SIDE LETTER OF AGREEMENT (SLA)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Mid-year transfers for Secondary practitioners

Background:
The District and the Association hold the shared belief to continue attracting and retaining exceptional professionals and delivering the instruction and support that students deserve.

Intent:
To make every effort to ensure that positions are filled at the start of the new semester in secondary schools.

Agreement:
This agreement would provide a temporary adjustment to Article 4.04.4, which currently reads:

> **In middle school and high school, the procedure for voluntary transfers shall also apply from the Friday prior to Thanksgiving break until ten (10) days prior to the commencement of the second semester.**

For the 2026-27 school year only, the above language will be expanded to allow mid-year voluntary transfers to begin on Tuesday, November 10, 2026. Any positions that are posted for mid-year transfers on November 10, 2026 shall remain open until Wednesday, November 18, 2026 at 5 p.m. Any subsequent postings shall follow normal timelines of posting on a Friday and closing on the following second Sunday.

- If the position being posted is temporary, that shall be clearly noted in the job posting. Any practitioner accepting a temporary position will do so in full awareness of the following:
  - If the position ends, and there are no naturally occurring openings at their new site, the practitioner will not have any rights to remain at the new school.
  - The practitioner will not have return rights to their previous site.
  - At the end of the assignment, absent a naturally occurring vacancy at their new site, the practitioner will be placed on the surplus/involuntary transfer list based on their district-wide seniority.

For the purposes of this side letter, a "naturally occurring vacancy" is a vacancy that is caused by a staff member leaving the site for employee-initiated reasons (e.g., voluntary transfer, retirement, resignation, etc.) and not due to seniority-related reasons.

This Side Letter of Agreement is non-precedential and will sunset on June 30, 2027, unless replaced with new language mutually agreed upon through negotiations and incorporated into a new Collective Bargaining Agreement. This Side Letter may be revised and/or extended by mutual agreement between the District and Association.

11-9-26
Daniel Thigpen — Date
Executive Director
Labor and Government Relations
San Juan Unified School District

11/9/2026
Dr. Edward F. Burgess IX — Date
Associate Executive Director
San Juan Teachers Association