

MEMORANDUM OF UNDERSTANDING BETWEEN
COVINA-VALLEY UNIFIED SCHOOL DISTRICT AND
COVINA UNIFIED EDUCATION ASSOCIATION

REGARDING SPEECH-LANGUAGE PATHOLOGISTS

February 2, 2024

This Memorandum of Understanding ("MOU") is entered into between Covina-Valley Unified School District, hereinafter referred to as the "District," and Covina Unified Education Association, hereinafter referred to as "CUEA," to establish an agreement concerning the provision of incentives and supports for Speech-Language Pathologists

WHEREAS, the parties recognize the importance of attracting and retaining qualified Speech-Language Pathologists ("SLPs") to provide legally compliant educational support for students; there remains a shortage of credentialed SLPs; there are barriers to attracting & retaining qualified personnel;

THEREFORE, the District and CUEA agree as follows:

1. **Hiring Bonus Incentive:** The District agrees to provide a \$10,000 hiring bonus incentive to all Speech/Language Pathologists hired on or after the effective on the date of signing this MOU in the following increments:
 - 1.1. Upon the beginning of the first year of service \$3,000; upon the beginning of the second year of service year \$3,000; upon the beginning of the third year of service \$4,000
 - 1.2 Should the unit member, at their discretion, leave employment within the District rather than remain for the duration of the incentive plan, they must repay the incentive amount received for that year. Repayment shall be by District deduction from the unit member's final paycheck absent mutual agreement to an alternative written repayment plan with the District.
 - 1.3 Unit members eligible for this hiring bonus shall, prior to receipt of any payments, execute a written acknowledgment and agreement with the terms of this MOU, which shall include authorization for final pay deduction as set forth in paragraph 1.2.
 - 1.4 Board Approval: The District shall ensure that all hiring incentives, including the specific bonus amounts and payment structure, are subject to approval by the Board of Education. The CUEA acknowledges that the finalization of the incentive details is contingent upon the Board's approval.
2. **Case Carrier Stipend:** The District agrees to pay SLPs, who act as case carriers, for students who only receive speech services, the case carrier stipend allocated to TK-5 special

educators (CBA Article 17.8) prorated for the 2023-2024 school year based on date of execution of tentative agreement.

3. Dues: The District agrees to pay the American Speech-Language Hearing Association (ASHA) annual membership dues for each District SLP.
4. Professional Development Incentives: The District agrees to provide access to and/or pay for the provision of professional development materials necessary for current SLPs to retain licensure. This shall not exceed the actual costs for 30 professional development hours per license renewal period. Bargaining unit members shall not be paid additional hourly compensation for professional development. **The District reserves the right to select the professional development materials.**

The parties acknowledge and agree the above terms shall become part of the Collective Bargaining Agreement at the completion of the next bargaining cycle in accordance with contract ratification and subject to all further negotiations.

AGREED:



Michele Doll,
Assistant Superintendent,
Personnel Services

2.2.24
Date



Michelle Ramos,
CUEA Bargaining Chair

2/2/24
Date