

**SPEECH-LANGUAGE PATHOLOGIST
TRANSFER AND ASSIGNMENT PROCESS**

Memorandum of Agreement

Speech-Language Pathologists do not participate in the internal transfer and assignment process covering other professional educators set forth in Sections 18.3 and 18.5 of the PAT/PPS collective bargaining agreement. This Agreement sets forth the internal transfer and assignment process for Speech-Language Pathologists. The terms of this Agreement do not in any other way modify or amend the Agreement of the PAT/PPS collective bargaining agreement or its application to Speech-Language Pathologists.

Speech-Language Pathologist Full-Time Equivalent Committee

A Speech-Language Pathologist Full-Time Equivalent Committee (“SLP FTE Committee”) shall be established to consider recommendations for the FTE staffing process, and development of a staffing formula. The committee shall consist of four (4) Speech-Language Pathologists elected by the Association (at least 1 elementary, 1 middle school/high school/CTP) for a 2 year term, the Speech-Language Pathologist Technical Advisor, and an Administrator of Special Education or designee. This committee will begin September 2021. By the end of the 2021-2022 school year the SLP FTE Committee will create a staffing formula based on verifiable data that will be implemented in the 2023-24 school year in order to align with the budget process. The committee will meet monthly for two (2) hours at a time to develop a staffing formula. In addition, this committee will meet for an hour, quarterly to discuss issues arising out of the need to balance caseloads for Speech Language Pathologists. No Speech Language Pathologist will be transferred to mitigate or avoid overage payments pursuant to Article 8. All other and labor concerns will be covered in the SLP PAT/Admin meeting.

Vacancy in other area that is different from school-based Speech Language Pathologist

When a Speech Language Pathologist position becomes available within specialized teams with a separate posting from the “General SLP Pool” posting (Feeding Team, Assistive Technology,

FTE. If that Speech-Language Pathologist declines, the second Speech-Language Pathologist in the building gets the choice;
If a building is split between two Speech-Language Pathologists and one of them is retiring/leaving, the other Speech-Language Pathologist has the choice to change their FTE in the building to take that position.

On Monday March 14, 2022, Special Education shall send out a list of projected site vacancies based on the below information, with columns where Speech-Language Pathologists will indicate sites they are interested in moving to (these columns are voluntary) and seniority list using the Speech-Language Pathologist listserv

If any, sites must be divided to accommodate the FTE increments needed (e.g., 1.2 school divided into .8 or .4); and

If any, how many sites will be needed to fulfill their FTE (e.g. 1.0 FTE will have an option of 1.0; a 0.8 and a 0.2; or a 0.6 and a 0.4)

On Wednesday, March 30th, 2022, Special Education will host all Speech-Language Pathologists (in-person or virtually) who need to select sites or programs in one location. Speech-Language Pathologists unable to attend in person may participate remotely with the support of designees. Site selection procedures shall be carried out as follows:

Speech-Language Pathologists FTE assignments are allocated in increments of 0.2 (e.g., 0.2, 0.4, 0.6, 0.8, 1.0).

Dual Language Immersion (DLI) K-5 and K-8 schools and neighborhood schools in which over 10% of students share the same home language (as determined by October Home Language Report) will be prioritized with placement of bilingual/multilingual Speech-Language

Speech-Language Pathologists will have until the end of the day on Friday of that same week to respond to the email if they are interested in the vacancy
If there are multiple SLPs interested in a site, Speech-Language Pathologists will be placed based on seniority (except for bilingual placements as described above)

Speech-Language Pathologist assignments that become vacant and are filled after the start of the school year are to be considered interim sites selection for that school year and will be posted in the following