

LA GRANGE HIGHLANDS SCHOOL DISTRICT 106

JOB TITLE: Speech Language Pathologist
JOB GOAL: Provide prevention, assessment, and remediation services for students who exhibit difficulties in the areas of language, speech, voice, and fluency.
REPORTS TO: Principal, Director of Student Support Services
QUALIFICATIONS: Current Illinois Professional Educator License (PEL) with appropriate endorsements.
Read, understand and follow verbal and written directions.
Utilize applicable technology to support performance responsibilities.

DUTIES AND RESPONSIBILITIES:

General

1. Communicate and collaborate effectively with others.
2. Ensure confidentiality of sensitive information.
3. Maintain a record of dependability as evidenced by consistent attendance, punctuality and attention to work.
4. Understand and adapt to a variety of situations.
5. Maintain and exhibit general and personal safety practices.
6. Maintain stakeholder satisfaction.
7. Work independently and exercise good judgment.
8. Assume personal responsibility for professional performance and growth.
9. Utilize effective problem solving processes.
10. Exhibit professionalism in appearance and demeanor.

Specific

1. Determines the effects of the student's impairment in regard to accessing the general curriculum.
2. Meets with related staff to coordinate specific objectives for individualized educational programs.
3. Schedules and performs interventions using a variety of service delivery models.
4. Arranges therapy environment to create optimum learning conditions.
5. Adjusts intervention strategies based upon student performance.
6. Keeps diagnostic information and data for program planning and decision making for students, completes procedural documentation appropriately.
7. Administers student screening services and formal and informal assessments.
8. Serves as a contributing member of the Student Support Team.
9. Presents information to staff and parents about speech and language disorders and development as they relate to communication and learning.
10. Cooperates with LADSE, community and/or state programs to affect comprehensive services.
11. Submits reports that meet local and state requirements.
12. Completes records for third party reimbursement accurately and in a timely manner as appropriate.
13. Demonstrates knowledge of federal, state and local rules, regulations and laws.

This job description does not state or imply that these are the only duties to be performed by the employee occupying this position. An employee in this position will be required to follow any other instructions and to perform any other duties assigned by the supervisor.

EVALUATION:

Performance in this position will be evaluated (annually, twice annually, or at least every three years in accordance with the provisions of the applicable policies of the district.

TERMS OF EMPLOYMENT:

Length of contract, salary, and benefits as established by the Collective Bargaining Agreement.

Hiring Matrix		
2025-26		
Step Placement	BA	MA
1	\$48,508	\$56,230
2	\$49,008	\$56,730
3	\$49,523	\$57,245
4	\$50,322	\$58,044
5	\$51,389	\$59,295
6	\$52,482	\$60,577
7	\$53,601	\$61,893
8	\$54,747	\$63,240
9	\$55,920	\$64,621
10	\$57,121	\$66,038
MA + 24 (\$3,600) for SW and SLP		
\$150/credit hour beyond BA/MA		

LaGrange Highlands

School District #106

Insurance Rates Summary FY25

Teachers & Paraprofessionals

PPO	20 Pay Period	24 Pay Period
Single	\$44.01	\$36.67
Family	\$605.27	\$504.39
PPO Blue Choice		
Single	\$39.30	\$32.75
Family	\$540.50	\$450.42
HMO Illinois		
Single	\$34.01	\$28.34
Employee + One	\$333.14	\$277.61
Family	\$466.40	\$388.67
HMO - Blue Advantage		
Single	\$30.27	\$25.23
Employee + One	\$296.48	\$247.07
Family	\$415.10	\$345.92