

**400.11L      SALARY AND BENEFITS POLICY FOR: SPEECH-LANGUAGE  
PATHOLOGY ASSISTANT; BEHAVIOR INTERVENTIONIST; AND  
COLLABORATIVE (FACTS) FACILITATOR**

**I.      PURPOSE**

The purpose of this Policy is to establish procedures for assigning salary and benefits for two-year licensed Speech-Language Pathology Assistants, Behavior Interventionists, and Collaborative (FACTS) Facilitators.

**II.      GENERAL STATEMENT OF POLICY**

The Freshwater Education District is hereby recognizing a procedure to compensate licensed Speech-Language Pathology Assistants, Behavior Interventionists, and Collaborative (FACTS) Facilitator.

**III.      DEFINITIONS**

A.      Salaries:

1. The salaries for Speech-Language Pathology Assistants AND Behavior Interventionists shall be as follows:
  - ❖ Eighty (80) percent of the local teacher BA lane salary schedule will be followed.
2. The salaries for Collaborative (FACTS) Facilitator shall be as follows:  
BA/Lane.

B.      Benefits:

1. A sunset 7/1/2017 FED qualified waiver contribution, if any, will remain to be recognized at the same 7/1/2015 contribution amount, along with the semiannual requirement of submitting current qualified status certificates.
2. Any sunset career increment as of 6/30/20, will continue at the same 6/30/20 value, if any and not to exceed \$1,800.00.
3. Any and all other benefits, such as personal leave, sick leave, longevity (if any), 403(b) match, group health, life, disability insurances, etc., will follow the current language of the local teacher schedules.

#### **IV. PROCEDURES, IMPLEMENTATION, AND MODIFICATION**

These employees will follow the FED teacher work year calendar, in-service events, work hours, etc. (This includes PLORD hours, which will be prorated if working less than 180 Days)

1. The Speech Language Pathology Assistant Policy of Salary and Benefits, following Board adoption, will be implemented effective the 2020-2021 School Year.
2. The Collaborative (FACTS) Facilitator Policy of Salary and Benefits, following Board revision, will be implemented effective the 2023–2024 School Year.
3. The Behavior Interventionists Policy of Salary and Benefits, following Board revision, will be implemented effective the 2024–2025 School Year.
4. This Policy may be revised by the Freshwater Education District Governing Board at any time.