

**MEMORANDUM OF UNDERSTANDING**

MT. DIABLO EDUCATION ASSOCIATION

and

MT. DIABLO UNIFIED SCHOOL DISTRICT

The purpose of this memorandum is to extend the recruitment bonus needed to recruit and attract Speech and Language Pathologists to fill vacant staff positions for the 2017-2018 school year. Options for attracting Speech and Language Pathologists (SLPs) were agreed upon during the successor negotiations for the 2007-2010 Collective Bargaining agreement.

**Salary Schedule Placement**

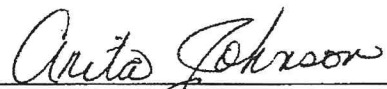
For purposes of initial placement on the salary schedule, the District will grant all years of relevant experience to newly hired Speech and Language Pathologists.

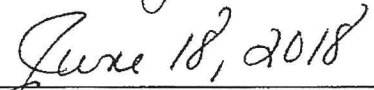
All incumbent Speech and Language Pathologists' experience will be reviewed at the beginning of the 2017-2018 school year to ensure that current employees have been granted all relevant experience for salary placement.

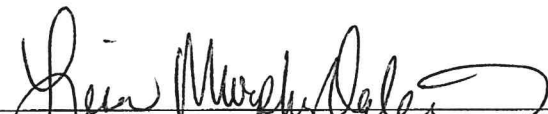
**Attraction and Retention Bonus**

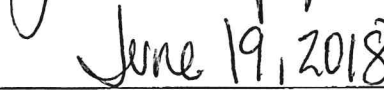
The District will offer a one-time \$5,000 recruitment bonus to newly hired Speech and Language Pathologists for the 2017-18 school year. Any current SLP who has not received the \$5,000 bonus in the past, will receive \$5,000 as a retention bonus. This attraction and retention bonus is offered in recognition of dedicated service to MDUSD and; therefore, shall only be granted once during the cumulative time an SLP works for MDUSD. As such, SLPs who have received the bonus, subsequently leave the District and are then rehired, shall not be eligible for an additional bonus.

- The bonus will be based on each Speech and Language Pathologist's Full-Time Equivalent (FTE)
- The bonus will be payable at the end of the school year (June 2018)
- To be eligible for the bonus, the Pathologist must have worked the entire school year (August through June) per his/her FTE. Unit members who do not complete the year will not be eligible for the bonus
- Speech and Language Pathologists who are hired after the start of the 2017-2018 school year (late hires) and who complete the remainder of the school year, will have their bonus pro-rated to reflect their time of employment with the District
- Late hire teachers who complete the following school year shall be paid the pro-rated portion of the bonus they did not receive the previous year, as a result of being hired after the school year began
- This bonus is in effect for the 2017-18 school year only and will be reviewed towards the end of the school year for the purpose of continuing, modifying, or eliminating it for the 2018-19 school year

  
Anita Johnson - President, MDEA

  
Date

  
Lisa Murphy Oates - Exec. Director Personnel MDUSD

  
Date