

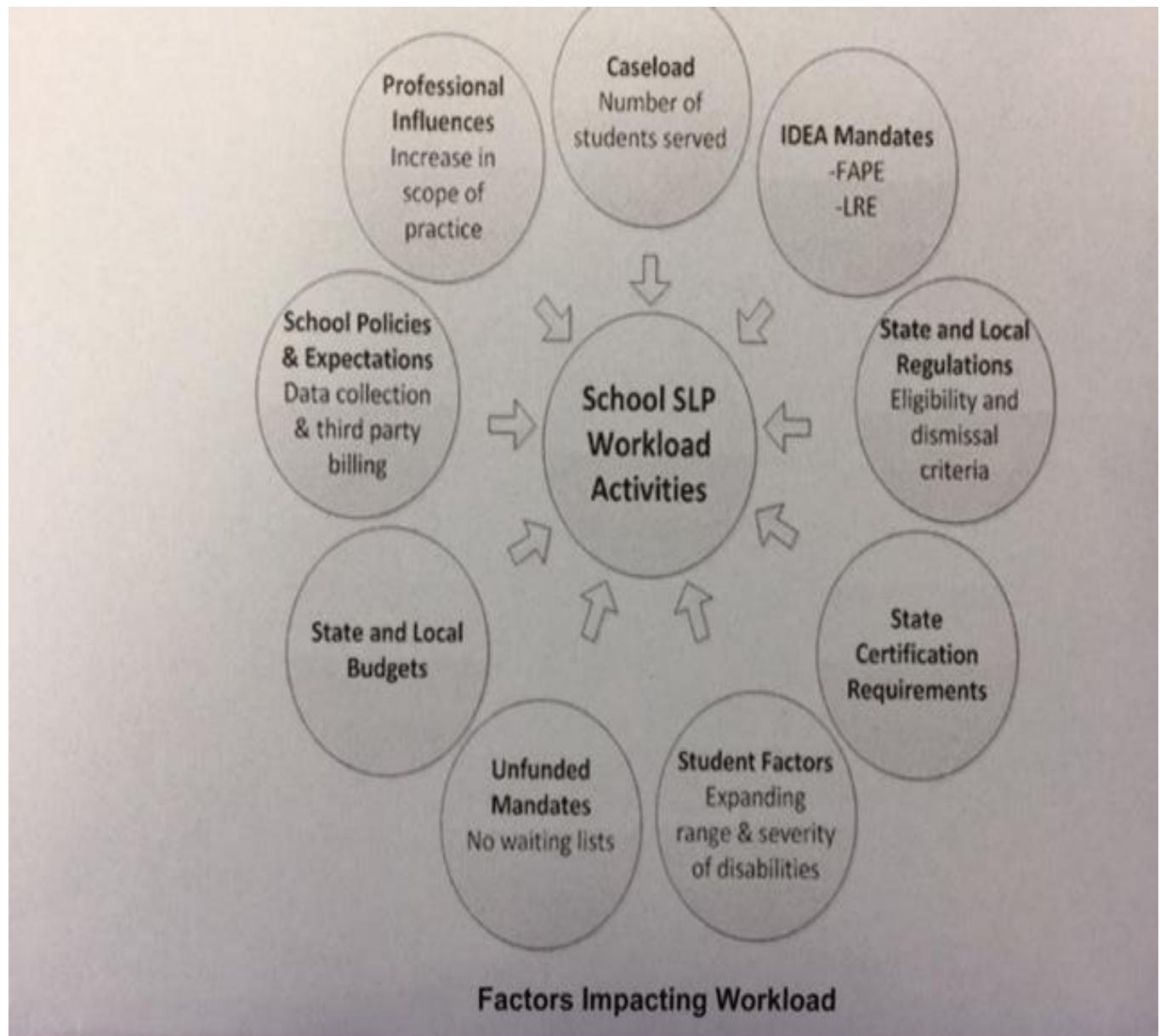
**Staffing Needs for School Psychologist and Speech Pathologists;
With Proposal of a Separate Salary Schedule
6-5-2018**

- 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.
11. We currently have one school psychologist for our entire school district. This will immensely effect our timelines for testing and will limit the number of students that we will be able to assess to see if they qualify for special education services. Our department can't function with only one person in this position. School psychologists are the only staff that are licensed to do the testing for evaluation of students who may qualify for special education services.

| | 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.

Sample Salary Schedules

| Newport-Mesa Unified School District | | | | | | | | |
|--|----------|----------|---------------------|--------------------|---------------------|--|------------------------------|---|
| 2017-2018 Psychologist Salary Schedule | | | | | | | | |
| CCLA effective July 1, 2017 | | | Salary schedule #47 | | | | | |
| | Column 1 | Column A | Column B | Column C | Column D | Column E | Column F | Column G |
| Years/Step | | | | BA + 60 or Masters | BA + 75 and Masters | BA +75, Masters and **Ntnl Board Certification | BA +75, Masters & *Doctorate | BA +75, Masters, *Doctorate, & **Ntnl Board Certification |
| 1 | | | | \$85,197 | \$88,434 | \$90,203 | \$91,971 | \$93,740 |
| 2 | | | | \$87,182 | \$90,495 | \$92,305 | \$94,114 | \$95,924 |
| 3 | | | | \$89,213 | \$92,604 | \$94,456 | \$96,307 | \$98,159 |
| 4 | | | | \$91,292 | \$94,762 | \$96,657 | \$98,551 | \$100,446 |
| 5 | | | | \$93,419 | \$96,970 | \$98,909 | \$100,847 | \$102,786 |
| 6 | | | | \$95,596 | \$99,229 | \$101,214 | \$103,197 | \$105,181 |
| 7 | | | | \$97,823 | \$101,541 | \$103,572 | \$105,601 | \$107,632 |
| 8 | | | | \$100,102 | \$103,907 | \$105,985 | \$108,062 | \$110,140 |
| 9 | | | | \$102,434 | \$106,328 | \$108,454 | \$110,580 | \$112,706 |
| 10 | | | | \$104,821 | \$108,805 | \$110,981 | \$113,157 | \$115,332 |
| 11 | | | | \$107,263 | \$111,340 | \$113,567 | \$115,794 | \$118,019 |
| 12 | | | | \$109,762 | \$113,934 | \$116,213 | \$118,492 | \$120,769 |
| 13 | | | | \$109,762 | \$113,934 | \$116,213 | \$118,492 | \$120,769 |
| 14 | | | | \$109,762 | \$113,934 | \$116,213 | \$118,492 | \$120,769 |
| 15 | | | | \$109,762 | \$113,934 | \$116,213 | \$118,492 | \$120,769 |
| 16 | | | | \$112,319 | \$116,589 | \$118,921 | \$121,253 | \$123,583 |
| 17 | | | | \$112,319 | \$116,589 | \$118,921 | \$121,253 | \$123,583 |
| 18 | | | | \$112,319 | \$116,589 | \$118,921 | \$121,253 | \$123,583 |
| 19 | | | | \$114,936 | \$119,306 | \$121,692 | \$124,078 | \$126,462 |
| 20 | | | | \$114,936 | \$119,306 | \$121,692 | \$124,078 | \$126,462 |
| 21 | | | | \$114,936 | \$119,306 | \$121,692 | \$124,078 | \$126,462 |
| 22 | | | | \$114,936 | \$119,306 | \$121,692 | \$124,078 | \$126,462 |
| 23 | | | | \$117,614 | \$122,086 | \$124,527 | \$126,969 | \$129,409 |
| 24 | | | | \$117,614 | \$122,086 | \$124,527 | \$126,969 | \$129,409 |
| 25 | | | | \$117,614 | \$122,086 | \$124,527 | \$126,969 | \$129,409 |
| 26 | | | | \$117,614 | \$122,086 | \$124,527 | \$126,969 | \$129,409 |
| 27 | | | | \$117,614 | \$122,086 | \$124,527 | \$126,969 | \$129,409 |
| 28 | | | | \$117,614 | \$124,931 | \$127,428 | \$129,927 | \$132,424 |

ADDITIONAL ELEMENTS:
*Doctorate will be limited to a degree in education or the specific teaching discipline
**National Board certification from the National Board for Professional Teaching, Psychology, Behavioral Analysis, the National Board for Certified Counselors, or the National Board Certification for School Nurses
** National Board in relation to position (See Article 12)
***BCLAD = \$850.00 per year
***To receive the B-CLAD stipend, a unit member must be teaching students identified as English Language Learners.
Hourly = \$38.85
Substitute (daily) = \$120.00 Long Term - \$135.00
(Effective September 6, 2018)

EXPERIENCE:

ACCEPTABILITY OF COLLEGE/UNIVERSITY UNITS:
(for initial placement)
Only upper division or graduate level course work (acceptable towards an advanced degree or credential) over and above the bachelors degree will be considered for initial placement. Lower division coursework will be given in education and shortage areas within bachelors degree. Supporting transcripts for initial column placement must be submitted by the unit member within 45 days of the date of his/her employment.
PROFESSIONAL GROWTH: (for current employees)
All Professional Growth Units must be approved by the Prof. Growth Committee in advance (pre-approved) of the unit member earning the units except for units sponsored by the District.

2017-2018

SCHOOL PSYCHOLOGIST SALARY SCHEDULE

(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGISTS
AND MASTER'S LEVEL AUDIOLOGISTS)

Effective July 1, 2017

| Years of Exp | Master's | | Advanced | | Doctorate | |
|--------------------|-------------------|----------------------------|-------------------|----------------------------|-------------------|----------------------------|
| | Monthly Salary | 12 Monthly Installments | Monthly Salary | 12 Monthly Installments | Monthly Salary | 12 Monthly Installments |
| 0 | \$4,213 | \$3,510.83 | \$4,339 | \$3,615.83 | \$4,466 | \$3,721.67 |
| 1 | \$4,213 | \$3,510.83 | \$4,339 | \$3,615.83 | \$4,466 | \$3,721.67 |
| 2 | \$4,323 | \$3,602.50 | \$4,449 | \$3,707.50 | \$4,576 | \$3,813.33 |
| 3 | \$4,323 | \$3,602.50 | \$4,449 | \$3,707.50 | \$4,576 | \$3,813.33 |
| 4 | \$4,461 | \$3,717.50 | \$4,587 | \$3,822.50 | \$4,714 | \$3,928.33 |
| 5 | \$4,461 | \$3,717.50 | \$4,587 | \$3,822.50 | \$4,714 | \$3,928.33 |
| 6 | \$4,626 | \$3,855.00 | \$4,752 | \$3,960.00 | \$4,879 | \$4,065.83 |
| 7 | \$4,626 | \$3,855.00 | \$4,752 | \$3,960.00 | \$4,879 | \$4,065.83 |
| 8 | \$4,791 | \$3,992.50 | \$4,917 | \$4,097.50 | \$5,044 | \$4,203.33 |
| 9 | \$4,791 | \$3,992.50 | \$4,917 | \$4,097.50 | \$5,044 | \$4,203.33 |
| 10 | \$5,011 | \$4,175.83 | \$5,137 | \$4,280.83 | \$5,264 | \$4,386.67 |
| 11 | \$5,093 | \$4,244.17 | \$5,219 | \$4,349.17 | \$5,346 | \$4,455.00 |
| 12 | \$5,203 | \$4,335.83 | \$5,329 | \$4,440.83 | \$5,456 | \$4,546.67 |
| 13 | \$5,203 | \$4,335.83 | \$5,329 | \$4,440.83 | \$5,456 | \$4,546.67 |
| 14 | \$5,313 | \$4,427.50 | \$5,439 | \$4,532.50 | \$5,566 | \$4,638.33 |
| 15 | \$5,313 | \$4,427.50 | \$5,439 | \$4,532.50 | \$5,566 | \$4,638.33 |
| 16 | \$5,423 | \$4,519.17 | \$5,549 | \$4,624.17 | \$5,676 | \$4,730.00 |
| 17 | \$5,423 | \$4,519.17 | \$5,549 | \$4,624.17 | \$5,676 | \$4,730.00 |
| 18 | \$5,500 | \$4,583.33 | \$5,626 | \$4,688.33 | \$5,753 | \$4,794.17 |
| 19 | \$5,500 | \$4,583.33 | \$5,626 | \$4,688.33 | \$5,753 | \$4,794.17 |
| 20 | \$5,643 | \$4,702.50 | \$5,769 | \$4,807.50 | \$5,896 | \$4,913.33 |
| 21 | \$5,643 | \$4,702.50 | \$5,769 | \$4,807.50 | \$5,896 | \$4,913.33 |

SHELBY COUNTY SCHOOLS
2017 - 2018

| H1 | | PROGRAM/SUBJECT AREA SPECIALIST SALARY SCHEDULE 12 MONTH (240-DAY) RANK I CERTIFICATION JULY 1, 2017 - JUNE 30, 2018 | | |
|-----------|-----------|---|--------|--|
| EXP | ANNUAL | MONTHLY | DAILY | |
| 0 | 60,358.27 | 5,029.86 | 251.49 | |
| 1 | 60,490.56 | 5,040.88 | 242.35 | |
| 2 | 60,610.37 | 5,050.86 | 242.83 | |
| 3 | 67,050.05 | 5,587.50 | 268.63 | |
| 4 | 67,272.19 | 5,606.02 | 269.52 | |
| 5 | 67,499.33 | 5,624.94 | 270.43 | |
| 6 | 69,723.26 | 5,810.27 | 279.34 | |
| 7 | 69,957.89 | 5,829.82 | 280.28 | |
| 8 | 70,190.02 | 5,849.17 | 281.21 | |
| 9 | 70,409.66 | 5,867.47 | 282.09 | |
| 10 | 71,048.64 | 5,920.72 | 284.65 | |
| 11 | 71,278.27 | 5,939.86 | 285.57 | |
| 12 | 72,696.00 | 6,058.00 | 291.25 | |
| 15 | 74,183.62 | 6,181.97 | 297.21 | |
| 20 | 75,296.83 | 6,274.74 | 301.67 | |
| 21 | 75,985.73 | 6,332.14 | 304.43 | |
| 24 | 76,677.12 | 6,389.76 | 307.20 | |
| 27 | 77,368.51 | 6,447.38 | 309.97 | |

| H1 | | PROGRAM/SUBJECT AREA SPECIALIST SALARY SCHEDULE 12 MONTH (240-DAY) AA CERTIFICATION JULY 1, 2017 - JUNE 30, 2018 | | |
|-----------|-----------|---|--------|--|
| EXP | ANNUAL | MONTHLY | DAILY | |
| 0 | 64,234.56 | 5,352.88 | 267.64 | |

Memorandum of Understanding

10-23-18

This MOU will be in effect until the next contract is adopted.

Salary increase for speech pathologist and school psychologist.

Starting salary is at BA20 at year 10.

Up to three years of experience can be applied to starting salary.

New applicant will be placed on MA or MA 10 if eligible, at year 10.

\$1500 additional compensation shall be provided to speech pathologist or school psychologist with National Certification.

\$2000 additional compensation shall be provided to employees with an earned Doctorate degree.