SIDE LETTER OF AGREEMENT (SLA)
Between
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)

Re: Establishing Middle Years Workgroups to Support Special Education Students and Co-Teaching

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 2026-27 school year, the District and Association agree to develop strategies for supporting special education; to strengthen the continuum of services including developing a co-teaching model in the middle years (grades 6-8). The parties agree that when practitioners are empowered in a collaborative process to create, review, and refine strategies, the end result is successful and ready for implementation in our schools. Specifically, the parties desire to better understand from practitioners currently in roles supporting students with disabilities how a co-teaching model might be formed and effectively implemented across our traditional middle schools.

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

Middle Years Co-Teaching Work Group
Available to 12 middle school practitioners
Purpose: Building out best practices in middle years co-teaching

- 3-4 full release days
- 8 hours of after-school work sessions
- 4 hours of individual work time (after contract hours)
- Selected member practitioners earn a $2,500 yearly stipend

Larger Group Input/Feedback Sessions
Available to 18 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

Stipend payment timeline:
All of the above stipends will be paid to eligible members no later than June 30, 2027.

Term:
This Side Letter of Agreement is non-precedential and expires June 30, 2027.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.

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

11/9/26
Shannan Brown Date
Executive Director
San Juan Teachers Association

11/6/26
Daniel Thigpen Date
Executive Director
Labor and Government Relations
San Juan Unified School District