

**MEMORANDUM OF UNDERSTANDING**  
Between Napa Valley Unified School District  
And  
California School Employees Association, Chapter 184

<b>Occupational Therapist Salary Schedule</b>
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This agreement is entered into between the Napa Valley Unified School District (District) and California School Employees Association, Chapter 184 (CSEA).

It is hereby agreed that a new salary schedule will be adopted for Occupational Therapists. This salary schedule is based upon a comparative study of other districts. The schedule steps down from 0001 to 0024 for experience. Initial placement on the schedule will be determined by years of experience.

It is the intent of NVUSD to build our own pool of Occupational Therapists rather than rely on the services of non-public agencies, much in the same way we moved from one-one aides from outside agencies to independence facilitators.

The new salary schedule would cause this classification exclusion from or a modification of the following sections of the CSEA collective bargaining agreement.

**Article 2: Wages**

- 2.3 Split Shift Differential (These positions are itinerant)
- 2.9 Longevities (Incorporated into salary schedule)
- 2.13 Bilingual Stipend (Incorporated into salary schedule)

**Article 13: Employee Evaluation Procedures**

- 13.1 Probationary Employees (Due to the design of the salary schedule, the first salary increment does not occur upon completion of six (6) months of service. This schedule step advances every year of service ending at step 0024).