

SIDE LETTER OF AGREEMENT (SLA)
Between
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Establishing Workgroups to Support Special Education Students, Co-Teaching
and Common Assessments

Background:

San Juan Unified School District (District) and the San Juan Teachers Association (Association) share an interest in creating multiple opportunities for practitioners to offer their professional expertise to inform and design districtwide strategies for improving student outcomes.

Statement of Intent:

During the 2025-26 school year, the District and Association agreed to develop strategies for supporting special education; specifically, developing high school co-teaching and establishing alternative graduation pathways. Both require strong teacher-administrator collaboration, supported by staff workgroups meeting during and after school to design and implement these initiatives. Additionally, the District and Association are working in partnership to pilot common assessments in K-12. Each group's purpose, time commitment and practitioner compensation is outlined in this Side Letter of Agreement (SLA).

Agreement:

The District and Association mutually agree to establish the following work groups. The estimated time commitment, and associated compensation, are outlined below:

High School Co-Teaching Work Group

Available to 13 high school practitioners

Purpose: Building out best practices in high school co-teaching

- 2 full release days
- 8 hours of after-school work sessions
- 4 hours of individual work time (after contract hours)
- Selected member practitioners earn a \$1,500 yearly stipend

RSP Graduation Pathway Work Group

Available to 10 practitioners

Purpose: Establish graduation pathways for special education students with mild to moderate learning disabilities.

- 2 full release days
- 8 hours of after-school work sessions
- 4 hours of individual work time (after contract hours)
- Selected member practitioners earn a \$1,500 yearly stipend

Alternative Pathways Work Group

Available to 8 practitioners

Purpose: Establish alternative graduation pathways for special education students.

- 2 full release days
- 8 hours of after-school work sessions
- Selected member practitioners earn a \$1,000 yearly stipend

Larger Group Input/Feedback Sessions

Available to 9 practitioners

Purpose: Support continuous improvement efforts by meeting with site colleagues, gathering input and feedback to support smaller group initiatives.

- 4 hours of after school work
- Selected member practitioners will earn a \$500 yearly stipend

Common Assessment Work Group

Available to 64 practitioners

Purpose: Create common assessments and administer to students with the goal of implementing common assessments throughout the district.

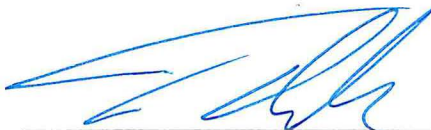
The District and Association agree to pilot K-12 teacher work groups focused on common assessment. Each group will include four (4) to six (6) teachers from the same grade level. They will meet both during and after the school day to design common assessments and administer such to their students.

- 2 full release days
- 8 hours of after-school work sessions
- 4 hours of individual work time (after contract hours)
- Selected member practitioners earn a \$1,500 yearly stipend

Stipend payment timeline: All of the above stipends will be paid to eligible members no later than Aug. 28, 2026.

Term:

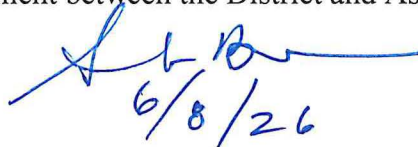
This Side Letter of Agreement is non-precedential and expires June 30, 2026. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.



Timothy Chip Dale, Ed.D.
Deputy Superintendent,
Schools and Student Support
San Juan Unified School District

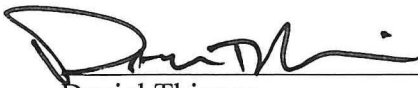
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Date



Shannan Brown
Executive Director
San Juan Teachers Association

Date



Daniel Thigpen
Chief of Human Resources
San Juan Unified School District

6-2-26

Date