

**SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
*Re: Elementary Overages and Impacts on Specialists***

Background:

In the recent school years , the District experienced unprecedented growth in enrollment, creating acute space constraints at school sites. To help mitigate the need to transfer new students to schools outside of their resident boundaries, an increased number of classroom teachers may agree to exceed their contractual class sizes for the 2025-26 school year.

Statement of Intent:

The parties agree that the unusual circumstances created by rapid enrollment growth have impacted the working conditions of both classroom teachers and the elementary specialists that support those same students.

Agreement:

When a classroom elementary practitioner has agreed to exceed the contractual class size maximums (or the class size overages occur during the first 20 days of the school year), and that affects an elementary specialist class size, the parties agree to the following:

1. Compensation for elementary specialists will equate to \$7 per student/per class/per day for overages above the maximum student contact limit for that grade level and site.
2. Compensation will apply anytime that the district exceeds the class size or contact maximum beginning on the 8th day of instruction. Per Article 7.09, during the first 20 days of instruction the District may assign students into the class above the class size maximum. If a student is enrolled on/prior to the 7th day, and remains on the roll sheet at the start of the 8th day of instruction, compensation will be granted retroactively to the first day that actual enrollment exceeded class size or contact maximums.
3. The elementary specialist may not refuse to serve the additional students once the classroom teacher has agreed to the overage(s) or if it is within the first 20 days of instruction.

Term:

This Side Letter of Agreement is non-precedential and will remain in effect until the parties reach Collective Bargaining Agreement language that supersedes this SLA.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, 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

 8/13/2025

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