

MEMORANDUM OF UNDERSTANDING #13
Speech/Language Pathologist Supplements
April 11, 2023

This MOU is contingent on approval of the amendment to the District's ESSER application by the Florida Department of Education.

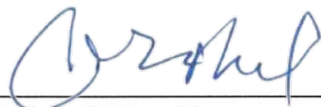
The District, like much of the nation, is experiencing a shortage of speech/language pathologists (SLPs) which impacts the services provided to students. Currently, we have nearly 600 students needing speech/language services for both regular and makeup services.

While the District continues to recruit for these positions, the District is implementing a strategy to meet student needs more immediately.

1. For those SLPs who have a caseload of 60 or more cases, with or without utilizing the District-determined formula, the District will provide an additional period pay supplement to offset the additional time required for the additional caseload. This will be prorated based on when the SLP takes on the additional caseload.
2. The District intends to hire through contracted vendors up to ten (10) speech/language assistants. These assistants are not fully licensed practitioners. Therefore, pursuant to Florida Department of Health regulations, the District must assign them to licensed SLPs for direction and oversight of the work. While this will reduce some of the workloads of some of our existing SLPs, it will add additional work related to the oversight. The assignment to an SLP of a speech/language assistant to oversee would be voluntary.
 - a. To offset the additional work related to the oversight, the District will provide a supplement in the amount of \$3,000 for the remainder of the 2022-23 school year. The assignment of a speech/language assistant should be limited to one contracted vendor per SLP. In addition, any SLP who provides this oversight during summer school will receive \$750.
3. The District will fund these supplements with ESSER dollars.

This MOU expires June 30, 2023.

For School Board of Orange County, Florida:



Jeffrey E. Mandel
Chief Negotiator

For Orange County Classroom Teachers
Association:



Clinton McCracken
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