



**Memorandum of Understanding (MOU)
between
the Board of Education of Washington County
and
the Washington County Teachers Association, Inc.**

This Memorandum of Understanding (hereinafter “MOU”) is entered into this 16th day of July 2024, between the Board of Education of Washington County (hereinafter “Board”) and the Washington County Teachers Association, Inc. (hereinafter “WCTA”).

WHEREAS, the Board and the WCTA are parties to a written negotiated agreement for the period of July 1, 2022, through June 30, 2025; and

WHEREAS, the parties acknowledge there is a serious shortage of speech language pathologists, as a result, actions must be taken by the school system to continue to provide these required student services; and

WHEREAS, the parties wish to supplant a specific portion of the aforementioned negotiated agreement for a limited duration of the entire term of the negotiated agreement.

NOW, THEREFORE, it is agreed by and between the Board and the WCTA that the terms of this MOU shall supplant the aforementioned negotiated agreement for the period of time as set forth below.

I. Temporary Amendment to the Negotiated Agreement

Virtual Option

As needed, in the event that WCPS is unable to hire in-person Speech Language Pathologists (SLPs), SLPs will be hired to work remotely, providing virtual services to students and/or virtual and in-person services in a hybrid work environment. Priority will be given to providing in-person services, and the hiring of virtual service providers may be limited based on the need to supplement in-person services.

Stipend

SLPs working in-person will receive a thirteen thousand dollars (\$13,000) specialized teaching assignment stipend in place of the five thousand dollars (\$5,000) specialized teaching assignment stipend outlined in Articles 13.7 Specialized Teaching Assignments and 15.7 Salary Enhancement.

SLPs working virtually will receive a five thousand dollars (\$5,000) specialized teaching assignment stipend as outlined in Articles 13.7 Specialized Teaching Assignments and 15.7 Salary Enhancement.

All full-time SLPs will work eight (8) hours per day as outlined in Article 13.7 Specialized Unit Member Assignments.

II. Duration

The provisions of this MOU shall be effective beginning on July 1, 2024, and remain in effect until June 30, 2025. The provisions in this MOU are not intended by the parties to become a permanent amendment to the current negotiated agreement.

Except as otherwise expressly stated in this MOU, all provisions of the current negotiated agreement between the parties shall continue in effect during the period that this MOU remains in effect.

The provisions of this MOU reflect an agreement that has been reached by the parties as a result of unique and temporary circumstances and will not be regarded by either party as constituting past practice or setting precedents for any other purpose.

III. Grievances

Any disputes regarding the provisions of this MOU shall be subject to the grievance and arbitration provisions set forth in the current negotiated agreement between the parties.

IN WITNESS WHEREOF the parties have executed this Memorandum of Understanding as of the day first written above.

**FOR THE
BOARD OF EDUCATION
OF WASHINGTON COUNTY**

**FOR THE
WASHINGTON COUNTY
TEACHERS ASSOCIATION, INC.**

Melissa Williams
Board President

Date

Carol Mowen
WCTA President

Date

David T. Sovine, Ed.D.
Superintendent

Date