SIDE LETTER OF AGREEMENT (SLA)
BETWEEN THE
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)

Re: Supports for Vision & Mobility Teachers
August 2, 2022

Background:
Widespread changes including labor shortages (impacting positions such as Instructional Assistants), a leave, several changes in supervisors, and other developments over the years within the Vision & Mobility program have created working condition concerns among members providing these highly specialized services.

Intent:
The parties are not yet in full agreement about the scope of the issues and will work on long-term strategies to explore and identify systemic improvements to review how Vision & Mobility services are provided and any supports that may be needed to address the workload concerns. In the meantime, the District and Association agree that temporary investments using one-time funds and additional resources are necessary to maintain capacity and continuity of services as the parties work collaboratively during the term of this agreement.

Agreement:
The District and Association mutually agree to the following:

1. Equity days: vision and mobility teachers will be able to use their allotted equity days Mondays and Fridays, at their own discretion based on schedules. The parties agree to this provision as no substitute is needed when equity days are utilized by vision and mobility teachers and their schedules often have the greatest flexibility on Mondays and Fridays.
   a. The utilization of these days will be determined by the Vision and Mobility teacher and will be communicated to their supervisor.
2. Three additional days for vision and mobility teachers, to be paid at the per diem rate, to be used at the beginning and/or end of the school year to support case management.
   a. If practicable, practitioners will be encouraged to use these days at the start of the school year. The utilization of these days will be determined by the Vision and Mobility teacher and will be communicated to their supervisor.
3. Up to 30 hours to be paid at the per diem rate may be used as needed to help with issues such as, IAs out with no sub support of IAs and support and onboarding of new hires, etc.
   a. Timecards will be submitted each month to their direct supervisor.
   b. If during the year, the 30 hours are exceeded, the parties agree to meet to review the situation.
4. Vision and Mobility teachers shall not be assigned as case managers unless the student’s only special education service need is vision/mobility.
5. Clerical support: The District agrees to work with the vision team to develop clear communication and protocols to ensure consistent clerical support throughout the year.
6. FTE additions:
   a. The District will establish a temporary partial FTE for an internal candidate looking to finish their Mobility credential.
      i. The additional mobility FTE of 0.2 will be created to support a current employee willing to earn their mobility credential.
1. Since the employee is currently employed in San Juan Unified School District, they would have the option of either reducing their current position by 0.2 FTE or keeping their current 1.0 FTE and earning the beyond contract stipend.

2. The current mobility teacher would earn an additional 30 hours at the per diem rate for supporting the member earning their mobility credential
   a. Timecards will be submitted each month to their direct supervisor.

ii. Increase vision positions by 1.0 FTE as a recognition of a previously agreed upon solution. The additional FTE will be considered temporary and only in place during term of agreement while structural issues are explored
   1. This additional position moves the FTE to 4.0 for vision teachers
   2. Current Vision teachers will receive a beyond contract stipend until the position is filled or this agreement ends, whichever comes first.
   3. Vision teachers that were earning the beyond contract stipend at the start of the 2021-22 school year, will receive back pay for January-June

iii. Any Vision/Mobility teacher employed with the district at a Step that is less than Step 6, will be moved to Step 6 compensation levels effective September 1, 2022; members will remain at Step 6 until such time as their experience level warrants a move to Step 7.

iv. Any new hires that are vision/mobility teachers (on or after the date of this agreement) will be placed at Step 6 compensation levels.

7. Work group: In the fall of 2022, the District and Association will convene a work group that includes Vision and Mobility Teachers, Special Education Department management, and an outside entity with subject matter experience to explore and address structural issues including but not limited to caseloads, clerical impacts, staffing models in comparable districts, historical data, and support from classified positions (such as tech specialist, braillist IAs, etc) within the Vision and Mobility program.
   a. The parties agree to, when practicable, utilize collaborative Thursday time when scheduling work group meetings.

This Side Letter of Agreement is non-precedential and will sunset on June 30, 2023. If the joint work group is unable to agree to action steps by the end of this agreement, this side letter will remain in effect until agreement is reached. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

For the San Juan Unified School District

Daniel Thigpen 8/2/2022
Senior Director, Labor Relations
San Juan Unified School District

For the San Juan Teachers’ Association

Shannan Brown 8/2/22
Executive Director
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