SIDE LETTER OF AGREEMENT (SLA) BETWEEN

SAN JUAN UNIFIED SCHOOL DISTRICT (District) AND

SAN JUAN TEACHERS ASSOCIATION (Association)

Re: Interview rights for Title 1 Site Leadership Teams during surplus process

Background:

The District and the Association agree to temporarily address a concern created when the district determined to increase the number of school sites that are eligible to be designated as Title 1 sites. The decision has created new and unintended challenges related to the hiring practices and timelines detailed in Article 4.03.9 (Exceptions for District Designated Title 1 Schools) in the Collective Bargaining Agreement.

Intent:

The parties share an interest to honor the intent of the language that was negotiated at the time there were fewer Title 1 sites in the district, and to protect the rights of current members that wish to place themselves on the surplus list.

Agreement:

In order to achieve the above intent, the District and Association agree to the following:

For the surplus process of 2025 only, the language in the final paragraph of Article 4.03.9 shall be waived. In its place, the following language shall prevail:

Members may only select an assignment to a district-designated Title 1 school with an unduplicated pupil percentage of 70% or greater in the 2024-25 school year during the surplus process after participating in an interview process with the school leadership team (administrator and practitioners) as defined in Article 24 and receiving a recommendation from the leadership team.

All other elements of 4.03.9 shall remain in full effect.

This Side Letter of Agreement is non-precedential and will sunset on June 30, 2025. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

Daniel Thigpen

Date

Executive Director

Labor Relations & Government Affairs

San Juan Unified School District

Dr. Edward F. Burgess IX

Associate Executive Director

San Juan Teachers Association