SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Temporary Strategies to Address Special Education Staffing Shortages

Background:
San Juan Unified, like many public school systems, faces persistent shortages of special education services providers. For example, as of May 2, 2023, the District had 34 vacancies remaining as it prepares for the 2023-24 school year.

Statement of Intent:
The District and Association mutually agree that it must continue to explore creative strategies to address staffing shortages.

Agreement:
The District and Association agree to the following recruitment strategies:

1. During the term of this agreement, the District will proactively recruit existing general education practitioners who possess special education credentials. To incentivize recruitment, the District will offer to these practitioners:
   a. a “Hard to Staff” stipend as outlined in Exhibit D-11 (effective July 1, 2023) of the collective bargaining agreement
   b. return rights back to the practitioner’s previous site and assignment
   c. classroom movement compensation per Article 4.09 of the collective bargaining agreement

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This Side Letter of Agreement is non-precedential and will sunset on June 30, 2024.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

Daniel Thigpen 5-31-2023
Daniel Thigpen
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

Shannan Brown 5-31-2023
Shannan Brown
Executive Director
San Juan Teachers Association