

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
and the  
SAN JUAN TEACHERS ASSOCIATION (Association)  
Re: Teachers and School Social Workers with Emergency Permits/Intern Permits/Waivers Salary  
Schedule in 2025-26**

**Background:**

The District and the Association hold the shared belief that having a strong pool of practitioners to address student needs is of primary importance to the work of the school district.

**Intent:**

To make the District competitive in our efforts to fully staff schools and to meet the needs of students, the District and Association intend to place practitioners on the Salary Schedule on D1 with limitations, if they possess the following: Emergency Permits, Intern Permits, Waivers.


**Agreement:**


This agreement would replace the “Teachers and School Social Workers with Emergency Permits/Intern Permits/Waivers Salary Schedule 2023-24 School Year” document, beginning on July 1, 2025.

Beginning on July 1, 2025 all new and existing practitioners hired under one of the above credentials will be placed on the TK-12 salary schedule located in the Collective Bargaining Agreement on Exhibit D1 with the following parameters:

- Practitioners will be placed on the Step that aligns with their appropriate years of experience.
  - If that should exceed placement on Step 7, placement will be capped at Step 7.
- Practitioners will be placed in the Column that reflects their Degree and Education level
  - No practitioner may move into Column V, until they have a preliminary or cleared credential.
  - A practitioner that is in Column IV, can earn hours towards placement in Column V. However, they cannot be placed in Column V until they have a preliminary or cleared credential.
- Once a practitioner gains their preliminary or cleared credential, they will be placed at the appropriate Step and Column that aligns with their years of experience and education level. This is true even in cases where this will result in a practitioner “skipping” over any Steps that may not have been available to them under this agreement.
  - Example: Practitioner A has 10 years of applicable experience in a different state with a credential, and is issued a waiver to teach in CA. During years 1 and 2 with San Juan, that practitioner would be placed at Step 7. At the end of their second year with San Juan, Practitioner A completes the requirements to obtain a preliminary or cleared credential. At the start of their third year with the district, they would be placed at Step 13, reflecting that they had completed 12 years of creditable service. All current limits regarding outside experience as stated on the Exhibit D-1 salary schedule continue to remain in place.
- No practitioner will receive less in pay as a result of this agreement.
  - For example, if a current practitioner would earn more by remaining on the Teachers and School Social Workers with Emergency Permits/Intern Permits/Waivers Salary Schedule in 2023-24 School Year, they will remain on that salary schedule until such time as they obtain a California credential or the salary schedule located on D1 would enhance their salary, despite the limitations listed above.

Daniel Thigpen 6-17-25  
Date  
Acting Chief of Human Resources  
San Juan Unified School District

  
Dr. Edward F. Burgess IX  
Associate Executive Director  
San Juan Teachers Association

 6/17/25  
Joel Ryan Date  
Chief Financial Officer  
San Juan Unified School District