

## Openings as of 4/15/2024

### ***OSD Speech Language Pathologist***

JobID: 806

**Position Type:**

Certificated: Student Support Services

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**Date Posted:**

2/26/2024

**Location:**

Student Support Services (District Wide)

**Date Available:**

08/29/2024

**Closing Date:**

Open until Filled

***For best consideration please apply as soon as possible for initial consideration of screening qualified applicants.***

**JOB TITLE: SPEECH LANGUAGE PATHOLOGIST**

**LOCATION: ORTING MIDDLE SCHOOL**

SUMMARY OF ASSIGNMENT: This employee is responsible for organizing and implementing a therapy program to meet the needs of speech, language and hearing impaired students and meeting the duties of teaching as outlined in laws and policies. Speech and Language services are federally mandated through IDEA, governed by licensure laws, and WACS-Washington Administrative Codes.

GENERAL LEADERSHIP EXPECTATIONS:

1. Understand and support the educational environment and the District's mission, vision, and Strategic Plan.
2. Implement principles and practices of effective leadership and management as well as research-based best practices.
3. Facilitate and promote collaborative decision-making and consensus among groups of individuals with diverse interests, values, and needs; provide guidance and direction to staff; facilitate conflict resolution; and inspire and support staff in carrying out District and Department goals.
4. Participate as a member or facilitator in meetings, workshops, and seminars that may involve a wide range of issues such as goals attainment, problem resolution, and District operations for the purpose of conveying and/or gathering information required to perform job duties.
5. Recommend solutions to a wide variety of issues for the purpose of addressing the short and long-term needs of the District.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Plans and implements treatment based upon evaluations and reevaluations of eligible

students.

2. Evaluates-assess-observes and writes reports about findings for students as part of the special education evaluation for eligibility or for additional evaluation requests.
3. Evaluates-assess-observes and write reports for students as part of the special education reevaluation process.
4. Writes treatment plans-IEPs-Progress notes.
5. Consults with teachers, parents, other staff members, and private based medical professionals.
6. Consults with teachers, parents, other staff members, and private based medical professionals.
7. Manages, operates, and makes minor repairs and adjustments to various equipment and supplies.
8. Attends IEP-evaluation-staff- and other related meetings.
9. Participates in education for students and provides program improvement recommendations.
10. Performs related duties as appropriate to the assignment.
11. Assess speech and language skills of students suspected of having a communication disorder and consult with teachers in developing IEP goals and objectives that are aligned with the Washington State Learning Standards.
12. Provide resources, modeling strategies and training to other team members in communication interventions.
13. Participate in the Child-find and other screening programs established.
14. Design and implement in-class interventions (small groups, large groups and/or individual).
15. Provide educationally related communication intervention for students handicapped by disorders of language, speech or hearing in a variety of settings as appropriate.
16. Increase knowledge/skills related to communication intervention in the schools through participation in continuing education and in-service opportunities.
17. Work effectively as a team member (i.e., special education evaluation team, IEP committee, integrative classroom team, etc.) in various settings

OTHER FUNCTIONS:

1. Supervises Speech Language Pathologist Assistants.
2. Any other related duties as appropriate to the assignment.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Prefer someone familiar with writing reports and IEPs - but not necessary. Prefer someone familiar with using a computer.

MINIMUM QUALIFICATIONS:

M.S. Speech and Language Pathology

Preferred Experience: Previous training and experience in Pediatrics or School District is desirable. Will consider new graduates without preferred experience.

REQUIRED LICENSES/SPECIAL REQUIREMENTS:

- ESA certification Preferred Continuing Education/Training: Training, etc. in school-based therapy or Pediatric therapy methodology
- May be required to have a valid State of Washington Driver's license.

REPORTS TO: Executive Director for Student Support Services

## **TERMS OF EMPLOYMENT:**

Work Year: 180 days aligned with the academic school calendar, plus 4 Enrichment Days (August 27, 28, 29, 2024, and February 18, 2025)

Paid Hours: 7.5 per day, including 30 minute lunch period

Time of Contract Hours: Work day starts 30 minutes before the student bell schedule and concludes 30 minutes after the student day ends at the work location

Salary: 2023-24 OEA Salary Schedule A\* (Includes Base contract, Enrichment Days contract and Technology Stipend, at minimum)\**This Position will be paid at the 2024-25 OEA Salary Schedule*

## WORK ENVIRONMENT:

Experiences frequent interruptions. Required to meet inflexible deadlines Requires concentration to details Required to operate a motor vehicle on public roads Have precise controls of fingers and hand movements Focus on a computer screen for extended periods of time May deal with angry or distraught people Experience demands from a diversity of others, including students, parents, community and staff Required to attend evening/weekend meetings or activities Involves sitting, walking and standing

## BARGAINING UNIT: OEA

FLSA: Exempt

## BENEFITS

Eligibility for benefits is determined by the number of hours an employee is anticipated to work during the school year (September 1 through August 31). Employees anticipated to work 630 hours or more in a year are eligible for the following benefits: medical, dental, vision, retirement, life insurance, long-term disability and the employee assistance program.

The district's healthcare benefits are administered by the Washington State Healthcare Authority (HCA) under the School Employees Benefits Board (SEBB). Benefit eligible employees also qualify to optionally participate in deferred compensation/403B plans, dependent care flexible spending/health savings accounts, and additional life insurance and/or added long-term disability coverage through employee contributions. Sick leave, vacation, personal leave, and any paid holidays are aligned with bargaining agreements by association, as listed on our website.

Other benefits include VEBA, which is a Health Reimbursement Account (HRA) and serves as a way to contribute dollars on a pre-tax basis for out of pocket benefits costs, whether it be for medical, dental or vision premiums, or any other out of pocket medical expenses. This benefit is available, based on the outcome of annual voting of employees by group.

The preceding list is not exhaustive and may be supplemented as necessary. The statements contained herein reflect general details as necessary to describe the principal functions of this job, the scope of responsibility and the level of knowledge and skills typically required, but should not be considered an all-inclusive listing of work requirements, skills or duties so classified. All personnel may be required to perform duties outside their normal responsibilities from time to time as needed. The District reserves the right to revise or amend duties at any time.

*All employment open positions are made available on a nondiscriminatory basis without regard to race, color, creed, religion, sexual orientation, national origin, gender, age, disability or veteran*

*status. The Orting School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, marital status, disability, or the use of a trained dog guide or service animal by a person with a disability and provides equal access to the Boy Scouts and other designated youth groups.*

*Orting School District provides equal opportunities in education and employment. The District does not discriminate on the basis of race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability in its programs and activities, and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Debi Christensen, Title IX Coordinator & Civil Rights Coordinator, 360-893-6500 x4028, christensend@orting.wednet.edu; Jennifer Westover, Section 504 Coordinator, 360-893-6500 westoverj@orting.wednet.edu, 121 Whitesell Street NE, Orting, WA 98360.*

FMLA regulations require all employers to post the [updated FMLA notice](#).

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