SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
RE: Temporary Adjustment to the Definition of “Differential Rate”
Revised: September 8, 2022

Background:
San Juan Unified, like most of the districts in Sacramento County, is experiencing a substitute shortage. The District has increased compensation for guest teachers to help increase coverage during a labor shortage and public health crisis. There are several types of leave that result in a SJTA Bargaining Unit member being paid at the “Differential Rate.” The Collective Bargaining Agreement defines the Differential Rate as: The amount actually paid to the member, minus the cost of a substitute or, if no substitute is employed, the amount that would have been paid to the substitute. For the purpose of this definition, the substitute rate is the regular guest teacher/regular long-term rate. (Article 13.13)

Statement of Intent:
It is a shared interest to ensure that members who take a qualifying leave during the 2022-23 school year are not adversely affected by the increase in the guest teacher rate.

Agreement:
The District and the Association hereby agree that any SJTA Bargaining Unit Member who takes a leave which qualifies for compensation at the Differential Rate, shall have that rate calculated using the $135 per day rate associated with the cost of a regular guest/substitute teacher according to the 2019-20 Certificated Guest (SUBSTITUTE) Teacher Salary Schedule.

This agreement will sunset June 30, 2023. The parties agree to reconvene in the spring of 2023 to bargain the impacts of permanent increases to the Guest Teacher Salary Schedule.

Daniel Thigpen Date Dr. Edward Burgess IX Date
Senior Director, Labor Relations Associate Executive Director
San Juan Unified School District San Juan Teachers Association