

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

**Pilot of Speech Language Pathologists (SLP)
Recruitment and Retention of Speech Language Pathologists
For 2023-24 and 2024-25**

This agreement shall take effect January 1, 2024 through June 30, 2025.

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 January 1, 2024. The bonus will 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.

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 will 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) will split the bonus evenly. The bonus will be paid to the unit member(s) on the next available pay warrant.

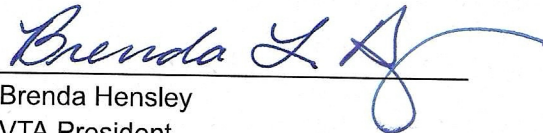
Tracking on the recruiting bonus will be determined with a referral question within the applicant tracking system.

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) contingent upon hiring three (3) full time-equivalent (FTE) additional district-hired Speech Language Pathologists from 2023-2024 filled FTE by September 1, 2024 for the 2024-2025 school year.



David Robertson
Asst. Supt. of Human Resources



Brenda Hensley
VTA President

Date: 12/12/23