

Amended Side Letter of Agreement Between San Leandro Unified School District (SLUSD)

And the San Leandro Teachers Association (SLTA)

San Leandro High School General Education & Resource Teachers

Lead and Support Model

2023-2025

Background: In May of 2015, the SLUSD board of education approved programmatic adjustments in the district's special education model to ensure students are in the least restrictive environment. To support this decision, students with IEPs are clustered into English and mathematics courses and paired with general education teachers with either a Resource Specialist or paraeducator. This service delivery model for students with IEPs has been identified as Lead and Support.

The San Leandro Unified School District implemented the Lead and Support model as a pilot initiative for three consecutive years (2015-2016, 2016-2017, 2017-2018) in all of its secondary schools. The pilot has led to the following key findings:

Students with IEPs in the Lead and Support model at SLHS have increased their college and career readiness due to their access to A-G coursework with a credentialed teacher in English and mathematics courses alongside their general education peers. Access to A-G courses expands the high school students with IEPs post secondary options. The majority of students with IEPs in Lead and Support classrooms during the pilot period attained passing grades in English and mathematics courses in the general education environment where the Lead and Support model was implemented. According to the new CA state accountability dashboard, the graduation rates for students with disabilities is categorized as green, a medium performance level, and has increased over 9 percentage points in the last two years.

*A comprehensive report that summarizes the findings that informed this MOU can be found separately. In addition, a description of the continuum of services within SLUSD special education programs can be found separately in order to understand how Lead and Support fits within our district's service delivery models.

Staff Recruitment & Additional Preparation Time

Staff Recruitment: The general education teacher and the resource specialist working in a Lead and Support Model will be selected in order of volunteers first. By the Friday before the last day of school for students, recruitment for volunteers will have commenced. The site administrator will make a good faith effort to align both teachers' contractual prep time in order to further support collaboration and planning.

Preparation time: The general education teacher and the resource specialist working in a Lead and Support Model will be provided additional time to co-plan throughout the year. These collaboration sessions can be held during the school CPT schedule. At the high school, 2 CPT sessions will be designated for this purpose.

The District will provide the following additional voluntary paid collaboration at the teacher's hourly rate for both the general education and the RSP teacher:

- Up to four (4) hours at the beginning of each semester to plan how services will be provided and to review the needs of the RSP students in the class. The hours can be used as release time or after school. Up to four (4) hours at the teachers' discretion will be provided throughout the year to check-in on progress of the RSP students.

General education teacher and the resource specialist in Lead and Support Model Assignment

Lead and Support general education teacher and the resource specialist shall be selected to serve for one academic year. The general education teacher and the resource specialist working in a Lead and Support Model shall be selected using the process identified above under Staff Recruitment. The term of each Lead and Support Model assignment shall be one year.

Teachers assigned to the Lead and Support Model shall be informed of their assignments 2 days before the end of the prior school year.

Scope: Ed code provision 56362 (d) provides resource specialist shall not simultaneously be assigned to serve as resource specialists and to teach regular classes. Ed Code provision 56362.1 for the purposes of Section 56362, "caseload" shall include, but not be limited to, all pupils for whom the resource specialist performs any of the services described in subdivision (a) of Section 56362. (Attached)

Professional Development & Support: Teachers assigned to the Lead and Support Model will be offered 2 days of paid training (equivalent to 12 hours) with their Lead and Support partners. The district will provide a framework for co-planning, and may structure a training session to provide for the co-teachers during the school day. The District shall host one staff development day per grading period for all Lead and Support teachers for the purpose of Lead and Support training.

Use of Space

- o The resource specialist teacher will have a workspace to call his/her own, including one item that locks.
- o The resource specialist teacher will have a key.
- o The resource specialist teacher will have an additional room for pull-out as needed.
- o The room will be arranged for maximum movement by teachers and students.
- o The resource specialist teacher will have access to Aeries for the entire class in which they provide Lead and Support, including read-only access to Aeries gradebook.

Cluster: A cluster is defined as 3-9 resource students. In the 2018-2019 master schedule, there will be general education core classes in the content areas of mathematics and English Language Arts that include RSP students that will not be assigned the Lead and Support model with a resource specialist teacher. In these core classes, RSP students will receive their RSP support services via a paraeducator who works under the guidance of a resource specialist teacher. The District will have no more than 5 RSP students in the classes where paraeducators provide the support services. The District does not identify classrooms assigned a paraeducator for RSP support as the Lead and Support model. A cluster in the classes that are assigned a paraeducator will be defined as 5 students.

Class Load: In the Lead and Support model, no classroom will have more than 9 students with IEPs.

Class Size: The district will continue to explore ways to reduce class size in classes implementing the Lead and Support Model.

Evaluation

Unit members shall not evaluate another bargaining unit member. Teachers assigned to the Lead and Support Model shall not be observed for evaluation purposes during the Lead and Support instructional periods.

The resource teachers in this model shall only be used to substitute during the prep period as described in Article X, Section J.2, J.3. Beginning November 1, 2023, in classrooms where the Lead and Support model is used to govern the delivery of Special Education services, if either the "Lead" (General Education instructor), the "Support" (Resource Instructor), or the assigned paraprofessional is absent from work and no substitute is provided, the designated lead or support teacher who is present shall be additionally paid at the in lieu rate.

General Provisions

The District and SLTA shall review the Side Letter of Agreement annually.

It is understood that the enforcement of the provisions of this Side Letter of Agreement (SLA) will be subject to all levels of Article 5 of the CBA. 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 for in this SLA shall control.

The parties agree to meet and review implementation of this Side Letter of Agreement in April of each year. The review will identify areas that are working and areas that may need clarity. The parties will revise as necessary. This Side Letter Agreement will sunset on June 30, **2025**.

If the SLUSD board of education no longer implements the Lead and Support Model this Side Letter of Agreement will become null and void and cease immediately.

DocuSigned by:

Glenn Brodeur

837B4C228FF64C6...

For SLTA

10/29/2023

Date

DocuSigned by:

Kevin Collins

089BA23CA3A943B...

For SLUSD

10/26/2023

Date