

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Conversion of Certain Social Workers Hired Prior to Oct. 2018
and Still on the Alternative Salary Schedule

Background:

The District and Association, in order to preserve the School Social Worker positions within San Juan Unified, wrote contract language to preserve funding for existing School Social Workers, while adjusting pay for newly hired School Social Workers. This resulted in a two tier system with individuals in role alike positions on different compensation models.

Intent:

The intent of this Memorandum of Understanding (MOU) between the District and the Association is to move the School Social Workers still under the old language, off of the special compensation agreement and on to the regular salary schedule (at 195 days per the collective bargaining agreement), while maintaining no fiscal harm to any current employee.

Agreement:

The District and Association agree to a one-time, non-precedential move to address the issue in the following manner:

- The following employees will be moved to the following Step and Column starting in the 2025-26 school year and will advance Steps annually:
 - **Angelica Anaya (Step 13 / Column V)**
 - **Natalie Frost (Step 18 / Column V)**
 - **Kevin Galvez (Step 13 / Column V)**
 - **Erika Navarro (Step 19 / Column V)**
 - **Lillian Alhafez (Step 10 / Column V)**
 - **Dianne Ronicke (Step 20 / Column V)**
 - **Lonnie Webb (Step 20 / Column V)**

- The following employees will be moved to Step 20 and Column V starting in the 2025-26 school year. As this adjustment would result in a loss of income, the following members will receive a non-creditable stipend annually in the following individual amount:
 - **Dianne Roenicke (Annual Stipend =\$10,000)**
 - **Lonnie Webb (Annual Stipend = \$7,000)**

Beginning in the 2026-27 school year, these stipends would be paid at a pro rata share on a monthly basis. This would constitute a non-precedential agreement, apply only to the two individuals named above, and does not hold implications for future considerations.

