

**Berryessa Union School District
and
California Teachers Association of Berryessa
California Teachers Association/National Education Association (“Association”)**

**MEMORANDUM OF UNDERSTANDING CONCERNING
THE DUAL IMMERSION PROGRAM**

June 3, 2026

Recitals

This Memorandum of Understanding is between the Berryessa Union School District (“District”) and the California Teachers Association of Berryessa/California Teachers Association/National Education Association (“Association”).

The Dual Immersion program pairs Mandarin Immersion (MI) teachers with English Only (SEI) teachers so that students in the MI program receive the required minutes of English Language Arts instruction and students in SEI classrooms receive required minutes of content area instruction through integrated curriculum strategies.

The parties share the goals of:

- Maintaining the MI program for grades K-5;
- Continuing the Switch Model of instruction for MI students;
- Compensating Dual Immersion unit members for their increased workload;

After good faith negotiations, the Parties Agree to the following:

Agreement

1. Teachers will switch with their grade level counterparts to teach English Language Arts through integrated curriculum strategies by August 31, 2026.
2. Dual Immersion Unit Members will receive one (1) additional release day for report card preparation per trimester.
3. Dual Immersion Unit Members will receive one (1) additional release day per year for joint parent teacher conferences (Fall), to be taken at the discretion of partner teachers. This day may be taken in less than full day increments.
4. Dual Immersion Unit Members will receive an annual stipend of \$5000 to accommodate for duties such as lesson planning, homework, site and district assessments, report cards, and SSP and IEP meetings for all assigned MDI and EO students.

5. The District will make every effort to have an equal number of MI and SEI classes at each grade level that does the switch.
6. The following current practices in the MI program will continue at Ruskin for the 2026-27 school year:
 - a. 24 hours of paid curriculum development for Mandarin teachers (translation; Mandarin curriculum development). These hours may be taken after the last day of school and before the first day of school.
7. When there are fewer non-combination SEI than MI classes at any given grade level, the following shall apply:
 - a. SEI teachers will not be required to provide English Instruction to more than one class of MI students in a given year. Combination SEI teachers will not be required to provide English instruction to MI students in a given year.
 - b. Site and/or District administrators and teachers within the affected grade levels will collaboratively decide on an alternative dual immersion model for that calendar year. See Appendix B of our collective bargaining agreement for collaboration definition.
 - c. Alternative Dual Immersion models may include, yet not limited to:
 - i. MI teachers teach English Language Arts to their own class (self-contained model)
 - ii. One MI teacher within the grade level continues to implement the 1:1 switch model with the non-combination grade level SEI teacher, while the second MI teacher teaches English Language Arts to their own class. [Hybrid Model]
 - iii. MI teachers switch with one another to teach English Language Arts and not have to break language.
8. This MOU is a pilot and will expire on June 30, 2027. This MOU may be modified at any time by mutual agreement of the parties. The parties agree to meet no later than November 21, 2026 to review the implementation of this agreement. The parties will meet to commence negotiations to a successor agreement not later than April 15, 2027.

For Berryessa Union School District

Ricardo Cabrera

Ricardo Cabrera (Jun 4, 2026 14:15:26 PDT)

Ricardo Cabrera

Asst. Supt. Human Resources

For CTAB

Joe Hermann

Joseph Hermann (Jun 4, 2026 13:37:01 PDT)

Joe Hermann

CTAB President