

**MEMORANDUM OF UNDERSTANDING BETWEEN THE  
SAN JUAN UNIFIED SCHOOL DISTRICT AND  
SAN JUAN TEACHERS ASSOCIATION**

**Regarding La Entrada**

**STATEMENT OF INTENT:**

La Entrada is a continuation school meeting the needs of students that have become deficient in credits and have largely disengaged from traditional high schools options. The District and Association intend to update the language governing La Entrada in a manner that better meets the needs of the students and families it serves, while still providing a strong educational foundation.

**Background:**

No student is turned away from La Entrada, however the majority of the students served at the site are dealing with one or more of the following challenges: homelessness or inconsistent housing, transiency, foster care, Special Education challenges, severe credit deficiency, attendance challenges, etc. Many of the students have failed courses in a traditional setting on multiple occasions.

The current model represents an evolution from what was previously known as “The Academies” and now represents a fresh approach to meeting the needs of students, while keeping them engaged and on campus.

The La Entrada instructional team is committed to working collaboratively to ensure the success of the students that come to them.

**Agreement:**

To provide the best opportunity for the students they serve, the following model shall be the structure of the school:

- The practitioners at La Entrada commit to providing a learning culture focused on creating open and positive student-teacher relationships. They do this by creating a comfortable and safe learning environment with a teacher to student ratio of 25:1
- La Entrada will have a minimum of 5 teachers, where there is at least one certified teacher for every subject area (Social Studies, Math, Science, and English). Instructors will utilize a blended model of instruction that includes online instruction, one-on-one, and small group learning.
  - Current staff from 2024-25 school year shall remain in place for the 2025-26 school year. Beginning in the 2026-27 school year, the district intends to staff each subject area with only one practitioner, based on credential and seniority.
    - While the two English teachers remain at the site, they will work collaboratively with the other practitioners at the site to relieve some of the VAPA and PE requirements.

- Students will engage in a course of study that is tailored to individual needs.
- Each student will be assigned a “Home Room” teacher that will provide a learning environment for the student for up to three instructional periods per day:
  - 1 instructional period to start the day
  - 2 instructional periods to end the day
- One full-time Special Education teacher will be dedicated to assist students with Special Education needs. Because of the constant turnover of students, the individual will not be assigned to work outside of the Alternative Education environment. However, they may provide support to other programs within Alternative Education.
- One full-time counselor will be dedicated to working at the La Entrada campus. In times of low-enrollment, they can provide support to other programs within Alternative Education.
- One campus monitor will be assigned to the site.

The SLT will explore options to enhance the La Entrada continuation program during the remainder of the 2024-25 school year and through spring of the 2025-26 school year. No later than March of 2026, the SLT will present suggestions for enhancement and rationale. Suggestions will include the the following considerations:

- Opportunities for pupils to complete the required academic courses of instruction to graduate from high school.
- Instruction which emphasizes occupational orientation or a work-study schedule and offers intensive guidance services to meet the special needs of pupils.
- Meets the educational needs of each pupil, including, but not limited to, independent study, regional occupation programs, work study, career counseling, and job placement services, as a supplement to classroom instruction.

Should the SLT suggestions for enhancement require additional staff, any current member of the staff who could otherwise be displaced by reduction, would have the right to remain to fill the additional spot. If needed, current staff would be eligible to get a waiver, provided they can show progress towards securing the appropriate credentials in alignment with stated goals.

Implementation of the SLT’s plan for enhancement will be negotiated by the District and Association for implementation no later than the start of the 2027-28 school year.

In addition to the Collective Bargaining Agreement (CBA), the following provisions will apply to bargaining unit members working at La Entrada:

1. All bargaining unit members assigned full-time to the La Entrada shall serve on the La Entrada Leadership Team. Each practitioner will receive the Leadership Team stipend as articulated on Exhibit D9 of the Collective Bargaining Contract.
2. Teachers assigned full-time to the La Entrada shall serve as the Department Chair of their respective departments. Each practitioner will receive the Department Chair stipend as articulated on Exhibit D9 of the Collective Bargaining Contract. If a department has more than one practitioner in the department, they may choose to co-chair and split the stipend.

3. All bargaining unit members assigned full-time to the La Entrada shall receive the Academy stipend identified on Exhibit D9.
4. The selection process for practitioners assigned to La Entrada shall include a majority of members from La Entrada.
5. All other provisions of the SJTA collective bargaining agreement will be in full force, including but not limited to staff development, Article 24, and NIDS.

Where the CBA and this SLA appear to be in conflict, this SLA will be the ruling document. If there is unresolved conflict between the two documents, the Superintendent (or designee) and the President (or designee) will determine the intent.

Dan Thigpen 5-14-25

Daniel Thigpen                      Date  
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San Juan Unified School District

Kristan Schnepf 5/14/25

Kristan Schnepf                      Date  
Assistant Superintendent, Secondary Programs  
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Dr. Edward Burgess 5/14/2025

Dr. Edward Burgess                      Date  
Associate Executive Director  
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