Tentative Agreement
Between the San Leandro Unified School District
And the San Leandro Teachers' Association
June 10, 2013

The San Leandro Unified School District (District) and the San Leandro Teachers' Association (SLTA) mutually agree to modify the current 2007 – 2009 contract.

I. Class Size -- Maximums
Replace Article IX, Class Size, section B-1, middle schools (grades 6-8):
In each middle school, English, Social Science, Math, and Foreign Language classes shall not exceed 35 students.

Replace Article IX, Class Size, section C, secondary schools (grades 9 – 12):
In each secondary school, for non-laboratory academic classes including English, Social Science, Math, Health and Safety, Business and Foreign Language, (not including keyboarding and word processing), classes shall not exceed 35 students.

Replace Article IX, Class Size, section E:
These class maximums will not be exceeded after fifteen (15) days for the fall semester, and ten (10) days for the spring semester. The Superintendent may for good cause extend these deadlines for up to five additional days.

II. Replace Article IX, Class Size -- Counselors, B-5:
The counselor program shall be staffed at a minimum of 5 FTE at the high school, .5 FTE at the alternative high school and 3 FTE shared between the middle schools. The counselor work year will be 194 days, which includes 8 additional work days, which will be paid at the per diem rate beyond the SLTA 186 day work year. (This reflects an increase of three paid days for counselors.) Counselors also will have work year scheduling flexibility for up to 2 days to be reasonably scheduled during the regular school year. A new counselor salary schedule will reflect the increased work year.

(Eliminate Article IX, Class Size, section C-4; Eliminate Article XV, section 4-A.)

III. Place a 3.0% increase across the salary schedule.

Further Negotiations:

The two sides shall meet by September 30, 2013, to continue negotiations on all proposals sunshined and shared at the May 1, 2013, bargaining session for the 2013-2014 school year; including a compensation reopener.

Memorandum of Understanding, 2013 – 2014 School Year:

I. Hours of employment – Maintain in a Memorandum of Understanding for 2013 - 2014:
   A. At the elementary level, 10 monthly faculty meetings plus three (3) "floating" faculty meetings per year.
   B. At the secondary level, one staff meeting per month not to exceed 90 minutes. One department meeting per month, not to exceed 75 minutes.

II. Maintain personal necessity leave language in June 13, 2011, M.O.U.

Anita Waldron 6/10/13
Anita Waldron (date)
San Leandro Teachers' Association

6/10/13
John Thompson (date)
San Leandro Unified School District