

Memorandum of Understanding
between the
SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, and its SLOCOE CHAPTER #444
June 22, 2023

The following Memorandum of Understanding (MOU) reflects the full and complete agreement of the California School Employees Association and its SLOCOE Chapter # 444 (hereafter "CSEA") and the San Luis Obispo County Office of Education (hereafter "SLOCOE") regarding the inclusion of Mental Health Therapists into the CSEA represented classified bargaining unit.

WHEREAS, California School Employees Association and its Chapter #444 ("CSEA") is the recognized exclusive representative of a bargaining unit comprised of all classified positions in the San Luis Obispo County Office of Education ("SLOCOE"), excluding management, confidential, and classified non-management positions designated as emergency, substitute, provisional, student, or limited term assignments;

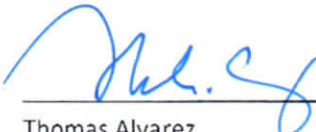
WHEREAS, CSEA and SLOCOE are parties to a collective bargaining agreement with a term of July 1, 2021 through June 30, 2024;

WHEREAS, the parties met and conferred in good faith and reached mutual agreement to modify the CSEA-represented bargaining unit as follows:

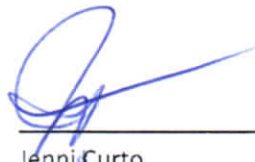
1. The classification of Mental Health Therapist shall be added to positions covered within the CSEA represented classified bargaining unit.

2. The parties agree that the Mental Health Therapists terms and conditions will remain status quo until the parties have completed negotiations with the exception that effective July 1, 2023, the Mental Health Therapists may participate in the State Disability Insurance program pursuant to Sections 4.7 (authorized deductions) and 4.8 (co-payment) of the current collective bargaining agreement.

All other provisions of the CSEA – SLOCOE Collective Bargaining Agreement remain in full force and effect.



Thomas Alvarez
Chief Human Resources Officer, SLOCOE
Date: 6/22/23



Jenni Curto
President, CSEA Chapter #444
Date: 6/22/23

Samuel C. Ogren

Samuel Ogren

Labor Relations Representative, CSEA

Date: 6/22/2023

San Luis Obispo County Office of Education
 Salary Placement For Classified Unrepresented
 2023/24

Classification Title	Work Year	Work Days	Vacation Days	Holidays	Annual Salary Range
Physical Therapist	218	185	20	13	\$ 75,931 ~ \$ 108,259
Mental Health Therapist	237	202	21	14	\$ 82,548 ~ \$ 117,694

Exempt per Fair Labor Standards Act

Approved by the County Superintendent of Schools:



 James J. Brescia, Ed.D.

5/19/23

 Date

7/1/2023 - 3% increase, addition of steps 9-13



San Luis Obispo County Office of Education
 Salary Placement For Classified Unrepresented
 2023/24

Daily Rate												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
\$348.31	\$ 358.75	\$ 369.52	\$ 380.60	\$ 392.02	\$ 403.78	\$ 415.89	\$ 428.37	\$ 441.22	\$ 454.46	\$ 468.09	\$ 482.14	\$ 496.60

7/1/2023- 3% increase, addition of steps 9-13

mtj

SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION

JOB TITLE: Mental Health Therapist

REPORTS TO: Assigned Administrator or Designee
SUPERVISES: No supervisory responsibilities

DEFINITION:

Under the supervision of the assigned Administrator, the Mental Health Therapist is primarily responsible for helping students to succeed academically, socially, and emotionally by providing individual, group and family counseling and collaborating with educators, parents, and other professionals to create a safe, healthy, and supportive learning environment, complying with Federal and State laws and the Individuals with Disabilities Education Act (IDEA).

EDUCATION AND EXPERIENCE:

Required:

1. Master's degree in counseling/social work or related discipline from an accredited institution of higher education.
2. Valid Marriage and Family Therapy (MFT) license or Licensed Clinical Social Worker (LCSW) license.
3. At least one (1) year of fulltime experience in providing mental health therapy services to school-aged children in a California school district, county education office or county mental health authority.
4. Valid California Driver's License
5. Crisis Prevention Intervention (CPI), CPR, and ASIST or commensurate certification must be earned within 130 days of employment.

Desired:

1. Valid California Pupil Personnel Services Credential or enrollment in California Personnel Services Credential program
2. Bilingual Spanish.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

1. Evidence-based practices of current and professional clinical management techniques.
2. Trauma informed practices.
3. Treatment plan development, tailored to each student's unique/assessed needs.
4. Knowledge of and experience with cognitive behavioral therapeutic (CBT) interventions for special populations.
5. Current state and federal special education regulations.
6. Diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of County students.
7. Policies and objectives of assigned programs and activities.
8. Oral and written communication skills.
9. Applicable laws, codes, regulations, policies and procedures.
10. Record-keeping and report preparation techniques.
11. Basic public relations techniques.

ABILITY TO:

12. Work harmoniously and effectively with student, parents and all stakeholders.

13. Work effectively with all segments of the education community, the general public, and diverse cultural populations and individuals in a manner that achieves district goals.
14. Effectively engage students.
15. Demonstrate highest standards of integrity, honesty, ethics, confidentiality and professionalism
16. Prepare and confidentially maintain required records, reports and files related to assigned activities.
17. Work independently; be self-regulated and self-disciplined while following general direction in an effective manner.
18. Create and facilitate group and recreation therapy activities.
19. Stay abreast of effective interventions, innovations, and practices related to educationally related mental health services.
20. Monitor and adjust activities in response to school, student and family needs.
21. Utilize the least restrictive or intensive interventions with students.
22. Interpret, apply and explain rules, regulations, policies and procedures.
23. Collaborate with all IEP team members.
24. Communicate effectively both orally and in writing.
25. Establish and maintain cooperative and effective working relationships with others.
26. Operate a computer and assigned office equipment.
27. Analyze situation accurately and adopt an effective course of action.
28. Meet schedules and time lines.
29. Work independently with little direction.
30. Plan and organize work.
31. Prepare and maintain various narrative and statistical records, reports and files.
32. Maintain punctual and consistent attendance.
33. Work the Extended School year as needed.

ESSENTIAL FUNCTIONS:

1. Provide direct mental health services including counseling (individual and group) consultation, treatment coordination and case management.
2. Provide consultative/collaborative support to teachers, administrators, and parents regarding mental health or behavioral issues, understanding cultures and substance abuse.
3. Provide crisis support through behavioral interventions, assisting students to maintain/obtain/regain success in their academic and social environments.
4. Provide classroom/school support and interventions for students to promote generalization of skills.
5. Participate in individual student Individualized Education Plan (IEP) meetings and prepare and present appropriate IEP goals and objectives and make recommendations to district personnel for mental health services and placements.
6. Maintain the confidentiality of student records and information.
7. Perform progress monitoring of student's development toward IEP based goals.
8. Utilize web-based IEP system to develop and update goals in collaboration with the IEP team.
9. Attend and participate in various in-services, committees and workshops; develop, implement and conduct in-service training sessions for parents and staff.
10. Perform related duties as required within the scope and skill level of the classification.

ENVIRONMENT:

1. Inside work in offices or classrooms and some outside work with exposure to weather conditions during outdoor activities, or home visits.

2. Driving vehicle throughout the county to conduct work.
3. Possible contact with hostile or abusive students or adults with unpredictable behaviors.
4. Interruptions occasional crisis or emergency situations.

PHYSICAL DEMANDS:

1. Dexterity of hands and fingers to operate a computer keyboard.
2. Seeing to read a variety of materials.
3. Sitting or standing for extended periods of time, and in various locations, including the floor and child sized chairs.
4. Hearing and speaking to exchange information.
5. Climbing stairs, ladders, and various play structures.
6. Physical ability to move continuously and quickly throughout the day and to run short distances.
7. Dexterity of hands and fingers to operate specialized medical equipment.
8. Hearing and speaking to exchange information,
9. Bending at the waist, kneeling or crouching to assist students.
10. Reaching overhead, above the shoulders and horizontally.
11. Walking on uneven terrain.
12. Sitting or standing for extended periods of time.
13. Physical ability to lift 20 pounds to shoulder height.
14. Ability to implement Crisis Prevention Intervention

HAZARDS:

(For SLOCOE School Sites only)

1. Potential for contact with blood and other body fluids, which may contain bloodborne pathogens and communicable infectious diseases.
2. Potential exposure to verbal abuse and aggressive student behaviors (hitting, biting, scratching, kicking, etc.)

Grade Allocation: Classified unrepresented (203 days)	Accountability of time: Assigned Administrator
Adopted: 2/27/2019	Tasks assigned by: Assigned Administrator
Revised: 5/22/2019, 6/30/2021, 10/8/2021	Evaluated by: Assigned Administrator
	Hiring authority: Assigned Administrator