

**MEMORANDUM OF UNDERSTANDING BETWEEN**  
**REDONDO BEACH UNIFIED SCHOOL DISTRICT**  
**AND**  
**REDONDO BEACH TEACHERS ASSOCIATION**

**PROJECT GLAD**


**May 8, 2019**

RBTA (Association) and RBUSD (District) recognize the importance of supporting English Language Learners and have agreed to utilize Project GLAD® to deliver professional development within the existing professional development schedule (See Article 4). The parties have agreed to the following terms:

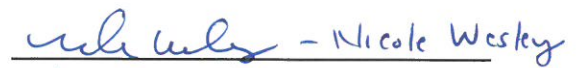
1. Project GLAD® staff (defined as independent contractors who will train RBTA teachers) shall deliver training to District teachers ("Project GLAD Trainers") who shall thereafter serve as trainers to RBTA bargaining unit members. The Project GLAD Trainers are not receiving certification training.
2. The Project GLAD Trainer position is open to all RBTA bargaining unit members who hold a teaching credential. The District shall utilize the internal contractual hiring process (See Article 11.)
3. The Project GLAD® staff shall visit classrooms to provide encouragement, assistance and feedback on the successful implementation of strategies.
4. Project GLAD® Trainers and staff shall not evaluate teachers. Any feedback provided during the Project GLAD® training sessions shall be maintained separately from personnel files.
5. The Project GLAD® Trainers shall meet with grade level/department teams for assistance with the use and integration of instructional strategies.
6. Project GLAD® Trainers shall receive a \$2,000/year incentive for participants. Half (\$1,000) shall be paid by October 1, 2019. The remaining \$1,000 shall be paid by July 1, 2020.
7. Project GLAD® Trainers will deliver professional development of English Language integrated instructional strategies to site staff and shall receive two (2) full or four (4) half-day release sub time to collaborate and plan staff professional development.

This MOU shall remain in remain in effect through June 30, 2020.

Redondo Beach Teachers Association

  
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Redondo Beach Unified School District

  
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Assistant Superintendent, ITR