SIDE LETTER OF AGREEMENT
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Unused Flex Time for School Nurses Conducting Critical Students' Health Care Preparation

Background:
The District and Association recognize the unique nature of a school nurse's role in ensuring student safety as a top priority. It is essential for school nurses to provide schools the necessary information regarding student health prior to the first day of school. Having four (4) days prior to the students' first day of school does not allow for school nurses to adequately prepare and/or disseminate this vital information

Statement of Intent:
The parties recognize that a persistent workforce shortage in health care and education have prevented some school nurses from being able to take the flex time they earned conducting Critical Students' Health Care Preparation over the summer.

Agreement:

1. If a school nurse has earned flex time (uncompensated summer hours) for Critical Students' Health Care Preparation, the practitioner may opt to receive compensation for those hours at pro rata per diem.
    a. The practitioner must notify the Program Manager of Student Support Services by September 30, 2025 if they want pay instead of the hours.

This Side Letter of Agreement is non-precedential and will remain in effect until the parties reach Collective Bargaining Agreement language that supersedes this SLA.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 next bargaining cycle, this SLA expires on June 30, 2026. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

8-18-25
Daniel Thigpen Date
Chief of Human Resources
San Juan Unified School District

8/19/25
Shannan Brown Date
Executive Director
San Juan Teachers Association

8/19/25
F.J. "Harvey" Oaxaca, Ed.D. Date
Assistant Superintendent
Educational Services