

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
and the  
SAN JUAN TEACHERS ASSOCIATION (Association)  
*Re: Early Notification of Retirement Payment Increase for 2025/26 School Year***

**Background:**

Currently in the Collectively Bargained Agreement (CBA), the District and Association have negotiated a payment to individuals who notify the District of plans to retire prior to February 1 of any given year: \$500 for practitioners with 19 or fewer years of service in the district; and P \$1,000 for practitioners with 20 or more years of service in the district. This compensation level was agreed to in the 2002-03 bargaining cycle.

**Intent:**

The intent of this Side Letter of Agreement between the District and the Association is to acquire better data on the number of individuals who are making the determination to retire from the District at the end of the 2025-26 school year. This should assist Human Resources in the planning efforts regarding the district's employment needs for the 2026-27 school year and hopefully mitigate the number of practitioners receiving preliminary layoff notices in March.

**Agreement:**

The District and Association agree to adjust Article 9.07 (Early Retirement Incentive) to read as follows for the 2025-26 school year only:

- Early Retirement Incentive: Members must provide written, binding notification to Human Resources by February 1 of their retirement at the end of this school year. Members who do so will be paid an incentive of \$2,500.

This non-precedential agreement is effective for the 2025-26 school year only and will expire on June 30, 2026.

 11-12-25

Daniel Thigpen                      11/12/2025  
Chief of Human Resources  
San Juan Unified School District

 11/12/2025

Dr. Edward Burgess IX            11/12/2025  
Associate Executive Director  
San Juan Teachers Association