



Compensation Plan for Speech-Language Pathologists

Draft

The Spero Academy Board of Directors approved a new compensation plan for Speech-Language Pathologists, effective July 1, 2022. This plan outlines a new approach to compensation that clearly defines steps (determined years of applicable experience) and lanes (applicable education).

All advancements in lanes will be shared during the annual employee agreement meetings, which will be held in the Spring each year. Please note that advancement in steps will not be automatic if a Speech-Language Pathologist is currently on an action plan that spans between two academic school years.

STEP	Initial License	Added "C's" Path					Dual Licensure Path				
		Added "C's"	Added "C's" + 25 Certification credits	Added "C's" + 50 Certification credits	Added "C's" + 75 Certification credits	Board Certification Specialist (BCS) (100 hours)	Dual License	Dual License + 25 Certification credits	Dual License + 50 Certification credits	Dual License + 75 Certification credits	Board Certification Specialist (BCS) (100 hours)
0	\$52,530	\$56,496	\$57,625	\$58,778	\$59,953	\$61,153	\$58,916	\$60,094	\$61,296	\$62,522	\$63,773
1	\$53,843	\$57,908	\$59,066	\$60,247	\$61,452	\$62,681	\$60,242	\$61,446	\$62,675	\$63,929	\$65,207
2	\$55,189	\$59,356	\$60,543	\$61,754	\$62,989	\$64,248	\$61,597	\$62,829	\$64,086	\$65,367	\$66,675
3	\$56,569	\$60,839	\$62,056	\$63,297	\$64,563	\$65,855	\$62,983	\$64,243	\$65,527	\$66,838	\$68,175
4	\$57,983	\$62,360	\$63,608	\$64,880	\$66,177	\$67,501	\$64,400	\$65,688	\$67,002	\$68,342	\$69,709
5	\$59,433	\$63,919	\$65,198	\$66,502	\$67,832	\$69,188	\$65,849	\$67,166	\$68,509	\$69,880	\$71,277
6	\$60,919	\$65,517	\$66,828	\$68,164	\$69,528	\$70,918	\$67,331	\$68,677	\$70,051	\$71,452	\$72,881
7	\$62,442	\$67,155	\$68,499	\$69,868	\$71,266	\$72,691	\$68,846	\$70,223	\$71,627	\$73,060	\$74,521
8	\$64,003	\$68,834	\$70,211	\$71,615	\$73,047	\$74,508	\$70,395	\$71,803	\$73,239	\$74,703	\$76,197
9	\$65,603	\$70,555	\$71,966	\$73,406	\$74,874	\$76,371	\$71,979	\$73,418	\$74,886	\$76,384	\$77,912
10	\$67,243	\$72,319	\$73,765	\$75,241	\$76,746	\$78,280	\$73,598	\$75,070	\$76,571	\$78,103	\$79,665
11	\$68,924	\$74,127	\$75,610	\$77,122	\$78,664	\$80,237	\$75,254	\$76,759	\$78,294	\$79,860	\$81,457

12	\$70,647	\$75,980	\$77,500	\$79,050	\$80,631	\$82,243	\$76,947	\$78,486	\$80,056	\$81,657	\$83,290
13	\$72,413	\$77,880	\$79,437	\$81,026	\$82,647	\$84,299	\$78,679	\$80,252	\$81,857	\$83,494	\$85,164
14	\$74,224	\$79,827	\$81,423	\$83,052	\$84,713	\$86,407	\$80,449	\$82,058	\$83,699	\$85,373	\$87,080
15	\$76,079	\$81,822	\$83,459	\$85,128	\$86,831	\$88,567	\$82,259	\$83,904	\$85,582	\$87,294	\$89,040
16	\$77,981	\$83,868	\$85,545	\$87,256	\$89,001	\$90,781	\$84,110	\$85,792	\$87,508	\$89,258	\$91,043
17	\$79,931	\$85,965	\$87,684	\$89,438	\$91,226	\$93,051	\$86,002	\$87,722	\$89,477	\$91,266	\$93,092
18	\$81,929	\$88,114	\$89,876	\$91,673	\$93,507	\$95,377	\$87,937	\$89,696	\$91,490	\$93,320	\$95,186
19	\$83,977	\$90,317	\$92,123	\$93,965	\$95,845	\$97,762	\$89,916	\$91,714	\$93,548	\$95,419	\$97,328
20	\$86,077	\$92,574	\$94,426	\$96,314	\$98,241	\$100,206	\$91,939	\$93,778	\$95,653	\$97,566	\$99,518
21	\$88,228	\$94,889	\$96,787	\$98,722	\$100,697	\$102,711	\$94,008	\$95,888	\$97,805	\$99,762	\$101,757
22	\$90,434	\$97,261	\$99,206	\$101,190	\$103,214	\$105,278	\$96,123	\$98,045	\$100,006	\$102,006	\$104,046
23	\$92,695	\$99,693	\$101,686	\$103,720	\$105,795	\$107,910	\$98,286	\$100,251	\$102,256	\$104,301	\$106,387
24	\$95,012	\$102,185	\$104,229	\$106,313	\$108,439	\$110,608	\$100,497	\$102,507	\$104,557	\$106,648	\$108,781
25	\$97,388	\$104,739	\$106,834	\$108,971	\$111,150	\$113,373	\$102,758	\$104,813	\$106,910	\$109,048	\$111,229
26	\$99,822	\$107,358	\$109,505	\$111,695	\$113,929	\$116,208	\$105,070	\$107,172	\$109,315	\$111,501	\$113,731
27	\$102,318	\$110,042	\$112,243	\$114,488	\$116,777	\$119,113	\$107,434	\$109,583	\$111,775	\$114,010	\$116,290
28	\$104,876	\$112,793	\$115,049	\$117,350	\$119,697	\$122,091	\$109,852	\$112,049	\$114,290	\$116,575	\$118,907
29	\$107,498	\$115,613	\$117,925	\$120,284	\$122,689	\$125,143	\$112,323	\$114,570	\$116,861	\$119,198	\$121,582
30	\$110,185	\$118,503	\$120,873	\$123,291	\$125,756	\$128,272	\$114,850	\$117,147	\$119,490	\$121,880	\$124,318

Certification Guidelines

The Board may elect to update this plan periodically.

Department heads will advance two steps.

All lanes are capped at LANE 20, with increases only available upon Board updates to the plan.

Upon completion of any additional license or degree, all staff will receive a pay increase as outlined in the compensation plan effective the first pay period following receipt of the advanced degree