SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN THE  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
AND THE  
SAN JUAN TEACHERS ASSOCIATION (Association)  
May 5, 2022  
Re: Alder GSE Teacher Residency Facilitator compensation  
Updated June 29 2023

**Background:**  
Beginning in the 2022-23 school year, the San Juan Unified School District implemented the Alder Graduate School of Education (GSE) Teacher Residency program, with the goal of increasing workforce diversity. The District has approved a new Teacher Residency Facilitator position to assist in supporting the program and its success throughout the year.

**Statement of Intent:**  
It is a shared interest to ensure that the classroom mentors and teacher residents experience a high level of support from a San Juan Unified practitioner. Given the scope of the support necessary to ensure the success of our residents and mentors - including providing seminar instruction and individual coaching, as well as support and assistance in the development of certificated staff recruiting pipelines - it is necessary to ensure that the compensation for the Teacher Residency Facilitator adequately addresses the depth and breadth of this assignment.

**Agreement:**  
The District and Association mutually agree to the following compensation terms for the Teacher Residency Facilitator position:

1. The Teacher Residency Facilitator position will be a 2022-23 and 2023-24 school year pilot. The District and Association agree to review the terms of this position and agreement before the expiration of this SLA.

2. The Teacher Residency Facilitator will be compensated based on a 201-day work year for the 2022-2023 school year and a **213-day work year for the 2023-24 school year** only.
   a. The Teacher Residency Facilitator is a Teacher on Special Assignment position and will have the same work year as outlined in Article 25.05 of the Collective Bargaining Agreement.
   b. **In the 2023-24 school year,** this position will be paid **twenty-three (23)** additional days to carry out the expected duties and responsibilities of this position and the work required to plan and implement a new program, including the potential for work taking place during summer and other breaks, nights, and weekends.
   c. The District will provide Payroll with a calendar for the 23 additional days by **August 31, 2022 and August 31, 2023.**
   i. Understanding that the nature of the work may require adjustments to this calendar, the District will supply any changes to Payroll as soon as practicable.
   d. **If the District continues the Alder Teacher Residency beyond the 2023-24 school year, and determines to continue the Alder Residency Facilitator position, this position will remain within the SJTA Bargaining Unit.**
   i. **The District shall not remove this position from the SJTA Bargaining Unit unless the District can demonstrate how the duties and responsibilities of the**
new position are fundamentally different than those of the current TOSA-like position or other SJTA bargaining unit positions.

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 Association.

Daniel Thigpen 6-29-2023

Barry Roth 2023/06/29

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

Barry Roth  Date
President
San Juan Teachers Association