

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
AND THE
FOLSOM CORDOVA EDUCATION ASSOCIATION

MEMORANDUM OF UNDERSTANDING
Initial Salary Placement – Speech Pathologist

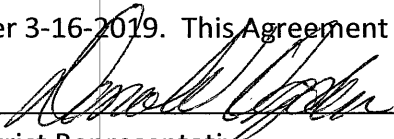
02-12-2019

Folsom Cordova Education Association and Folsom Cordova Unified School District (District), hereinafter "the parties," have reached this memorandum of understanding (Agreement) regarding the following:

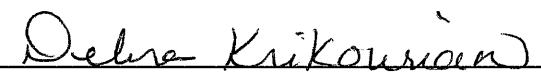
Initial salary placement for Speech and Language Pathologists (SLPs) will be determined by considering experience, using the following criteria:

1. Outside experience for which a credential is required will be credited.
2. Credit will be allowed for non-public school practice, non-public agency practice, and other relevant Speech Language Therapist experiences related to school-age children (preschool through age 22).
 - a. Prior non-credentialed experience must have occurred within the ten (10) years immediately preceding the date of employment.
3. Credit will be granted on a one (1) step for one (1) year experience, whether sequential or on an interrupted basis, in which at least 75% of the work year is completed.
4. All credit allowed will be at a maximum of nine (9) years of experience. The maximum experience allowable, therefore, will place the teacher on the tenth (10th) step of the salary schedule.
5. Placement on the salary schedule shall be based upon receipt and approval of verification of records and documents by the Human Resources Department.

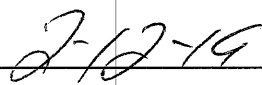
This one-time, non-precedent setting Agreement only applies to SLPs who have a Start Date after 3-16-2019. This Agreement sunsets 3-16-2020.



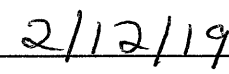
District Representative
For the FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT



Association Representative
for the FOLSOM CORDOVA
EDUCATION ASSOCIATION



Date



Date

Board Ratification Date _____