**Board Memo**

**DATE:** 8/29/2022

**AGENDA ITEM DETAILS:**

**School/Department**

Superintendent’s Office

**Product Vendor or Grant Issuer**

Not Applicable

**Product or Grant Name**

Speech Language Pathologist Salary Revision

**Date/Term (Beginning and End Dates/Year)**

August 15th, 2022

**APPLICABLE BOARD POLICY:**

03.121 - Certified Employee Salaries; 03.221 - Classified Employee Salaries

**DESCRIBE USE OF CONTRACT/PURCHASE/AGREEMENT**

Currently, Boone County Schools Speech Language Pathologists (SLP) can be considered either a certified or classified employee. This classification is based on an individual’s access to certification from the Educational Professional Standards Board (EPSB.) Currently, SLPs who have a path to obtaining certification from EPSB are considered certified employees. The remaining SLPs do not have an in-state path to certification from EPSB and are considered classified employees. Regardless of EPSB certification all SLPs have:

1. Obtained their Master’s degree and
2. All but first year SLPs have obtained their Clinical Competencies (C’s).

However, those SLPs who are considered classified employees are not eligible for RANK I compensation due to the absence of a certificate from EPSB. This has led to a discrepancy in compensation of equally qualified SLPs solely based on the certificate from EPSB. It has become industry standard to align the compensation for the SLPs creating a common salary schedule for all active SLPs in their district.

In addition, with the passage of House Bill 1 during the most recent legislative session, the General Assembly appropriated funds for the purpose of providing a $2,000 salary supplement each year (2022 and 2023 fiscal years) to all full-time Public School Audiologist and Speech Language Pathologist that have active Certificates of Clinical Competence as outlined in KRS 157.397.

It is recommended that the Board add an additional column to the Classified Professional II salary schedule titled ‘Speech/ Language Pathologist w/ CC’. This column would be equitable to the Certified RANK I salary scale and ensure salary equitability for SLPs throughout the District. In addition to the changes to the SLP salary schedule all SLPs who have their CCs will receive a $2,000 salary supplement in accordance with KRS 157.397 for the 2022-23 and 2023-24 school years. It is further recommended that the Board make the changes to the SLP salary schedule retroactive to the beginning of the 2022-2023 school year.

Additionally, all future SLPs will be hired as classified employees, and all current Certified SLPs will continue as certified employees until the end of their employment with the District.

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

Approximately $84,000 annually

**Funding Source**

General Fund / IDEA

 **\*If more than one funding source, list below along with amount or percent for each source**

91% General Fund; 9% IDEA

**IF THIS IS A GRANT, ENTER AMOUNT TO BE AWARDED:**

Click or tap here to enter text.

**RECOMMENDATION:**

It is recommended that the Board add an additional column to the Classified Professional II salary schedule titled ‘Speech/ Language Pathologist w/ CC’, provide a $2,000 salary supplement to all SLPs who have their CCs, and make the changes retroactive to the beginning of the 2022-2023 school year.

**CONTACT PERSON: (submitter)**

Matthew L. Turner, Superintendent