



CHARTER SCHOOL SPEECH-LANGUAGE PATHOLOGIST

Class Code:
99093

Bargaining Unit: NON-BARGAINING
EMPLOYEE

CITY OF CAPE CORAL
Established Date: April 14, 2009
Revision Date: May 30, 2020

SALARY RANGE

\$42,000.00 - \$73,200.00 Annually

GENERAL STATEMENT OF JOB:

Under the general supervision of the Principal and/or Superintendent, provides assessment, diagnostic, therapeutic and instructional support services for speech-language impaired students in order to meet requirements for provision of individual educational programs with students with disabilities as mandated by District, State and Federal requirements and regulations. Aids in the efficient operation of the school or department by coordinating and communicating with Administration, other instructional and support staff, parents and students. The incumbent prioritizes tasks and usually performs such independently with periodic supervision or review. Performs related work as required.

Individuals assigned to this classification must report to work per their assigned schedule.

SPECIFIC DUTIES AND RESPONSIBILITIES:

- Administers in-depth diagnostic evaluations for disorders of language, articulation, voice and fluency and provides reports.
- Schedules meetings and contacts parents, teachers and administrators for the purpose of eligibility staffing, Individual Educational Plan meetings and conferences.
- Participates in eligibility and placement committee staffing meetings.
- Develops individual educational plans for students on caseload and revises plan annually.
- Provides speech-language therapy for eligible students as prescribed by individual educational plan.
- Collaborates with classroom teachers.
- Develops therapy schedule that provides optimum conditions for instruction based on individual student needs.
- Prepares materials for use in therapy.
- Develops daily lesson plans.
- Keeps attendance log and therapy progress notes.
- Provides quarterly reports and annual progress reports for each student on caseload.
- Reports compliance data and scheduling information to data processor.

- Conducts reevaluations as required.
- Provides consultation services and support for classroom teachers.
- Maintains accurate and complete reports as required by District, State and Federal regulations.
- Develops and implements communication boards and augmentative communication systems, programs voice output devices and provides training in use.
- Provides support for reading initiatives.
- Attends in-service training for maintenance and development of skills.
- Conducts in-depth hearing screenings, reports results and makes appropriate referrals further follow-up and intervention.
- Conducts speech-language and hearing screenings for students experiencing academic and behavioral problems.
- Participates in Child Study Team meetings; participates in development of pre-referral classroom interventions.
- Performs other duties assigned by Principal.

MINIMUM QUALIFICATIONS:

- Masters' degree or higher with graduate major in speech-language pathology.
- Valid Florida teacher certification and/or valid license in speech-language pathology.
- Experience with industry-standard computer applications.
- Such alternatives to the above qualifications as the Governing Board may find acceptable.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Has general knowledge of report and record keeping principles and techniques.
- Has general knowledge of business mathematics.
- Ability to work with diverse groups.
- Skilled in both written and oral communications, individually and in public, for effective expression and clarity.
- Ability to utilize a variety of modern office equipment, i.e., computers, facsimile machines, and copiers.
- Ability to establish and maintain effective-working relationships with supervisor, support staff and other departments position interacts with.
- Ability to organize and review work for efficient results and accuracy.
- Ability to perform duties with consistent courtesy and tact in the best interest of the public.
- Ability to issue and follow oral and written instructions.
- Performs related work as required.

REPORTS TO: Principal or Superintendent

EXERTION TYPE:

- Light work. Position requires exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects.

OTHER PHYSICAL REQUIREMENTS:

The following selected physical activities are required to perform the essential functions of this position.

Physical Requirement	Description	Percent of Time
Balancing	Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces. This factor is important if the amount of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.	10%
Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.	10%
Crawling	Moving about on hands and knees or hands and feet.	10%
Crouching	Bending the body downward and forward by bending leg and spine.	10%
Feeling	Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.	30%
Finger Dexterity	Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.	80%
Grasping	Applying pressure to an object with the fingers and palm.	30%
Hearing	Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication, and to make the discriminations in sound.	100%
Kneeling	Bending legs at knee to come to a rest on knee or knees.	10%
Lifting	Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.	10%
Pulling	Using upper extremities to exert force to draw, haul or tug objects in a sustained motion.	10%
Pushing	Using upper extremities to press against something with steady force to thrust forward, downward, or outward.	10%
Reaching	Extending hand(s) and arm(s) in any direction.	30%
Repetitive Motion	Substantial movements (motions) of the wrists, hands, and/or fingers.	20%
Seeing	The ability to perceive the nature of objects by the eye.	100%
Sitting	Particularly for sustained periods of time.	70%
Standing	Particularly for sustained periods of time.	10%
Stooping	Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full motion of the lower extremities and back muscles.	10%
Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.	90%
Walking	Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.	20%
Every job duty in a job description need not always be specifically described, and any omission does not preclude the required performance of all duties that are job related.		



Charter School Speech-Language Pathologist

Class Code:
99093

Bargaining Unit: NON-BARGAINING
EMPLOYEE

CITY OF CAPE CORAL
Established Date: Jun 11, 2007
Revision Date: Jun 9, 2015

SALARY RANGE

\$42,000.00 - \$73,200.00 Annually

GENERAL STATEMENT OF JOB:

Under the general supervision of the Principal and/or Superintendent, provides assessment, diagnostic, therapeutic and instructional support services for speech-language impaired students in order to meet requirements for provision of individual educational programs with students with disabilities as mandated by District, State and Federal requirements and regulations. Aids in the efficient operation of the school or department by coordinating and communicating with Administration, other instructional and support staff, parents and students. The incumbent prioritizes tasks and usually performs such independently with periodic supervision or review. Performs related work as required.

Individual(s) assigned to this classification must report to work per their assigned schedule.

SPECIFIC DUTIES AND RESPONSIBILITIES:

Administers in-depth diagnostic evaluations for disorders of language, articulation, voice and fluency and provides reports.

Schedules meetings and contacts parents, teachers and administrators for the purpose of eligibility staffing, Individual Educational Plan meetings and conferences.

Participates in eligibility and placement committee staffing meetings.

Develops individual educational plans for students on caseload and revises plan annually.

Provides speech-language therapy for eligible students as prescribed by individual educational plan.

Collaborates with classroom teachers.

Develops therapy schedule that provides optimum conditions for instruction based on

individual student needs.

Prepares materials for use in therapy.

Develops daily lesson plans.

Keeps attendance log and therapy progress notes.

Provides quarterly reports and annual progress reports for each student on caseload.

Reports compliance data and scheduling information to data processor.

Conducts reevaluations as required.

Provides consultation services and support for classroom teachers.

Maintains accurate and complete reports as required by District, State and Federal regulations.

Develops and implements communication boards and augmentative communication systems, programs voice output devices and provides training in use.

Provides support for reading initiatives.

Attends in-service training for maintenance and development of skills.

Conducts in-depth hearing screenings, reports results and makes appropriate referrals further follow-up and intervention.

Conducts speech-language and hearing screenings for students experiencing academic and behavioral problems.

Participates in Child Study Team meetings; participates in development of pre-referral classroom interventions.

Performs other duties as assigned by principal.

OTHER RESPONSIBILITIES:

Performs related work as required. (Note: The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

MINIMUM QUALIFICATIONS:

1. Master's degree or higher with graduate major in speech-language pathology.
2. Valid Florida teacher certification and/or valid license in speech-language pathology.
3. Experience with industry-standard computer applications.
4. Such alternatives to the above qualifications as the Governing Board may find acceptable.

ADDITIONAL MINIMUM QUALIFICATIONS REQUIRED: KNOWLEDGE, SKILLS, AND ABILITIES:

Has general knowledge of report and record keeping principles and techniques.

Has general knowledge of business mathematics.

Is able to work with diverse groups.

Is skilled in both written and oral communications, individually and in public, for effective expression and clarity.

Is able to utilize a variety of modern office equipment, i.e., computers, facsimile machines, and copiers.

Is able to establish and maintain effective-working relationships with supervisor, support staff and other departments position interacts with.

Is able to organize and review work for efficient results and accuracy.

Is able to perform duties with consistent courtesy and tact in the best interest of the public.

Is able to issue and follow oral and written instructions.

MINIMUM STANDARDS REQUIRED:

Physical Requirements: Tasks involve some walking, standing; some unassisted lifting, carrying, pushing and/or pulling of light weight objects up to 20 pounds. Tasks may involve extended periods of visual concentration.

Data Conception: Requires the ability to compare and/or judge the readily observable, functional, structural or composite characteristics (whether similar or divergent from obvious standards) of documentation, accounting, and applications.

Interpersonal Communication: Requires the ability of speaking and/or signaling people to convey or exchange information. Includes giving and receiving instructions, assignments or directions.

Language Ability: Requires the ability to read a variety of materials relevant to municipal policy, procedure, and ordinance. Requires the ability to communicate with numerous individuals from a broad array of backgrounds.

Intelligence: Requires the ability to apply principles of rational systems; to solve practical problems and deal with a variety of concrete variables in situations where standardization exists.

Verbal Aptitude: Requires the ability to record and deliver information, to explain procedures, to issue and follow oral and written instructions. Must be able to communicate effectively and efficiently in Standard English.

Numerical Aptitude: Requires the ability to add, subtract, multiply, and divide; calculate decimals and percentages.

Form/Spatial Aptitude: Requires the ability to inspect items for proper length, width and shape.

Motor Coordination: Requires the ability to coordinate hands and eyes in utilizing modern office equipment.

Manual Dexterity: Must have minimal levels of eye/hand/foot coordination.

Color Discrimination: Requires the ability to differentiate between colors and shades of color.

Interpersonal Temperament: Requires the ability to deal with people beyond giving and receiving instructions. Includes considerable public contact, and potential confrontational situations.

Physical Communication: Requires the ability to talk and hear: (Talking: expressing or exchanging ideas by means of spoken words. Hearing: perceiving nature of sounds by ear.)

Environmental Requirements: Tasks are generally performed without exposure to adverse environmental conditions.



The School District of Lee County

Job Description

JOB TITLE: Speech-Language Pathologist

FLSA STATUS:	Exempt	PAY GRADE:	Instructional
SALARY SCHEDULE:	Instructional	JOB CODE:	303200, 303250
BARGAINING UNIT:	TALC	DAYS PER YEAR:	196
WORKER'S COMP CATEGORY:	8868 - School Professionals		

MAJOR FUNCTION:

Provide assessment, diagnostic, therapeutic, and instructional support services for speech-language impaired students in order to meet requirements for provision of individual educational programs with students with disabilities as mandated by District, state, and federal requirements and regulations.

MINIMUM QUALIFICATIONS:

- Master's degree or higher with graduate major in speech-language pathology.
- Valid Florida teacher certification and/or valid license in speech-language pathology.

Such alternatives to the above qualifications as the Board may find acceptable.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Ability to work with diverse groups of people.
- Oral and written communication skills.
- Knowledge of and experience with industry-standard computer applications.

REPORTS TO: Designated Supervisor or Designated Administrator

ESSENTIAL JOB FUNCTIONS:

- Administer in-depth diagnostic evaluations for disorders of language, articulation, voice, and fluency and provide reports.
- Schedule meetings and contact parents, teachers, and administrators for the purpose of eligibility staffing, individual educational plan (IEP) meetings, and conferences.
- Participate in eligibility and placement committee staffing meetings, Child Study Team meetings, and development of pre-referral classroom interventions.
- Develop individual educational plans for students on caseload and revise plan annually.
- Provide speech-language therapy for eligible students as prescribed by individual educational plan.
- Collaborate with classroom teachers; provide consultation services and support for classroom teachers.



The School District of Lee County

Job Description

- Develop therapy schedules that provide optimum conditions for instruction based on individual student needs.
- Prepare materials for use in therapy.
- Keep attendance logs and therapy progress notes.
- Provide quarterly reports and annual progress reports for each student on caseload.
- Report compliance data and scheduling information to data processor.
- Conduct reevaluations as required.
- Maintain accurate and complete reports as required by District, state, and federal regulations.
- Develop and implement communication boards, augmentative communication systems, and program voice output devices and provide training in use.
- Provide support for reading initiatives.
- Conduct in-depth hearing screenings; report results and make appropriate referrals for further follow-up and intervention.
- Conduct speech-language and hearing screenings for students experiencing academic and behavioral problems.

OTHER JOB FUNCTIONS:

- Attend staff meetings and participate in conferences and other trainings to enhance job performance.
- Seek out professional development opportunities and maintain professional licensure and certifications.
- Promote the District's interest in increasing student achievement by working with the educational interests of students in mind at all times.
- Maintain positive communication with colleagues, community members, parents, and students to promote an increase in community engagement in education.
- Support the retention of Highly Effective and Effective employees by exhibiting professionalism and making positive contributions to workplace morale.
- Promote a culture of high performance and continuous improvement by valuing learning and making a commitment to quality.

EXERTION TYPE:

- Light work. Position requires exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects.

OTHER PHYSICAL REQUIREMENTS:

The following selected physical activities are required to perform the essential functions of this position.

The physical requirements of this position. (Please check all boxes that apply)		
Physical Requirement	Description	Percent of Time



The School District of Lee County

Job Description

☒ Balancing	Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces. This factor is important if the amount of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.	10%
☒ Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.	10%
☒ Crawling	Moving about on hands and knees or hands and feet.	10%
☒ Crouching	Bending the body downward and forward by bending leg and spine.	10%
☒ Feeling	Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.	30%
☒ Finger Dexterity	Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.	80%
☒ Grasping	Applying pressure to an object with the fingers and palm.	30%
☒ Hearing	Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication, and to make the discriminations in sound.	100%
☒ Kneeling	Bending legs at knee to come to a rest on knee or knees.	10%
☒ Lifting	Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.	10%
☒ Pulling	Using upper extremities to exert force in order to draw, haul, or tug objects in a sustained motion.	10%
☒ Pushing	Using upper extremities to press against something with steady force in order to thrust forward, downward, or outward.	10%
☒ Reaching	Extending hand(s) and arm(s) in any direction.	30%
☒ Repetitive Motion	Substantial movements (motions) of the wrists, hands, and/or fingers.	20%
☒ Seeing	The ability to perceive the nature of objects by the eye.	100%
☒ Sitting	Particularly for sustained periods of time.	70%
☒ Standing	Particularly for sustained periods of time.	10%
☒ Stooping	Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full motion of the lower extremities and back muscles.	10%
☒ Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken	90%



The School District of Lee County

Job Description

	instructions to other workers accurately, loudly, or quickly.	
<input checked="" type="checkbox"/> Walking	Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.	20%

TERMS OF EMPLOYMENT:

Work year and salary as established by the Board and the TALC bargaining unit through the collective bargaining process.

JDE NUMBER: S-11.58

BOARD ADOPTION: 4-18-06

REVISIONS: 6-27-17, 12-11-18

REVIEWED: COMPENSATION & LABOR RELATIONS WILL COMPLETE

Every job duty in a job description need not always be specifically described, and any omission does not preclude the required performance of all duties that are job related.