**Board Memo**

**DATE:** 10/31/2022

**AGENDA ITEM DETAILS:**

**School/Department**

Human Resources, Special Education

**Product Vendor or Grant Issuer**

Not Applicable

**Product or Grant Name**

Creation of Substitute Speech Language Pathologist Job Description and Salary

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

November 111, 2022

**APPLICABLE BOARD POLICY:**

01.11 General Powers and Duties of the Board”; 03.233 “Duties”: Job Description

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

Currently, when a speech language pathologist (SLP) requires a long-term leave of absence the district relies on retired or contracted SLP’s to fill those long-term absences. The current pool of retired SLPs is not always large enough to cover the number of long-term SLP absences and utilizing an outside agency to provide a SLP for a long-term absence is very expensive (roughly $80-$90/hr.) Additionally, the agencies that typically provide this service do not consistently have a qualified SLP available.

Failure to fill these long-term absences puts additional strain on the rest of the SLP and special education staff to meet the Federally mandated IEP minutes for every student receiving speech/language services.

The creation of a Substitute Speech Language Pathologist job description, and corresponding addition to the salary schedule, would allow the district to more consistently provide qualified long-term substitutes for SLPs.

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

$244-$266 per day depending on certification level of substitute.; total cost will depend on the number of absences filled by Substitute Speech Language Pathologist

**Funding Source**

General Funds; IDEA

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

Percentage from each funding source will depend on the number of absences filled.

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

Click or tap here to enter text.

**RECOMMENDATION:**

It is recommended that the Board approve the creation of a Substitute Speech Language Pathologist job description, and corresponding addition to the salary schedule

**CONTACT PERSON: (submitter)**

Jodi Hall, Director of Special Education; Eric Ball, Director of Human Resources