

MEMORANDUM OF UNDERSTANDING

BETWEEN

SAN RAFAEL CITY SCHOOLS

AND

SAN RAFAEL TEACHERS ASSOCIATION

May 6, 2016

DRAFT

In an effort to improve the District's ability to recruit and retain Psychologists and Speech & Language Pathologists, to provide a greater level of support to students, and enhance services for student success, the parties agree to implement the attached salary schedule effective July 1, 2016, specifically for Psychologists and Speech and Language Pathologists.

The parties agree that the attached salary schedule will be implemented effective July 1, 2016. The parties further agree to the following:

- The District will take the new salary schedule to the Board for approval on May 10, 2016.
- SRCS and SRTA will collaboratively develop and agree on a revised job description for both positions by October 31, 2016.
- The salary schedule shall be applicable to and based upon a 204 day work calendar.
- The District will provide 2 options for the work calendar for the 204 days and the Director of Student Support Services will meet with each affected member to mutually agree on one of the options at the end of the school year for the upcoming year.
- Unit members in these positions will be supervised by the Director of Student Support Services or designee.
- This MOU, the new salary schedule, and number of work days will be incorporated into the SRTA Collective Bargaining Agreement for the Psychologist and Speech and Language Pathologist positions during the contract renewal in 2016-17.
- Current employees in one of these positions, will be given the one-time option to be moved to the new salary schedule and associated 204 day work year/calendar or be grandfathered-in at their current work year and their current placement on the Teachers salary schedule.

SRCS

SRTA

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