

Special Services Stipend Review 2017-18 School Year

The following information is provided to support the recommendation for **Special Services Stipends** in the Minidoka County School District beginning with the 2017-18 school year.

School Psychologist

Requirements: To be certificated as a school psychologist in Idaho, candidates are required to complete a School Psychological Examiner M.Ed. and then an Ed.S. in School Psychology. After both the M.Ed. and the Ed.S. programs are completed, the school psychologist graduate may then apply for licensure with the Idaho Department of Education.

Need: The Individuals with Disabilities Education Act (IDEA) requires public schools to evaluate and provide services to students who are identified with a disability and need specialized instruction to benefit from an education. IDEA cannot be implemented without school psychologists.

Rationale: Recruitment and retention of school psychologists is difficult in Idaho. Our state has a critical shortage of school psychologists. Currently two districts in the Magic Valley have school psychology positions posted. A special education director in the Treasure Valley shared they have had a school psychologist position open for over a year without finding a qualified candidate. Smaller districts are contracting for services at the rate of \$75.00 per hour. Neighboring districts are all providing an additional stipend to recruit and retain school psychologist including 20% above the teacher salary schedule. Another provides a set stipend of \$10,000.

Currently the Minidoka School District compensates school psychologists on the certificated salary schedule even though the requirement for licensure as a school psychologist takes a minimum of an additional three years of education after the bachelor's degree, which is the degree the career ladder is based on.

Speech Language Pathologist

Need: School districts must compete with private and medical salaries for speech therapists. Salaries and benefits for speech therapists in private and medical practices average \$40 to \$78.50 per hour for contract services and \$65,000 - \$75,000 per year for salaried positions. Some districts contract for speech therapy with the average contracted rate at \$66 per hour. The Minidoka district is very fortunate to be fully staffed with our own Speech Language Pathologists. A recruitment/retention stipend has been necessary to ensure that we continue to meet the provisions of the IDEA for speech therapy services in our schools.

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Proposed Special Services Stipend Schedule

For the past several years, speech language pathologists have been provided an annual \$10,000 recruitment/retention bonus. It is recommended that speech language pathologists currently employed with the district be grandfathered at the current \$10,000 annual stipend.

It is further recommended that current and future school psychologists and future speech language pathologist receive a graduated stipend according to years of experience as follows:

Experience	Stipend
0-5 years	\$5,000
6-10 years	\$7,500
10+ year	\$10,000

Thank you for your consideration.

Respectfully Submitted,

Sherry Bingham, Special Services Director

Dr. Ken Cox, Superintendent