

# MEMORANDUM OF UNDERSTANDING

Between The  
Browning Federation of Teachers  
&  
Browning Public Schools

The Browning Federation of Teachers, herein referred to as the Union, and the Browning School District, herein referred to as the District agree to the following provisions concerning alternate compensation for school psychologists, speech therapists, national board certification and Doctorate degrees. The conditions outlined below will run concurrent with the 2018-2021 Master Contract and will be formally negotiated during the next bargaining cycle:

- 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.

As has been the mutual understanding of the Union and the District, this letter of understanding is not an attempt to negotiate or re-negotiate a contract issue. This letter after being signed by both parties is with the understanding that it will not be used by either party at any future time for any purposes whatsoever. This request would be recognized as a single, isolated incident and would simply be a variance for this occasion only.

This agreement will be in effect for the duration of the 2018-2021 Master Agreement and will be reevaluated in conjunction with the Union during the next bargaining cycle.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

BROWNING PUBLIC SCHOOLS  
AUTHORIZED REPRESENTATIVE

By \_\_\_\_\_

Title \_\_\_\_\_

BROWNING FEDERATION OF TEACHERS  
AUTHORIZED REPRESENTATIVE

By \_\_\_\_\_

Title \_\_\_\_\_