

## SIDE LETTER OF AGREEMENT (SLA) BETWEEN

### SAN JUAN UNIFIED SCHOOL DISTRICT (District) and the SAN JUAN PROFESSIONAL EDUCATORS Coalition (SJPEC)

#### Re: Temporary Compensation for Psychologist Vacancy Coverage

#### Background:

The District and SJPEC recognize that the Psychologist team within the Special Education Department is not fully staffed. While Psychologist positions are typically categorized as management/practitioner roles where duties are performed within the standard job description and calendar, the parties acknowledge that specific commitments were previously communicated regarding additional compensation for workload coverage.

#### Statement of Intent:

The District and SJPEC mutually agree to provide a temporary mechanism for additional compensation during the 2025-26 school year to acknowledge the contributions of Psychologists who assume duties left unattended by the current vacancy. This agreement is made in consideration of specific prior communications and is intended to support student service levels during the recruitment process.

#### Agreement:


The District and SJPEC agree to the following:

1. **Eligibility and Assignment:** All permanent Psychologists represented by the SJPEC are eligible to participate in the general pool of coverage hours to assist with the workload associated with current vacancies within the Special Education Department.
2. **Compensation:** SJPEC members who provide coverage shall be compensated at the **Additional Assignment Rate of Pay** listed on the current SJPEC Salary Schedule.
  - a. Total additional compensation per member shall not exceed **40 hours per pay period** and shall reflect actual time needed for approved additional work.
  - b. The total additional compensation for all participating members shall not exceed **160 hours per pay period**.
  - c. Compensation is retroactive to **September 1, 2025**.
3. **Timekeeping and Approvals:** Members must submit supplemental timecards monthly for all additional assignment hours worked. To be eligible for payment, all timecards must be reviewed and approved by the **Director of Special Education**.
4. **Ability to Contract:** This agreement does not impede the district's ability to utilize contracted service providers if determined necessary or in the best interest of the district.
5. **Non-Precedential Nature:** This agreement is entered into on a non-precedential basis to address a specific set of circumstances and prior communications. This agreement


does not establish a past practice or a permanent change to the compensation structure for Psychologist positions.

**Term:**

This Side Letter of Agreement shall sunset on **June 30, 2026**. As of this date, the practice of providing additional assignment pay for vacancy coverage will cease. This Side Letter may only be revised or extended by express written mutual agreement between the District and the SJPEC.

  
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**Trent Allen**  
Chief of Staff  
San Juan Unified School District

3/23/26  
**Date**

  
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**Melanie Allen**  
President  
San Juan Professional Educators Coalition

3/23/26  
**Date**