

SIDE LETTER OF AGREEMENT (SLA)

BETWEEN

SAN JUAN UNIFIED SCHOOL DISTRICT (District)

and the

SAN JUAN TEACHERS ASSOCIATION (Association)

Re: SPG Pilot – Hold Harmless 2026-027

Background

It is a deeply held belief of both SJTA and SJUSD that educators/practitioners are professionals who continue to grow and improve in their craft throughout their career. It is the intent of this article to establish a system and an environment that provides practitioners at all levels of experience and effectiveness a framework to deepen their professional practice. Furthermore, this system is designed to encourage collaboration among all practitioners, administration, and resource personnel to ensure that all students demonstrate progress.

July 1, 2016, the System of Professional Growth (SPG) was fully implemented and two of the major components of the program are the California Standards for the Teaching Profession (CSTP), Essential Element Rubrics.

While the practice and process of SPG remain the same to this day, the Association and District hold a shared belief that the Essential Elements should be updated to reflect the new CSTPs, and in turn the Essential Element Rubrics should be updated.

Statement of Intent:

During the 2025-26 School Year, new Essential Elements were selected, piloted with practitioners and agreed upon through Association and District bargaining. A pilot for the Rubrics will take place in 2026-27, so the system can prepare for full implementation in the 2027-28 School Year.

Agreement:

Members who are selected to serve as participants in this pilot shall be held harmless. The District and Association's shared goal is to test and evaluate the Rubrics, not the practitioner who volunteers; therefore, outcomes that are a result of the pilot will be used to inform the process and allow the system to identify any needed supports.

This Side Letter of Agreement is non-precedential and expires **June 30, 2027**.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

Daniel Thigpen

10-21-2026

Barry Roth

10/21-2016

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

Date

Barry Roth
President
San Juan Teachers Association

Date