

**MEMORANDUM OF UNDERSTANDING
BETWEEN DISTRICT TEACHERS ASSOCIATION
AND LOS GATOS SARATOGA UNION HIGH SCHOOL DISTRICT**

Regarding Post-Secondary Teacher Caseload Overages

May 20, 2026

The Los Gatos-Saratoga Union High School District ("District") and District Teachers' Association ("Association" or "DTA") enter this Memorandum of Understanding ("MOU") regarding overage compensation for post-secondary teachers.

1. The Parties recognize:

- a. In 2026-27, the Post Secondary student enrollment is currently projected to be 31 students.
- b. The Post Secondary program currently is staffed with 2.0 FTE certificated employees.
 - i. Teacher A's caseload will be 15.
 - ii. Teacher B's caseload will be 16.
- c. Both Parties desire to temporarily address this workload increase through equitable compensation.

2. The Parties wish to work collaboratively to resolve this issue without modifying the current collective bargaining agreement.

3. The Parties agree that for the 2025-26 school year:

- a. When a post-secondary teacher's caseload exceeds 12 students, the teacher shall be compensated at a rate of 40% of the Extra Duty Hourly Rate per excess student for each school day the overage exists.
- b. This overage threshold of 12 is being applied only for the 2026-27 school year to account for the last-minute staffing transition.

4. No Past Practice. The MOU is not intended to establish a past practice or establish a precedent for any purpose. Both parties agree that this MOU is non-precedent setting. This MOU will expire at the end of the 2026-27 school year.

5. Term of Agreement. This MOU expires on June 30, 2027.

ON BEHALF OF THE DISTRICT



Dagmar Derickson, District

5/20/2026

Date

ON BEHALF OF THE ASSOCIATION



Marcy Cooper (May 22, 2026 08:16:16 PDT)

Marcy Cooper, DTA

May 22, 2026

Date