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**Proposal to Provide an Annual Salary Bonus for Nationally Certified and State Licensed Speech-Language Pathologists**

This proposal is intended for school-based speech-language pathologists (SLPs) and other school staff to advocate for annual salary supplements for SLPs in their school districts.

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**Proposal to Provide an Annual Salary Bonus for Nationally Certified and State Licensed Speech-Language Pathologists**

Submitted By: [Name]

Date: [Date]

**Proposed Action**

It is recommended that [name of school district] provide an annual salary supplement of [dollar amount] to nationally certified and state-licensed speech-language pathologists (SLPs) in order to recruit and retain highly qualified speech-language pathology professionals.

**Background Information**

For the past three years, our district has faced the difficult task of filling open positions for SLPs. We have spent considerable time and money advertising and interviewing prospective SLPs for these open positions with no success. Salary, location, and high caseload were cited as three of the top reasons for declined offers. Due to this inability to hire staff SLPs, [name of school district] has been forced to utilize costly contractual services. These services have also proven to be difficult to find. In addition to the current staff shortage [name of school district] is already experiencing, the national shortage can only be expected to continue.

According to a recent survey by the American Speech-Language-Hearing Association (ASHA), 79% of SLP respondents reported that job openings are more plentiful than job seekers in their schools. Furthermore, according to the Bureau of Labor Statistics, the growth rate for the speech-language pathology profession will be much faster than the average for all occupations from 2021 to 2031. Many of the openings are expected to result from the need to replace SLPs who leave for different occupations or exit the labor force, such as those who retire.

**Growing Response Trend**

In response to this rising demand for SLPs, many organizations across the country have focused on recruiting and retaining SLPs. ASHA has helped to spearhead [the National Coalition on Personnel Shortages in Special Education and Related Services](https://specialedshortages.org/about-the-shortage/) to help recruit and retain qualified personnel in schools. Eleven states have passed salary supplement legislation for SLPs who hold national certification (ASHA Certificate of Clinical Competence, or CCC). To date, at least 159 districts in 32 states have achieved a salary bonus for school-based SLPs with their CCCs.

**Resources**

Visit ASHA’s [Salary Supplement for Educational Audiologists and School-Based Speech-Language Pathologists](https://www.asha.org/advocacy/salary-supplement/) page for the most up-to-date information on the number of states and local districts that have salary supplement initiatives.

The following excerpts highlight some states’ successes related to the ASHA initiatives for salary supplements:

* In 1999, Mississippi’s governor signed into law an annual $6,000 salary supplement for ASHA-certified and licensed audiologists and SLPs working in school settings. The supplement is an addition to any other compensation the employee receives.
* In 2005, Nevada passed legislation that provides a 5% salary increase to school-based SLPs who hold their state license and the ASHA Certificate of Clinical Competence.
* In 2005, Indiana passed legislation that provides a salary supplement to licensed, school-based audiologists and SLPs who have held the ASHA CCC for at least three consecutive years and who have at least three years of professional experience in the schools.
* In 2006, the Oklahoma legislature passed a bill authorizing a $5,000 salary supplement for ASHA-certified school-based SLPs and audiologists as well as school psychologists.
* In 2006, West Virginia passed legislation that provides a salary supplement of $2,500 per year for ASHA-certified SLPs, audiologists, and nationally certified school counselors.

**Proposed Action**

In order to recruit and retain qualified SLPs, it is recommended that [name of school district] provide an annual salary supplement of [dollar amount] for current and newly hired SLPs employed by the school. The guidelines for this salary supplement would be as follows:

a.) The SLP must hold an ASHA CCC;

b.) The SLP must hold [your state] State Licensure and/or Teacher Certification

and;

d.) The SLP must complete a minimum of [number of continuing education hours] continuing education hours within one licensure and/or teacher certification year.