



C.O.O.R.

INTERMEDIATE SCHOOL DISTRICT

Crawford • Oscoda • Ogemaw • Roscommon

Agreement between

***C.O.O.R. INTERMEDIATE SCHOOL DISTRICT
and
Karen Walton Ebnit***

July 1, 2024-June 30, 2025

This agreement is made by and between the C.O.O.R. Intermediate School District (hereinafter called the Board) and Karen Walton Ebnit (hereinafter called the Contractor/Speech Therapist) and supersedes any previous agreements between the parties hereto.

The Board and the Contractor agree to create a formal cooperative working relationship in order to provide Speech and Language Services during the board approved school year as well as additional service time required to meet the needs of those students requiring ESY and EO mandates. The Contractor agrees to provide the following:

Provide speech and language services to students, teachers, administrators and parents. These services may include individual, classroom, and individual therapeutic or systemic consultation. This position is considered at risk for exposure to Hepatitis B and the Speech Therapist may come in contact with hazardous chemicals.

ESSENTIAL JOB FUNCTIONS

1. Follow all established policies, practices, and procedures in terms of duties and responsibilities of the position as delegated by the Superintendent and/or administrators.
2. Participate as a member of the I.E.P.T. (Individualized Evaluation Planning Team) when appointed by the Superintendent/ Designee.
3. Chair IEP meetings for purposes of determining eligibility and reviewing program placement for students suspected of being speech and language impaired.
4. Participate as a member of a MET (Multidisciplinary Evaluation Team) when appointed by the Superintendent/Designee and serve as team coordinator in appropriate situations.
5. Provide ongoing educational assessment (after program eligibility has been established).
6. Develop educational activities and provide direct instruction to students.
7. Develop and update performance objectives in writing and in specific and measurable terms for each student on caseload. All performance objectives are to be based on instructional goals as specified by IEP and updated with progress reports every nine (9) weeks, or as often as general education report cards.

8. Will establish and maintain open communications with all parents, staff, administrators and outside agencies involved with the students.
9. Provide individual or group instruction to students with disabilities to enhance the child's educational progress based on the IEP report.
10. Work with classroom teachers to implement sequenced curricular activities that contribute to the development of positive communication attitudes and skills involving listening, cognition, and expression within social, education and cultural contexts.
11. Maintain a schedule within the assigned service area. Deviations from schedule are subject to prior notification of administration.
12. Maintain accurate records in a manner consistent with State and Federal Law as required by the intermediate school district and local educational agency, including monthly caseload reports.
13. Maintain a cooperative, harmonious relationship with professionals and others within the school setting which fosters recognition and respect for every individual.
14. Perform such tasks as the building principal/administrator may request in order to promote cooperative teamwork.
15. Follow school building rules and procedures outlined by the building principal.
16. Contractor will follow all building health and safety rules, policies and procedures.
17. Perform duties according to COOR safety and health policies.
18. Keep the work area in a neat and organized manner, as well as the surrounding area clean and orderly to maintain health and safety according to COOR policies.
19. Participate in school improvement activities such as student success teams, positive behavior support committees, etc.
20. Physically capable of performing personal safety techniques, lifting and positioning students.
21. Knowledge of common safety hazards and necessary safety precautions in order to establish a safe work environment. Ability to use the principles of safety, and to perform skills protecting the health and safety of self, students and staff.
22. This position is considered "at risk" for exposure to blood-borne pathogens. An awareness of potential risk and good practice in relation to "infection control" is necessary.

CRITICAL SKILLS / EXPERTISE / QUALIFICATIONS:

1. Currently certified, or eligible by the date of the contract for temporary certification, by the State of Michigan, Department of Education, Office of Professional Preparation and Certification Services as a teacher of students with speech and language impairment; **OR** possess a Master's Degree and the Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association (ASHA).
2. Ability to use a computer and assistive technology devices as necessary to complete job function.

REPORTS TO: Director of Special Education and/or building Principal

HOURS/WAGES:

The Board agrees to contract with Karen Walton-Ebnit for up to 3 days a week and up to 22.5 hours per week during the course of the regular school year at a rate of \$70.00 per hour for a period not to exceed 163 days (7.5 hours) with the total amount not to exceed \$60,000.00. Extended calendar year commitments in 2024 for ESY and EO evaluations, limited home visits and training up to 54 hours with the total amount not to exceed \$4,000.00. The number of hours and schedule of hours shall be agreed to by the Director of Special Education. If additional duties or requirements are added throughout the school year to meet compliance indicators or at administrative behest beyond what has been agreed upon by the Director of Special Education and SLP Contractor, agreement shall be mutual and in accordance with the remuneration of both parties.

The contractor will submit a monthly invoice detailing the number of days and hours worked each day as well as a log of professional activities to the Director of Special Education.

Mileage, if applicable, will be paid at the rate approved by the Internal Revenue Service for mileage incurred while traveling between the C.O.O.R. Intermediate School District Offices and/or the district school buildings when multiple locations are required during the same day. Mileage, if applicable, shall be included on the Contractor's monthly invoice that is submitted to the Director of Special Education.

The contractor will not receive any benefits not listed in this agreement.

MISCELLANEOUS

Karen Walton Ebnit will provide COOR ISD with a current copy of her liability policy.

Either party may terminate this agreement with written notification 30 (thirty) days prior to termination.

● Karen Walton Ebnit, CCC-SLP	Date
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Karen Walton Ebnit. 06/21/2024

Shawn Petri/Superintendent	Date
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