

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE TEMECULA VALLEY UNIFIED SCHOOL DISTRICT  
AND THE TEMECULA VALLEY EDUCATORS  
REVISED SPEECH AND LANGUAGE PATHOLOGISTS (SLP) SALARY SCHEDULE

The Temecula Valley Unified School District (“District”) and the Temecula Valley Educators Association (“Association”) acknowledge there is an ongoing national shortage of Speech and Language Pathologist shortage, and

The parties have previously negotiated a Speech and Language Pathologist (SLP) Salary Schedule with Columns A-D reflecting levels of education and Steps 1 through 25, reflecting years of experience; and

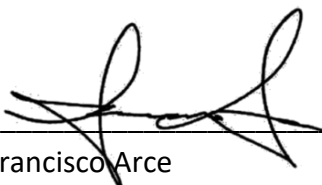
The District and Association are in agreement that the structure of the existing SLP salary schedule should be updated in order to attract and retain Speech and Language Pathologists, and

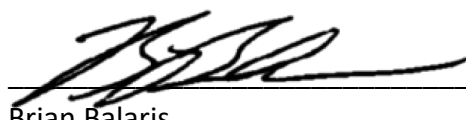
WHEREAS, the parties desire to continue to provide a fair, competitive compensation for Speech and Language Pathologists.

NOW, THEREFORE, the parties agree as follows:

1. Effective in the 2023-2024 school year, Appendix B-8 (attached as Exhibit 1) shall be updated to include one column, reflecting possession of a CTC approved SLP authorization and steps 1-25, reflecting years of experience. The new salary schedule is attached as Exhibit 2.
2. Effective July 1, 2023, all active unit members placed in Appendix B-8 as of June 30, 2023, shall transition to the revised Appendix B-8, in accordance with this agreement.
  - a. Unit members shall be placed on the revised schedule step placement in accordance with the CBA, including allowable years of prior service.
  - b. No unit member shall experience any loss of annual compensation as a result of the movement to the revised Appendix B-8.
3. This revised Salary Schedule shall be incorporated into the collective bargaining agreement to be effective for the 2023-2024 school year. It is understood that any new language to the CBA will not be considered ratified until the entire CBA is ratified in accordance with law.
4. This MOU is subject to approval by the District Governing Board.

IN WITNESS WHEREOF, the parties duly executed this MOU on March 6, 2023.

  
\_\_\_\_\_  
Francisco Arce  
Assistant Superintendent  
Human Resources Development

  
\_\_\_\_\_  
Brian Balaris  
Lead Negotiator  
Temecula Valley Educators Association

**TEMECULA VALLEY UNIFIED SCHOOL DISTRICT**  
**SPEECH & LANGUAGE PATHOLOGIST SALARY SCHEDULE**  
**184 Day Work Year**  
**2023-2024**

<b>D</b>	
<b>STEP</b>	<b>Annual Salary</b>
<b>1</b>	<b>82,053</b>
<b>2</b>	<b>86,154</b>
<b>3</b>	<b>90,461</b>
<b>4</b>	<b>94,985</b>
<b>5</b>	<b>99,732</b>
<b>10</b>	<b>100,358</b>
<b>11</b>	<b>103,717</b>
<b>12</b>	<b>107,072</b>
<b>13</b>	<b>110,432</b>
<b>16</b>	<b>115,787</b>
<b>19</b>	<b>121,403</b>
<b>22</b>	<b>127,291</b>
<b>25</b>	<b>134,356</b>

Effective 7/1/2022 - 6.26% salary increase.

Revised Salary Schedule, effective 7/1/2023.