

SALARY STIPENDS/INCENTIVES FOR SLPs IN MISSOURI SCHOOLS

As of May, 2009

CL = Career Ladder (stage III of CL is usually \$5000 annually for duties outside contract hours)

SCHOOL DISTRICT	DESCRIPTION OF INCENTIVE
Blue Springs	Career Ladder
Branson	\$3000 for CCCs
Cabool	Waiver to move to Stage III of Career Ladder after 5 years
Cape Girardeau	Promised (2008-2009): \$350 for full-time SLPs/\$175 for part-time SLPs at the end of the school year due to extra duties and CCCs
Cassville R-IV	Waiver to move to Stage III of Career Ladder after 5 years
Clark County	SLP submitted proposal for CL "fast track" for 2008-09. Never presented to board.
Cole County R-1	None; had 10% index removed in 2005-06
Columbia	Stipend of \$5000 through CL but get to omit most CL requirements if have CCC's, teacher certif. in speech/lang, and 5 years in MO schools
Diamond	Stipend for 6.5% of salary on teacher scale
Eldon	\$5000 for CCC's or MO License, but not DESE certification; \$2500 stipend for CFY with agreement to work 2 years in district
Excelsior Springs #40	\$4000 stipend; also waiver to move to Stage III of Career Ladder
Exceptional Child Coop in Houston	Higher pay scale base than teachers
Franklin County SpEd Coop	SLPs have 2 options: 1) teachers salary schedule with up to 7 years experience counted; paid mileage and other benefits (med., dent., vis, retire, etc.); 2) paid hourly at competitive rate; can opt into all benefits including medical. For each option co-op pays for one PD conference annually.
Fort Zumwalt	None
Francis-Howell	Starting 2008-09 SLPs receive \$3000 stipend
Grain Valley R-5	\$3000 for CCCs and beginning on stage III of CL (began 2007-08)
Hannibal	Waiver to move to Stage III of Career Ladder after 5 years
Holden	Waiver to move to Stage III of Career Ladder after 5 years
Houston (and 12 schools in Houston Cooperative)	Waiver to move to Stage III of Career Ladder after 5 years
Independence	\$3000 stipend for CCC's; also waiver to move to Stage III of Career Ladder after 5 years
Jefferson City	Annual stipend approx. \$2150 for CCC's started 2006-07
Joplin	1 hour/day additional pay based on daily hourly rate; regular CL
Kearney R-1	Waiver to move to Stage III of Career Ladder after 1 year each on Stage I and II
Knob Noster	Waiver to move to Stage III of Career Ladder after 5 years
Lafayette Co. C-1 (Higginsville)	Waiver to move to Stage III of Career Ladder after 5 years
Lawson R-14	\$3700 stipend

Lebanon	Waiver to move to Stage III of Career Ladder after 5 years
Lees Summit	None
Lewis County C-I (Ewing)	Waiver to move to Stage III of Career Ladder
Liberty	\$1000/year; also waiver to move to Stage III of CL after 1 year each on Stage I and II
Licking	Waiver to move to Stage III of Career Ladder after 5 years
Logan-Rogersville	SLPs receive \$909.00 throughout year for extra duties
Marshall	None
McDonald County R-1	SLP position is administrative with no caseload. Unspecified stipend and on a 10 month contract
Monett	Waiver to move to Stage III of Career Ladder after 5 years with 2 years in district
Montgomery County	Stipend of \$10,000 for supervision and consultation and \$500 for CCCs.
Mountain View	Waiver to move to Stage III of Career Ladder after 5 years
Nixa R-2	In past have allowed waiver to move to Stage III of Career Ladder after 5 years but denied during 2007-08; Proposal for \$1000 stipend to match board certified teachers presented May, results to be known June 2008
North Kansas City Schools	\$1500 stipend for CCC's starting with 2008-09 school year
Oscela	None
Ozark R-VI	None – attempted 2007 to get CL waiver but denied
Rockwood (St. Louis)	One time move over on salary scale in 2006-07
Sedalia	None
South Boone County	None. Difficulty hiring qualified SLPs, may have to use implementer for 2008-09.
Springfield R-12	\$1250 all SLPs and SpEd; SLPs NOT eligible for \$3000 given to board certified teachers
St. Louis Special School District	None – tried at least twice
Strafford	Waiver to move to Stage III of Career Ladder after 5 years
Sullivan	None: Attempted to receive Career Ladder exemption for stage III, but rejected; may represent in 2008-09
Tina-Avalon R-II	Regular CL
Union R-XI	Waiver to move to Stage III of Career Ladder after 1 year each on Stage I and II
Unspecified District	<i>All SpEd teachers stipend of \$1500-1600; regular CL</i>
Unspecified District	Stipend, but district does not want to be named; 8 years higher on salary scale plus \$10,000 annual stipend; plus stage III of CL
Unspecified District	MS+15 on scale instead of MS; also 2 extra PD days for MSHA convention and convention paid
Unspecified District	\$750 over salary scale plus regular CL; also paid dues for ASHA and MSHA and for state licensure
Unspecified District	Negotiated with board and got “excellent” salary not on schedule
Van Buren R-I	Waiver to move to Stage III of Career Ladder after 5 years
Warrensburg R-VI	None
Wentzville R-IV	Automatic masters+15 and master+30 depending on college

	hours on salary schedule; also extra step (experience) for SLP practicum or intership; also stipend for supervising implementer
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Please send corrections or additions to Brenda Martien, MSHA VP for School Services at msha@showmemsha.org.