

Compensation Conversation

What SLPs in Schools Need to Know About Negotiating Salaries



March 6, 2024

7:00-8:30 pm ET



ASHA's Schools Services Team

Provides professional consultation and information on school speech-language pathology practice issues to school-based members



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Stacey Ellison Glasgow, MA, CCC-SLP

Associate Director, ASHA School Services in Speech-Language Pathology



Financial Disclosures

- Salary from ASHA

Non-Financial Disclosures

- ASHA member
- Ex officio to SIG 1, Language Learning and Education
- Co-chair, National Coalition on Personnel Shortages in Special Education & Related Services



Agenda

- Learn what salary resources ASHA has for you
- Hear about strategies and ideas to:
 - get a salary increase
 - achieve a salary supplement or stipend
 - negotiate a separate salary pay scale for SLPs
 - get reimbursement for professional certification and licensure
 - earn financial support to attend relevant professional development
- Ask questions



Learning Objectives

One

Identify at least 2 strategies to improve compensation and benefits

Two

Determine collaborators to make a difference in your compensation and benefits



Town Hall participants are expected to:

- Be respectful
- Listen actively
- Be collaborative
- Respect diversity, including communication differences
- Handle disagreement constructively
- Act fairly, honestly, and in good faith with other participants

All forms of bullying, discrimination, and harassment are prohibited.





Leslie Salazar Armbruster, MS, CCC-SLP

Special Education Coordinator, Ysleta Independent School District, El Paso, Texas



Financial Disclosures

- Salaried employee of Ysleta Independent School District

Non-financial Disclosures

- Member of ASHA, TSHA, TCASE, and CEC





Amanda Brown, MS, CCC-SLP

Early Childhood Speech-Language Pathologist, Inter Mountain Education Service District,
Pendleton, Oregon



Financial Disclosures

- Salaried employee of Inter Mountain Education Service District

Non-financial Disclosures

- VP of Presidential Affairs and Chair of the Legislative Committee, Oregon Speech-Language Hearing Association





Perry Flynn, CCC-SLP, BCS-CL

Consultant to the North Carolina Dept of Public Instruction in the area of Speech-Language Pathology and Professor, Department of CSD, University of North Carolina Greensboro



Financial Disclosures

- Perry is paid by the University of North Carolina Greensboro

Non-financial Disclosures

- Member of the ASHA Honors Committee





Karen Klopfer, MS, CCC-SLP

Speech-Language Pathologist, Clark County School District, Las Vegas, Nevada



Financial Disclosures

- Salaried employee of Clark County School District
- Contract employee at Good Speech of Nevada

Non-financial Disclosures

- Co-SEAL (State Education Advocacy Leader) for Nevada





Amanda MacKay, MCD, CCC-SLP

Lead Speech-Language Pathologist, Rock Hill School District 3, Rock Hill, South Carolina



Financial Disclosures

- Employee of Rock Hill School District 3 and Right Steps clinic

Non-financial Disclosures

- ASHA Member





Megan Miskowski, MS, CCC-SLP

Educational Associate-Related Services, Baltimore City Public Schools, Maryland



Financial Disclosures

- Full-time salaried employee of Baltimore City Public Schools
- Part-time adjunct professor and Communication Sciences and Disorders Program Coordinator at the Women's Institute of Torah Seminary & College

Non-financial Disclosures

- Maryland Speech-Language Hearing Association Director of Advocacy and Public Policy
- Member and Union Learning Representative for the Baltimore Teachers Union
- SLPD candidate at MGH Institute of Health Professions
- Maryland representative of ASHA's SLP Member Advisory Group
- Member of ASHA
- Past President of the Association of Baltimore Community SLPs



Kim Reddig, MS, CCC-SLP

Special Education Facilitator and SLP, Washoe County School District, Reno, Nevada



Financial Disclosures

- Salaried employee of Washoe County School District
- Letter of appointment employee for University of Nevada-Reno, Speech Pathology and Audiology Department

Non-financial Disclosures

- Co-SEAL (State Education Advocacy Leader) for Nevada





Debra "Debi" Ryan, MA, CCC-SLP

Speech-Language Pathologist, Huntley Community School District #158, Illinois

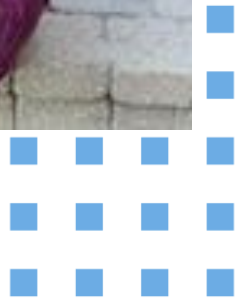


Financial Disclosures

- Salaried employee of Huntley Community School District 158; Beyond Words LLC

Non-financial Disclosures

- Member of ASHA and ISHA
- ASHA SIG 12 AAC affiliate
- Infinitec North Coalition member (AT network)
- Northern Illinois University graduate student practicum supervisor





Potential collaborators for improving salary and benefits

ASHA's School Services and State Affairs teams

State Association

State Educational Advocacy Leader (SEAL)

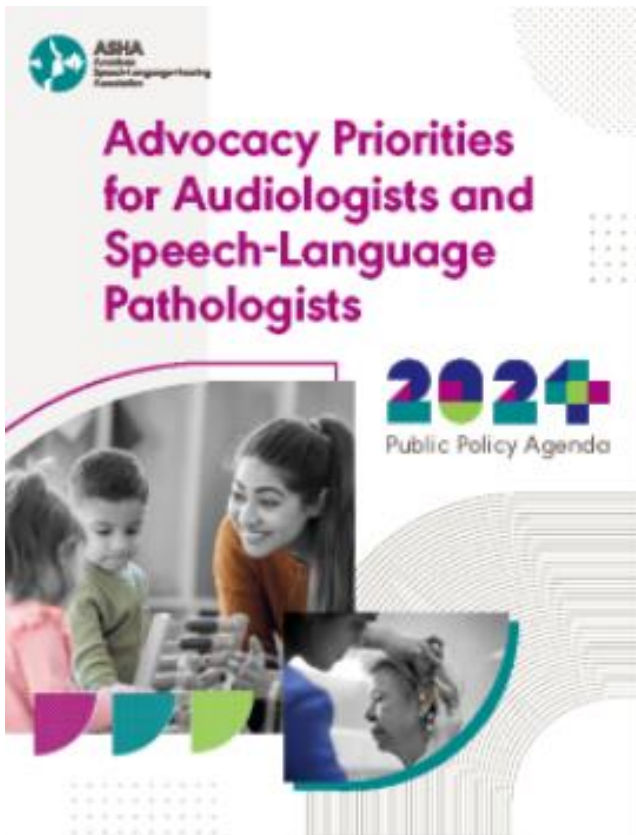
State legislator

Union representative

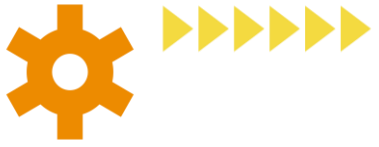
School district leadership



ASHA advocates with you!



Supporting statewide salary supplement legislation for educational audiologists and school-based SLPs who hold ASHA's Certificate of Clinical Competence in Audiology (CCC-A) and/or Speech-Language Pathology (CCC-SLP) to receive **additional compensation for maintaining their CCCs**



ASHA Grants for State Associations

- ASHA offers a competitive grant process for state associations working on advocacy issues
- Up to \$12,000 per grant and includes salary supplement advocacy
- Next opportunity opens in January of 2025



State association contacts are available by state on www.asha.org/advocacy/state/



ASHA's State Affairs Team



Doanne Ward-Williams,
M.Ed., CCC-SLP
Senior Director of State Affairs



Susan Adams, Esq., CAE
Director
State Legislative & Regulatory
Affairs



Tim Boyd, MPH
Director
State Health Care & Education
Affairs



Eileen Crowe
Director
State Association Relations

Contact : states@asha.org



ASHA State Education Advocacy Leaders

SEAL volunteers advocate on education issues like:

- Caseload and workload
- Salary supplements
- Maintenance of personnel standards in school settings

Aware of trends across your state

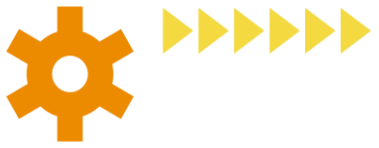
Connect you with a colleague

www.asha.org/advocacy/state/seals/



Teacher Unions

- Partnering with Teacher Unions to Improve Working Conditions
town hall recording
- Union terms to know
- How to get involved
- Strategies for engaging with teacher unions
- Negotiation tips
- Examples of bargaining agreement language for SLPs

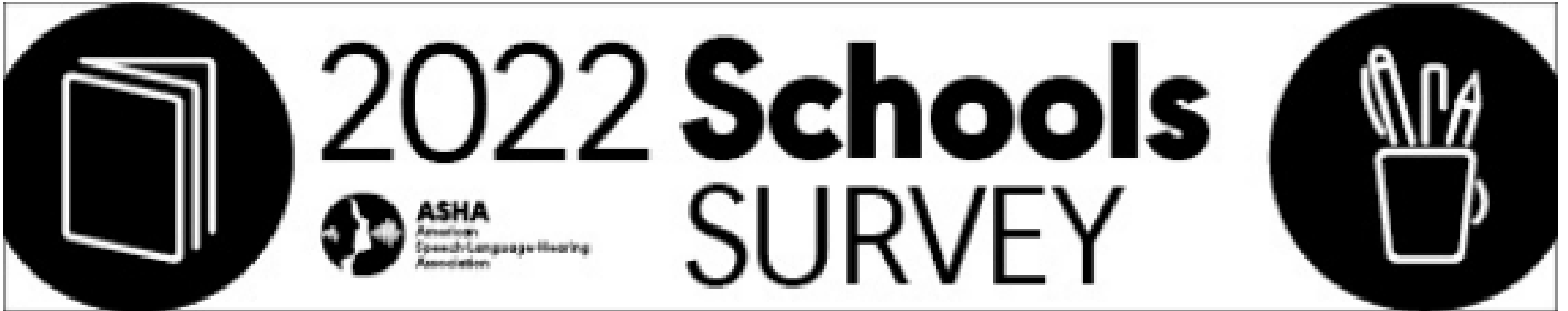
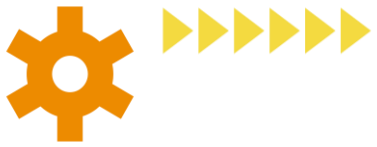


ASHA Take Action



**Ask Congress to Support the IDEA Full Funding Act
(H.R. 4519/S. 2217)**

www.asha.org/advocacy/takeaction/

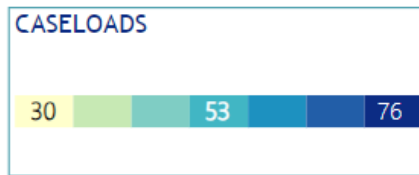
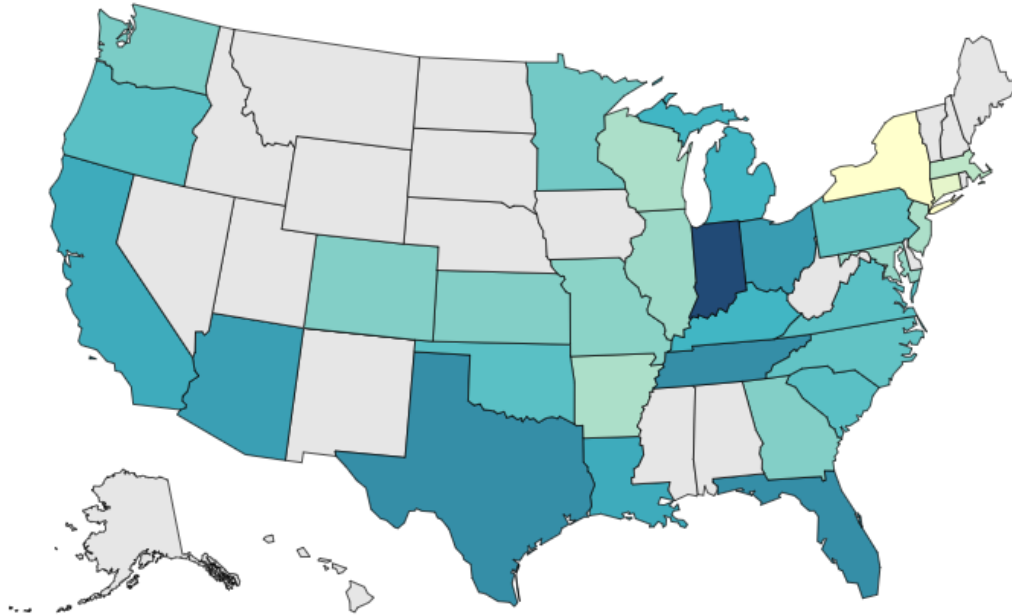


2022 Schools Survey Reports

- Annual Salaries and Hourly Wages [PDF]
- Annual Salaries and Hourly Wage Trends, 2004-2022 [PDF]



State Caseload and Salary Map



- Region**
- Midwest
 - East North Central
 - West North Central
 - Northeast
 - Middle Atlantic
 - New England
 - South
 - East South Central
 - South Atlantic
 - West South Central
 - West
 - Mountain
 - Pacific

State	Median Caseload	Median Salary	Link to Guidance
Alabama			🔗
Arizona	57	\$70,000	
Arkansas	40	\$61,000	🔗
California	55	\$99,437	🔗
Colorado	45	\$70,000	
Connecticut	33	\$84,000	
Florida	60	\$59,996	
Georgia	45	\$67,000	🔗
Illinois	42	\$75,000	🔗
Indiana	72	\$60,000	🔗
Kansas	45	\$57,062	
Kentucky	53	\$58,000	🔗
Louisiana	55	\$51,000	
Maine			🔗
Maryland	43	\$81,500	
Massachusetts	38	\$84,500	
Michigan	53	\$75,000	🔗
Minnesota	47	\$71,690	
Mississippi			🔗
Missouri	44	\$58,890	🔗
Nevada			🔗
New Jersey	40	\$80,000	🔗
New Mexico			🔗
New York	30	\$85,000	🔗
North Carolina	49	\$58,000	🔗
North Dakota			🔗
Ohio	58	\$62,293	🔗
Oklahoma	50	\$55,000	🔗
Oregon	50	\$70,000	🔗
Pennsylvania	49	\$67,000	🔗
South Carolina	50	\$62,408	🔗
Tennessee	60	\$54,000	
Texas	60	\$66,599	
Virginia	50	\$62,000	🔗
Washington	46	\$84,281	
West Virginia			🔗
Wisconsin	40	\$61,089	

www.asha.org/slp/schools/state-caseload-and-salary-data-map/



Where do schools get funding?

- Under the Constitution, each state is responsible for public education.
- Funding sources include:
 - Federal: Two of the largest funding sources include the Every Student Succeeds Act (ESSA) and the Individuals with Disabilities Education Act (IDEA)
 - State: varying allocation formulas dependent on the local district's tax structure
 - Local: from property taxes
 - Medicaid: a state and federal partnership



Salary and Compensation for SLPs in Schools

- Terms to know
- Tips to navigate the job search and interview
- Questions to ask yourself
- Talking points to advocate for salary supplement or stipend
- Strategies for how to influence decision makers
- Salary success stories



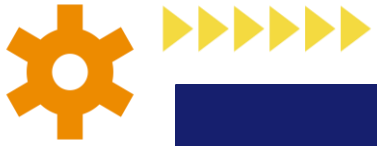
www.asha.org/slp/schools/salaries/



Salary Supplement for Educational AuDs and School-Based SLPs

- **Flyer:** Ensure Your District Provides Mandated Hearing Special Education Evaluation and Services [PDF]
- **Flyer:** Ensure Your District Provides Mandated Speech-Language Special Education Evaluation and Services [PDF]
 - ***Both flyers include charts that differentiate CCCs from NBPTS
- Statewide salary supplements and local district salary supplements (email ecrowe@asha.org if your district has a supplement)
- Success stories from school-based members
- Steps to develop an action plan

www.asha.org/advocacy/salary-supplement/



 ASHA Career Portal

Job Seeker Toolkit



Identify the kind of job you really want



Match relevant qualifications and competencies to the job



Identify your superpowers



Prep for your interview



Salary and offer negotiation

Plus, use tools to write a resume, cover letter, and more!

careers.asha.org/job-seeker-toolkit/

Let's hear from our panelists.

Our panelists have volunteered their time to share their experiences and lessons learned with you.

Your registration questions have been used to inform their responses.





Your Personal Action Plan to Improve Salary and Compensation

What is one salary strategy you want to explore?

What is your desired outcome?

Who could you collaborate with (district admin, union, state assoc, SEAL, etc)?

What data do you need to gather?

Schedule a meeting to discuss your idea and determine next steps.

2024 Virtual Town Hall Series: Topics in School Based Practice

www.asha.org/events/town-hall/

May 15: The Road Ahead-Postsecondary Transition Planning for Adolescents

August 28: Workload Management Strategies-Implementing Service Delivery Models in Schools

October 16: School Safety-A Town Hall for Educational Audiologists and SLPs

December 11: Ensuring Equity-Unpacking Disproportionality in Speech-Language Services



Thank you for joining us!

Questions?

Email us at schools@asha.org

Recording and resources
www.asha.org/events/town-hall

