



Human Resources & Legal Services

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Jackson, MI 49201

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PLEASE POST

SPEECH AND LANGUAGE PATHOLOGIST

Date Posted: November 25, 2020
Closing Date: December 9, 2020 or Until Filled
Anticipated Start Date: January 5, 2021
Department: Special Education

Summary: Speech and Language Pathologists (SLPs) work to prevent, assess, diagnose and treat speech, language, social communication, and cognitive communication impairments in children which impact their success in school. SLPs must attend individualized educational planning team, data review, annual review and behavior plan meetings. SLPs also participate in district student assistant team meeting and provide direct speech and language therapy services to students, consult with classroom teachers and teach non-verbal communication systems.

Essential Duties and Responsibilities: An employee in this position may be called upon to do any or all of the following: (Does not include all tasks employee may be expected to perform.)

1. Participates actively in building screening team meetings. Evaluates students referred by school, parents, physicians.
2. Conducts screenings throughout the year for students with possible speech impairments and/or hearing loss.
3. Interprets audiograms and medical reports to parents and classroom teachers.
4. Participates in IEP for handicapped students with accompanying speech and/or language development.
5. Schedules and conducts annual IEP meetings on students whose only impairment is speech and language.
6. Prepares and maintains records and reports.
7. Serves established caseloads which vary in number depending on severity of impairment, time needed for remediation, and group ability of students in schools served.
8. Provides input to Supervisor on caseload determinations.
9. Assists in proper referrals of individuals to agencies and specialists in the community.
10. Provides appropriate individualized programs of therapy to meet individual students' needs and correct existing speech or language handicaps.
11. Collaborates with classroom teachers and other school staff members to implement therapy by suggestions for the students' daily activities.
12. Provides information, support, and counseling to parents and families when appropriate,
13. Transports self in a personal motor vehicle between work sites.
14. Performs other duties as assigned.

Supervisory Responsibilities: Supervises speech, language and disabilities services.

Qualification Requirements: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Education, Certifications, and Experience:

- Required Master's degree in the field of Communicative Sciences and Disorders from an accredited program.
- Successfully completed supervisor post-graduate clinical experience.
- Successfully completed national SLP Praxis exam.
- Michigan Department of Education approval as Teacher of Speech and Language Impaired or be ASHA "CCC" certified.
- Must hold a Speech & Language Pathologist licensure from the Michigan Department of Licensing and Regulatory Affairs.
- Have and maintain a Michigan driver's license and good driving record.

Language Skills: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

Mathematical Skills: Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.

Other Skills and Abilities: Ability to apply knowledge of current research and theory to instructional program; ability to plan and implement lessons based on division and school objectives and the needs and abilities of students to whom assigned. Ability to establish and maintain effective working relationships with students, peers, parents and community; ability to speak clear and concisely in written or oral communication. The employee is directly responsible for the safety, well-being and work out-put of students.

Reasoning Ability: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Physical Demands: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit, stand, walk, talk and hear. Employee regularly performs duties using a personal computer, and a variety of files, forms and documents and must be able to use hands, fingers, and arms in a manner that allows the individual to type, use a computer mouse, and hold individual sheets of paper and sort materials. The employee is occasionally required to stoop, kneel, crouch, or crawl. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, and the ability to adjust focus. The employee may occasionally lift up to 25 pounds, such as student equipment, and push/pull wheelchairs.

Work Environment: *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

The noise level in the work environment is usually moderate to loud. The employee is frequently required to interact with the public and other staff. The employee is exposed to infections at a greater risk than the average person.

Pre-employment Screening: Applicants who receive a conditional offer of employment for a position with JCISD will be required to successfully complete a background check, a pre-employment physical to determine ability to perform the desired position (with or without reasonable accommodations) and a drug test.

Employment Date, Salary, and Fringe Benefits: Anticipated employment date is January 5, 2021. Placement on the Special Education Certified Salary Schedule will depend on qualifications and experience. New employee starting salary range is \$51,766 - \$75,356. Paid health, dental, vision, life and long-term disability insurances, sick and personal business days.

Contact: Interested parties should go to our website, www.jcisd.org to complete an online application.

APPLICATIONS ACCEPTED UNTIL DECEMBER 9, 2020 OR UNTIL FILLED

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.

The Board of Education does not discriminate on the basis of race, color, national origin, sex, (including sexual orientation or transgender identity), disability, age (except as authorized by law), religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.

The Superintendent shall appoint and publicize the name of the compliance officer(s) who is/are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) shall also verify that proper notice on nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public.