

Business Operations  
Ofelia San Pedro, Deputy Superintendent

**SUBJECT:           REQUEST FOR APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) MODIFYING PROVISIONS OF THE LABOR CONTRACT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) AND THE UNITED TEACHERS OF DADE (UTD) RELATING TO ADDRESSING THE CRITICAL SHORTAGE OF SPEECH/LANGUAGE PATHOLOGISTS**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

The Individuals with Disabilities Education Act directs states and local school districts to provide services and assistance to students with disabilities which include speech and language therapy. This proposed MOU addressing the critical shortage of Speech/Language Pathologists will enable the M-DCPS to recruit and retain these highly-skilled service providers. In order to meet the growing demand and diminishing supply of these educators, both locally and nationally, the M-DCPS has designed this compensation plan for enhancing the position of Speech/Language Pathologists to be implemented beginning the 2005-2006 school year.

In response to this critical staff shortage, the parties have agreed to the attached MOU to provide compensation incentives in the retention and the recruitment of SLPs. Implementation of the provisions will assist in alleviating this staff shortage and in supporting the District's efforts to employ and retain an adequate number of Speech/Language Pathologists to serve the students.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the proposed Memorandum of Understanding (MOU) modifying provisions of the M-DCPS/UTD labor contract to provide retention and recruitment compensation incentives to address the critical staff shortage of Speech/Language Pathologists.

OSP:jmg

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**Contract Modification/Implementation**

Pursuant to the current labor contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have met to address the critical shortage of Speech/Language Pathologists.

Accordingly, the parties have agreed to the following implementation of Article XXV, Section 3, and Appendix E, Sections 2 and 4, of the current labor contract between M-DCPS and the UTD.

There presently exists a critical staff shortage of Speech/Language Pathologists (SLPs) in the State of Florida and the District. As a result, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) discussed and negotiated incentives regarding recruitment and retention of SLPs in response to the critical staff shortage of such positions as follows:

1. Qualified and certified employees with Bachelor's degrees in the subject area of Speech/Language Pathology and assigned to provide services in Speech/Language Pathology shall receive a pro-rated annual salary incentive of \$2,000.
2. Employees newly-hired after July 1, 2005 with Bachelor's degrees in the subject area of Speech/Language Pathology and assigned to provide services in Speech/Language Pathology shall receive an additional pro-rated annual salary of \$2,000, which shall continue subject to their compliance with certification provisions of the state and of the current contract between M-DCPS and UTD and whose performance meets acceptable standards.
3. Qualified and certified employees with Master's degrees or higher in the subject area of Speech/Language Pathology and assigned to provide services in Speech/Language Pathology shall receive a pro-rated annual salary incentive of \$4,000.
4. Qualified employees with Master's degrees or higher in the subject area of Speech/Language Pathology and assigned to provide services in Speech/Language Pathology and with American Speech-Language-Hearing Association (ASHA) Certificate of Clinical Competency (CCC) shall receive an additional pro-rated annual salary incentive of \$1,000.
5. All qualified SLPs hired to work on an hourly basis shall be compensated at a rate of \$50 per hour.
6. These provisions are applicable only to SLPs who provide direct services to students.

- 7. This MOU constitutes a waiver and modification of applicable provisions of the contract between M-DCPS and UTD and any extension thereof.
- 8. This MOU shall be effective August 18, 2005 and shall be reviewed annually by the Superintendent of Schools and United Teachers of Dade.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2005.

**THE SCHOOL BOARD OF MIAMI-  
DADE COUNTY, FLORIDA**

**UNITED TEACHERS OF DADE**

\_\_\_\_\_  
Frank J. Bolaños Date  
Chair

\_\_\_\_\_  
Karen Aronowitz Date  
President

\_\_\_\_\_  
Dr. Robert B. Ingram Date  
Vice Chair

\_\_\_\_\_  
Rudolph F. Crew, Ed.D Date  
Superintendent of Schools

**APPROVED AS TO FORM**

\_\_\_\_\_  
School Board Attorney Date