Memorandum of Understanding
Between
The Vacaville Unified School District
and
The Vacaville Teachers Association

Pilot of Recruitment and Retention of Regionalized Program Special Education Teachers (TAP, PERL, FA, ESN, and SCIL)

and

Speech Language Pathologists (SLP)
Recruitment and Retention of Speech Language Pathologists

This agreement shall take effect immediately for bargaining unit members with a seniority date after July 1, 2027. This MOU sunsets September 30, 2028 and the parties agree to meet by May 1, 2028 to extend this MOU.

REGIONALIZED PROGRAM SPECIAL EDUCATION (SPED) HIRING BONUS

A bonus of a total of ten-thousand dollars ($10,000) shall be awarded to a preliminary and clear credential Special Education Teacher (SPED) assigned to TAP, PERL, FA, ESN, or SCIL classrooms with a seniority date after July 1, 2027. The bonus shall be split over three (3) years (Year 1: $5,000, Year 2: $2,500, Year 3: $2,500) and shall be prorated according to the SPED teacher's assigned FTE and percentage of work year. A full-time equivalent in the classification of one (1.0) FTE would receive the following amounts in year 1 at $5,000, year 2 at $2,500 and year 3 at $2,500 on their first pay warrant of each school year. Unit members must be actively employed by Vacaville Unified to receive the bonus.

REGIONALIZED PROGRAM SPECIAL EDUCATION TEACHER (SPED) RECRUITING BONUS

A one-time bonus of five thousand dollars ($5,000) (per vacancy) shall be awarded to any current unit member(s) who recruits, and the District hires, a Special Education Teacher assigned to TAP, PERL, FA, ESN, or SCIL classrooms who holds a preliminary or clear credential. The bonus shall be prorated according to the SPED Teacher's assigned FTE. If more than one unit member recruits for the same SPED Teacher's vacancy, then the unit member(s) will split the bonus evenly. The bonus will be paid to the unit member(s) on the next available pay warrant.

Tracking for the recruiting bonus shall be determined with a referral question within the applicant tracking system.

SPECIAL EDUCATION MENTOR STIPEND

Special Education teachers who provide mentoring for any Special Education teacher on a STSP, PIP or Intern Credential shall receive a four thousand dollar ($4,000) stipend (in lieu of the two thousand dollar ($2,000) mentor stipend on Appendix A, Section K) for support, prorated according to the newly hired SPED teacher's assigned FTE and total number of paid work days of the school year. The District maintains the rights and responsibilities to assign specific expectations for support from the mentor.

SPEECH LANGUAGE PATHOLOGISTS (SLP) HIRING BONUS

A one-time bonus of ten-thousand dollars ($10,000) shall be awarded to any Speech Language Pathologist hired after July 1st, 2027. The bonus shall be prorated according to the SLP's assigned FTE. A full-time equivalent in the classification of one (1.0) FTE which is eight (8) hours and would receive ten-thousand dollars ($10,000) on their first pay warrant.

KB

SPEECH LANGUAGE PATHOLOGISTS (SLP) RECRUITING BONUS

A one-time bonus of five thousand dollars ($5,000) (per vacancy) shall be awarded to any current unit member(s) who recruits, and the district hires, for a Speech Language Pathologist vacancy. The bonus shall be prorated according to the SLP's assigned FTE. If more than one unit member recruits for the same SLP vacancy, then the unit member(s) shall split the bonus evenly. The bonus shall be paid to the unit member(s) on the next available pay warrant.

Tracking on the recruiting bonus will be determined with a referral question within the applicant tracking system.

CERTIFICATE OF CLINICAL COMPETENCE STIPEND

Any eligible Speech Language Pathologists shall receive a stipend equivalent to 3.1% of class 3, step 3 of Appendix A, Section A (National Board Certification) for their Certificate of Clinical Competence (CCC).

Kelly Burks
Associate Sup't. of Business

Brenda Hensley
VTA President

Date: 10/29/2026