

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
and the  
SAN JUAN TEACHERS ASSOCIATION (SJTA)  
*Re: Implementation of Dual Enrollment courses in San Juan Unified***

**Background:**

In the 2017-18 school year, the District and SJTA began working collaboratively to explore and develop Dual Enrollment programs in San Juan Unified schools. In the years since, different models have existed at each site and, in some cases, sites implemented approaches that are different from initial visions for the program. In November 2022, SJTA filed two grievances asserting the following:

- Some Dual Enrollment classes contained students taking a variety of college-level classes in different subject areas, with a single subject credentialed teacher whose credential does not align with the subject area being taught.
- Some Dual Enrollment classes contained class sizes exceeding the contractual maximums of 36 per class.

**Statement of Intent:**

The parties agree that Dual Enrollment programs are an important educational option and pathway to college-level coursework for students, especially for those from marginalized communities or who are historically underrepresented in college admissions.

The parties also agree that to most effectively carry out this vision, the district and its practitioners must continue to work as a system to increase access to rigorous coursework and to help students select and succeed in the classes that best meets their needs and goals, whether that is Dual Enrollment or other college-level offerings such as honors, Advanced Placement, etc.

The purpose of this agreement is to provide a one-year, interim solution that resolves the two SJTA grievances filed in November 2022 and provides time for the parties to explore and reach agreement on long-term programmatic improvements - including staffing and alternative partnership models with community college systems - in order to sustain the program.

**Agreement: For the 2023-24 Year, the following rules will be in place as a pilot:**

1. Ensuring effective instructional models:
  - a. Dual Enrollment courses shall be seat-based sections offered during the school day (including zero periods).
  - b. Student contacts will align with class size standards outlined in Article 7 for secondary class size ratios (33) / maximums (36).
  - c. Dual Enrollment course offerings:
    - i. shall serve as an enhancement of a school's course offerings, and not as a replacement of other advanced or college-level courses (including but not limited to honors, Advanced Placement, etc.) in the 2023-24 school year.

- 1. if student enrollment in a Dual Enrollment course would necessitate the reduction of a section in another college-level course, the Dual Enrollment course must follow the “Tier 1” model as outlined in the table below.
  - ii. shall not result in a reduction in the staffing of a department
    - 1. staff reduction may take place due to site wide decrease in enrollment
- d. Every effort will be made to ensure practitioner credential alignment as outlined in the table below:

	Tier 1	Tier 2	Tier 3
Classroom model	Single Course	Multiple Courses - Subject Aligned	Multiple Courses - Not Subject Aligned
Credential alignment	Full	Full	Non-aligned
Examples:	Course= English 300 Teacher Credential = English	Courses = Psychology & Sociology Teacher Credential = Social Studies	Courses = English 300, Psychology 300, ASL Teacher Credential = Math

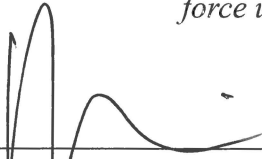
- e. Any deviation from a Tier 1 approach will be accompanied by site rationale
  - f. No counselors will be assigned with facilitating any of the Dual Enrollment courses
- 2. In addition to the above, the District and Association jointly commit to the following during the term of this SLA:
    - a. Continue to gather input from as many of the Dual Enrollment practitioners as possible through both in-person conversations and through data collection processes
    - b. Meet and consult with Los Rios representatives on the structure and viability of the program, including the following:
      - i. Utilization of success coaches from American River College (ARC)
      - ii. Additional ARC training for district practitioners
      - iii. Access to Canvas
      - iv. District practitioners as active partners in the program
    - c. Visit multiple sites that are considered to have exemplary dual enrollment programs
  - 3. Resolving the grievance for members who had students in excess of Article 7 (ratios/class size max):
    - a. All teachers with more than 36 students and less than 47, will be compensated at the rate provided for in Article 8.01.18(c)(i).

- b. All teachers with more than 47 students assigned to a single period during the 2022-23 school year semester will be compensated at a one-time, flat rate of \$7,000 per semester (August-December; January-June).
- c. Starting in fall 2023, any practitioner that consents to taking additional students beyond the standards established in Article 7, shall be compensated in accordance with section 3(a) of this agreement.

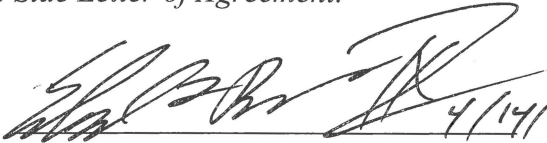
**Term:**

- 1. This SLA is non-precedential and sunsets June 30, 2024. It may be revised or extended by mutual agreement between the District and Association.

*All provisions of the collective bargaining agreement, including the grievance process, remain in force unless otherwise stipulated in this Side Letter of Agreement.*

  
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Daniel Thigpen  
Executive Director  
Labor Relations and Government Affairs  
San Juan Unified School District

4-14-23  
Date

  
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Dr. Edward Burgess IX  
Associate Executive Director  
San Juan Teachers' Association

4/14/2023  
Date