

Re: Unused Flex Time for School Nurses Conducting Critical Students' Health Care Preparation
Updated: July 2026

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 with 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 school nurses to adequately prepare and/or disseminate this vital information.

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.

1. A school nurse may earn up to 80 hours of flex time during the summer.
2. 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 of each year during the term of this SLA 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This Side Letter of Agreement is non-precedential and will remain in effect until the parties reach Collective Bargaining Agreement language that either incorporates or replaces this SLA.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, 2028.


Harvey Oaxaca (Jul 7, 2026 07:27:15 PDT)

Harvey Oaxaca
Assistant Superintendent
Educational Services

Date

Shannan Brown July 6, 2026
Shannan Brown Date
Executive Director
San Juan Teachers Association

 7/6/2026

Daniel Thigpen Date
Executive Director
Labor and Government Relations