

TWIN HARTE SCHOOL DISTRICT
CONTRACT OF EMPLOYMENT FOR
CERTIFICATED EMPLOYEE
SPEECH AND LANGUAGE PATHOLOGIST
2025-2027

THIS AGREEMENT is made and entered into by the Twain Harte School District Governing Board of Education (hereinafter called "District") and Starshine Shirley (hereinafter called "Speech and Language Pathologist"):

1. Terms of Employment:

The District hereby employs and designates the Speech and Language Pathologist as a Certificated Employee for a term of two school years.

The Speech and Language Pathologist shall provide services to the district for 188 working days during the 2025-2026 and 2026-2027 school years respectively. A work day consists of seven (7) hours and thirty (30) minutes, exclusive of a thirty (30) minute duty free lunch. All work must be performed on school sites. As part of the terms of employment the Speech and Language Pathologist agrees to provide services to additional school districts, not to exceed a combined total weighted average of 55 students at a time, under a Board approved Memorandum of Understanding. The weighted average will be calculated by assigning a weight of 1.25 for each preschool-age student eligible for the Desired Results Developmental Profile (DRDP) assessment and a weight of 1.00 for all other students. Travel to and from school sites shall be provided at the expense of the Speech and Language Pathologist.

The Speech and Language Pathologist agrees to waive the 55 weighted average caseload limit temporarily and voluntarily to provide language/speech therapy as described in students' Individual Education Program (IEP) who would not otherwise receive the services due to a personnel shortage.

Speech and Language Pathologist voluntarily serving students above their student caseload, will be compensated as follows:

\$175.00 per month per student who is seen on a weekly basis for language/speech therapy. (This is based on twice weekly therapy at twenty (20) minutes per session and the \$175.00 is paid regardless of actual sessions or absences).

The initial or triannual assessment will be paid at the rate of \$240.00.

2. Compensation:

Speech and Language Pathologist shall be placed on the 6th step of the Speech and Language Pathologist Salary Schedule.

Effective July 1, 2025, the Speech and Language Pathologist Salary Schedule will be increased by two-percent (2%) ongoing, and the Masters Degree Stipend will be increased by \$300.

Effective July 1, 2026, a two-percent (2%) off the salary schedule bonus will be paid in monthly installments for the 2026-2027 school year.

3. **Holidays:**

The Speech and Language Pathologist shall be granted all Board and legal holidays that are provided to other Certificated employees.

4. **Vacations:**

The Speech and Language Pathologist does not accrue vacation leave. Instead, the Speech and Language Pathologist is expected to work 188 days per year. The Speech and Language Pathologist's current and accrued days of sick leave, however, are counted as part of those 188 days. The Speech and Language Pathologist shall take vacation outside those 188 work days. The Speech and Language Pathologist shall gain the approval of the Superintendent prior to scheduling vacations.

5. **Sick Leave:**

The Speech and Language Pathologist shall be entitled to sick leave without loss of salary. Sick leave shall be allowed to accrue from one year to the next without limit as prescribed by law. The Speech and Language Pathologist shall be granted eleven (11) days of sick leave each year.

6. **Personal Necessity Leave:**

The Speech and Language Pathologist may use a maximum of eight (8) days of accumulated sick leave in any school year for personal necessity as determined by the Speech and Language Pathologist. The Speech and Language Pathologist shall use no more than five (5) personal days consecutively. The Speech and Language Pathologist shall complete a Request for Leave as required by the district.

7. **Health and Welfare Benefits:**

The Speech and Language Pathologist shall receive a \$12,000 annual health and welfare cap to participate in District medical, dental and vision coverage. Full time employees are required to enroll in a medical, dental and vision plan of their choice. Any excess annual health and welfare cap shall be paid monthly through payroll as cap differential.

8. **Professional Visitations, Conferences, and Dues**

The Speech and Language Pathologist, subject to the Superintendent's pre-approval, may attend conventions and conferences and visit schools for the discussion or observation of any school matter pertaining to their assigned duties or any matter which would benefit the District. The District shall pay for the cost of conferences/travel subject to the per diem limits established by Board Policy for Certificated Employees.

The District shall pay the annual dues for membership in Organizations as deemed appropriate by the Board and/or the Superintendent.

9. Retirement

The Speech and Language Pathologist shall be entitled to the same Retirement Benefits as provided to other certificated employees.

10. Evaluation

The Superintendent shall annually evaluate the Speech and Language Pathologist. The evaluation shall be based on the attainment of District goals, goals determined by the superintendent, and the California Professional Standards for Speech and Language Pathologists.

11. Employment Status

Pursuant to Education Code 44929.20, the Board employs the Speech and Language Pathologist for a term of two years. Pursuant to Education Code 44268 the Board designates the Speech and Language Pathologist a pupil services position.

12. Resignation by Speech and Language Pathologist

The Speech and Language Pathologist agrees to provide the District with notice at least forty-five (45) calendar days prior to voluntarily terminating the employment contract with the District.

13. Termination for Cause

During the term of this Agreement, the District may terminate the Speech and Language Pathologist only for cause as set forth in Board Policy and administrative Regulation governing the dismissal of other certificated employees.

14. Modification of Agreement

This contract may be altered, amended, or terminated by the mutual agreement of the parties.

IN WITNESS THEREOF, the parties have entered into this Agreement as of the date of the Board's approval of the Agreement.

Dated: 05/9/25

Starshine Shirley M.S. CCC-SLP
Starshine Shirley
Speech and Language Pathologist

Dated: 5/12/25

Gabe Wingo
Gabe Wingo
Superintendent/Principal

Reflects Approval by at Least a Majority of the Membership of the Governing Board:

Dated: 6/18/25

Noel Rathmel
Noel Rathmel
Clerk of the Board of Education
Twain Harte School District

**SPEECH AND LANGUAGE PATHOLOGIST
SALARY SCHEDULE**

Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Daily	\$516.37	\$526.69	\$537.22	\$547.96	\$558.92	\$570.10	\$581.51	\$593.14	\$605.00	\$617.10
188 Days	\$97,078	\$99,018	\$100,996	\$103,016	\$105,078	\$107,179	\$109,323	\$111,509	\$113,740	\$116,014

Annual Health and Welfare Cap: \$12,000
11 Sick Days
\$1,500 Masters Degree Stipend

History

2022-23 increase 3% ongoing, \$1,000 increase to H&W Cap
2023-24 increase 18% ongoing, Step 6 becomes Step 1, \$1,000 increase to H&W Cap, Calendar reduced 2 Days to 188, add \$1,200 Masters Degree Stipend
2024-25 no changes
2025-26 increase 2% ongoing, \$300 increase to Masters Degree Stipend
2026-27 one-time off schedule 2% bonus

Effective 07/01/2025