

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
and the  
SAN JUAN TEACHERS ASSOCIATION (Association)  
Re: Elementary ELD Student-Teacher Ratios**

**Background:**

The District and the Association hold the shared interest in exploring ways to measure the benefit of lower student-teacher ratios in elementary ELD. The work that is explored as a part of this SLA will be taken into consideration as we begin Phase 4 of the Class Size Reduction (CSR) Memorandum of Understanding (MOU) in the fall of 2027.

**Intent:**

The District will add four (4) FTE to the Elementary ELD staffing for the 2025-26 and the 2026-27 school years. In the fall of 2026, the Association and District will meet with the practitioners and students at sites that received additional FTE to evaluate the effort's effectiveness. We will also work with site and district administration to deepen understanding of the impacts of this effort.

**Agreement:**

The District agrees to hire four (4) FTE to be added to the Elementary ELD staffing ratios beyond the already established 100:1 ratio that the district has been using. The intent of the following investments in FTE is to reduce site ratios to approximately 75:-85:1 (as practicable based on actual enrollment levels). The District and Association will monitor actual enrollment and ratio levels during implementation of this pilot.

The FTE shall be distributed in the following manner:

- One (1) FTE shall be assigned to Dyer-Kelly for a total of 6 ELD FTE
- One (1) FTE shall be assigned to Thomas Edison for a total of 4 ELD FTE
- One (1) FTE shall be assigned to Mission for a total of 2 ELD FTE
- One (1) FTE shall be assigned to Carmicheal for a total of 2 ELD FTE

Should the District be unable to staff the vacancies created by the new FTE, the existing practitioners at the impacted school site(s) will receive the Beyond Contract stipend listed on Exhibit D-6 of the collective bargaining agreement for the period of time the vacancy is unfilled.

The total FTE at each site above may be adjusted based on the projected number of English Language Learners for the 2026-27 school year.

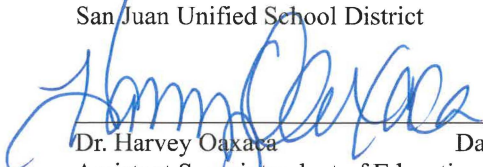
This Side Letter of Agreement is non-precedential and will sunset on June 30, 2027. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

 6-17-25

Daniel Thigpen                      Date  
Chief of Human Resources  
San Juan Unified School District

 6/17/2025

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

  
Dr. Harvey Oaxaca                      Date  
Assistant Superintendent of Educational Services  
San Juan Unified School District