PM GMT



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Acrobat Sign

	Hours per day	8
	Hourly Rate	\$ 39.67
	Working Days	247
	Estimated Amount per site	
11991 MOJAVE RIVER ACADEMY SCHOOL		\$ 78,387.92
8922 Beech Ave Fontana, CA 92335		
11992 MOJAVE RIVER ACADEMY SCHOOL 7th ST		\$ 78,387.92
14554 7th St Victorville CA 92392		
11993 MOJAVE RIVER ACADEMY SCHOOL PALMDALE RD		\$ 78,387.92
12384 Palmdale Rd. Victorville CA 92392		
11994 MOJAVE RIVER ACADEMY SCHOOL N. PALM		\$ 78,387.92
1776 N. Palm Canyon Palm Springs CA 92262		
11995 MOJAVE RIVER ACADEMY SCHOOL MAIN ST.		\$ 78,387.92
2151 W. Main Street Barstow CA 92311		
12081 MOJAVE RIVER ACADEMY SCHOOL 1601 STINE RD		\$ 78,387.92
1601 New Stine Rd Bakersfield CA 93309		
12088 Mojave River Academy 14020 Palm Dr		\$ 78,387.92
14020 Palm Dr, Desert Hot Springs CA 92240		
12089 Mojave River Academy Beaumont		\$ 78,387.92
77 Beaumont Ave Beaumont, CA 92223		
12090 Mojave River Academy 851 S Mt Vernon Ave		\$ 78,387.92
851 S. Mt Vernon Ave Colton, CA 92324		
12091 Mojave River Academy 14466 Main St		\$ 78,387.92
14466 Main St Suite B-100 Hesperia CA 92345		
12098 MOJAVE RIVER ACADEMY PHELAN		\$ 78,387.92
9723 Sierra Vista Rd Phelan CA 92371		
		<u><u>\$ 862,267.12</u></u>

Coversheet

Approval of Requisition No. 323 with Cintas

Section:	III. Action Items - Mojave River Academy Schools
Item:	E. Approval of Requisition No. 323 with Cintas
Purpose:	
Submitted by:	
Related Material:	2026.9.17 Cintas contract.pdf

Workplace Solutions (001299)

Cooperative Acceptance Agreement



Location #: 0150

Contract #: 210714235

Customer #: 17723081

Main Corporate Code: → Omnia Nebraska Rental/FS MLA CC #13897 MLA Agreement # 210714235

GPO CC #13897 GPO Agreement #211011196

CINTAS INTERNAL USE ONLY

(If locally managed MLA please
replace agreement # with current
Locally Managed MLA)

Customer/Participating Public Agency: Mojave River Academy

("Customer") Phone:

Date: 6/17/2028

Address: 13911 Park Ave. Ste 108

City: Victorville

State: CA

Zip: 92392

UNIFORM PRODUCT RENTAL PRICING:

ITEM #	DESCRIPTION	STANDARD ITEM	UNIT PRICE	LOSS/DAMAGE REPLACE. VALUE
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		
		☐ Yes ☐ No		

Space for additional entries provided on page 5

This Workplace Solutions Cooperative Acceptance Agreement (this "Acceptance Agreement") is effective as of the date of execution for a term of 60 months from the date of installation or renewal (the "Term").

Standard Name Emblem	\$ 1.95	ea	Standard Agency Emblem	\$ 3.95	ea
Custom Agency Emblem	\$ 4.95	ea	Embroidery	\$ quote	ea
Uniform Advantage	Item:			\$	ea per week
Premium Uniform Advantage	Item:			\$	ea per week
Emblem Advantage	Item:			\$	ea per week
Prep Advantage	Item:			\$	ea per week
Minimum Charge	\$35 per delivery or 50% of initial invoice (the greater of the two).				
Make-Up Charge	\$ 2.00 per garment				
Non-Standard/Special Cut Garment (i.e., non-standard, non-stocked unusually small or large sizes, unusually short or long sleeve or length, etc.) premium				\$	per garment
Under no circumstances will Cintas accept textiles bearing free liquid. Shop towels may not be used to clean up oil or solvent spills.					
Artwork Charge for Logo Mat		\$			
Payment Terms: Net 30					
Size Change		Customer agrees to have employees measured by a Cintas representative using garment "size samples" or Cintas TruFit. A charge of \$ 2.00 per garment will be assessed for employee's size changed within 4 weeks of installation.			
Other					

WORKPLACE SERVICES PRODUCTS PRICING:

ITEM #	DESCRIPTION	RENTAL FREQ.	INVENTORY	UNIT PRICE
	View Attached Pricing Chart Exhibit for Item Pricing			
			1	

Space for additional entries provided on page 5

Automatic Lost Replacement Charge	Item:	% of inventory	\$ ea
Automatic Lost Replacement Charge	Item:	% of inventory	\$ ea

	CHECKBOX	INITIALS	DATE
Initial and check box if Unilease. All Garments will be cleaned by customer.	☐		
Initial and check box if receiving Linen Service. Company will take periodic physical inventories of items in possession or under control.	☐		
Initial and check box if receiving direct embroidery. If service is discontinued for any employee or Customer deletes any of the garments direct embroidery for any reason, or terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, Customer will purchase all direct embroidered garments at the time they are removed from service at the then current replacement values. (See Section 6 of Cintas General Service Terms Section).	☐		

Cintas Representative Initials:

Customer Initials: MLC

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Page 1 of 6

107 of 133

PLEASE READ THESE TERMS CAREFULLY. BY SIGNING THIS ACCEPTANCE AGREEMENT, YOU ACKNOWLEDGE THAT YOU HAVE READ, AND THAT YOU UNDERSTAND AND AGREE TO BE BOUND BY, THESE TERMS.

OMNIA PARTICIPATING PUBLIC AGENCIES TERMS

1. **Participating Public Agencies:** Cintas Corporation No. 2 ("Cintas") agrees to extend the same terms, conditions, and covenants agreed to under the OMNIA Vendor Agreement executed between Cintas and University of Nebraska (the "Master Agreement") to other government agencies ("Participating Public Agencies") that, in their discretion, desire to access the Master Agreement in accordance with all terms and conditions contained herein or attached hereto. Each Participating Public Agency will be exclusively responsible and deal directly with Cintas on matters relating to length of agreement, ordering, delivery, inspection, acceptance, invoicing, and payment for products and services in accordance with the terms and conditions of the Master Agreement. By executing this Acceptance Agreement, the Customer identified on Page 1 herein agrees to be bound by the terms and conditions set forth in the Master Agreement as a Participating Public Agency and the terms and conditions set forth in this Acceptance Agreement. Master Agreement #001299 available at <https://www.omniapartners.com/publicsector>.
2. **Dispute Resolution – Arbitration and Class Waiver:** This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.
 - a. **Arbitration Notice:** Customer agrees to the maximum extent permitted by law that any dispute, controversy, or claim arising out of or relating to this Acceptance Agreement (including its enforcement, performance, breach, arbitrability, or interpretation) or to the products or services provided hereunder will be submitted to and resolved by final and binding individual arbitration. ARBITRATION MEANS THAT AN ARBITRATOR, AND NOT A JUDGE OR A JURY, WILL DECIDE THE DISPUTE, CONTROVERSY, OR CLAIM. BY ACCEPTING THESE TERMS, YOU AND CINTAS ARE EACH EXPRESSLY WAIVING THE RIGHT TO A TRIAL BY JURY AND TO PURSUE OR PARTICIPATE IN ANY CLASS ACTION, COLLECTIVE ACTION, OR REPRESENTATIVE CLAIMS OR PROCEEDINGS EITHER IN ARBITRATION OR IN ANY COURT. To the extent a class or collective action or representative claim or proceeding may not be waived, you agree to stay any such actions, claims, and proceedings until after all actions, claims, and proceedings subject to arbitration are fully resolved.
 - b. **Arbitration Procedures:** Any arbitration between Customer and Cintas will be governed by the Commercial Dispute Resolution Procedures and the Supplementary Procedures for Consumer Related Disputes (collectively, "AAA Rules") of the American Arbitration Association ("AAA"), as modified by this Acceptance Agreement, and will be administered by the AAA. The AAA Rules and filing forms are available online at www.adr.org, by calling the AAA at 1-800-778-7879, or by contacting Cintas. Any arbitration hearings will take place in the state in which Customer is located; provided, however, that if the claim is for \$10,000 or less, Customer may choose for the arbitration instead to be conducted: (i) solely on the basis of documents submitted to the arbitrator; or (ii) through a telephonic hearing. The arbitrator must issue a reasoned written decision sufficient to explain the essential findings and conclusions on which the decision and award, if any, are based.
 - c. **Fees:** Arbitration fees will be assessed consistent with the AAA Rules.
 - d. **No Class Actions in Arbitration or in Any Court, No Jury Trial:** CUSTOMER AND CINTAS AGREE THAT, TO THE MAXIMUM EXTENT PERMITTED BY LAW, EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN THEIR INDIVIDUAL CAPACITIES AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING, WHETHER IN ARBITRATION OR IN ANY COURT. FURTHER, UNLESS BOTH CUSTOMER AND CINTAS AGREE OTHERWISE, AN ARBITRATOR OR JUDGE MAY NOT CONSOLIDATE MORE THAN ONE PARTICIPATING PUBLIC AGENCY'S CLAIMS AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF A REPRESENTATIVE OR CLASS PROCEEDING.
FOR THE AVOIDANCE OF DOUBT, CUSTOMER AND CINTAS AGREE TO RESOLVE ANY DISPUTE ON AN INDIVIDUAL, NON-REPRESENTATIVE, NON-CLASS BASIS IN ARBITRATION, BUT IF FOR ANY REASON SUCH DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO HAVE THE DISPUTE PROCEED AS A CLASS ACTION OR IN ANY REPRESENTATIVE CAPACITY WHATSOEVER. IF THE DISPUTE PROCEEDS IN COURT, CUSTOMER AND CINTAS AGREE TO WAIVE ANY RIGHT TO A TRIAL BY JURY.
 - e. **Enforceability:** If the requirement to submit any and all disputes, controversies, and claims to binding arbitration is found to be unenforceable or contrary to applicable law, the dispute, controversy or claim will be resolved in accordance with, and governed by, the laws of the State in which the Participating Public Agency exists.
 - f. **Severability:** If any section or provision of this ¶ 2, Dispute Resolution – Arbitration and Class Waiver, is found to be unenforceable or invalid, the parties will substitute an enforceable provision that, to the maximum extent possible under applicable law, preserves the original intentions of the parties, and the remainder will be given full force and effect.
3. **Dispute Resolution – Timing of invoice challenges:** Requests for an invoice adjustment or challenges to invoice amounts must be received by Cintas within 60 days of Customer's receipt of the contested invoice, or any billing dispute is waived. Notification to Cintas of a request for an invoice adjustment must be made in writing and must include the invoice number, disputed amount, and the reason for the disputed charge.
4. In the event of any conflict between this Acceptance Agreement and the Master Agreement, the Master Agreement shall prevail, except to the extent this Acceptance Agreement specifically provides that it is superseding a provision in the Master Agreement.

CINTAS GENERAL SERVICE TERMS SECTION

1. **Prices:** Customer agrees to rent from Cintas, and Cintas agrees to provide to Customer, all of Customer's requirements for uniform rental products and services at the prices listed in the Master Agreement, including annual price adjustments. An amendment to this Acceptance Agreement is not required when pricing in the Master Agreement is updated and adjusted. There will be a minimum charge of thirty-five dollars (\$35.00) or 50% of initial invoice (whichever is greater) per delivery (the "Minimum Stop Charge") for each Customer location required to purchase its rental services from Cintas as set forth in this Acceptance Agreement. The Minimum Stop Charge shall supersede any conflicting or different term in the Master Agreement.
2. **Buyback of Non-Standard Garments:** Customer has ordered from Company a garment rental service requiring garments that may not be standard to Company's normal rental product line or include direct embroidery or an unusual emblem placement. Non-standard items will also include standard garments that have been embroidered. Those non-standard products will be designated as such under Garment Description in the Uniform Product Rental Pricing Chart(s). In the event the Customer deletes a non-standard product, alters the design of the non-standard product, fails to renew the Acceptance Agreement, or terminates the Acceptance Agreement in whole or in part for any reason, the Customer agrees to buy back all remaining non-standard products allocated to Customer that the Company has in service and out of service at the then current Loss/Damage Replacement Values.
3. **Garments' Lack of Flame Retardant or Acid Resistant Features:** Unless specified otherwise in writing by Cintas, the garments supplied under this Acceptance Agreement are not flame retardant or acid resistant and contain no special flame retardant or acid resistant features. They are not designed for use in areas of flammability risk or where contact with hazardous materials is possible. Flame resistant and acid resistant garments are available from Cintas upon request. Customer warrants that none of the employees for whom garments are supplied pursuant to this Acceptance Agreement require flame retardant or acid resistant clothing.
4. **Logo Mats:** In the event that Customer decides to delete any mat bearing the Customer's logo (Logo Mat) from the rental program, changes the design of the Logo Mats, terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, the Customer will purchase at the time of deletion, design change or termination, all remaining Logo mats that Cintas has in service and out of service held in inventory at the then current Loss/Damage Replacement Value.
5. **Adding Employees:** Additional employees and merchandise may be added to this Acceptance Agreement at any time upon written or oral request by the Customer to Cintas. Any such additional employees or merchandise shall automatically become a part of and subject to the terms of this Acceptance Agreement. If such employees are employed at a Customer location that is then participating under this Acceptance Agreement, the Customer shall pay Cintas the one-time preparation fee indicated on the Master Agreement and / or outlined above. Customer shall not pay Cintas any one-time preparation fee for garments for employees included in the initial installation of a Customer location. There will be a one-time charge for name and/or company emblems when employees are added to the program in garments requiring emblems.
6. **Emblem Guarantee:** If Customer has requested that Cintas supply emblems designed exclusively for Customer featuring Customer's logo or other specific identification (hereinafter "Customer Emblems"), Cintas will maintain a sufficient quantity of Customer Emblems in inventory to provide for Customer's needs and maintain a low cost per emblem through quantity purchases.
In the event Customer decides to discontinue the use of Customer Emblems, changes the design of the Customer Emblems, terminates this Acceptance Agreement for any reason or fails to renew this Acceptance Agreement, the Customer will purchase at the time of deletion, design change, termination or expiration, all remaining Customer Emblems that Cintas allocated to Customer at the price indicated on the Master Agreement and / or outlined above of this Acceptance Agreement. In no event shall the number of Customer Emblems allocated to Customer exceed the greater of (a) twelve (12) months' volume for each unique Customer Emblem or (b) a quantity agreed to by Cintas and Customer and noted on the Master Agreement and / or outlined above.
7. **Terminating Employees:** Subject to the provisions of this Acceptance Agreement, the weekly rental charge attributable to any individual leaving the employ of the Customer, or on a temporary leave of absence of three (3) weeks or more, shall be terminated upon oral or written notice by the Customer to Cintas but only after all garments issued to that individual, or value of same at the then current Loss/Damage Replacement Values, are returned to Cintas.
8. **Replacement:** In the event any merchandise is lost, stolen or is not returned to Cintas, or is destroyed or damaged by fire, welding damage, acid, paint, ink, chemicals, neglect or otherwise, the Customer agrees to pay for said merchandise at the then current Loss/Damage Replacement Values.
9. **Additional Customer Locations:** Notwithstanding anything to the contrary contained herein, there will be a minimum term equal to the greater of thirty-six (36) months or the remainder of the Term for any individual Customer location added after the date of this Acceptance Agreement.

Cintas Representative Initials:

Customer Initials:

- 10. Termination for Unavailability of Funds:** If Customer intends to terminate this Acceptance Agreement pursuant to Section 36 of the Master Agreement due to a reduction in local, state, and/or federal funding ("Funding Termination"), Customer shall give prompt written notice to Cintas along with documentation evidencing the extent of unavailability or reduction of funding. In the event that Customer's funding is sufficient to finance this Acceptance Agreement in part, then prior to termination, Cintas shall have the option, in its sole discretion, to reduce the scope of this Acceptance Agreement to conform with the available funds, and Customer shall cooperate in good faith with Cintas to amend this Acceptance Agreement to reflect such reduced scope. If Customer complies with the notice and scope reduction requirements in this Section 10, the termination charges in Section 11 shall not apply to such Funding Termination. If Customer does not comply with the notice and scope reduction requirements in this Section 10, the termination charges in Section 11 shall apply to such Funding Termination. This provision shall take precedence over and supersede any contrary or conflicting provision in the Master Agreement.
- 11. Additional Items:** Additional Customer employees, products and services may be added to this Acceptance Agreement and shall automatically become a part of and subject to the terms hereof and all of its provisions. If this Acceptance Agreement is terminated early for convenience, the parties agree that the damages sustained by Cintas will be substantial and difficult to ascertain. Therefore, if this Acceptance Agreement is terminated by Customer prior to the applicable expiration date for any reason other than documented quality of service reasons which are not cured, or terminated by Cintas for non-payment by Customer at any time Customer will pay to Cintas, as termination charges and not as a penalty based upon the following schedule:
- If this Acceptance Agreement is cancelled for convenience in the first twelve months of the term, Customer shall pay as termination charges equal to 52 weeks of rental service.
 - If this Acceptance Agreement is cancelled for convenience in months thirteen (13) through twenty-four (24) of the term, Customer shall pay as termination charges equal to thirty-nine (39) weeks of rental service.
 - If this Acceptance Agreement is cancelled for convenience in months twenty-five (25) through thirty-six (36) of the term, Customer shall pay as termination charges equal to twenty-six (26) weeks of rental service.
 - If this Acceptance Agreement is cancelled for convenience after thirty-six (36) months of service, Customer shall pay as termination charges of thirteen (13) weeks of rental service.
 - Customer shall also be responsible to return all of the merchandise allocated to such Customer locations terminating this Acceptance Agreement at the then current Loss/Damage Replacement Values and for any unpaid charges on Customer's account prior to termination.
- 12. No Federal Contractor:** As a material condition of this Acceptance Agreement, Customer represents and warrants that: (a) this Acceptance Agreement is not federally funded; (b) this Acceptance Agreement does not constitute, and is not entered into to support a federal government contract, subcontract or third party contract; (c) Cintas does not hereby become a subrecipient, subgrantee, project participant, or third party contractor or subcontractor in relation to any contract with the federal government; and (d) by entering this Acceptance Agreement, Cintas does not become obligated to comply with federal regulations or federal laws (including specifically the Service Contract Act), whether by virtue of such obligation flowing down from a contract between Customer and any third party, by virtue of federal funding being used in relation to this project, or otherwise. In the event that any of the foregoing is or becomes untrue, Cintas shall have the option to unilaterally terminate this Acceptance Agreement.
- 13. Prevailing Wage/Living Wage:** Customer represents and warrants that this Acceptance Agreement is not subject to laws pertaining to prevailing wages, living wages, or other wage and/or benefit requirements established by law ("Wage Statutes"). Customer agrees and acknowledges that it will not attempt to enforce any Wage Statutes in relation to this Acceptance Agreement and Customer hereby waives and releases Cintas from any and all fines, penalties, interest, or other costs, expenses, or charges of any type imposed by any federal, state, or local authority in relation to Cintas's failure to satisfy any such Wage Statute in relation to this Acceptance Agreement.
- 14. PO Economic Terms:** The Parties agree that terms and conditions set forth in any purchase order, Statement of Work, or similar document ("Order Document") will be limited to economic and/or logistical terms such as product type, pricing, dates of service, etc., and that any terms and conditions in an Order Document that conflict with, or could be construed to modify, alter, or expand the terms and conditions set forth in this Acceptance Agreement will be null and void.
- 15. Customer Type:** Customer must select the appropriate response below:
Is Customer a United States Federal government agency or instrumentality?
- ☐ Yes ☒ No (If Yes, Customer must provide any applicable U.S. Federal government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
- 16. Customer Funding Source:** Customer must select the appropriate response below:
Will Customer pay for the goods and services ordered under this Acceptance Agreement with any United States Federal government funds?
- ☐ Yes ☒ No (If Yes, Customer must provide any applicable U.S. Federal government flowdown terms and conditions, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
- 17. Additional Terms:** Customer must select the appropriate response below:
Does Customer require any additional terms and conditions to be incorporated into this Acceptance Agreement, or is Customer accepting the Acceptance Agreement without additional terms?
- ☐ Yes, additional terms required (If Yes, Customer must provide any applicable additional terms and conditions using Addendum A – Additional Terms, which will only be binding on Cintas if attached hereto and agreed to by Cintas prior to execution of this Acceptance Agreement).
- ☒ No additional terms needed
- 18. I authorize Cintas to verify my credit on Credit.net and/or by contacting the parties provided. I am authorized to sign on behalf of this company. In addition, I authorize Cintas to open a new account on behalf of the company and deliver the products or services listed above at the agreed upon pricing and delivery terms.**

Cintas Location #: 0150

Cintas Representative Signature: Marcos Espinal

Title: Service Manager

Accepted-GM:

Cintas Enterprise Account: ☐ Yes ☐ No

Cintas Enterprise Partner Name:

Customer Signature: 

Print Name: MaryLou Cusino

Print Title: Director of Fiscal Services

Email: mcusino@mojaveriver.net

Customer Contact:

Customer Contact Email:

Accounts Payable Contact Billing Information



How should the Business Name read on the invoice? Mojave River Academy Schools

Do you have other sites/locations within your company that are set up for billing with Cintas? ☒ YES ☐ NO ☐ UNSURE

Are you Tax Exempt? ☐ YES ☐ NO If Yes, where can I get a copy of your tax-exempt form?

PAYER INFORMATION: This section covers the address where the person who pays the bills is and their contact information.

Account Payable Contact Name: Viridiana Flores Macias

Account Payable Contact Phone #: 760-885-5046

Account Payable Email: ap@mojaveriver.net

Payer Street Address: PO Box 1458

City: Victorville

ST/PROV: CA

ZIP/PC: 92393

We will use the Payer address above as the address that is used for credit reference/credit check if it is different from service address.

BILL-TO INFORMATION: This section covers where the bill will be mailed/sent to.

☒ Same as Payer OR ☐ Same as Sold-To

Bill-To Street Address:

City:

ST/PROV:

ZIP/PC:

WE CAN CUSTOMIZE HOW YOU RECEIVE YOUR BILL FOR PAYMENT PROCESSING

Invoice Delivery (choose one): ☒ Leave at Site and Email ☐ Email Only ☐ Physically Mail ☐ Leave at site after service

Do invoices require a purchase order? ☒ YES ☐ NO If yes, please provide PO# PO will be provided after 7/1/26

Will the same PO need to appear on each invoice? ☒ YES ☐ NO Is there an expiration date? PO must be listed on invoice. It might change depending on the sites. The POs expire on 6/30 of each year

PAYMENT TERMS: Net 30 Standard

PAYMENT OPTIONS

☒ Check

☒ ACH/EFT - We will have our ACH/EFT team contact the AP contact above with ACH/EFT payment details

☐ Credit Card - We will have our Payment Center contact the AP Contact above for credit card details

Unless noted below, your AP contact above will be automatically registered to manage your Cintas account online with myCintas Billing. myCintas allows you to conveniently access your account anytime using your computer, tablet, or mobile device!

Do not send information about Online Bill Pay (US Only)

Cintas Representative Initials:

Customer Initials: MLC

Powered by BoardOnTrack

[illegible]**WORKPLACE SERVICES PRODUCTS PRICING (cont.):**[illegible]

Cintas Representative Initials: _____ Customer Initials: ^{MLC} _____

LOCATION LISTING

Sold to Address

(18293313) ORO GRANDE SCHOOL DISTRICT 1601 New Stine Road #
150 & 230, Bakersfield CA 93309
(17730407) ORO GRANDE SCHOOL DISTRICT 2151 W Main Street,
Barstow, CA 92311
(18266475) MOJAVE RIVER ACADEMY 77 Beaumont Ave. Suite C,
Beaumont, CA 92223
(17719159) MOJAVE RIVER ACADEMY 851 S. Mt. Vernon Ave., Suites
12-15, Colton, CA 92324
(18293097) ORO GRANDE SCHOOL DISTRICT 14020 Palm Drive,
Desert Hot Springs, CA 92240
(17723134) ORO GRANDE SCHOOL DISTRICT 8922 Beech Ave.,
Fontana, CA 92335
(17719274) ORO GRANDE SCHOOL DISTRICT 14466 Main St., Suite
B100 & B101, Hesperia, CA 92345
(18293105) ORO GRANDE SCHOOL DISTRICT 1776 N. Palm Canyon
Drive, Palm Springs CA 92262
(17722550) ORO GRANDE SCHOOL DISTRICT 9723 Sierra Vista Rd.,
Suites B & C, Phelan, CA 92371
(18297959) ORO GRANDE SCHOOL DISTRICT 20948 Sage Lane,
Tehachapi, CA 93561
(17722961) ORO GRANDE SCHOOL DISTRICT 14554 7Th. St.
Victorville, CA 92395
(17723081) ORO GRANDE SCHOOL DISTRICT 12384 Palmdale Rd.,
Suite 201, Victorville, CA 92392
(19493579) ORO GRANDE SCHOOL DISTRICT 13911 Park Ave Ste 108
A, B & C, Victorville, CA 92392

*See Reference tab for additional tool details

Pricing Chart Exhibit

Material Group	Material Number	Material Desc.	Usage Code	Frequency	Price List Price
Facility Services	X5552	BRUTE 32 GAL LD BLK ROL	Rental	Monthly	\$9.257
Facility Services	X5552	BRUTE 32 GAL LD BLK ROL	Lost/Replacement		\$0.000
Facility Services	X6680	DISP URINAL MAT SVC	Rental	Weekly	\$2.314
Facility Services	X6680	DISP URINAL MAT SVC	Lost/Replacement		\$7.200
Facility Services	X6789	DISP COMMODE MAT SVC	Rental	Weekly	\$2.250
Facility Services	X6789	DISP COMMODE MAT SVC	Lost/Replacement		\$7.200
Facility Services	X7464	DISP URINAL MAT RFL	Rental	Monthly	\$0.000
Facility Services	X7464	DISP URINAL MAT RFL	Lost/Replacement		\$0.000
Facility Services	X8071	SIG SANT ALC FM RFL	Rental	Monthly	\$10.285
Facility Services	X8071	SIG SANT ALC FM RFL	Rental	Weekly	\$0.000
Facility Services	X8071	SIG SANT ALC FM RFL	Lost/Replacement		\$0.000
Facility Services	X8072	SIG SANT SVC	Rental	Weekly	\$10.285
Facility Services	X8072	SIG SANT SVC	Lost/Replacement		\$22.500
Facility Services	X9110	JRT TOILET PAPER RFL	Rental	Every Other Week	\$5.742
Facility Services	X9110	JRT TOILET PAPER RFL	Rental	Monthly	\$5.742
Facility Services	X9110	JRT TOILET PAPER RFL	Rental	Weekly	\$5.742
Facility Services	X9110	JRT TOILET PAPER RFL	Lost/Replacement		\$31.500
Facility Services	X9148	TOILET SEAT COVR RFL	Rental	Every Other Week	\$4.666
Facility Services	X9148	TOILET SEAT COVR RFL	Rental	Monthly	\$2.553
Facility Services	X9148	TOILET SEAT COVR RFL	Lost/Replacement		\$39.641
Facility Services	X9207	SANIS BOWL CLIP SVC	Rental	Weekly	\$1.800
Facility Services	X9207	SANIS BOWL CLIP SVC	Lost/Replacement		\$0.000
Facility Services	X9354	SANIS SCNTCLIP CLBRZ	Rental	Monthly	\$0.000
Facility Services	X9354	SANIS SCNTCLIP CLBRZ	Lost/Replacement		\$0.000
Facility Services	X9559	SIG HND SANTZR STAND	Rental	Monthly	\$0.000
Facility Services	X9559	SIG HND SANTZR STAND	Lost/Replacement		\$135.000
Facility Services	X9560	SIG AB SOAP SVC	Rental	Weekly	\$11.334
Facility Services	X9560	SIG AB SOAP SVC	Lost/Replacement		\$0.000
Facility Services	X9561	SIG AB SOAP RFL	Rental	Monthly	\$0.000
Facility Services	X9561	SIG AB SOAP RFL	Rental	Weekly	\$0.000
Facility Services	X9561	SIG AB SOAP RFL	Lost/Replacement		\$0.000
Facility Services	X10202	3X10 XTRAC MAT ONYX	Rental	Weekly	\$11.828
Facility Services	X10202	3X10 XTRAC MAT ONYX	Lost/Replacement		\$153.000
Facility Services	X20007	SIG AUTOPAPR GRY ALU	Rental	Every Other Week	\$0.000
Facility Services	X20007	SIG AUTOPAPR GRY ALU	Rental	Weekly	\$0.000
Facility Services	X20007	SIG AUTOPAPR GRY ALU	Lost/Replacement		\$157.500
Facility Services	X20023	SIG HRDWND WHT LRG	Rental	Monthly	\$11.373
Facility Services	X20023	SIG HRDWND WHT LRG	Rental	Weekly	\$11.373
Facility Services	X20023	SIG HRDWND WHT LRG	Rental	Every Other Week	\$11.373
Facility Services	X20023	SIG HRDWND WHT LRG	Lost/Replacement		\$0.000
Facility Services	X27026	SIG AIR SVC	Rental	Weekly	\$5.142
Facility Services	X27026	SIG AIR SVC	Lost/Replacement		\$0.000
Facility Services	X27029	SIG AIR RFL CITRUS	Rental	Monthly	\$0.000
Facility Services	X27029	SIG AIR RFL CITRUS	Lost/Replacement		\$0.000
Facility Services	X27046	SIG AUTOSOAP DSP DRK	Rental	Every Other Week	\$0.000
Facility Services	X27046	SIG AUTOSOAP DSP DRK	Rental	Monthly	\$0.000
Facility Services	X27046	SIG AUTOSOAP DSP DRK	Lost/Replacement		\$76.500
Facility Services	X27049	SIG AUTOSOAP CVR GRY	Rental	Every Other Week	\$0.000
Facility Services	X27049	SIG AUTOSOAP CVR GRY	Lost/Replacement		\$18.000
Facility Services	X27058	SIG SOAP DSP ALU	Rental	Weekly	\$0.000
Facility Services	X27058	SIG SOAP DSP ALU	Rental	Monthly	\$0.000
Facility Services	X27058	SIG SOAP DSP ALU	Lost/Replacement		\$27.000
Facility Services	X27062	SIG SOAP CVR STGRY	Rental	Monthly	\$0.000
Facility Services	X27062	SIG SOAP CVR STGRY	Rental	Weekly	\$0.000
Facility Services	X27062	SIG SOAP CVR STGRY	Lost/Replacement		\$18.000
Facility Services	X27069	SIG SOAP SVC	Rental	Monthly	\$3.782
Facility Services	X27069	SIG SOAP SVC	Lost/Replacement		\$0.000
Facility Services	X27070	SIG SOAP RFL FOAM	Rental	Monthly	\$0.000

Cintas Representative Initials: _____

Customer Initials: ^{MLC}_____

Pricing Chart Exhibit

Material Group	Material Number	Material Desc.	Usage Code	Frequency	Price List Price
Facility Services	X27070	SIG SOAP RFL FOAM	Lost/Replacement		\$0.000
Facility Services	X27132	SIG JMBO TIS DISP LT ALUM	Rental	Every Other Week	\$0.000
Facility Services	X27132	SIG JMBO TIS DISP LT ALUM	Rental	Weekly	\$0.000
Facility Services	X27132	SIG JMBO TIS DISP LT ALUM	Lost/Replacement		\$40.500
Facility Services	X45759	SNTZNG WIPE 1RL	Rental	Monthly	\$45.900
Facility Services	X45759	SNTZNG WIPE 1RL	Rental	8	\$45.900
Facility Services	X45759	SNTZNG WIPE 1RL	Lost/Replacement		\$43.200
Facility Services	X45760	EMPTY WIPE BUCKET	Rental	Every Other Week	\$0.000
Facility Services	X45760	EMPTY WIPE BUCKET	Lost/Replacement		\$10.800
Ancillary	X106	SERVICE CHARGE	Rental	Weekly	\$0.000

Cintas Representative Initials: _____

Customer Initials: ^{MLC}_____

CINTAS- Cooperative Acceptance Agreement

Final Audit Report

2026-06-25

Created:	2026-06-25
By:	Patricia Velazquez (pvelazquez@mojaveriver.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuYA5xLAKvt5o2faNXuFq1nFPpffC8pAb

"CINTAS- Cooperative Acceptance Agreement" History

-  Document created by Patricia Velazquez (pvelazquez@mojaveriver.net)
2026-06-25 - 3:59:52 PM GMT
-  Document emailed to MaryLou Cusino (mcusino@mojaveriver.net) for signature
2026-06-25 - 4:01:53 PM GMT
-  Email viewed by MaryLou Cusino (mcusino@mojaveriver.net)
2026-06-25 - 10:33:29 PM GMT
-  Document e-signed by MaryLou Cusino (mcusino@mojaveriver.net)
Signature Date: 2026-06-25 - 10:34:41 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_DRAW
-  Agreement completed.
2026-06-25 - 10:34:41 PM GMT



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Adobe
Acrobat Sign

Coversheet

Approval of Agreement with The Stepping Stones Group, LLC for Special Education Related Services and Mental Health Services (SY 2026–27)

Section: III. Action Items - Mojave River Academy Schools
Item: F. Approval of Agreement with The Stepping Stones Group, LLC for
Special Education Related Services and Mental Health Services (SY 2026–27)
Purpose:
Submitted by:
Related Material: 2026.9.17 Mojave Rivery Academy Master SSG Contract - 26-27 SY.pdf



Corporate Office
 184 High St, 7th Floor
 Boston, MA 02110
 Ph: 800-337-5965 Fax: 800-822-8287
 www.thesteppingstonesgroup.com

AGREEMENT

This Agreement is made and entered on **June 17th, 2026** by and between The Stepping Stones Group, 184 High Street, Boston, MA 02110, hereinafter referred to as “Contractor” and, **Mojave River Academy Schools**, hereinafter referred to as “School District.” It is hereby agreed as follows:

SERVICES, RATES AND BILLING: Contractor agrees to provide the services, at the designated rates, as listed in Appendix A to this Agreement.

School District agrees to be billed (except during holidays) by Contractor for up to 40 hours per week for each of Contractor’s employees, unless agreed otherwise. No employee of Contractor will work above 40 hours per week without advanced authorization from both Contractor and the designated supervisor assigned by School District. Any hours worked that are considered overtime by state or federal law will be billed at 150% of bill rate. School District will not be billed during school closures and school holidays.

When Statutory Costs and other employee costs of living increase, Contractor will pass those increases along to School District with no mark-up. School District agrees to pay such increases at the same time as any billed fees pursuant to this Agreement. Statutory Costs include any costs and expenses of Contractor that are associated with Workers Comp, FICA, FUTA, SUTA, and incremental costs associated with the Affordable Care Act (ACA), among others.

TRAVEL TIME & MILEAGE: To the extent applicable, travel between schools will be considered billable time and the mileage will be billed at the current IRS mileage rate. No travel will be billed when work is completed at one site.

PAYMENT TERMS: School District will be billed every two weeks via email and agrees to pay all outstanding invoices within 30 days of receipt. School District agrees and understands that School District is billed on actual hours of service provided by the Contractor’s employee, based on the total hours listed on a biweekly timesheet. To ensure billing accuracy and timeliness, School District will complete the Billing Details just above the signature section of this Agreement.

A finance charge of 1.5% per month on the unpaid amount of an invoice, or the maximum amount allowed by law, will be charged on past due accounts. Payments by School District will thereafter be applied first to accrued interest and then to the principal unpaid balance. Any attorneys’ fees, court costs, or other costs incurred in collection of delinquent accounts shall be paid by School District. If payment of invoices is not current, Contractor may suspend performing further work.



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Boston, MA 02110
Ph: 800-337-5965 Fax: 800-822-8287
www.thesteppingstonesgroup.com

REMITTANCE DETAILS: School District will make payments to Contractor at the following address:

PO Box 6280
Carol Stream, IL 60197

If School District prefers to make payments via electronic ACH, instructions can be obtained from the Contractor representative.

EMPLOYEE BENEFITS AND INSURANCE: Contractor will be responsible for providing all employee benefits and insurance including workers' compensation, general liability, and professional liability insurance coverage (with policy limits and deductibles that are appropriate for similarly situated school districts).

NO SOLICITATION: During the term of this Agreement and for a period of two years after the termination of this Agreement, School District agrees not to directly or indirectly contract with, offer employment to or hire any employee of the Contractor assigned to School District or any candidate submitted by Contractor to School District. School District agrees that if School District breaches this no solicitation covenant, direct and indirect damages may be assessed and recovered by Contractor, and Contractor shall be entitled to seek and obtain specific performance.

CONFIDENTIALITY: School District agrees not to provide any information pertaining to the contents of this Agreement to any individual or any entity that may be considered a competitor of the Contractor. School District further agrees not to discuss or disclose any information pertaining to the contents of this Agreement, including but not limited to fees/costs, duration and terms, etc. to the Contractor's employee assigned to provide services to the School District. Disclosure of such information to the Contractor's employee will be considered a breach of this Agreement.

Both parties may receive information that is proprietary to or confidential to the other party or its affiliated companies and their clients in connection with the parties' performance of services under this Agreement. Both parties agree to hold such information in strict confidence and not to disclose such information to third parties or to use such information for any purpose whatsoever other than performing under this Agreement or as required by law. No knowledge, possession, or use of School District's confidential information will be imputed to Contractor as a result of any of Contractor's employees having access to such information. The provisions set forth in the foregoing paragraph and this paragraph shall survive expiration or other termination of this Agreement, regardless of the cause of such termination.

Contractor agrees that it is subject to, and shall comply with, all federal and state laws and School District policies relating to the confidentiality of student information, including, without limitation, compliance with the Family Educational Rights and Privacy Act (FERPA).



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COOPERATION: School District agrees to cooperate fully and to provide assistance to Contractor in the investigation and resolution of any complaints, claims, actions, or proceedings that may be brought by or that may involve any employees of Contractor.

TERMINATION: This Agreement will end **on July 1st, 2027** and may continue beyond this point by mutual consent. School District agrees not to terminate the Agreement until the end of the Term unless (a) Contractor's employee assigned to School District as a whole is deficient in performance of the services hereunder or (b) any employee of Contractor assigned to School District commits an act of professional or ethical misconduct. School District agrees to notify Contractor of any deficiencies in services or possible unethical or unprofessional conduct as soon as School District becomes aware of such deficiencies or misconduct and further agrees to permit Contractor the opportunity to cure any deficiency or misconduct within thirty (30) days of Contractor's receipt of such notice prior to School District delivering notice of termination of this Agreement. Contractor may terminate this Agreement (i) if School District discontinues operations or (ii) if School District fails to make any payments as required by this Agreement.

NONDISCRIMINATION: Contractor represents and warrants that it does not discriminate in hiring and employment practices regarding race, color, religion, disability, sex, age, national origin, ancestry, marital status, pregnancy, or sexual orientation.

INDEMNIFICATION AND LIMITATION OF LIABILITY: To the extent permitted by law, Contractor will defend, indemnify, and hold School District and its equity holders, subsidiaries, directors, officers, agents, representatives, and employees harmless from all claims, losses, and liabilities (including reasonable attorneys' fees) to the extent caused by or arising from Contractor's breach of this Agreement; its failure to discharge its duties and responsibilities under this Agreement; or the gross negligence or willful misconduct of Contractor or Contractor's officers, employees, or authorized agents in the discharge of those duties and responsibilities under this Agreement.

To the extent permitted by law, School District will defend, indemnify, and hold Contractor and its parents, subsidiaries, directors, officers, agents, representatives, and employees harmless from all claims, losses, and liabilities (including reasonable attorneys' fees) to the extent caused by or arising from School District's breach of this Agreement; its failure to discharge its duties and responsibilities under this Agreement; or the gross negligence or willful misconduct of School District or School District's officers, employees, or authorized agents in the discharge of those duties and responsibilities under this Agreement.

Except as expressly set forth herein, neither party shall be liable for or be required to indemnify the other party for any incidental, consequential, exemplary, special, punitive, or lost profit damages that arise in connection with this Agreement, regardless of the form of action (whether in contract, tort, negligence, strict



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liability, or otherwise) and regardless of how characterized, even if such party has been advised of the possibility of such damages.

As a condition precedent to indemnification, the party seeking indemnification will inform the other party within ten (10) business days after it receives notice of any claim, loss, liability, or demand for which it seeks indemnification from the other party; and the party seeking indemnification will cooperate in the investigation and defense of any such matter.

The provisions in this section of the Agreement constitute the complete agreement between the parties with respect to indemnification, and each party waives its right to assert any common-law indemnification or contribution claim against the other party.

NOTICES: Notices to Contractor shall be sent to:

The Stepping Stones Group
184 High ST, 7th Floor
Boston, MA 02110

AND

K12ops.contracts@ssg-healthcare.com

Notices to School District shall be sent to:

Mojave River Academy Schools
PO Box 1458
Victorville, CA 92393

JURISDICTION: This agreement shall be governed by, construed, and is enforceable in accordance with the laws of the State of California. Any action or proceeding relating to or arising out of this Agreement shall be commenced and heard in the State or Federal Court sitting in California. Both parties hereby consent to the jurisdiction and venue of such courts.

GENERAL: No provision of this Agreement may be amended or waived unless agreed to in writing and signed by the parties. The provisions of this Agreement will inure to the benefit of and be binding on the parties and their respective representatives, successors, and assigns.



THE STEPPING STONES GROUP
Transforming Lives Together

Corporate Office

184 High St, 7th Floor

Boston, MA 02110

Ph: 800-337-5965 Fax: 800-822-8287

www.thesteppingstonesgroup.com

BILLING DETAILS FOR SCHOOL DISTRICT:

Billing Contact Name/Title: Viridiana Flores

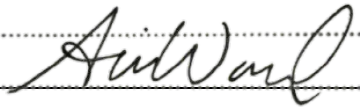
Billing Email/Phone: (760) 859-3010, Invoice Submission: ap@mojaveriver.net, Purchase Orders:

purchasing@mojaveriver.net

Mailing Address (for invoice): PO Box 1458, Victorville CA 92393

Special Billing Instructions: _____

Signed for Contractor:

Signature: 

Name: Ali Ward

Title: Client Services Manager

Date: June 1st, 2026

Signed for School District:

Signature: _____

Name: _____

Title: _____

Date: _____



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Appendix A

The services that may be provided under this Agreement and the corresponding hourly bill rates for each service for the are listed below:

Specialty

Hourly Rate

Please see below attached for bill rates



Mojave River Academy 26-27 School Year Rate Sheet

Speech-Language Pathologist & Clinical Fellow	\$118.00 per hour
Occupational Therapist	\$108.00 per hour
Physical Therapist	\$108.00 per hour
SLPA	\$80.00 per hour
COTA/PTA	\$80.00 per hour
School Psychologist PPS	\$116.00 per hour
OMS & VI Teacher	\$108.00 per hour
DHH Teacher & Audiologist	\$108.00 per hour
APE Teacher	\$100.00 per hour
ASL Interpreter	\$91.00 per hour
CNA	\$57.00 per hour
LVN	\$67.00 per hour
RN	\$77.00 per hour
Certificated School Nurse	\$115.00 per hour

Mental Health Services

License Marriage & Family Therapist (LMFT)	\$105.00 per hour
Associate Marriage & Family Therapist (AMFT)	\$97.00 per hour
School Social Worker (LCSW)	\$95.00 per hour
Associate Clinical Social Worker (ACSW)	\$90.00 per hour
School Counselor	\$105.00 per hour

*Associate MFT, CSW, and PCC will be the same hourly rate as above if SSG provides the supervision. If district provides the supervision, rate is \$3.00 less per hour.

**An additional overtime fee will be charged for all candidates that work over 8 hours in a day and/or 40 hours in a week. Overtime will be charged at a rate of 1.5 times the individual's bill rate specified above.

***Mileage is to be reimbursed at the federal reimbursement rate.

Coversheet

Ratification of Out-of-State Training – ALICE Instructor Certification Training

Section:	III. Action Items - Mojave River Academy Schools
Item:	G. Ratification of Out-of-State Training – ALICE Instructor Certification Training
Purpose:	
Submitted by:	
Related Material:	Donavan Delton Alice Training.pdf



What are you looking for? 🔍

+ Request



SG

TRAVEL #4

REQUESTED BYSGSusanna Garcia

SUBMITTEDAug 24, 2026

LOCATIONMRA Park

LAST MODIFIEDAug 26, 2026

DEPARTMENTChief Academic Officer



THIS TRAVEL REQUEST HAS BEEN APPROVED

	TRANSPORTATION	DEPARTURE	DEPARTURE DATE	ARRIVAL	ARRIVAL DATE
1	Flight	Las Vegas, NV, USA	Sep 1, 2026	Tucson St, Victorville, CA, USA	Sep 1, 2026

TRAVEL PURPOSE

The purpose of attending the ALICE Instructor Certification Training is to gain the knowledge and certification needed to effectively train MRA staff.

REQUESTED BUDGET2,600.00 USD

TRAVEL DETAILS

ALICE Instructor Certification Training in Sierra Vista, Arizona from September 1-4. Travel budget includes: registration, flight, and hotel. Attendee: Donovan Delton

Audit log

Approved	Action by: Kari Hemsley August 26, 2026 8:19 AM	Travel #4 was approved.
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Coversheet

Approval of Clinical Supervision Services Agreement with Compassionate Heart Counseling

Section: III. Action Items - Mojave River Academy Schools
Item: H. Approval of Clinical Supervision Services Agreement with
Compassionate Heart Counseling
Purpose:
Submitted by:
Related Material:
2026.9.17 CLINICAL SUPERVISION SERVICES AGREEMENT Mojave River.pdf
2026.9.17 CertificateOfInsurance 2026.pdf



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CLINICAL SUPERVISION SERVICES AGREEMENT

Associate Clinical Social Worker (ACSW) Supervision

This agreement is entered into between **Christine Holmes** from **Compassionate Heart Counseling** and **Mojave River Academy** for the provision of clinical supervision to Associate Clinical Social Workers (ACSWs).

Services

Compassionate Heart Counseling will provide clinical supervision by a California Licensed Clinical Social Worker (LCSW) who meets applicable California Board of Behavioral Sciences (BBS) supervision requirements.

Supervision may include:

- Individual and group clinical supervision
- Case consultation and case conceptualization
- Assessment, treatment planning, and clinical interventions
- Clinical documentation
- Ethical and legal considerations
- Risk assessment and mandated reporting
- Professional development and clinical skill building
- Review of the ACSW's clinical documentation and client case records
- Monitoring of the ACSW's caseload, clinical competence, and scope of practice
- Evaluation of and feedback on the ACSW's performance and professional growth
- Cultural humility, diversity, and responsiveness in clinical practice
- Countertransference, therapist self-care, and prevention of burnout

- Development and monitoring of supervision goals and a plan for each ACSW
- Completion of applicable BBS supervision documentation

Supervision may be provided in person or through a secure virtual platform, as agreed upon by the parties.

Supervision will be provided in the amounts required by the BBS for each week in which an ACSW claims supervised experience: at least **one unit of supervision per week** (one hour of individual or triadic supervision, or two hours of group supervision with no more than eight supervisees), with an additional unit in any week the ACSW performs more than 10 hours of direct clinical services. Videoconferencing supervision will be conducted in compliance with BBS requirements.

Fees

Individual Supervision: \$150 per 1-hour session

Group Supervision: \$350 per 2-hour session

Additional meetings, consultation, or professional services requested outside regularly scheduled supervision may be billed at **\$150 per hour**, with prior approval from the District/Organization.

Invoices will be submitted weekly and payment will be due within **30 days** of receipt.

Clinical Supervisor Responsibilities

The Clinical Supervisor will maintain an active California LCSW license and required qualifications to provide clinical supervision. The Clinical Supervisor will provide supervision within their professional scope of practice and maintain supervision records and documentation as required by applicable law and BBS regulations.

Consistent with BBS requirements, the Clinical Supervisor will: have held a qualifying license for at least two of the five years preceding supervision; complete the required 15-hour supervision training/coursework (within 60 days of commencing supervision, if newly supervising) and six hours of continuing professional development in supervision each renewal cycle; and complete a Supervisor Self-Assessment Report as required.

The Clinical Supervisor will assume clinical responsibility, within the scope of the supervision relationship, for the clinical services provided by each supervised ACSW; will ensure each ACSW practices within their scope of practice and competence; will review the ACSW's client records and

clinical documentation as appropriate; will monitor caseloads; and will review and sign each ACSW's weekly experience logs and required BBS forms in a timely manner.

The Clinical Supervisor will notify appropriate District/Organization personnel when significant clinical, ethical, legal, competency, or student/client safety concerns arise.

District/Organization Responsibilities

The District/Organization will:

- Identify ACSWs participating in supervision;
- Ensure ACSWs maintain appropriate BBS registration when required;
- Provide reasonable time for ACSWs to attend supervision;
- Maintain responsibility for employment, administrative supervision, workplace policies, and performance management; and
- Provide information reasonably necessary for the Clinical Supervisor to appropriately supervise the ACSWs.

Confidentiality

Clinical supervision is a professional and evaluative relationship. Information discussed during supervision will be maintained confidentially to the extent permitted by law.

The Clinical Supervisor may communicate with appropriate District/Organization personnel when necessary to address significant clinical, ethical, legal, competency, or safety concerns.

BBS Supervised Experience

When supervision is intended to count toward California LCSW licensure, the Clinical Supervisor will complete applicable supervisor documentation as required.

Each ACSW remains responsible for tracking their supervised experience and ensuring compliance with current BBS licensure requirements. Acceptance of supervised hours by the BBS cannot be guaranteed.

The Clinical Supervisor and each ACSW will execute the BBS Supervision Agreement (Form 37M-300) within **60 days** of commencing supervision, as required by BBS regulations.

Because the Clinical Supervisor is not employed by the District/Organization, the parties will execute a **Written Oversight Agreement** as required by BBS regulations prior to the commencement of supervision, establishing the Clinical Supervisor's authority and responsibility for the clinical services provided by each ACSW at the District/Organization's site(s).

Independent Contractor

Compassionate Heart Counseling will provide these services as an independent contractor. Nothing in this agreement creates an employer-employee relationship between the Clinical Supervisor and the District/Organization.

Insurance

Compassionate Heart Counseling will maintain, at its own expense and throughout the term of this agreement, professional liability (malpractice) insurance covering the clinical supervision services provided under this agreement, with minimum limits of **\$1,000,000 per occurrence / \$3,000,000 annual aggregate**. A certificate of insurance evidencing such coverage will be provided to the District/Organization upon request.

Compassionate Heart Counseling will notify the District/Organization in writing within **30 days** of any cancellation, non-renewal, or material reduction of the required coverage. If coverage lapses, the District/Organization may suspend supervision services until coverage is reinstated.

The District/Organization remains responsible for maintaining its own general liability, workers' compensation, and any employment-related insurance covering the ACSWs as its employees. Each ACSW is encouraged to maintain individual professional liability coverage.

Indemnification

Each party will indemnify and hold the other harmless from claims, damages, and liabilities arising out of its own negligent acts or omissions in connection with this agreement. Neither party is responsible for the acts or omissions of the other.

Term and Termination

This agreement will begin on _____ and continue through _____.

Either party may terminate the agreement with 30 days' written notice. Immediate termination may occur when necessary due to ethical, legal, licensure, safety, or nonpayment concerns.

Signatures

Compassionate Heart Counseling

Christine Holmes, LCSW

Clinical Supervisor: _____

LCSW License #: LCSW 74784

Signature: 

Date: 8/31/2026

District/Organization

Authorized Representative: _____

Title: _____

Signature: _____

Date: _____



Insurer: Philadelphia Indemnity Insurance Company
One Bala Plaza, Suite 100, Bala Cynwyd, PA 19004
NAIC #: 18058

Contact: CPH Insurance, 800-875-1911, info@cphins.com

Certificate of Liability Insurance

Date issued: 02/21/2026

Named Insured:

Christine Holmes, Licensed Clinical Social Worker Inc., DBA
Compassionate Heart Counseling
Christine Holmes
1451 Rimpau Ave, #215
Corona, CA 92879

Policy #: AR20959

Policy Term: 03/01/2026 - 03/01/2027

Covered Locations

Professional Liability: Portable Coverage, not location specific

Commercial General Liability: 1451 Rimpau Ave #215 and #217, Corona, CA 92879

Coverage Type (Occurrence Form)	Limits of Liability (Per Claim/Total Per Year)
Professional Liability	\$1,000,000/\$5,000,000
Supplemental Liability	\$1,000,000/\$5,000,000
Licensing Board Defense	\$75,000
Commercial General Liability	\$1,000,000 / \$3,000,000
Fire/Water Legal Liability	\$250,000
Business Personal Property	N/A
Sexual Abuse/Molestation Defense	Defense Coverage <i>(for false allegations)</i>
Cyber Liability (Claims Made Retroactive Date: 03/15/2020)	\$15,000

Authorized Representative

Disclaimer: This certificate is issued as a matter of information only and confers no rights upon the certificate holder. The Certificate of Insurance does not constitute a contract between the issuing insurer, authorized representative or producer, and the certificate holder, nor does it affirmatively or negatively amend, extend, or alter the coverage afforded by the policies listed thereon.