

Side Letter of Agreement (SLA)
Between
San Juan Unified School District (District)
and the
San Juan Professional Educators Coalition (Coalition)
Re: Flexible use of Thursday Time
September 25, 2023

Background:

Schools and educators statewide continue to report significant strain and disruption due to the ongoing and combined impacts of changing systems and severe staffing shortages.

Statement of Intent:

The District and Coalition recognize that continuity of learning for our students is dependent upon an engaged and robust workforce. The retention and recruitment of healthy educators is vital to providing stability in our schools.

Agreement:

The District and Coalition agree to the following terms:

1. **Temporary Flexible Work Arrangements:** To recognize the unprecedented challenges impacting practitioners' physical and mental health, the District and Coalition agree to the following flexible work arrangements for the remainder of the 2023-24 school year:
 - a. **Thursday Collaboration:** In consultation with the staff, site/program leadership teams will review their scheduled Thursday Collaboration activities.
 - i. Based on that consultation, the leadership team may identify up to eight (8) Thursdays between the date of this agreement and the 2023-24 school year in which individuals will have autonomy over their work during this time.
 - ii. Based on feedback from the staff, site/program leadership teams shall have the flexibility to identify the Thursdays. For example, sites/programs may choose more than one Thursday Collaboration time in a single month, so long as the total chosen during the 2023-24 school year does not exceed eight (8).
 - iii. Staff may choose to work remotely on those identified days during the Thursday time.
 1. On the selected Thursdays, staff will inform their site administrators if they choose to work remotely and will not be expected to provide documentation of work completed from these times.

This Side Letter of Agreement is non-precedential and will remain in effect until the parties reach Collective Bargaining Agreement language that supersedes this SLA. If the parties cannot reach agreement on whether to adopt the language in this SLA, or newly negotiated language, during the 2023-24 bargaining cycle, this SLA shall expire June 30, 2024, or at the conclusion of the 2023-24 bargaining cycle. This Side Letter may be revised and/or extended by mutual agreement between the District and Coalition.

Daniel Thigpen 9-25-23

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

Damon Smith 9-25-23

Damon Smith Date
President
San Juan Professional Educators Coalition