



Speech and Language Pathologist Job Description

Position Title: Speech and Language Pathologist

Location: Perandoe Special Education District & Perandoe Educational Program

Reports to: Director, Building Administrator, or designee

Qualifications:

- Master's Degree in Speech and Language Pathology
- License through ASHA
- License in Illinois

Evaluation: The Speech and Language Pathologist will be evaluated by the Director or designee according to the Perandoe Evaluation Plan.

FLSA Class: Exempt

SUMMARY: Speech Pathologists provide diagnostic services for students referred through the IDEA referral process. They provide direct and consultative services to students identified with speech-language impairments. SLPs ensure that students with speech and language disabilities have equal access to the general education curriculum and that these students can benefit from the general curriculum through the special education services they provide.

Areas Of Responsibility:

- 1) Provide direct speech and language therapy services to eligible students in individual or group settings;
- 2) Conduct comprehensive assessments to evaluate students' speech and language abilities;
- 3) Develop and implement IEPs utilizing an educationally-based model with goals aligned to educational standards;
- 4) Participate in required Domain, Problem Solving, Eligibility and Annual Review meetings;
- 5) Provide interpretation of test results including evaluations from outside agencies;
- 6) Select augmentative or alternative communication methods, including automated devices and sign and teach their use to students and families. Program and utilize augmentative/alternative communication systems;
- 7) Complete compliance activities such as turning in weekly schedule to the building administrator, daily progress notes, weekly documentation of all services delivered, quarterly report of student achievement (IEP report cards), and monthly caseload statistics;
- 8) Provide staff education training to school staff and parents;
- 9) Collaborate with colleagues and parents in order to share information and expertise to plan and implement effective student programs;
- 10) Demonstrate ability to maintain the highest standards of confidentiality;
- 11) Provide assistance to member districts' SLPs:
 - a) Assist in completing SGD/AAC evaluations, trials, and writing reports.
 - b) Assist SLPs in receiving devices to trial during the evaluation.
 - c) Participate in IEP meetings to begin trials and discuss SGD/AAC report findings.
 - d) Train SLPs, teachers, and aids on how to use device.
- 12) Other duties as assigned by Director/designee.

The Speech & Language Pathologist must have a valid driver's license and the ability to use their vehicle during work hours.

Employee Benefits: Speech and Language Therapist 2025-26

Total Salary/Benefit Package (For School Year)

- Based tentatively per resume (we will need transcripts for final determination) for 180 days.

180						
Days	BS	BS+15	MS	MS+15	MS+30	MS+45
1	43,750	44,500	45,250	46,000	50,300	54,300
2	44,950	45,700	46,450	47,200	51,500	55,500
3	46,150	46,900	47,650	48,400	52,700	56,700
4	47,350	48,100	48,850	49,600	53,900	57,900
5	48,550	49,300	50,050	50,800	55,100	59,100
6	49,750	50,500	51,250	52,000	56,300	60,300
7	50,950	51,700	52,450	53,200	57,500	61,500
8	52,150	52,900	53,650	54,400	58,700	62,700
9	53,350	54,100	54,850	55,600	59,900	63,900
10	54,550	55,300	56,050	56,800	61,100	65,100
11	55,750	56,500	57,250	58,000	62,300	66,300
12	56,950	57,700	58,450	59,200	63,500	67,500
13	58,150	58,900	59,650	60,400	64,700	68,700
14	59,350	60,100	60,850	61,600	65,900	69,900
15	60,550	61,300	62,050	62,800	67,100	71,100
16	61,750	62,500	63,250	64,000	68,300	72,300
17	62,950	63,700	64,450	65,200	69,500	73,500
18	64,150	64,900	65,650	66,400	70,700	74,700
19	65,350	66,100	66,850	67,600	71,900	75,900
20	66,550	67,300	68,050	68,800	73,100	77,100
21	67,750	68,500	69,250	70,000	74,300	78,300
22	68,950	69,700	70,450	71,200	75,500	79,500
23	70,150	70,900	71,650	72,400	76,700	80,700
24	71,350	72,100	72,850	73,600	77,900	81,900
25	72,550	73,300	74,050	74,800	79,100	83,100

Retirement Plan

- TRS (Teacher's Retirement System)
- Employee pays \$0 and Employer pays TRS 9%, THIS .90%, ETHIS .67%, and TRS 2.2 .58% rate.

Medical Insurance:

- \$7,130 toward employee policy premium
- or \$6,630 Cash Option added to salary
- Vision and Dental: Employee paid

Paid Leave:

- Sick Days: 16 (unused accumulate to a maximum of 240 days)
- Personal Days: 3 (not used rolls into sick days)

Mileage:

- Reimbursed at the IRS rate

Professional Development

- District Paid Professional Development Opportunities