

**SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS SAN JUAN CHAPTER NO. 127 (CSEA)
*Re: Bilingual Services Program compensation for 2025-26***

This Side Letter of Agreement (SLA) is between the California School Employees Association and its San Juan Chapter No. 127 ("CSEA") and San Juan Unified School District ("District") regarding compensation to certain members for providing bilingual services outside of their regular duties in the 2025-26 school year, in accordance with the collective bargaining agreement. The parties have met and agreed to the following:

Background:

Article 6.10 of the collective bargaining agreement outlines the terms under which CSEA members may be compensated for services outside of their regular duties, including speaking, reading, and interpreting a language other than English.

In the 2025-26 school year several CSEA members provided eligible services under Article 6.10 and are owed compensation.

Agreement:

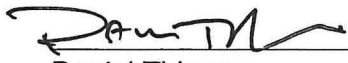
1. The CSEA members in the following Employee ID numbers shall receive retroactive payment for the 2025-26 work year equal to the Second Shift Differential in Article 6.2.2:
 - 453544
 - 385580
 - 585899
 - 582673
 - 585425
 - 579797
 - 462397
 - 229476

Retroactive payment shall be paid no later than Nov. 30, 2026.

2. By Nov. 1, 2026, the parties agree to meet, review and agree upon the process for determining eligible members for 2026-27 and ongoing.
 - a. If, based on the agreed-upon criteria, it is mutually determined that any additional CSEA members would have been eligible for compensation in 2025-26, those members shall receive retroactive payment no later than Feb. 26, 2027.

Term:

This SLA MOU is non-precedential and expires June 30, 2027. It may be revised by mutual agreement between the District and CSEA.

 9-29-26

Daniel Thigpen Date
Executive Director
Labor and Government Relations
San Juan Unified School District

 09.29.26

Adara Clark-Gunn Date
President
California School Employees Association

 9/29/26

Kurt Benfield Date
Business Representative
California School Employees Association