



SAN JUAN UNIFIED SCHOOL DISTRICT
 Hard to Staff Stipend
 2024-2025 School Year

Hard To Staff*	INCLUDED IN CONTRACT**
Staffing Difficulty III	\$2,000
<ul style="list-style-type: none"> ● Counselors (all levels) 	
<ul style="list-style-type: none"> ● Social Workers 	
<ul style="list-style-type: none"> ● Teacher Librarian *** 	

*Hard to Staff stipends will be revisited in the Spring of 2024 to determine which should remain, be adjusted, removed or added to this stipend schedule; once a member receives the “Hard to Staff” stipend as part of their annual income, it will remain a part of their salary until they leave that position even if the position is removed from D11 . This schedule will be revisited once every three years from that point forward. The second round will be in advance of the 2027-28 school year.

**Members can only collect one of the above stipends. These stipends do not compound.

***Board Approval Date: June 27, 2023; .75 Allocation per MOU dated May 15, 2023.

Board approval: October 11, 2022

Effective date: July 1, 2023

Revised due to Special Education MOU: April 17, 2024



SAN JUAN UNIFIED SCHOOL DISTRICT
 Special Education Hard to Staff Stipend
 2024-2025 School Year

Level	Positions	1-10 Years	11-20 Years	21+ Years
1	Mobility, Vision, OI, Nurse	\$6,000	\$10,000	\$14,000
2	Mod/Severe, TLC, DHH, SLP	\$5,500	\$9,000	\$12,500
3	Mild/ Mod (all other special education service providers)	\$5,000	\$8,000	\$11,000

Board approval: May 14, 2024

Effective date: July 1, 2024