



**Title:** Speech Pathologist (Otsego County)  
**Reports to:** Supervisor of Special Education  
**Starting Date:** Fall 2024

**FLSA:** Exempt  
**Updated:** March 6, 2024

## Position Summary

Speech-Language Pathologists are communication specialists who work with both the general education and special education population with language disorders, articulation deficits, disfluencies and voice disorders.

### Principal Duties and Responsibilities

*(Essential functions in terms of the Americans with Disabilities Act)*

- Ability to organize and manage the workload in order to meet legal mandates and timelines
- Ability to positively and effectively communicate with students, staff, ESD team and parents, verbally and in writing
- Ability to develop and maintain a positive and productive working relationship with the above
- Strong understanding and competency in training, coaching and supporting a Multi-Tiered System of Supports model
- Ability to evaluate students suspected of having speech/language impairments as part of a multidisciplinary evaluation team
- Ability to provide quality school-based/in home speech/language services
- Consistent and reliable attendance

*The above statements are intended to describe the general nature and level of work being performed by a person in this position. They are not to be construed as an exhaustive list of all duties that may be performed by such a person.*

### Preferred Employment Qualifications

**Education:** Master's Degree in Speech and Language Pathology  
Certification of Clinical Competency (preferred but not required)  
Speech-Language Pathologist License or eligibility for temporary licensure

**Supervisory Responsibilities:** N/A

**Certificates, Licenses, or Registrations:** Certification of Clinical Competency (preferred but not required)  
Speech-Language Pathologist License or eligibility for temporary licensure

**Other Knowledge, Skills, and Abilities:** *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.*

## Required:

- Strong background knowledge, skills, and experience in language intervention Experience with problem solving using data based decision making
- Experience in data collection, analysis and interpretation to inform instruction and intervention
- Experience with training and monitoring the implementation of a variety of research-based programs for student intervention
- Experience and ability to effectively train staff/parents in a tiered model of intervention

**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.*

To be physically healthy enough to play on the floor (age appropriate) with infants and young children. Occasionally must manually move, lift, carry, pull or push heavy objects or materials

**Work Environment:** Home, Preschool and School Setting

*The qualifications listed above are guidelines for selection purposes; alternative qualifications may be substituted if sufficient to perform the duties of the job.*

## Terms of Employment

**Annual Work Days:** 183 days/1281 Hours

**Salary Scale:** In accordance with the Professional Staff Contract Agreement (found on the COPESD website)

**Application Deadline:** April 5<sup>th</sup> 2024 at 3:00 p.m. (or until filled)

**Application Procedure:** Qualified Applicants may apply in **hard copy** with a Resume, Application (found on the COPESD website) and Credentials to:

*Ms. Jessica Szymoniak-Supervisor of Special  
Education COP-ESD  
6065 Learning Lane  
Indian River, Michigan 49749  
Fax: (231) 238-8551  
Email: Szymoniakj@copesd.org*

This job description is not an employment contract and should not be construed as such. Additionally, no other statement, verbal or written, is to be interpreted to constitute an employment contract or an employment relationship. Employment in support staff positions with Cheboygan Otsego Presque Isle Educational Service District (COPESD) is not by annual contract but rather is covered by the current COP Support Staff collective bargaining agreement and board policy.

This current job description supersedes all prior descriptions and all previous versions of the job description are null and void. This job description may be amended or modified at any time by the employer. Any such modification will be timely communicated to all affected employees.