

MEMORANDUM OF UNDERSTANDING

By and Between

FONTANA TEACHERS ASSOCIATION

and

FONTANA UNIFIED SCHOOL DISTRICT

SPECIAL EDUCATION TEACHERS and SPEECH LANGUAGE PATHOLOGY Hiring and Retention Incentive

This Memorandum of Understanding is made and entered into April 24, 2015, between the Fontana Teachers Association (hereinafter referred to as the "Association") and Fontana Unified School District (hereinafter referred to as the "District").

WHEREAS, the District operates special education programs that include the provision of special education services, and/or the provision of speech and language services to students as specified in their Individual Education Plans (IEP);

WHEREAS, Special Education Teachers (hereinafter referred to as "SPECIAL EDUCATION TEACHERS") and Speech and Language Pathologists (hereinafter referred to as "SLPs") are represented by the Association;

WHEREAS, SPECIAL EDUCATION TEACHERS provide the following services to students, including but not limited to; services for mild/moderate and moderate severe disabilities, and special education services to individuals across the special education disability areas, including OI/PHI, O&M, VI, DHH, APE to students from birth through age 22 in services across the continuum of program options available;

WHEREAS, SLPs provide the following services to students, including but not limited to; Language, Speech, and Hearing Assessments and Educational Services, provide specific learning disability area services related to speech and language, and special education services to individuals with language and speech impairments across the special education disability areas, to students from birth through age 22 in services across the continuum of program options available;

WHEREAS, there is a recognized shortage of SPECIAL EDUCATION TEACHERS to provide the aforementioned services to students and in an effort to hire and retain qualified, fully credentialed SPECIAL EDUCATION TEACHERS or those candidates whom qualify for a SPECIAL EDUCATION TEACHERS Intern Credential, the District will offer a monetary incentive for recruitment and retention purposes.

WHEREAS, there is a recognized shortage of SLPs to provide the aforementioned services to students and in an effort to hire and retain qualified, fully credentialed SLPs or those candidates whom qualify for an SLP Variable Term Waiver, the District will offer a monetary incentive for recruitment and retention purposes.

THEREFORE, effective immediately it is agreed as follows:

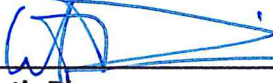
1. The District shall provide a one-time hiring incentive in the amount of \$2,000 to each new, qualifying fully credentialed SPECIAL EDUCATION TEACHER and SLP. To qualify for the full incentive, the SPECIAL EDUCATION TEACHER must hold a current and valid Clear, Preliminary, Education Specialist or Life Clinical or Rehabilitative Services Credential or other credential or certificate that authorizes services to students with IEPs, issued by the California Commission on Teacher Credentialing. To qualify for the full incentive, the SLP must hold a current and valid Clear, Life Clinical or Rehabilitative Services Credential in language, speech, and hearing issued by the California Commission on Teacher Credentialing.
2. The District shall provide a one-time hiring incentive in the amount of \$1,000 to each new SPECIAL EDUCATION TEACHER hired with an Intern Credential, as approved by the Commission on Teacher Credentialing or to each new SLP hired under a Variable Term Waiver, as approved by the Commission on Teacher Credentialing.

3. The District shall provide a one-time retention incentive in the amount of \$1,000 to SPECIAL EDUCATION TEACHERS or SLPs for their continued employment as a SPECIAL EDUCATION TEACHER or SLP.
4. The monetary incentive amount shall be proportional to the terms of the contract with the District; i.e, SPECIAL EDUCATION TEACHER or SLP employed by the District to work less than full time will receive a monetary incentive equivalent to their contractual work-year percentage.
5. Conditions of the incentive are as follows:
 - a. The respective incentives shall be paid pursuant to the aforementioned terms to SPECIAL EDUCATION TEACHERS and SLPs on or before December 1 of the school year in which services were provided.
6. The aforementioned funds shall not be counted against any additional compensation or raises for certificated bargaining unit members outside of this MOU.

This Memorandum of Understanding shall expire June 30, 2016 and shall not become part of the Collective Bargaining Agreement upon expiration.

Dated this 24 day of April 2015, at Fontana, California.

FOR THE ASSOCIATION



Curtis Dison
FTA Negotiations

FOR THE DISTRICT



David C. Creswell
Associate Superintendent, Human Resources