

Browning Public Schools
Board Agenda Request
Meeting to Be Held: 4/24/19

Recognition: Students Staff Parents

Information: Building Report Old Business Superintendent's Report

Action: Resignation Hiring Contract Service Agreements
 Travel Out-of-State Travel In State Approvals
 Termination Legal Matters Other:

 This action request pertains to Elementary (only) High School/District Wide

Date: 4/18/19

To: **Browning School Board**
 Members

From: Corrina Guardipee-Hall ED.S.
 Title: Superintendent

Subject: Amend the MOU for Speech Pathologists and School Psychologists pay

Description: When we approved this in December that past president didn't give it to his membership (since he was out on leave) and since then he is no longer here. We had to go back to the new president and her executive union members for approval of the MOU. To alleviate a change to the negotiated agreement we did a Meet and Confer and came up with the new agreement:

- 1) The District will provide a scholarship for half the tuition for tenured school certified employees to pursue a degree in these hard to fill areas. If eligible, the school employee will be granted a sabbatical to complete the degree. All interested school certified employees can apply, and two employees (one for speech pathologists and one for school psychologist) will be chosen by a committee made up of administration and union membership. Employees who accept this offer must complete their degree program and work for the District for at least three years, or will have to pay back to the District the entire amount of money provided by the District.
- 2) Speech pathologists and school psychologists will be placed on the current salary schedule according to their current degree and level of education, with the understanding that this is a hard to fill position and candidates may be offered up to 10 years of experience that they bring with them into the District, as provided by the current negotiated agreement.
- 3) The District will provide a hiring bonus for speech pathologists and school psychologist in the amount of up to \$15,000 per year for the duration of this MOU, depending on where the individual comes in with experience to match the ten years. Current school psych/speech pathologist employees will be given the experience they came into the District with (up to 10 years) and their years in the District.

We interviewed two prospective School Psychologists, but they are on hold until we can give them the \$ amount of their contract. Thank you for amending this.

Financial Impact:

Funding Source (Budget/grant, etc.): up to \$15,000 signing bonus or up to the 10th lane for hard to fill positions. Two scholarships for ½ tuition which will be brought forward when and if any of the certified staff are interested in persuing this.

Attachment(s): Advertisements on the following

Approval: Superintendent's Office/Finance/Personnel as applicable (Initial) _____

Comments: _____

Board Action: N/A (Info) Approved Denied Tabled to: _____