

**Memorandum of Understanding
San Bernardino City Unified School District
and San Bernardino Teachers Association
June 2, 2015
Speech Language Pathologists**

This Memorandum of Understanding is made and entered into this 2nd day of June, 2015, between the San Bernardino City Unified School District (herein after referred to as "District") and the San Bernardino Teachers Association, SBTA (herein after referred to as "Association").

WHEREAS, the District has employed Speech and Language Pathologists (hereinafter referred to as "SLPs") to meet the needs of students in the District; and

WHEREAS, the SLPs are members of SBTA and, as such, SBTA is the exclusive bargaining agent for SLPs; and

WHEREAS, the District has a number of SLP vacancies, resulting in caseload challenges for the SLPs; and

WHEREAS, SLP caseloads are defined in the Certificated Bargaining Agreement and in California Education Code; and

WHEREAS, the District and the SLPs desire to provide quality services to students in an effective manner; and

WHEREAS, there is and has been an ongoing shortage of SLPs available in the job market; and

WHEREAS, the District seeks to be competitive in the job market in relation to compensation for SLPs; and

WHEREAS, Article XI Wages, Section 13(c) states in part "Speech Language Pathologists shall be paid a factor of 5% of their per diem rate of pay as determined by their placement on Appendix A of the CBA";

THEREFORE, the District and the Association agree to the following:

1. The District shall continue to aggressively recruit and hire SLPs.
2. Newly hired fully credentialed, full-time SLPs will receive a \$5,000 signing bonus payable by October 1 of the first year of employment. Newly hired fully credentialed, part-time SLPs shall receive a prorated share of the signing bonus.

3. Continuing fully credentialed, full-time SLPs shall be paid a Stay-Put bonus of \$5,000 payable in full on October 1 of the school year. Continuing fully credentialed, part-time SLPs shall be paid a prorated share of the \$5,000 Stay-Put Bonus.
4. Fully credentialed, full-time SLPs shall be paid \$1,000 per year for license-required classes/seminars, license renewal fees for the state Speech Language Pathologist license, and/or the Certification of Clinical Competency license. This payment is conditioned on the supervisor's verification that Medi-Cal billing has been completed and will be paid by the end of each school year. Fully credentialed, part-time SLPs shall be paid a prorated share of the \$1,000 per year by the end of each school year.
5. The District shall continue to seek interns that can work under SLP supervision. Interns will reduce caseload averaging. Supervising SLPs will receive a stipend of \$500 per semester.
6. On a temporary basis, the District may, contract external services with the following provisions:
 - a) The District will make every effort to minimize the cost of contracted SLPs services.
 - b) Contracted services will be reduced upon the hiring of SLPs up until the time that the District has hired the sufficient number of SLPs needed to provide all SLP services to students.
 - c) The District shall provide to the Association, by the 10th of each month, information regarding contracted services, including but not limited to, dates of initiation/termination, number of people providing services, number of hours provided by each provider, number of caseloads assigned to each provider, and amount of payment for services.
 - d) Contracted services will relieve the caseloads of SLPs in an equitable manner, whereby contracted SLPs caseloads are reasonably equitable with District SLPs.
7. By November 1, of each school year, the caseload averages for SLPs on a 184-day work year shall not exceed 55 and for SLPs on a 212-day work-year the caseload averages shall not exceed 65. For part-time SLPs, SBTA and the District will work together to monitor caseloads.

The District and Association further agree that this Memorandum of Understanding (MOU) shall not be deemed as a precedent, and shall not, under any circumstances, be used as a basis for extending the same consideration to other employees of the District represented by the Association.

This MOU will be effective July 1, 2015 and will expire on June 30, 2017.

**SAN BERNARDINO
CITY UNIFIED SCHOOL DISTRICT**

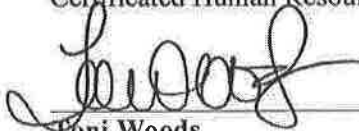


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Certificated Human Resources



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Anton Elementary School

Natalie Raymundo
Principal
Richardson Middle School



Hector Vasquez
Principal
Pacific High School



**SAN BERNARDINO
TEACHERS ASSOCIATION**



Michael Peterson
SBTA Negotiations Chair

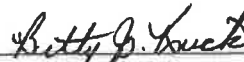


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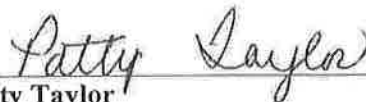
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