

**SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN PROFESSIONAL EDUCATORS COALITION (SJPEC)
Re: 2022-23 Pilot Adjustments to Request for Transfers**

Background:

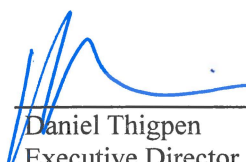
In their September 15, 2022 Tentative Agreement, the District and SJPEC agreed to jointly design by December 1, 2022 and pilot in the 2022-23 school year, adjustments to the Requests for Transfers process (as currently outlined in Article 7.3 of the Collective Bargaining Agreement).

Statement of Intent:

The District and SJPEC mutually agree that there are opportunities to explore improvements to the voluntary transfer process that have the potential to better support the success of experienced professional educators. The intent of this agreement is to allow site principals seeking a transfer the opportunity to meet staff and establish connections and relationships with a school community before a transfer is confirmed.

Agreement:


1. The parties agree that during 2022-23 school year, Article 7.3: Requests for Transfers will be suspended and replaced with the following process:
 - a. In January 2023, Human Resources shall begin providing principals the opportunity to request a transfer to a different site.
 - b. Current principals who wish to be considered for a transfer will submit a letter of interest to Human Resources within two weeks of a posted vacancy.
 - i. To be considered for a voluntary transfer, principals must be in good standing. For the purposes of this agreement, “good standing” is defined as:
 1. The principal’s most recent evaluation is positive (“continuation without reservation”)
 2. The principal is not currently on a work plan and does not have documented concerns over the past year
 - c. Division of Teaching and Learning (DTL) principal supervisors will review letters of interest and determine whether to schedule a meeting to dialogue with representatives from the school site and DTL.
 - d. If there is mutual interest between the site and the principal, DTL will schedule a second meeting with the principal to further evaluate the opportunity.
 - e. The Superintendent, upon recommendation from the principal supervisor, shall consider information learned during this process when making assignments for the following school year.
2. This agreement shall not supersede Article 2: Management Rights and Article 7.4: School-Site Transfers of the Collective Bargaining Agreement, which outline management’s right to assign or transfer employees when it is in the District’s best interest to do so.
3. This SLA is non-precedential and will sunset on June 30, 2023. This Side Letter may be revised and/or extended by mutual agreement between the District and SJPEC.
4. The District and SJPEC agree the parties will jointly evaluate this pilot and negotiate impacts during the next bargaining cycle, which is scheduled to begin in the spring of 2023.



Daniel Thigpen
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

12-3-22

Date



Damon Smith
President
San Juan Professional Educators Coalition

12/2/22

Date