

**SIDE LETTER OF AGREEMENT (SLA)**  
**BETWEEN THE**  
**SAN JUAN UNIFIED SCHOOL DISTRICT (District)**  
**AND THE**  
**SAN JUAN TEACHERS ASSOCIATION (Association)**  
*Re: Alder GSE Teacher Residency Facilitator compensation*  
*Updated July 2026*

**Background:**

Beginning in the 2022-23 school year, the San Juan Unified School District implemented the Alder Graduate School of Education (GSE) Teacher Residency program, with the goal of increasing workforce diversity. The District has approved a new Teacher Residency Facilitator position to assist in supporting the program and its success throughout the year.

**Statement of Intent:**

It is a shared interest to ensure that the classroom mentors and teacher residents experience a high level of support from a San Juan Unified practitioner. Given the scope of the support necessary to ensure the success of our residents and mentors - including providing seminar instruction and individual coaching, as well as support and assistance in the development of certificated staff recruiting pipelines - it is necessary to ensure that the compensation for the Teacher Residency Facilitator adequately addresses the depth and breadth of this assignment.

**Agreement:**

The District and Association mutually agree to the following compensation terms for the Teacher Residency Facilitator position:

1. The Teacher Residency Facilitator position will be a 2022-2028 school year pilot. The District and Association agree to review the terms of this position and agreement before the expiration of this SLA.
2. The Teacher Residency Facilitator will be compensated based on a 201-day work year for the 2022-23 school year and a 213-day work year for the remaining term of this SLA.
  - a. The Teacher Residency Facilitator is a Teacher on Special Assignment position and will have the same work year as outlined in Article 25.05 of the Collective Bargaining Agreement.
  - b. Beginning in 2023-24 and remaining through the term of this SLA, this position will be paid twenty-three (23) additional days to carry out the expected duties and responsibilities of this position and the work required to plan and implement a new program, including the potential for work taking place during summer and other breaks, nights, and weekends.

