Memorandum of Understanding
between
San Leandro Unified School District (SLUSD)
and the
San Leandro Teachers' Association (SLTA)

4th and 5th Grade Class Size

As per the contract in Article IX A2, if a 4th or 5th or combination 4th/5th grade teacher agrees to accept a 33rd student, the affected teacher will receive $120 per student during each attendance month that students are on the teacher's class roster and the class size is exceeded.

The effective period of this MOU shall end June 30, 2019 unless extended by written agreement of SLTA and the District. The intent of this MOU is to incorporate this provision into the contract.

for SLTA
4/26/18

for SLUSD
4/26/18

Memorandum of Understanding
between
San Leandro Unified School District(SLUSD)
and the
San Leandro Teachers' Association(SLTA)

Background

The San Leandro Unified School District recognizes that there is a mandate to provide nursing services to students with medical needs when the district is sponsoring overnight field trips where nursing services are not provided in order to ensure access and equity during these enrichment experiences within our instructional program. When there is a student requiring nursing services during these special overnight trips and the vendor does not provide the services as part of the contract, the district would like to ask if any of the nurses within the San Leandro Teachers' Association would volunteer to provide those services for extra compensation. The intent of this MOU is to articulate the selection process and stipend rates for these overnight field trips that include these special circumstances. When an SLTA school nurse is not available, the district will contract with an agency for these services.

Recruitment

The district will present the opportunity to provide these services to all SLTA nurses by asking for any volunteers. The nurse who volunteers will be selected. If more than one nurse volunteers, the opportunity will be rotated amongst nurses based on seniority.

Compensation

The stipend for providing the nursing services during overnight field trips are as follows:

- One night minimum rate: $600
- Two nights: $750
- Three nights: $1,125
- Four nights: $1,500

Roles and Responsibilities

The nurse will provide medical assistance within the scope of the nurse assignments.

General Provisions

The effective period for this Memorandum of Understanding shall be retroactive to July 1, 2016.

It is understood that the enforcement of the provisions of the Memorandum of Understanding will be subject to all levels of Article V of the CBA. To the extent that the specific terms and conditions of this Memorandum of Understanding conflicts with any provisions of the CBA between the parties in effect as the date hereof, the agreements set forth in this MOU shall control.

This MOU shall remain in effect until either party notifies the other in writing if they wish to reopen this agreement.

for SLTA

4/26/18

for SLUSD

4/26/18

Memorandum of Understanding
between
San Leandro Unified School District (SLUSD)
and the
San Leandro Teachers' Association (SLTA)

School Psychologist Intern

Background
The SLUSD and SLTA agree a program of voluntary supervision of School Psychologist Interns by SLUSD School Psychologists is beneficial to the district.

Recruitment
The district will determine the number of qualified (appropriate credentials and years of experience) School Psychologists who have volunteered to supervise Interns before contracts are signed with sending universities. Normally, each volunteer would be assigned one intern to supervise for a one school year period. Volunteers will not receive any remuneration for supervising one intern. If as a result of an unforeseen circumstances (resignations, leave of absence) the district needs to place additional interns; supervisors may volunteer to supervise additional interns and receive an annual $1200 stipend for each additional intern supervised.

Roles and Responsibilities
The School Psychologist Interns shall assist the Supervisor in assessment and other duties as assigned, which will include fulfilling requirements placed on the intern by the sending universities. The district will not normally utilize Interns in the Multi-tiered Integrated Intervention System (MIISS) for students.

The Supervising School Psychologist roles and responsibilities are in the attached addendum.

General Provisions
It is understood that the enforcement of the provisions of the Memorandum of Understanding will be subject to all levels of Article V of the CBA. To the extent that the specific terms and conditions of this Memorandum of Understanding conflicts with any provisions of the CBA between the parties in effect as the date hereof, the agreements set forth in this MOU shall control.

Under any circumstances, the effective period of this MOU shall end June 30, 2020 unless extended by written agreement of SLTA and the District.

for SLTA
4/26/18

for SLUSD
4/26/18

Memorandum of Understanding
between
San Leandro Unified School District
and the
San Leandro Teachers' Association

SECONDARY CLASS SIZE

If a secondary teacher agrees voluntarily to accept one student over the contractional maximum as listed in Article IX for the subject or class that teacher will receive a $60 stipend per student for any portion of the attendance month that student is on the teacher's class roster and class size is exceeded. Teachers cannot agree to accept more than one student over the class size maximums listed in Article IX of the CBA

The effective period of this MOU shall end on June 30, 2019 unless extended by written agreement of the SLTA and the District. The intent of this MOU is to incorporate this provision into the contract.

4/26/18
San Leandro Unified School District

4/26/18
SLTA

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

Coordination of Services Team (C.O.S.T)
Site Coordinators
July 1, 2018 to June 30, 2020

Background

As part of the efforts to ensure students have access to the intervention services available in SLUSD, the Coordination of Services Teams (C.O.S.T) serve as a means to granting students access to any and all services provided on the campus or in the community.

As a means to ensure each student has equal access to all services provided on each SLUSD school site and/or the community, the role of the C.O.S.T Site Coordinator was created in 2015. C.O.S.T Site Coordinators will work closely with SLUSD's Educational Services division staff and site administrators to process C.O.S.T referrals, facilitate C.O.S.T meetings, manage the process for ensuring access to academic and behavioral interventions and act as the primary liaison with mental health providers. This coordination work will be done under the direct supervision and in collaboration with the school site administrator.

Staff Recruitment/Retention Stipends

In order to support the recruitment and retention of staff committed to fully implement the COST structure at the site, an annual stipend of $3,250 (high school), $2,750 (middle schools, Jefferson Elementary and Wilson Elementary), $1,500.00 (elementary), and $1,500 at Lincoln if the site administrator is not designated as the site coordinator. All shall be paid to full time SLTA staff. This payment shall be paid bi-annually (per semester).

C.O.S.T Site Coordinators

The C.O.S.T Site Coordinators shall be selected to serve a two-year term effective 2018-2019 and 2019-2020. All C.O.S.T Site Coordinators shall be selected using the process identified below.

Process for Selection of C.O.S.T. Site Coordinators

Positions will be posted on the Vacancy List indicating that it is open for SLTA members assigned to the site. All members who apply shall be interviewed by a team which includes the Principal, Deputy Superintendent of Educational Services or designee. The selection criteria will be focused on the demonstrated ability to and/ or the capacity to perform the duties listed under "Scope."

Scope

The purpose of the C.O.S.T Site Coordinator is to facilitate and support implementation of the C.O.S.T structure. Specifically, the role requires monitoring C.O.S.T referrals, facilitating C.O.S.T meetings, managing the process for ensuring access to academic and behavioral interventions and acting as the primary liaison with mental health providers. This includes:

C.O.S.T. Referral Management

- Provide on campus support to C.O.S.T. referral process. Examples include providing parents, teachers and staff instruction on how to complete the referral and referral process.
- Collect all weekly C.O.S.T. referrals
- Track all C.O.S.T referrals and monitor caseloads of providers monthly.
- Interface with staff from the Community Based Organization (CBO) who provide services on the campus
- Track trends and needs of school staff, students and community.

C.O.S.T. Meeting Facilitator

- Conduct and facilitate C.O.S.T meetings at least once a month at
- Assign cases to providers based on student or family need
- Meet with district staff for support in running and maintaining a quick and effective C.O.S.T process.
- Ensure all referrals of students are addressed in an appropriate timeline.
- Make sure each C.O.S.T. member attends weekly or bi-weekly meetings (*meetings shall not interfere with SLTA members duty free lunch or preparation periods. Additional compensation shall be provided to SLTA members who are requested by an administrator to perform COST functions during a duty free lunch or preparation period.)*
- Prepare meeting agendas to ensure an efficient process.

General Provisions

The District and SLTA shall review the Memorandum of Understanding annually.

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

Under any circumstances, the effective period of this memorandum shall end June 30, 2020 unless extended by written agreement of SLTA and the District. This MOU shall immediately terminate upon the loss of School Based Mental Health Consultation funding.

The parties agree to meet and to review the implementation of this MOU in January of each year. The review will identify areas that are working and areas that may need additional clarity. The parties will revise as necessary.

for SLTA

4/26/18

DATE

for SLUSD

9/26/18

DATE