

Compensation Conversation: What SLPs in Schools Need to Know About Negotiating Salaries

Question	Answer
Thank you for the School Based Town Hall addressing compensation and strategies to pursue them! Will this ppt be available after the Town Hall?	Yes. The PPT and recording will be available following tonight's presentation on: https://www.asha.org/events/town-hall
I'm wondering why this conversation is specifically targeted to SLPs when there are audiologists who work in schools too. Does ASHA support AuDs?	ASHA does support AuDs. Our salary supplement efforts focus on both professions. Check out the links I shared to see what some of the state legislation has looked like. You can also find resources for educational audiologists here: https://www.asha.org/aud/resources-for-educational-audiologists/ . This event is for SLPs in schools. You can reach out to audiology@asha.org regarding resources and information pertaining to Educational Audiologists
Are ASHA or state associations advocating for professional pay scales in schools? Supplemental pay is helpful if that is all we have, but it doesn't go towards our retirement (at least here in Florida!)	Some of the legislation in states approaches the issue from a pay scale approach but often the bills focus on a specific payment amount annually. https://www.asha.org/advocacy/2023-asha-comments-and-testimony/ You can see what state associations are doing by clicking on a state link and then clicking on state association. https://www.asha.org/advocacy/state/
Do these salaries include contract SLPs or just direct hires for the districts?	The local district supplement data we've collected doesn't differentiate between contractual and direct hires. You would need to email the person in the district to ask. https://app.powerbi.com/view?r=eyJrIjoiaZTg5YTM3YTctZjA1MC00MWZjLTgyMDItZmE0M2Q1NWU3Y2NlIiwidCI6IjBhMDY4NWVmLWwNIMjgtNGlyZC05ZGFmLTEyNjlyYzc3ODc4YyIsImMiOiJF9
Can information be shared about the ASHA SEAL Champions who are another resource for School-Based SLPS in the four regions as well as the SEALs? Thank you!	Are you interested in addressing a statewide or regional issue? SEALs Regional Champions work with school-based audiologists and SLPs to promote the valuable contributions you make in the schools! See www.asha.org/advocacy/state/seals/#SEALsChamps for more information.
Will you be discussing how these items pertain to SLPs on a teacher's pay scale?	We are on the teacher's pay scale- the designation of "hard to hire" allowed us to have an exception on lane placement. Hope that helps. :)

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<p>Can ASHA please work with each state speech pathology board to organize this?</p>	<p>ASHA works in conjunction with the state speech-language-hearing associations, their lobbyists, if they have one, and also with the regulatory agencies and boards, and legislators, to support the supplement efforts.</p> <p>Go to the state association web pages to read about the advocacy efforts nationwide. You can see what state associations are doing by clicking on a state link and then clicking on state association.</p> <p>https://www.asha.org/advocacy/state/</p>
<p>Curious, what current legislative efforts are occurring in the state of Texas. I've moved in from California and have observed such a disparity between caseload sizes, lack of transparency for salary, and lack of state guidelines for eligibility. We don't have the support of a union.</p>	<p>Right now, there aren't any pending bills on statewide salary supplements for TX. Contact the state association leadership to see if this is possible for the 2025 legislative session. https://www.txsha.org/</p>
<p>In general, on school district pay grids, do SLPs get ranked on their total years of experience, or only for school experience?</p>	<p>In our area- it's primarily for educational experience; however, exceptions can be made but only up to a predetermined amount of years.</p> <p>It can vary quite a bit from district to district. As a former school staffing officer (D.C.) we counted non-educational experience. Worth pushing on staffing personnel!</p>
<p>California has no state-wide supplement or state-wide salary schedule. If psychologists have their own, if California CSHA should be advocating for us too.</p>	<p>Talk to the CSHA leadership to see if this makes sense to pursue, both budget wise and politically, for the 2025 legislative session. As Karen Klopfer just said, timing has a lot to do with things getting done.</p> <p>https://www.csha.org/</p>
<p>Are any legislative efforts occurring in Alabama?</p>	<p>We haven't seen any legislation for a supplement in Alabama this session. Here are the states that have supplements that were passed:</p> <p>Local District Salary Supplement by State Statewide Salary Supplements</p>

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<p>In Michigan, the caseload size is maxed out at 60 students. However, that does not consider the severity of the student’s needs. Service times in IEPs are written in a range so you can take on multiple students. How do we go about reducing caseload sizes so we can actually provide intensive therapy?</p>	<p>Workload, workload, workload...this is a HUGE initiative for us in Huntley. Huge strides have been made, but it's been a long road. ASHA has some great resources for this. Hope that helps. "60" is rough :/</p>
<p>Since Medicaid billing is used as a topic of focus, can you share ranges of what you brought in in your district and how many SLPs in that district? I'm curious about the amount you are finding that is being brought in. We are seeking this information but also curious if it's similar.</p>	<p>This year Baltimore City Public Schools estimates we will bring in \$7,915,000 through Medicaid billing with SLPs as the largest billing source. Reimbursement rates for speech language pathology are from \$25.68 to \$153.96 per encounter. Audiology services reimbursement rates vary from \$5.50 to \$118.62 per encounter. The average speech language pathologist with a caseload of Medicaid eligible students will bill over \$6,500 per month. We have about 150 SLPs and 8 audiologists.</p>
<p>What are your tips for small districts say only 3 in the whole district?</p>	<p>Try for stipends based on Medicaid billing. In the District of Oconee County (SC) they provide clinicians a stipend of \$4 per session for each Medicaid-eligible student. Other small districts in GA provide \$1500 annually for Medicaid billing. If your district isn't billing Medicaid - get that started and have the funds tied to stipends and reimbursement.</p>
<p>It was mentioned SLPs could partner with teacher unions. What if you are a ‘right to work’ state (no union)?</p>	<p>ASHA held a joint virtual town hall on January 24th with NEA. During that presentation this topic was discussed. You can find the recording link on this webpage: Teacher Unions</p>
<p>How do you make your voice heard as the only District hired SLP, especially when already stretched so thin? I need help from the state level. I feel so defeated hearing how much it takes a team effort.</p>	<p>Look at HB1175/SB1043 in Maryland as a potential model for advocacy. We are working on legislation that says that districts cannot pay a contractor more than a direct hire. When I advocate, I find it helpful to provide examples and models of potential solutions.</p>

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<p>If a district/special education unit is able to negotiate SLPs to start further over on the salary schedule, what would you recommend as an additional ask/negotiation to help those SLPs who are "left out" as they already on the farthest lane and can't make any further lane moves?</p>	<p>I would ask for a 1% raise whenever they renew their license and/or certificate</p>
<p>What does Debi's contract state about missed services when SLPs attend a conference? Does it speak to that? Do the SLPs frontload services to allow for time off?</p>	<p>That's a hot topic for us for sure- ongoing conversations. In the short term, we write minutes monthly and try to compensate for these missed minutes using front loaded services, as able. Hope that helps. We are seeking improved guidance on "make up minutes" given Illinois State Board of Education guidance, but it's a "process".</p>
<p>For those who successfully negotiated contract benefits/increases with union or at state level, are your union contracts standard for all districts in your state? So if you have a win in a union contract, is that statewide or only for one district?</p>	<p>No - in Maryland each district has their own contract. I made a comparison chart of all of the rates, stipends, and other goodies by district to help with our own local negotiation. Your union may have a copy of all of the local contracts and many are online. There are also MOUs that are sometimes not listed in the contract which provide extra \$\$\$ but the state association may have that information.</p>
<p>Not a question - but just letting you all know that I am another SLP on the teacher union bargaining team and Board of Directors in Leon County Florida. I have been in those roles for about the last 3 years, and through that work we have had changes to contract language and a doubling of our supplement. We proposed a professional pay scale 2 years ago, which the district denied; however, this year they finally said they have an "appetite" for it. Hopefully we can get there in the next few years.</p>	<p>Thank you for sharing this, Sarah. I hope your ongoing advocacy is successful.</p>

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<p>In our state, we see a huge variance of what is done district to district. last year our entire team advocated for salary adjustments with very specific data that we were >\$10,000 below surrounding districts. We used several of the ASHA resources as well as spent a large amount of time educating leadership including school board of our roles and differentiated responsibilities. It was eye opening to them but it did not result in change with HR as a barrier. 8 of 16 SLPs left. However, the positive is that several of us went to new districts with advocacy in beginning stages and were successful of getting stipends and salary adjustments this fall. I do believe even though our advocacy didn't work at the one district, it did open the door and will pay off for them in future due to our efforts. so my advice is keep trying and keep being a voice!!</p>	<p>Love this story Kathryn (well, don't love that your initial advocacy work didn't pan out, but love the lessons learned). Advocacy is a long game for sure!</p>
<p>I agree. What advice for smaller districts with no more than 5 SLPs?</p>	<p>I would look to Medicaid billing. If your district isn't billing - get that going and tie it to stipends for your team. Its a common move in small districts. Try to find your Audiology, Physical Therapy, and Early Periodic, Screening, Diagnosis and Treatment (EPSDT) Provider Manual which should have the rates in your state.</p>
<p>How do we access district data regarding impact of shortage on due process, compensatory services, contractual service vs. employed rates?</p>	<p>I file public information requests with the state department of education when needed but state complaints are often on your DOE website. The contractor rates should have been reviewed by your school board and publicly available. See if you school board has their own section on the school website and go through the meeting minutes, etc. The school system budget is often full of helpful information as well.</p>

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As administration we are trying to get our SLPs and Psychs on a separate pay scale..we are having some push back from the union. How are teachers reacting in your districts when SLP's are placed on another pay scale? I think our union is worried about the fall out.	It can be sticky. In my district there are many specialized scales, but I've seen other districts do stipends for the required extra credentials for those positions and/or Medicaid billing.
As administration we are trying to get our SLPs and Psychs on a separate pay scale. we are having some push back from the union. How are teachers reacting in your districts when SLP's are placed on another pay scale? I think our union is worried about the fall out.	Our district labeled our new pay scale "Exceptional Student Education Support Scale". This way it didn't directly say SLP/Psych Pay scale. Additionally, our degree requires so much education in the medical field. We are certified to work in a clinical setting where teachers are not.
The school psychs in my district get a 10% bonus because they "are hared to find". The SLPs are trying for the same, but are not having any luck.	Yes- that's how our district started too...we piggy backed off of that status for our own. Keep trying!! :) "persistence" Took us years :/
Does Indiana have a specific union that includes SLPs outside of the teacher's union?	<p>Even in states where collective bargaining is prohibited, NEA (and in some places AFT) have local and state affiliates that advocate on behalf of public-school employees.</p> <p>It is important to determine if there are collective bargaining rights in your state.</p> <p>With or without the right to bargain a contract, NEA/AFT affiliates can serve as advocates, both at the worksite level and beyond</p> <p>Please see the recording from our joint virtual town hall with NEA that took place in January where one of our panelists addressed this: Teacher Unions</p>

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<p>For those asking about rural or smaller school districts, that's where I spent most of my career. Many years ago I did join my district's negotiating team for the union. As Amanda said, it was difficult to get any movement on salary supplement since we only had 1.5 SLPs. At that time, our school board was not interested in discussing any "language" changes in the contract. More recently, I was able to work with my district using the ASHA workload calculator to ensure a manageable workload, get my ASHA dues paid and receive up to \$800/year for continuing education. I also successfully negotiated hourly rate for any ESY or compensatory services for ALL special education staff in the summer as prior to that the district paid the teacher summer school rate (\$20-\$25/hour). I have worked with our state association on trying to obtain a statewide salary supplement twice in the past several years but the timing was not right. Our state association recently applied for an ASHA grant to explore salary supplement again!</p>	<p>There is no answer written here.</p>
<p>Are there any specific numbers that are common for stipends for SLPs, CFY, or supervising an SLP on an emergency license within a state that allows that?</p>	<p>When the stipends for SLPs was initially instituted the District included a scale for CFY and SLP as well. SLP= \$15,000, CFY=\$9,000, SLPA = \$6000. For all therapists...if they have a bilingual certification or pass a Spanish proficiency test they are eligible for an additional \$1,200 stipend. In local districts, across the country, stipends range from \$115 annually to \$8,320 annually for an SLP. Sometimes the stipend is payment to obtain CEUs, pay your licensure or ASHA fees, or it may be a set percentage (such as 8% of base salary annually for SLPs with CCCs and a state license in one district in Nevada). Local District Salary Supplement by State Statewide Salary Supplements</p>
<p>In small "micro" districts, you can attend the board meetings monthly which is typically a good way to be seen and heard. This can get the ball rolling between Board and Superintendent.</p>	<p>Thank you for sharing, Puja!</p>
<p>How can a team get salary schedules for neighboring districts or ESCs when it is not on their websites?</p>	<p>Call the state NEA or AFT office - they should have copies of all of the contracts.</p>

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<p>In a follow up on the Medicaid question, when I asked my district for data on how much the SLP's were making in terms of Medicaid funding for our district, I was told that information was not able to be figured out. Is this something I can research myself and how do I go about doing that?</p>	<p>Try to find the Audiology, Physical Therapy, and Early Periodic, Screening, Diagnosis and Treatment (EPSDT) Provider Manual for your state or go through your state Medicaid website. Your school district should have their budget available on your website. Any third-party billing/Medicaid revenue should be listed on it.</p>
<p>Does the Schools Survey Reports for annual salaries include any stipends with their base pay? I know that our salaries (including OT/PTs) are only reported to TASB with base pay. This has been a hurdle for us securing any leverage in discussions about fair pay.</p>	<p>Hi Mindi, yes, the Schools Survey does include some info on salary supplement (page 14): SLP Annual Salaries and Hourly Wages</p>
<p>@ Magdaly - if you have a separate endorsement from your State Education Agency (SEA) for being certified as "Bilingual", you can provide this certification electronically or hard copy to HR and you should get an additional salary bonus, stipend or whatever your LEA (local education agency aka "district") calls it. You can also have the special ed director contact HR on your behalf if they are friendly and willing to help you out (mid size districts are nice about this). Typically the CBA - Collective Bargaining Agreement - should have this information on being bilingual within the related service salary section as well.</p>	
<p>Megan, can you please share the resource you suggested to use to find out more information about how much money we are bringing in for Medicaid? I missed it, thank you!</p>	<p>We file Public Information Act requests for data. Your school system budget is likely online which should list Medicaid billing. Your state Medicaid website will have the fee schedule online - try to find the Audiology, Physical Therapy, and Early Periodic, Screening, Diagnosis and Treatment (EPSDT) Provider Manual.</p>

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<p>But what if you do not have a teacher union?</p>	<p>Hello Tonya! We held a joint virtual town hall with NEA in January. One of the panelists provided suggestions for SLPs who do not have a teacher union. You can find the recording on this webpage: Teacher Unions</p>
<p>I'm in a small district and SLPs last week got a 10% raise above the teacher salary starting 2024-2025 school year. We went to the Union for support. SLPs also wrote letters that went to District, Union and School Board. We also spoke at School Board Meetings. Historically we have never had a full staff for the 17 years I've been employed there. We were having a difficult time hiring as surrounding districts have already put SLPs on a separate pay scale or put on the psychologist's pay scale. Currently 25% of our staff are expensive contractors. As a group we did NOT want a stipend as that would not transfer over into the calculations when we retire with a pension. I'm fairly certain that not being able to hire an SLP is what convinced District to finally put on us a separate pay scale, so fortunately we did not have to go through years of complaining. In the negotiation statement district mentioned stipends given to sped teachers were for recruitment & retention.</p>	<p>Thank you for sharing!</p>
<p>Many districts have moved to separate scales in hopes of recruiting. It is much more common now.</p>	<p>Thank you for sharing, Julie!</p>
<p>I have recently found out that there are private companies contracting services to local school districts and they are able to pay their SLP-Assistants a salary that almost matches SLPs hired by the district directly. It is only a few companies to my knowledge and all in close proximity to each other. They are dominating our area with hiring as they pay more by session. How do we compete with this?</p>	<p>Look at Maryland HB 1175 and SB 1043 - we have proposed legislation that says that school systems can't pay contractors more than direct hires. It's a model that you could take to your own representatives. We have contract language the work opportunities must go to direct hires first before contractors.</p>