

**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**

May 30, 2025

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 school closure process undertaken by the District has resulted in the closure of Cherrywood Elementary School and the relocation of the MI program to Ruskin Elementary School beginning with the 2025-26 school year.

The parties share the goals of:

- Maintaining the MI program for grades K-5;
- Continuing the Switch Model of instruction for MI students;
- Allowing current Ruskin teachers to become familiar with the MI model;
- Compensating Dual Immersion unit members for their increased workload;
- Continuing the Ruskin Science Lab classes with the same number of minutes as the 2024-25 school year. Pending the viability based on student enrollment.

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

Agreement

1. Current Ruskin teachers will switch with their grade level counterparts to teach English Language Arts through integrated curriculum strategies by September 8, 2025.
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 up to one (2) additional release days per year for joint parent teacher conferences (Fall & Spring), 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-.
5. The District commits to creating space at Ruskin for a 4th Kindergarten classroom, if enough resident students enroll and classroom space is available, so that there can be two MI and two SEI kindergarten classes in the 2025-26 school year.
6. The following current practices in the MI program will continue at Ruskin for the 2025-26 school year:
 - a. 24 hours curriculum development for Mandarin teachers (translation; Mandarin curriculum development
 - b. Sub coverage for MI conferences
 - c. Mandarin Culture performance/competitions by 5th grade students (whole school MI representation) and other contest/competitions
 - d. MI cross-grade level PD opportunities on PD days
 - e. Paid Mandarin PD opportunities (off-site)
 - f. MI textbook adoption: Better Immersion, Level Chinese
7. MI students will participate in the Ruskin Science Lab with the same frequency and number minutes as SEI students.
8. 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

9. This MOU is a pilot and will expire on June 30, 2026. This MOU may be modified at any time by mutual agreement of the parties. The parties agree to meet no later than November 21, 2025 to review the implementation of this agreement. The parties will meet to commence negotiations to a successor agreement not later than April 15, 2026.

For the District
Tina Ogley
Joe McCu
5/30/25

For CTAB
~~K. Allen~~
Julia Murray
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Zhang
Shirley Chen
Joe Korman

