

MEMORANDUM

TO: Mid-Valley Special Education Cooperative Executive Advisory Board

FROM: Marianne Fidishin, PhD, Executive Director

DATE: October 3, 2018

RE: Memorandum of Understanding for Occupational and Physical Therapy Salary Schedule

The executive director recommends approval of the Memorandum of Understanding (MOU) between the Mid-Valley Special Education Cooperative and the Mid-Valley Special Education Association.

The current collective bargaining agreement began on July 1, 2016 and is scheduled to expire June 30, 2019. According to Article 20: Compensation, 20.1.2 Salaries/Compensation for Therapy Staff, "The salary schedule for therapists hired before July 1, 2016 is in Appendix B (MVSEC Therapist Salary Schedule). Therapists hired after July 1, 2016 will be placed on the MVSEC teacher salary schedule (Appendix A)." This transition has yielded a lower starting salary for incoming occupational and physical therapists. As a result, MVSEC has had difficulty both recruiting and hiring qualified, certified occupational and physical therapists.

In collaboration with the MVSEC Special Education Association, it was agreed upon that an MOU be created whereby any incoming occupational and physical therapists' salaries will be reflected by Appendix B, the MVSEC Therapist Salary Schedule. Further, since MVSEC Cooperative and MVSEC Association will be initiating contract negotiations this school year, this item has been flagged as one in need of address.