

**SIDE LETTER OF AGREEMENT
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
And The
SAN JUAN TEACHERS ASSOCIATION (Association)**

Intent:

The intent of this Side Letter of Agreement between the District and the Association is to exempt members from participating in the System of Professional Growth (SPG) who declare their intent to retire in 2016-17. This agreement is contingent upon the ratification of the proposed tentative agreement of SPG by the SJTA membership and the School Board in the spring of 2016. This agreement pertains only to the System of Professional Growth in order to help with the efficiency and general roll out of the new system.

Agreement:

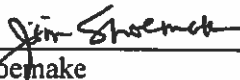
The District and the Association hereby agree to the following:


1. Members who declare their intent to retire in the 2016-17 school year shall be exempt from the System of Professional Growth (as allowed by Ed Code). This does not apply to members who have been referred to PAR.
2. Members must notify the district no later than May 15, 2016.
3. The Declaration of Intent to Retire is non-binding.
4. Members may choose to rescind their intention at any time.
5. If a member rescinds his/her decision to retire, he/she shall participate in the System of Professional Growth in accordance with the Collective Bargaining Agreement.
6. Members who submit their formal retirement paperwork to retire in the 2016-17 school year will be eligible for the districts early retirement incentive.

This Side Letter of Agreement will sunset on June 30, 2017. By mutual agreement the parties may extend this agreement through 2018.

On Behalf of San Juan Unified School District

On Behalf of San Juan Teachers Association

 3/15/16
Date
Jim Shoemaker
Assistant Superintendent
Schools and Labor Relations
San Juan Unified School District

 7-15-16
Date
Tom Alves
Executive Director
San Juan Teachers Association