

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY
AND THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION**

BACHELOR LEVEL SPEECH LANGUAGE PATHOLOGISTS (SLPs)

The School Board of Palm Beach County (the "District") and the Palm Beach County Classroom Teachers Association (the "CTA") as evidenced by the respective signatures below Agree to this Memorandum of Understanding ("MOU") related to the compensation of Bachelor level SLPs.

Henceforth, from July 1, 2022, the Parties agree to the following:

SLPs with a bachelor's degree from an accredited university and a valid/current non-renewable educator's certificate from the Florida Department of Education in Speech Language Impaired will be compensated in accordance with the New Hire Salary Placement Schedule for teachers. The initial placement on the salary schedule will be at the minimum unless documentation of eligible experience is provided. If experience documentation is provided and approved, the BA SLP will be credited years of service in accordance with the Collective Bargaining Agreement with CTA.

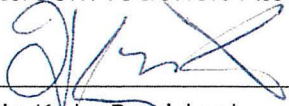
Upon completion of the Master's degree, or higher, in Speech Language Pathology, and demonstrated eligibility for either the 5 year renewable professional teacher certificate in Speech Language Impaired (from the FLDOE), or the FL Department of Health provisional license to practice Speech Language Pathology, the employee's compensation will be at least the entry level annual base salary for School Psychologists, Occupational/Physical Therapists, Audiologists, Speech Language Pathologists, and ROTC Instructors, plus any applicable degree supplements, as set forth in the Collective Bargaining Agreement with CTA.

BA SLPs will be eligible to receive all other supplements (e.g., Glades Supplement, Referendum supplement, etc.) as per the Collective Bargaining Agreement with CTA. BA SLPs currently employed in the "Grow Our Own SLP Program" at the time of this Agreement, will be "Grandfathered" in and maintain their current rates of compensation.

General Provisions

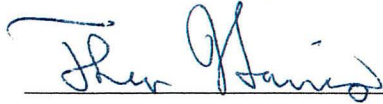
The Parties agree that either Party may request a meeting in writing to discuss any possible changes to this MOU.

For the Palm Beach County
Classroom Teachers Association



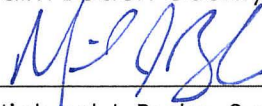
Justin Katz, President

Date: 7/27/22



Theo Harris, Executive Director

For the School District of
Palm Beach County, Florida



Michael J. Burke, Superintendent

Date: 8/9/22



John-Anthony Boggess, Chief of Staff



Heather Frederick, Chief Financial Officer



[Kevin McCormick \(Aug 3, 2022 17:00 EDT\)](#)

Kevin McCormick, Director of
Exceptional Student Education



[Timothy Kubrick \(Aug 3, 2022 14:50 EDT\)](#)

Tim Kubrick, Director of Labor Relations