

Recruitment and Retention of SLPs in Schools (2022)

Monetary

- Competitive salary
- Sign-on bonus (Ex: \$3000 year 1, \$2000 year 2, \$1000 year 3 and beyond)
- Stipend - (\$2000 - \$8000)
 - for ASHA Certification
 - for assignment to critical needs (Title I) campus
 - for bilingual
 - for supervision (CFs and SLP-Assistants)
 - for serving on a specialty team (e.g. autism)
 - for participation in and paperwork responsibilities for SHARS Medicaid program
- Work credit for years worked outside school setting and/or contracting with schools
- Loan Forgiveness up to \$_____ after ____ years in the district
- Annual incentive pay (Ex: 1% of base salary + \$50 per year employed by the district)
- Incentive pay for recruiting other SLPs
- Cost-of-living raises annually
- Comprehensive benefit package
- Paid professional development opportunities
- Paid certification/licensing fees
- Paid professional organization dues
- Budget for materials and supplies
- Extra duty pay for assessments/missed sessions, compensatory services outside the regular school day
- Daily rate for summer employment
- Transfer options for children of SLPs working outside home district
- Discounted after school care for children of employees
- Expanded leave options (sickness, pregnancy)

Assistance with Workload Responsibilities

- Limited multiple campus assignments
- Realistic caseload assignment based on severity and complexity of student problems
- ARD Facilitators
- Case Managers
- Clerical Support (scheduling meetings, notifying parents, archiving documents, etc.)
- Functional MTSS/RtI system in place
- Dedicated supervisors (CFs, SLP-Assistants)
- Administrator designated times for ARDs
- Designated time for collaboration
- Consideration of supervision requirements

- Limited or no non-teaching responsibilities on campus
- Designated specialists (eg. AAC, fluency, etc.)
- Designated assessment teams
- Virtual therapy opportunities

Other

- Adequate materials and supplies provided
- Resources eg. District SLP Handbook
- Mentorship/support teams
- Part-time, flexible days
- Release time to work on reports at home
- Opportunities for leadership and advancement