

## Memorandum of Understanding

between  
Mercer Island Education Association (“Association”), Classified  
and  
Mercer Island School District (“District”)  
Regarding

### **Creation of a Certified Occupational Therapy Assistant (“COTA”) position, and Speech-Language Pathology Assistants (“SLPA”)**

The District is currently paying an agency Certified Occupational Therapy Assistant (“COTA”) to provide occupational therapy services to District students. The District desires to hire a staff member with this credential rather than continue to pay a contract because the District believes that its needs for these services will be ongoing. Because the Parties do not currently have a COTA position on its schedule, the District proposes that the COTA position be added to Position 8, currently with a starting salary of \$33.59, and in a new category, Category 27.

In creating this position, the District reviewed the salary of its Speech-Language Pathology Assistants (“SLPA”). This revealed that the pay for this position is not competitive in the market. Therefore, SLPA will also be moved to Position 8 on the salary schedule, currently with a starting salary of \$33.59. The SLPA Category, which is Category 7, shall remain unchanged.

It is also understood that the COTA and SLPA positions shall be provided a certificated OT/SLP mentor during their first year in that position. As such, [Article V, Section 17](#) will be updated to include a reference to COTA and SLPA and shall read:

Any certificated employee accepting an assignment from the employee’s administrator to mentor another certificated employee or classified nurse, COTA, or SLPA will be paid a supplemental contract of \$600 per school year for this responsibility.

If a certificated OT/SLP is unavailable or unwilling to serve as a mentor, a current COTA or SLPA may serve as a mentor to a newly hired COTA or SLPA in their first year of employment. Such classified mentor shall receive a supplemental of \$600 per school year for this responsibility.

Consistent with [Article IV, Section 15](#) of the Classified CBA, a meeting should be scheduled by the mentor and mentee at a minimum of once per month to ensure time is designated for mentoring support.

The Parties intend these changes to be added to the classified salary schedule and incorporated into future collective bargaining agreements.

  
Donna Colosky (Jun 6, 2022 15:10 PDT)

Jun 6, 2022

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Donna Colosky  
Superintendent

date



Jul 1, 2022

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Sally Loeser  
MIEA President

date











# 2022.06.06 SLPA.COTA MOU.docx (1)

Final Audit Report

2022-07-01

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