



**Sumner-Bonney Lake
School District**

An Equal Opportunity/Affirmative Action Employer

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Speech and Language Pathologist

Compensation & Representation:

The Speech and Language Pathologist is a certificated staff member represented by Sumner-Bonney Lake Education Association (SBLEA) and compensated according to the SBLEA Salary Schedule.

Essential Job Functions:

This list is meant to be representative, not exhaustive. Some incumbents may not perform all the duties listed while in other cases related duties may also be assigned. Reasonable accommodations are made to enable individuals with disabilities to perform the essential functions.

- Manages and organizes specialized materials, equipment and environment essential to the speech and language program
- Provides educationally related communication intervention for students disabled by disorders of language, speech or hearing in a variety of settings as appropriate
- Assesses speech and language skills of students suspected of having a communication disorder and consults with teachers in developing IEP goals and objectives
- Provides resources, modeling strategies and training to other team members in communication interventions
- Communicates regularly the results of individual student assessment and progress with involved school staff (special and general education), parents and where appropriate the student
- Participates in Childfind and other screening programs
- Designs and implements in-class interventions (small groups, large groups and/or individuals)
- Increases knowledge/skill related to communication intervention in the schools through participation in continuing education and in-service opportunities
- Works effectively as a team member (i.e., multidisciplinary team, IEP committee, integrative classroom team, etc.) in various settings
- Participates in staff and department meetings
- Works collaboratively within the professional learning community of the school and district
- Performs other duties as assigned
- Reports to work with regular and reliable attendance and punctuality
- Upholds board policy, district and building policies and goals

Minimum Qualifications:

- Valid and appropriate professional education certificate for the State of Washington with an endorsement in Speech Language Pathology
- Master's degree in Communication Speech/Language Pathology

Preferred Qualifications:

- Strong preference for multiple endorsements
- Training and experience in de-escalation methods
- Training in Sheltered Instruction Observation Protocol (SIOP), and/or Guided Language Acquisition Design (GLAD)

- Experience and/or training with cultural, ethnic and language diversity
- Experience in professional learning communities model
- Experience in Positive Behavior Intervention Support (PBIS)
- Experience or training with multiple learning programs (i.e. Multilingual Learners, Special Education, Highly Capable, etc.)

Knowledge, Skills and Abilities:

- Knowledge of and ability to comply with State and Federal regulations and local school district policies regarding special education and student and family information
- Knowledge of theory and content in the speech and language field and in the area of assistive technology
- Knowledge of learning and behavioral needs of students
- Ability to effectively integrate technology in daily lessons and use multiple communication systems, such as electronic mail, computers, document readers and classroom technology
- Strength in working on a building special services team which includes general and special education staff, parents, students and community agencies
- Exhibits multicultural and ethnic understanding and sensitivity with the capability to communicate effectively with all cultural groups in the Sumner-Bonney Lake School District
- Ability to learn new procedures quickly, flexibly and adaptably
- Must be able to perform the essential functions of the job with or without reasonable accommodations

Alternatives to the above requirements and desirable qualifications may be made as the District finds appropriate and acceptable. It is understood that the District has a right to transfer and assign employees to best fit the needs of the District.

Working Conditions:

Takes all necessary and reasonable precautions to protect students, equipment, materials and facilities. Reports issues regarding the safety and cleanliness of the worksite and requests necessary repairs due to vandalism, equipment breakage, weather conditions, etc.

Occasional exposure to weather. Moderate physical demand, occasionally required to lift and carry objects weighing up to twenty-five (25) pounds and push/pull with up to twenty-five (25) pounds of force. Must be able to walk up to 500 feet at a time and climb stairs as needed.

The District operates on a fiscal year from September 1st through August 31st. Those employees who do not work the full year are paid over a 12-month period. This means that during the school year the monthly pay warrants will be approximately 1/12 of the school year earnings, which allows the employee to receive a pay warrant during the summer months.

Non-Discrimination Statement

The Sumner-Bonney Lake School District does not discriminate in any programs, services or activities on the basis of sex, race, creed, religion, color, national origin, age honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental or physical disability, or the use of a trained guide dog or serving animal by a person with a disability. The district provides equal access to the Boys Scouts of America and other designated youth groups.

The Sumner-Bonney Lake School District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment.

Inquiries about Title IX may be referred to the Title IX Coordinator, TitleIXcoordinator@sumnersd.org, 253-891-6047, the [U.S. Department of Education's Office for Civil Rights](#), or both.

The Sumner-Bonney Lake School District's nondiscrimination policy may be located at [Legal Notices](#). The Nondiscrimination policy and grievance procedures can be located at [Policy 3210: Nondiscrimination](#), [Procedure 3210: Nondiscrimination](#).

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the District Title IX Coordinator at TitleIXcoordinator@sumnersd.org, 253-891-6047.

The Sumner-Bonney Lake School District will also take steps to assure that persons without English language skills can participate in all education programs, services and activities. For information regarding translation services contact Elle Warmuth at (253) 891-6083 or for transitional bilingual education programs contact Michelle Lewis at (253) 891-6143.

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