

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

**Summer 2020 Work to Prepare Lessons Aligned to Essential Standards**

**Background**

In any typical year, we may face challenges of getting all students to reach mastery of all standards. Given this unprecedented time, we believe that it will be even more challenging to cover all of the standards in 2020-2021 as we would during a typical school year. In an attempt to reduce stress and address this reality, while still trusting professionals and believing in professional autonomy, we have recently convened joint teams of practitioners and administrators to draft guidelines for ‘Essential Standards’ for each grade level and core academic content area. Within this work, essential standards represent the minimum a student must learn to reach higher levels of learning. In order for a standard to be identified as “essential” it would either be a power standard or building block standard that is necessary for students to master in order to be:

- ❖ successful later in the year
- ❖ successful in the next grade or course level
- ❖ successful across other domains or content areas

**Intent**

- To utilize the expertise of San Juan practitioners and support their colleagues by creating, developing and providing a bank of lessons that are accessible online so that in-person or synchronous learning can focus on differentiation, relationship building, assessing learning, etc.
  - The bank of lessons will be available for practitioners to supplement and support their focus on the essential standards guidelines.
  - These lessons may be used to help practitioners use alternative methods of instruction (for example flipping the classroom).

**Agreement**

Scope of work (Elementary):

The goal of each practitioner or team of practitioners is to curate content and create lessons to support the implementation of essential standards guidelines up to winter break.

Scope of work (Secondary):

The goal of each practitioner or team of practitioners is to curate content and create lessons to support the implementation of essential standards guidelines for the first semester.

Expected deliverables for essential standards include:

- A fully prepared unit of study which can be delivered in an asynchronous manner
  - Lesson plans housed in the San Juan Google drive (each practitioner/team will develop 45 lessons in total, by content and grade level, to be utilized within the first four months of the school year).
    - The focus of each lesson in a unit of study is to:
      - provide background information, and introduce new content to prepare students for in class or synchronous learning. (The in-class or synchronous learning is where the classroom teacher can differentiate for individual or small group practice, collaboration or extension of the concepts being taught.)
      - build skills associated with the essential standards, allowing the teacher of record discretion on how to integrate the lessons with their distance learning environment.
  - Implementation recommendations
  - Supplemental and supporting resources
  - Formative and summative assessments

Practitioners selected will:

- participate in pre-training (4-6 hours in total, dates and times TBD)
  - Technology and platform integration
  - Review lesson exemplars/templates
  - Calibration of deliverables
- collaborate weekly with the district's professional learning support teams to ensure coordination of efforts and deliverables

### **Selection Assignments**

Both parties value all subject matters that are taught in San Juan Unified and believe that a comprehensive education includes music, art, physical education, health, and electives. Unfortunately, during this crisis both funds and time are limited. The parties realize regrettably that the assignments below do not reflect all subject matter, courses and grade levels. These grades and subjects were identified because they align with the implementation of core content within the essential standards guidelines. As funding and time allows, other grade levels and content areas may be added in the future.

The parties agree that eighty-two (82) practitioners will be hired from the SJTA bargaining unit for the purpose of facilitating the implementation of Essential Standards Guidelines.

A. Elementary - Grade level and subject teams are set as follows:

- a.
  - i. English Language Arts ( 2 practitioners per grade level K-5)
  - ii. Math (2 practitioners per grade level K-5)
  - iii. ELA and Math (2 practitioners from TK :1 for ELA and 1 for math)
  - iv. Social studies (3 practitioners- 1 per grade for grades 3, 4 and 5)
  - v. Science (3 practitioners - 1 per grade for grades 3, 4 and 5)
  - vi. ELD (2 practitioners supporting K-2 and 3-5)
  - vii. Special Education Support (2 practitioners supporting K-2 and 3-5)
  - viii. Dual Immersion (4 practitioners covering K-8)

**B. Middle School - Grade level and subject teams are set as follows:**

- a. Grades 6:
  - i. English Language Arts (1 Practitioner)
  - ii. Math (2 Practitioners)
  - iii. Social Studies / History (1 Practitioner)
  - iv. Science (1 Practitioner)
- b. Grade 7:
  - i. English Language Arts (1 Practitioner)
  - ii. Math (2 Practitioners)
  - iii. Social Studies / History (1 Practitioner)
  - iv. Science (1 Practitioner)
- c. Grade 8:
  - i. English Language Arts (1 Practitioner)
  - ii. Math (2 Practitioners)
  - iii. Social Studies / History (1 Practitioner)
  - iv. Science (1 Practitioner)

**C. High School**

- a. English:
  - i. Grade 9 - ELA (2 Practitioners)
  - ii. Grade 10 - ELA (2 Practitioners)
  - iii. Grade 11 - ELA (2 Practitioners)
- b. Math:
  - i. Integrated Math 1 (2 Practitioners)
  - ii. Integrated Math 2 (2 Practitioners)
  - iii. Integrated Math 3 (2 Practitioners)
- c. Social Studies / History
  - i. World History (2 Practitioners)
  - ii. US History (2 Practitioners)
  - iii. US Government (1 Practitioner)
  - iv. Economics (1 Practitioner)
- d. Science:

- i. Biology (2 Practitioners)
- ii. Chemistry (2 Practitioners)
- iii. Physics (1 Practitioner)
- e. World Language:
  - i. Spanish1 and 2 (2 Practitioners)
  - ii. French 1 and 2 (2 Practitioners)

### **Specific Responsibilities**

- Create and curate resources for essential standards guidelines for instructional staff:
  - A fully prepared unit of study which can be delivered in an asynchronous manner
    - Lesson plans housed in the San Juan Google drive
    - Implementation recommendations
    - Supplemental and supporting resources
    - Formative and summative assessments

### **Term**

- The term shall be June - July 2020.
- The deliverables noted above are due based on the timeline below:
  - Fully prepared units of study for August - September are due no later than July 22, 2020
  - Fully prepared units of study for October - December are due no later than July 31, 2020

### **Eligibility**

- Be a credentialed teacher with permanent status.
- Must have 'met' standards in two most recent evaluations.
- Understanding of unit and assessment design aligned to standards.
- Ability to collaborate with colleagues and work effectively in a team environment.
- Demonstrate exemplary teaching ability, as indicated by, among other things, effective interpersonal communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.
- Current school year assignment (2019-20) involves providing direct instruction to students (*preferred, not required*).

A member interested in being considered for the Essential Standards Guidelines Summer 2020 work shall:

- Submit a completed letter of interest to [summerschool@sanjuan.edu](mailto:summerschool@sanjuan.edu) by Friday June 12, 2020 which shall include:
  - Relevant experience
  - A list of references including at least one administrator and one colleague

- o A sample distance learning lesson that has been taught sometime between March 13, 2020 and June 5, 2020.

**Compensation**

- \$4,000.00 stipend to be paid no later than September 30, 2020

This SLA will sunset on July 31, 2020.

For the San Juan Unified School District

For the San Juan Teachers Association

*Jim Shoemake*                      *6/5/2020*

*Dr. Edward F. Burgess IX 6/5/20*

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Jim Shoemake  
Assistant Superintendent  
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Associate Executive Director  
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