

**SIDE LETTER OF AGREEMENT  
BETWEEN THE  
PLACER UNION HIGH SCHOOL DISTRICT  
AND THE  
ASSOCIATED TEACHERS OF PLACER  
October 2021**

This Side Letter of Agreement (“Agreement”) is entered into by the Placer Union High School District (District) and the Associated Teachers of Placer (“ATP”), (collectively, the “Parties”).

WHEREAS, the District currently has 3985 enrolled students within four comprehensive high schools and one alternative education program which consists of Continuation High School and Independent Studies;

WHEREAS, the District has repeatedly needed to request regular teachers to substitute on their preparation period or required our administration to cover for absent teachers; and

WHEREAS, neighboring districts and districts statewide are experiencing substitute shortages associated with the COVID-19 public health emergency and has significantly increased their daily rate of pay for substitute teachers; and

WHEREAS, the District will continue to actively recruit for additional substitutes; and


WHEREAS, the Parties agree to increase the rate of pay for regular staff to teacher on their preparation period will be increased to 1.5 of the substitute pay for substituting on your preparation period current period/block rate of pay; and

WHEREAS, the waiver’s effective period would not exceed the 2021-2022 school year.

Now, therefore, the undersigned agree on behalf of the Parties to the following:

1. Effective upon execution of this Agreement, regular credentialed teachers will be paid at a 1.5 of the current period/block rate of pay for substituting on their preparation period.
2. Teacher(s) retain the right to reject any offer or request that they serve in this capacity.
3. The Parties agree that this Agreement shall not be admitted into evidence or used by either party against the other as evidence of any violation of the collective bargaining agreement between the Parties, any practice of the Parties, unfair practice charge, or any violation of law in any administrative or judicial tribunal of any kind or nature, except to prove a violation of this Agreement.
4. The Parties further agree that this Agreement is subject to ratification by the District’s Board, the contents of this Agreement represent the sole and only agreement of the Parties as to all issues related to its contents, and that neither has relied upon any representations by the other which are not set forth in this Agreement.
5. This Agreement constitutes the entire agreement between the parties and supersedes any prior understandings or oral or written agreements between the parties.

  
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For the Associated Teachers of Placer

Dated:  10/4/2021

*Elena DeFever*

For the District

Dated: 11-4-2021

Date ratified by the Placer Union High School District Board of Trustees: \_\_\_\_\_