

**SIDE LETTER OF AGREEMENT (SLA)  
BETWEEN  
SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
AND  
SAN JUAN TEACHERS ASSOCIATION (Association)  
*Re: CTE Teacher Column Placement***

**Background:**

The San Juan Unified School District (District) and the San Juan Teachers Association (Association) believe that robust Career Technical Education (CTE) programs are integral to providing students with the hands-on tools necessary to help students navigate their individual path to college and career success. As such, successful CTE programs thrive when they are led by credentialed practitioners with rich, relevant industry experience. The current TK-12 Salary Schedule does not have a mechanism to place individuals that do not possess a Bachelor's degree into one of the five columns.

**Statement of Intent:**

In order to attract and retain the most experienced and qualified CTE teachers for the District's programs, it is important that salary schedule placement practices do not create a disincentive for CTE teachers seeking to make a career transition from their relevant industry to employment to public education. Nor do we wish to disincentive CTE teachers from engaging in professional growth. CTE teaching assignments are additionally unique in that the pool of current and prospective practitioners may not have undertaken a traditional Bachelor's program during their efforts to obtain a CTE credential.

**Agreement:**

The Association and the District mutually agree to the following terms:

- 1. Column placement for CTE teachers will consider a CTE credential in place of a Bachelor's degree when a BA is not held:**
  - a. In the absence of a Bachelor's degree, placement in Column will be determined by a combination of a CTE credential (which will take the place of the Bachelor's in each column) and other verified units as articulated in Exhibit D of the CBA.
  
- 2. Column placement adjustments for existing CTE teachers:**
  - a. Upon District verification of submission of continuing education (units or hours) at appropriate contractual timelines, any currently employed CTE teacher who submitted hours will be moved to the appropriate column starting with the timelines for the 2025-26 school year.

- i. Any such approvals will receive backpay for the 2025-26 school year in its entirety
  - b. A member who is currently placed in a column and lacks the units to support that placement, will be allowed to remain in that column. Such an individual can advance columns once they have completed the required number of units to do so.
- 3. **Step placement for newly hired CTE teachers shall remain as it is currently articulated in the CBA and no language in this Side Letter shall alter it.**

This Side Letter of Agreement is non-precedential and will sunset on June 30, 2027. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

 5-14-26

Daniel Thigpen                      Date  
Chief of Human Resources  
San Juan Unified School District

 5/14/2024

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