SIDE LETTER OF AGREEMENT
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Cultivating Leaders Pilot and potential impact on SPG Facilitator Mentor role
Updated: May 24, 2023

Background:
The San Juan Unified School District (District) and the San Juan Teachers Association (Association) believe that our collaborative culture is an essential component for creating a high quality public education system.

Intent:
In order to assist developing leaders and further solidify our collaborative culture across San Juan Unified, the District and Association have a shared interest in providing training, practicum and support to aspiring leaders while also working to attract and retain a diverse staff. The parties strive to build leadership capacity in our San Juan Unified community in order to partner effectively and respectfully with all members of our educational community.

Additionally, the System of Professional Growth is foundational to improving and deepening professional practice, and to support that effort, San Juan Unified is making the 2022-23 and 2023-24 school years ‘reboot’ years to review and build capacity in SPG components and practices.

Agreement:
The Association and District mutually agree:

1. To create a extend by one-year a 0.8 FTE pilot position, a Cultivating Leaders Mentor, which will be a TOSA-like position, to support the initial launch and implementation of the work. Because the Cultivating Leaders work is in a pilot year, a member may be appointed by SJUSD into the position for the 2022-23 school year.
   a. The pilot work will require 20 additional days, beyond the contracted year, paid at the per diem rate, in order to:
      i. Create professional development and practicum opportunities
      ii. Provide support and coaching to participants,
      iii. Collaborate with the Cultivating Leaders Design Team (CLDT)
      iv. Gather feedback from participants and revise professional development, practicum, and supports as needed
   b. If SJUSD determines it will continue the Because the District has determined it will continue the Cultivating Leaders Mentor position after the 2022-23 school year, there will be an open selection process for all that are eligible for this position prior to the start of the 2023-24 school year.
   c. If the District continues the Cultivating Leaders program beyond the 2023-24 school year, and determines to continue the Cultivating Leaders Mentor position, this position will remain within the SJTA Bargaining Unit.
2. If the member currently serving in the existing SPG Facilitator Mentor role is appointed selected for this new Cultivating Leaders position, then all of the following will apply:
   a. SJUSD will increase the existing SPG Facilitator Mentor position by 0.2 to equal a total of 1.2 FTE allocated for the Facilitator Mentor for the 2022-23 2023-24 school year.
      i. The 0.2 SPG Facilitator Mentor position will be combined with the 0.8 Cultivating Leaders Mentor to create a full 1.0 position.
      ii. With this temporary vacancy, the Professional Growth Team (PGT) would select a second, “Interim” Facilitator Mentor (1.0 FTE) to serve in the role for the 2022-23 2023-24 school year.
         1. The selection process for the Interim Facilitator Mentor would be determined by the PGT.
         2. The Facilitator Mentor, serving in the pilot position, would have rights back to a full time position as the Facilitator Mentor following the 2022-23 2023-24 school year (pending term limits).
            i. If the Facilitator Mentor who has rights to the position does not return after the 2022-23 2023-24 school year, the PGT would either:
               i. Allow the Interim Facilitator Mentor to continue in the role, following all contractual agreements and timelines based on the 2022-23 2023-24 school year selection
               ii. Go through a selection process for a Facilitator Mentor.
      b. The Cultivating Leaders Mentor, shall continue to receive a pro rata share of the Facilitator Mentor stipend (D-9) for the portion of work done in that role.
      c. The Facilitator Mentor shall receive an additional 15 days (per diem) of compensation for Facilitator Mentor summer work, including trainings and support to the Interim Facilitator Mentor.
         i. These days will be in addition to the 20 days for the necessary Cultivating Leaders responsibilities, for a total calendar year of 225 days.

This Side Letter of Agreement is non-precedential and will sunset on June 30, 2023-2024. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

Trent Allen 5/24/2023
Chief of Staff
San Juan Unified School District

Edward Burgess IX 5/24/2023
Associate Executive Director
San Juan Teachers Association