



**Memorandum of Understanding  
Between  
The Saugus Union School District  
And  
The Saugus Teachers' Association**

**January 20, 2023**

**RSP and SLP Caseloads**

The Saugus Union School District (SUSD) and the Saugus Teachers' Association (STA) tentatively agree to the Memorandum of Understanding subject to the approval of the Saugus Union School District Governing Board and the membership of STA. The Memorandum of Understanding, once approved by both parties, will become effective for the 2022-23 and 2023-24 school years only.

RSP and SLP caseloads vary through the school year. SUSD will review caseloads at the end of each trimester (November, March, June). The SUSD Student Support Services Department will determine if caseloads need to be adjusted for efficiency and fiscal responsibility at the end of each trimester. RSP and/or SLP teachers may be asked to travel to different sites if it is determined that caseload adjustments need to be made.

In the event that caseload adjustments cannot be made and caseloads exceed those set forth in California Education Code, SUSD will compensate RSP and SLP teachers as follows:

**Resource Specialists:**

- SUSD will pay Resource Specialists sixteen dollars (\$16.00) per day for each additional eligible student on their caseload over 28. Example caseload of 30 students for 30 days:
  - $(30 \text{ days} \times 2 \text{ students}) \times \$16.00 = \$960.00$
- Pending students do not count as part of the caseload.
- A shared spreadsheet will be created. Resource Specialists will be responsible for updating the spreadsheet with new eligible students and exited students.
- Caseloads will be reviewed at the end of each trimester to determine if caseloads need to be adjusted and/or to determine payment.
- Payment will be made after each trimester on a supplemental check.
- Caseloads will be prorated for employees working partial contracts/sharing a position.

Speech and Language Pathologists:

- SUSD will pay Preschool Speech and Language Pathologists sixteen dollars (\$16.00) per day for each additional eligible student on their caseload over 40. Example caseload of 42 students for 30 days:
  - $(30 \text{ days} \times 2 \text{ students}) \times \$16.00 = \$960.00$
- SUSD will pay Speech and Language Pathologists sixteen dollars (\$16.00) per day for each additional eligible student on their caseload over 55. Example caseload of 57 students for 30 days:
  - $(30 \text{ days} \times 2 \text{ students}) \times \$16.00 = \$960.00$
- SUSD will pay Speech and Language Pathologists who have been assigned a SLPA (Preschool SLPs and TK-6<sup>th</sup> grade SLPs) five dollars (\$5.00) per day for each additional eligible student on their caseload over 40 for Preschool SLPs and over 55 for TK-6<sup>th</sup> grade SLPs. (Note: This is in lieu of the \$16.00 per student not in addition.) Example caseload over by 2 students for 30 days:
  - $(30 \text{ days} \times 2 \text{ students}) \times \$5.00 = \$300.00$
- Pending students do not count as part of the caseload.
- A shared spreadsheet will be created. Speech and Language Pathologists will be responsible for updating the spreadsheet with new eligible students and exited students.
- Caseloads will be reviewed at the end of each trimester to determine if caseloads need to be adjusted and/or to determine payment.
- Payment will be made after each trimester on a supplemental check.
- Caseloads will be prorated for employees working partial contracts/sharing a position.

This MOU is effective for the 2022-23 and 2023-24 school year only.

Date Signed: 1/24/2023

Jennifer Stevenson  
Jennifer Stevenson (Jan 24, 2023 08:40 PST)

Jennifer Stevenson, Ed.D.  
Assistant Superintendent Human Resources  
Saugus Union School District

Michelle Mularky  
Michelle Mularky (Jan 24, 2023 08:57 PST)

Michelle Mularky  
STA Lead Negotiator