

**Staffing Needs for Speech Pathologists; With a Proposal of a  
Separate Salary Schedule  
6-5-2018**

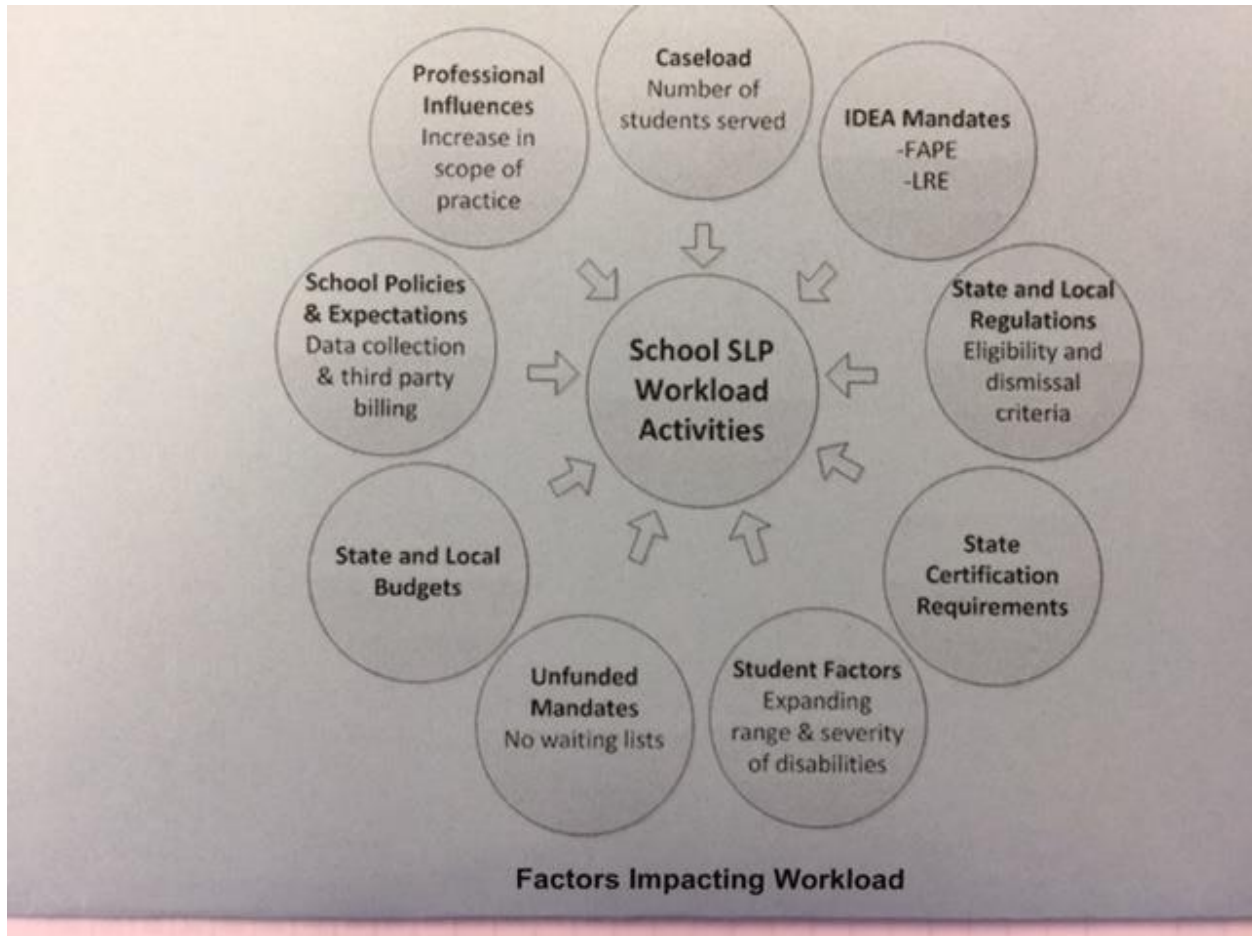
- 1. We currently have 234 students in our district who are receiving services on an IEP in the area of speech. The vast majority of our students are receiving services for language, with less than 10% receiving services for articulation.**
- 2. The requirements for certification for Speech Pathologists, on average is two years beyond a BA.**
- 3. Last year we had one full-time speech path, and two  $\frac{3}{4}$  time speech paths. This has meant a caseload of 90+ students for each case manager.**
- 4. Each case manager had to have an IEP meeting for each student. This entailed; testing the student, writing the IEP, scheduling the IEP, conducting the IEP, and often rescheduling the IEP.**
- 5. Case managers service each student on average 60 minutes a week in small groups, in multiple buildings.**
- 6. Case managers supervise a speech pathology aide, who they provide training for and coordinate scheduling for student services.**
- 7. Both case managers and aides are required to fill out therapy notes and Medicaid billing sheets so that we can get reimbursement for our services to qualified students.**
- 8. We currently have 5 speech pathology aides.**
- 9. Most school districts have separate salary schedules for speech pathologists that have a higher starting salary**

than certified teachers. This helps districts be competitive and also helps with the retention rate of staff.

10. More than half of the states have caps on the number of students that can be placed on a caseload. Montana does not currently have a cap on caseloads.

	Abbr.	Ave. Caseload Size (according to ASHA Schools Survey 2014)	SLP Caseload Cap	a
Hawaii	HI	40	40	
Vermont	VT	N/A	40	
Arkansas	AR	N/A	45	
Maine	ME	N/A	50	
North Carolina	NC	46	50	
Oklahoma	OK	N/A	50	
West Virginia	WV	N/A	50	
Georgia	GA	52	55	
Nevada	NV	N/A	55	
Average:			#REF!	
Illinois	IL	49	60	
Michigan	MI	58	60	
Mississippi	MS	N/A	60	
Missouri	MO		60	
New Mexico	NM	N/A	60	
Kentucky	KY	N/A	65	
New York	NY	35	65	

## Responsibilities of Speech Pathologist



## Factors Affecting Workload and Impact of Large Caseloads

- Larger caseloads may result in more situations that require participation in mediation and due process hearings.
- **Paperwork requirements for third-party billing (Medicaid)**
  - SLPs typically complete paperwork for Medicaid billing for all children on their caseloads. Large caseloads mean an increase in paperwork requirements for billing.

### Factors Affecting Workload

ASHA's Schools Surveys indicate that the average number of students on speech-language caseloads has remained relatively unchanged over the past decade, whereas the roles and related responsibilities of the school-based SLP have increased dramatically. These increases in responsibilities necessitate the shift to a workload approach if SLPs are to continue adding value to the students' classroom experiences and improving student outcomes.

## Other Areas of Impact

Large caseloads also have an impact on the following:

- **Recruitment and retention**
  - Large caseloads are associated with difficulties recruiting qualified SLPs in the schools (Katz, Maag, Fallon, Blenkarn, & Smith, 2010; Woltmann & Camron, 2009) and may factor into higher SLP attrition rates in some school districts.
- **Supervision and training**
  - Larger caseloads limit the time available to adequately train and supervise student clinicians, clinical fellows (CFs), and support personnel (e.g., speech-language pathology assistants [SLPAs]; classroom aides) to ensure the highest quality of service delivery.
- **Professional development and leadership opportunities**
  - Larger caseloads may limit time available for participating in professional growth and leadership activities.

**Proposed Action: Create a salary schedule that is competitive with school districts that are similar in our high percentage of students receiving speech services and that are also similar in the needs of our students.**

- 1. Salaries range from \$69,870 to \$85,197 when I analyzed the salary schedules from numerous school districts that shared our characteristics.**
- 2. I propose that a fair compensation would be a three column salary schedule: BA + 60 or Masters; BA + 75 and a Masters; BA +75, Masters and National Board Certification.**
- 3. The starting rate for column 1, BA + 60 or Masters \$65,275.**
- 4. Create a new position titled Speech Pathology Aid/Medicaid Billing Specialist/Scheduling Coordinator. I propose that this position be classified to have Lane 4 as a base salary. This is a highly confidential job that requires extensive training in the regulations regarding Medicaid billing.**