

SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Temporary Reassignments to Address Current Classroom Vacancies
Updated August 13, 2025

Background

Due to widespread staffing shortages throughout public education, the San Juan Unified School District may begin the 2025-26 school year with multiple classroom vacancies in both general education and special education.

Statement of Intent:

The intent of this Side Letter of Agreement between the District and the Association is to minimize disruption to student learning and maximize opportunities to temporarily fill classroom vacancies with credentialed teachers. The parties recognize there may be impacts to practitioners and their sites during the period of temporary reassignment.

Agreement:

- 1. Eligibility and Selection:** Voluntary temporary reassignments will be open only to nonclassroom-based practitioners.
 - a. Nonclassroom-based practitioners assigned to sites with existing general education and special education classroom vacancies will have the first right of refusal for a temporary reassignment.
 - i. Reassignments that would create vacancies in positions that provide legally required services will not be considered for this opportunity.
 - b. If vacancies remain, the District may solicit volunteers from other sites.
 - c. In the event that a temporary reassignment results in unspent restricted site funds during the current fiscal year, the District shall work with the impacted site to ensure that the unspent funds (only those directly tied to the temporary reassignment) remain committed at the site during the 2025-26 fiscal year.
 - i. If not practicable, then the District and site shall create a plan to commit the remaining funds in the 2026-27 school year.
 - ii. This shall be a nonprecedential, emergency, one-year arrangement to support sites filling current classroom vacancies.
 - d. By **August 20, 2025**, the District will email all eligible practitioners to solicit interest.

- 2. Duties and Tasks:** Nonclassroom-based practitioners who accept a temporary reassignment will be responsible for all general classroom duties for the time they serve in the role including, but not limited to:
 - a. setting up the classroom to ensure functionality
 - b. developing and delivering daily lesson plans
 - c. assessments and grading
 - d. communication with families as needed

- 3. Compensation:** Practitioners who accept a temporary reassignment will earn an additional \$150/day on top of their regular rate of pay. These practitioners will not be expected to also fulfill their regular assignment duties during the time they serve in a classroom.

a. The additional pay will be paid monthly.

4. Length of Temporary Assignment: Practitioners will have options. They may remain in their temporary reassignment until the classroom vacancy is filled, or until the practitioner gives notice to their direct supervisor to return to their regular **2025-26** assignment (whichever occurs first).

a. The commitment for temporary assignments is month-to-month.

b. Practitioners can return to their permanent assignment on the first school day of any given month if they provide at least five (5) school days' notice before the last day of the preceding month.

i. For example:

1. a practitioner who gives notice by Wednesday, September 24, **2025** will return to their regular **2025-26** assignment on Tuesday, October 1, **2025**.

2. a practitioner who gives notice on Thursday, September 25, 2025 would return to their regular 2025-26 assignment on Monday, November 3, 2025.

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 **2025-26 or 2026-27** bargaining cycles, this SLA expires **June 30, 2027**. . This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

 8-13-25

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

 8/13/2026

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