

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN THE  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
AND THE  
SAN JUAN TEACHERS ASSOCIATION (Association)  
Re: Antibias Education Grant Pilot Program**

**Background:**

In September 2023, the California Department of Education (CDE) awarded the District a three-year, \$200,000 grant to fund work that empowers educators and students to confront hate, bigotry and racism. The grant provides an opportunity to expand the roles and responsibilities of site-based equity liaisons and identity club advisors to help increase student voice, improve critical incident data collection, and strengthen communication between sites and the District.

**Statement of Intent:**

It is a shared interest to ensure that schools are equipped to identify inequities that exist across our District, and to provide direct support to students by helping school communities understand the unique needs of their most marginalized communities.

**Agreement:**

The District and Association mutually agree to create an opportunity for SJTA unit members to serve in the role of site-based equity liaisons and identity club advisors:

**1. Site-based equity liaisons:**

**a. Roles and responsibilities:** site-based equity liaisons will:

- i. Advocate for the equity needs that the School Leadership Team (“SLT”) and staff have collaboratively identified to the Department of Equity and Student Achievement (“Equity Department”) and the liaison team
- ii. Be thought partners with school sites and/or their departments on moving forward equity work that the SLT and staff have collaboratively identified
- iii. Participate in monthly equity liaison team meetings
- iv. Attend and participate in self-selected equity liaison team subgroups
- v. Assist with facilitating 2-3 listening circles per year that are aligned with the equity needs that the SLT and staff have collaboratively identified and aligned to the District’s 8-Point Commitment to Educational Justice
- vi. Be a part of the site-based equity team
- vii. Outreach and collaborate with community partners at your site.
- viii. Outreach and collaborate with Identity Club Advisors at your site.
- ix. Collaborate with SLT and staff to develop site-based data that can then be shared with the Equity Department and/or the liaison team
- x. Provide updates at select staff meetings as identified in collaboration with SLT and administration.

1. If members of an SLT believe that their selected site-based liaison is not executing any, or any combination, of the above roles and responsibilities, that SLT may choose to re-open the position to interested candidates at their site.

**b. Selection Process and Timelines:**

- i. The grant will support the development of the equity liaison positions during the three-year pilot program (2023-24, 2024-25 and the 2025-26 school years) in accordance with the personnel and funding parameters that are found in the CDE Antibias grant.
  1. Each spring, the District and Association will communicate available positions to help sites plan for each year's recruitment and selection process.
- ii. Selected equity liaisons will serve two-year terms (or portion of term remaining during the term of this agreement).
- iii. In 2023-24, the selection process will look like this:
  1. The Equity Department will solicit interest from school site SLTs and select at least 10 schools for the initial year of the grant
  2. The SLTs at each site will develop the selection process for their site.
    - a. That selection process will identify the equity liaison.
      - i. Candidate attributes that can be considered include but are not limited to:
        1. Highly collaborative and able to work with all staff
        2. Committed to ongoing personal learning
        3. Passionate about equity and desire to help create opportunities to amplify voice and needs
        4. Supportive of an expanding diverse network of site-based employees who are committed to furthering diversity, equity and inclusion in the District
        5. Working toward becoming equity minded, anti-racist leaders
  3. Should there be vacancies in positions before the expiration of this agreement, the selection process will follow the same protocols as 2023-24 (as outlined above).

**c. Compensation:**

- i. Members selected to serve as equity liaisons will receive a \$1,250 annual stipend.
  1. If a site selects two practitioners to serve as co-liaisons, the practitioners shall split the above stipend equally.

**2. Identity club advisors:**

**a. Roles and responsibilities:**

- i. Support pupil-initiated efforts to combat hate, bigotry, racism, or any form of bias or prejudice.

- ii. Provide psychologically safe inclusive spaces for students to build community, trust, self-efficacy, and positive identity.
- iii. Facilitate and support the development of:
  - 1. communication and self-advocacy skills
  - 2. collaboration and leadership skills
  - 3. Site-based intra-club connection
- iv. Participate in district wide identity club events

**b. Selection Process and Timelines:**

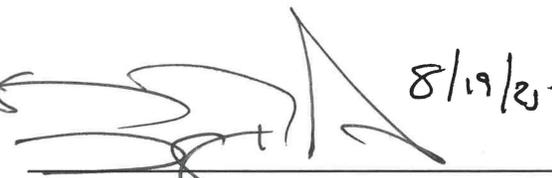
- i. Sites will use their existing process for identifying and selecting club advisors.
- ii. The grant will support the development of the identity club advisor positions during the three-year pilot program (2023-24, 2024-25 and the 2025-26 school years) in accordance with the personnel and funding parameters that are found in the CDE Antibias grant.
  - 1. Each spring, the District and Association will communicate available positions to help sites plan for each year’s recruitment and selection process.

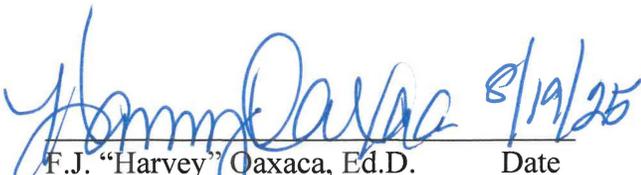
**c. Compensation:**

- i. Members selected to serve as identity club advisors will receive a \$1,250 annual stipend.

**Term:**

This Side Letter of Agreement is non-precedential and will remain in effect until **March 30, 2026 (the expiration of the CDE grant)**. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

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Daniel Thigpen Chief of Human Resources San Juan Unified School District	Date	Barry Roth President San Juan Teachers Association.	Date


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