

**Memorandum of Understanding
Between
Visalia Unified School District
And
Visalia Unified Teachers Association**

Recruitment Bonus, Speech Language Pathologists

This memorandum of understanding ("MOU") is entered into and between Visalia Unified School District ("District") and the Visalia Unified Teachers Association ("VUTA") (collectively "Parties") effective February 15, 2024. The Parties current Collective Bargaining Agreement ("CBA") is effective from July 1, 2021 through June 30, 2024. This MOU addresses agreements reached between the Parties related to addressing the current and ongoing shortage of Speech Language Pathologists and the related challenges in recruiting, hiring, and retaining qualified candidates in these hard to fill positions.

Recitals

- A. WHEREAS, the District has 33 Speech Language Pathologist positions, 5 of which have remained unfilled for the 2023-2024 school year.
- B. WHEREAS, the District has been required to contract with third-party contractors to provide the legally-required IEP services for students with disabilities, that would otherwise be provided by Speech Language Pathologists if all vacancies were filled.
- C. WHEREAS, to better attract, recruit and retain needed Speech Language Pathologists for the 2024-2025 school year, the Parties agree to the processes and terms established by this MOU and that, unless otherwise noted below, the terms of this MOU shall supersede any provisions of the CBA between the Parties that are in conflict it.

Agreement

NOW, THEREFORE, the Parties agree as follows:

1. The District will pay qualified candidates with a Speech Language Pathology ("SLP") credential serving in an SLP position ("Employee") a ten thousand dollar (\$10,000) signing bonus if they begin employment with the District between July 1, 2024 and March 2, 2025 ("Signing Bonus").
2. The Signing Bonus will be paid as follows:
 - a. \$3,000 by December 20, 2024, provided the Employee begins employment for the 2024-2025 school year no later than August 15, 2024. The bonus amount for an Employee who begins employment after August 15, 2024 will be prorated to reflect the Employee's start date during the 2024-2025 school year.
 - b. \$3,000 by June 30, 2026 (provided that 2025-2026 contract is fully complete).

- c. \$4,000 by June 30, 2027 (provided that 2026-2027 contract is fully complete).
 - d. To receive each of the installments of the Signing Bonus, the Employee must be employed in an SLP position with the District. In the event the Employee transfers to a position requiring a different credential or Employee's employment with the District has terminated, Employee shall not be entitled to further installments.
- 3. The District will pay SLPs currently employed with the district ("Current Employee"), as of February 15, 2024, a two thousand dollar (\$2,000) referral incentive, for the referral of each qualified candidate with a Speech Language Pathology credential, who begins employment with the district between July 1, 2024 - March 2, 2025.
- 4. The recruitment incentive will be paid as follows:
 - a. \$1,000 by December 20, 2024, provided the Employee begins employment for the 2024-2025 school year no later than August 15, 2024. The incentive amount paid to a referring SLP for an Employee who begins employment after August 15, 2024, will be prorated to reflect the Employee's start date during the 2024-2025 school year.
 - b. \$1,000 by June 30, 2026 (provided that the Employee's 2025-2026 contract is fully complete).
 - c. To receive each of the installments of the Signing Bonus, the referred Employee must be employed by the District in an SLP position and the Current Employee must be employed by the District at the time the installment is made.
- 5. The signing bonus/retention incentive shall not constitute creditable compensation, and withholdings for CalSTRS will not be made.
- 6. In consideration for each incentive, Employee agrees to remain employed with the District at least until the end of each school year, working in the credential area as designated above. If Employee leaves the District prior to the end of the 2023-24 school year, Employee agrees to re-pay the District for any signing bonus/retention incentive paid. Employee will enter into a repayment agreement with the District to re-pay the District for the signing bonus/retention incentive paid.
- 7. With respect to its content, this MOU supersedes the CBA and prior MOUs regarding bonus/incentive pay.
- 8. The Parties agree that this MOU shall not create a precedent for any purpose.

VISALIA UNIFIED SCHOOL DISTRICT

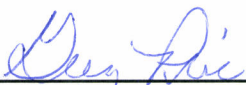


Ben Dhillon, Assistant Superintendent

Date: _____

3/8/24

VISALIA UNIFIED TEACHERS ASSOCIATION



Greg Price, President

Date: _____

03/08/2024