Tentative Agreement Between
The San Juan Unified School District and
The San Juan Teachers Association
January 10, 2014

Article 1 Term

The term of this agreement is through June 30, 2014.

Article 7 Class Size

The parties agree that there is sufficient legal confusion around the new “K-3 Grade Span Adjustment” legislation, that bargaining on this issue will be postponed until successor contract bargaining begins in the spring of 2014.

Article 8 Hours/Calendars

The parties have agreed to the school year calendar through 2016-17 (See Attached)

Article 9 Employee Benefits

No Change

Article 11 Salary

The parties agree to restore the two furlough days originally scheduled for the 2013-14 school year. Commensurate with this restoration, members will see an adjustment in their current compensation by the following method: 1) a refund check for funds already deducted this current year to be received no later than March 1, 2014; and 2) an adjustment to their current monthly pay.

Additionally, May 23, 2014 shall be a professional development day focusing on Common Core State Standards that is designed and implemented in accordance with Article 24. June 5, 2014 shall be in part a professional development day (three hours) and in part a non-instructional workday for closing out the school year and related activities. The professional development shall be mutually agreed upon in accordance with Article 24.

Additional information is available in the FAQ mailed to all employees in December.
Article 25  Teachers On Special Assignment (TOSA)

25.01 Contract Provisions

The purpose of TOSAs is to support adult and student learning by building capacity through collaborative work with staffs, leadership teams, and administrators throughout the District. TOSAs included in the bargaining unit under Exhibit A, shall be entitled to those rights under this agreement which are specified below and include all relevant exhibits:

a) Article 1 Contract Provisions
b) Article 2 Grievance
c) Article 3* Evaluation
d) Article 5 Leave
e) Article 6 Member Safeties and Protection
f) Article 9 Employee Benefits
g) Article 10 Pre-Retirement
h) Article 11 Salary Schedules
i) Article 12 Professional Dues and Payroll Deduction
j) Article 13 Definitions
k) Article 16 Just Cause and Due Process
l) Article 17 Association Rights
m) Article 20 Summer School Selection

*25.02 Evaluation

All TOSAs shall be evaluated under Option B.

25.03 Term

Term restrictions only apply to individuals who have primary responsibilities related to the development of curriculum and training of teachers.

25.03.1 Beginning July 1, 1997, TOSA will serve one (4) four year term. For TOSAs currently in assignments, a lottery will be held with one third serving a (4) four year term, one third serving a five (5) year term and the
remaining one third a six (6) year term. TOSAs may not serve consecutive terms.

25.03: TOSAs will serve one four (4) year term. TOSAs may not serve consecutive terms.

25.03.1 *TOSAs currently in assignments, will serve out their assignment for the remaining years of a four-year term.*

25.04 **Selection, Transfer and Return Rights.**

All TOSA positions lasting over 60 days will be advertised.

25.04.1 Selection process will be in accordance with Section 4.04. *Additional selection criteria, including but not limited to high quality communication skills and observation of classroom teaching, shall be developed and mutually agreed upon by the Superintendent or designee and the President of SJTA.*

25.04.2 Members applying must have five (5) years of applicable teaching experience *in accordance with Exhibit D.*

25.04.3 After serving a term as a TOSA, individuals must have served a *minimum of two (2) years in a teaching assignment, at a school site, prior to reapplying.*

25.04.4 A TOSA may return to his/her original site within one (1) year. After serving two (2) or more years, a member may have the option to be placed on the involuntary transfer list in the spring.

25.05 **Hours**

District Resource teachers shall work a professional day as defined by the regular work hours of the San Juan District Office. Each member may leave at the end of the day, except when attending job related conferences and/or meetings.

*The workday for TOSAs shall be similar to a regular on site teacher workday, inclusive of a 30-minute daily duty free lunch. On days when members are required to begin early or stay later due to presentations, school board meetings, and meeting the needs of staffs at school sites, members may adjust their starting and ending time accordingly by consulting with their manager. If a TOSA is assigned to a school site, the TOSA’s day shall be the same as other members on site, adhering to all sections of Article 8, excluding preparation time provisions.*

25.06 **Work Year**

*Effective the 2013-2014 school year, the parties agree to establish an extended work year pilot program for TOSAs through June 30, 2015. The work year*
for all TOSAs shall be 185 days plus five additional days at the member’s per diem rate for summer work. The 185 days are flexible, meaning that if the TOSA and his/her supervisor agree to additional days during the summer, an equal number of days shall become non-workdays during the regular year. If there is no mutual agreement regarding the use of flex days, the supervisor may require up to ten additional flex days during the summer.

25.07 Roles and responsibilities will include but not be limited to:
- Plan and deliver professional learning opportunities during the school year and during the summer;
- Model effective, research-based practices for teachers and administrators which then transfer to classrooms;
- Collaboratively work with teachers and administrators around effective classroom and school practices;
- Collaborate with school and district groups such as leadership teams, grade level or departments, English language instructional support teachers, etc. to grow professional and teacher leadership capacity;
- Pursue professional growth opportunities as related to teacher support and student learning;
- Identify optimal resources which support school initiatives and assist in ensuring availability as needed;

25.06 Side Letter of Agreement

The side letter of agreement dated February 20, 2001, shall continue through the term of this contract.
## San Juan Unified School District
### 2014-2015 School Year Calendar

<table>
<thead>
<tr>
<th></th>
<th>FIRST WEEK</th>
<th>SECOND WEEK</th>
<th>THIRD WEEK</th>
<th>FOURTH WEEK</th>
<th>FIFTH WEEK</th>
<th>School Days</th>
<th>School Days</th>
<th>Non-Instructional Days</th>
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<td>14 15 16 17 18</td>
<td>21 22 23 24 25</td>
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<td>25 26 27 28 29</td>
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<td>15 16 17 18 19</td>
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<td>17 18 19 20 21</td>
<td>24 25 26 27 28</td>
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<td>13</td>
<td>15 15</td>
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<td>1-Elem</td>
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<td>15 16 17 18 19</td>
<td>22 23 24 25 26</td>
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<td>29 30</td>
<td>4 4</td>
<td>4 4</td>
<td>1-Elem</td>
</tr>
</tbody>
</table>

### Holidays
- **September 1, Labor Day**
- **November 11, Veterans' Day**
- **November 27, Thanksgiving Day**
- **November 28, Local Holiday**
- **December 25, Christmas Day**
- **December 26, 29, 30, 31 Winter Break**
- **January 1, New Year's Day**
- **January 19, Martin Luther King, Jr. Day**
- **February 16, Presidents' Day**
- **February 17, Lincoln's Day Observed**
- **April 3, Local Holiday**
- **May 25, Memorial Day**

Strike through days represent "School Recess Days"

Board Approved: 1/14/14
### 2015-2016 School Year Calendar

#### First/Last Day of Service
- **First Day of Service:** August 11
- **Last Day of Service:** June 2

#### Work Days
- **Total Days:** 185

#### Non-Instructional Days*
- **Total Non-Instructional Days:** 5

#### Semester Dates - Secondary (MS & HS)
- **August 13 - January 5 (85 days)**
- **January 6 - June 2 (95 days)**

#### Trimester Dates (Elem & K-8)
- **August 13 - November 6 (12 Weeks)**
- **November 9 - March 4 (12 Weeks)**
- **March 7 - June 2 (12 Weeks)**

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**Holidays**
- **September 7, Labor Day**
- **November 11, Veterans' Day**
- **November 27, Local Holiday**
- **December 25, Christmas Day**
- **December 28, 29, 30, 31 Winter Break**
- **January 1, New Year's Day**
- **January 18, Martin Luther King, Jr. Day**
- **February 15, Presidents' Day**
- **February 16, Lincoln’s Day Observed**
- **March 25, Local Holiday**
- **May 30, Memorial Day**

**Note:** Strike through days represent "School Recess Days"

**Board Approved:** 1/14/14
## San Juan Unified School District
### 2016-2017 School Year Calendar

<table>
<thead>
<tr>
<th>Week</th>
<th>First/Last Day of Service</th>
<th>Non-Instructional Days*</th>
<th>Total Days</th>
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<tr>
<td></td>
<td>August 16 - June 8</td>
<td>5</td>
<td>185</td>
</tr>
</tbody>
</table>

### Holidays
- September 5, Labor Day
- November 11, Veterans’ Day
- November 24, Thanksgiving Day
- November 25, Local Holiday
- December 26, Christmas Day (Observed)
- December 27, 28, 29, 30 Winter Break
- January 2, New Year’s Day (Observed)
- January 16, Martin Luther King, Jr. Day
- February 20, Presidents’ Day
- February 21 Lincoln’s Day Observed
- April 14, Local Holiday
- May 29, Memorial Day

*Non-Instructional Days

**Semester Dates - Secondary (MS & HS)**
- August 17 - January 9 (84 days)
- January 10 - June 8 (96 days)

**Trimester Dates (Elem & K-8)**
- August 17 - November 10 (12 Weeks)
- November 14 - March 3 (12 Weeks)
- March 6 - June 8 (12 Weeks)

Strike through days represent "School Recess Days"

Board Approved: 1/14/14