Side Letter of Agreement Between
San Leandro Unified School District (SLUSD)
And the
San Leandro Teachers Association (SLTA)

Hours of Employment Article VII A- Student Contact Time
Middle School and High School Bargaining Unit Members
December 16, 2016

Background:

The San Leandro Unified School District seeks to implement a two-day block schedule at Bancroft Middle School and John Muir Middle School in the 2018-2019 school year and at San Leandro High School in the 2017-2018 school year. In developing instructional schedules, the district understands the value of ensuring secondary bargaining unit members have access to a daily preparation period in order to deliver effective instructional programming to students. In order to convert to a block schedule and provide a daily preparation period, the current provision, Article VII A., in the collective bargaining agreement that addresses hours of employment associated with student contact time or availability of teachers to students would need adjustment. No changes in this agreement are intended to modify the required 6 hour 40 minute day (exclusive of lunch) for SLTA members described in the contract.

In order to provide the daily preparation period in the new block schedule, the parties agree to the following provisions regarding hours of employment associated with student contact time or availability of teachers to students:

1. **Bancroft and Muir Middle Schools**. No changes to existing schedules will be made in the 2017-18 school year. Beginning in 2018-2019, middle school Bargaining Unit Members shall be accessible to students 15 minutes before school. Middle school Bargaining Unit Members shall be accessible to assist students for 20 minutes after school on non-block, six period days. Middle school Bargaining Unit Members shall also be accessible to assist students after school one of the two days during which the instructional block schedule is implemented for 40 minutes. The middle school Bargaining Unit Members are available for student assistance on the day the middle school Bargaining Unit Member had a preparation period during the instructional day. When the middle school Bargaining Unit member does not have a preparation period during the instructional day, the middle school Bargaining Unit member does not have to be available to assist students and will instead have a 40 minute preparation period after the student day. Middle school teacher's normal work day will be from 8:05 AM to 3:20 PM with the exception of minimum days.

2. **San Leandro High School**. Beginning in 2017-2018, high school Bargaining Unit Members will be available to students 10 minutes before and 5 minutes after school on non-block, 6 period days. High school Bargaining Unit Members shall also be accessible

to assist students one of the two days during which the instructional block schedule is implemented for 41 minutes after the student day. The high school Bargaining Unit Members are available for student assistance on the day the high school Bargaining Unit Member had a preparation period during the instructional day. When the high school Bargaining Unit member does not have a preparation period during the instructional day, the high school Bargaining Unit member does not have to be available to assist students and will instead have a 41 minute preparation period after the student day. SLHS teacher's normal work day will be 7:50 AM to 3:05 PM with the exception of minimum days.

3. When teachers are scheduled to be available for student contact and/or student assistance time on block schedule days, they must be on campus and clearly communicate their availability to students. When the student contact and/or student assistance time is on the block day at the end of the workday, teachers must remain on campus and be available to students until 3:05 at the San Leandro High School and until 3:20 at the middle schools.

It is understood that the enforcement of the provisions of this Side Letter of Agreement will be subject to all levels of Article 5 of the Collective Bargaining Agreement. To the extent that the specific terms and conditions of this Side Letter of Agreement conflicts with any provisions of the Collective Bargaining Agreement between the parties in effect as the date hereof, the agreements set forth in this Side Letter of Agreement shall control.

The parties will meet in April of 2019 to review the implementation of this memorandum of understanding.

X _____ 1/11/17

Jon Sherr, SLTA President — Date

X _____ 1/11/17

Rosanna Mucetti, SLUSD — Date