



Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

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www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

January 1, 2025

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

10-MONTH SPEECH LANGUAGE PATHOLOGIST 10-MONTH SPEECH LANGUAGE PATHOLOGIST – CLINICAL FELLOW 2025-2026 School Year

To provide speech and/or language services to students as required by Individualized Education Program (IEP) and Individualized Family Service Plan (IFSP) goals.












HCPS is able to accommodate SLP – Clinical Fellows

As a Speech Language Pathologist, Clinical Fellow (SLP-CF) with HCPS, you will be a fully mentored professional supporting your transition from academic course-work and clinical practicum to being an independent provider of speech-language services within the school-based setting. HCPS will partner with you to help identify an ASHA qualified CF mentor within our county that will support your CF experience.


As an SLP-CF, you will be responsible for meeting your individual state licensure requirement for applications, documentation/mentorship verification hours and final submission through ASHA.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE






These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.





-  Provides speech/language therapy to students with approved IEP/IFSP's in an appropriate setting, i.e., therapy room, classroom, natural environment, etc.
-  Serves as a member of an IEP/IFSP team when students receiving services are being discussed.
-  Interprets test results and writes assessment reports.
-  Participates in the development of IEP/IFSP's.
-  Consults with parents/caregivers, teachers, and others as appropriate concerning student's speech/language needs.
-  Interprets external agency reports and shares information with teachers, administrators, school health personnel, etc.
-  Updates administrators on issues pertaining to special education policies and procedures.
-  Completes appropriate special education forms.
-  Maintains documentation of services provided to students.
-  Completes Medicaid billing encounter forms.
-  Performs other work-related duties as assigned.

SALARY

-  This is a full-time ten-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for Speech Language Pathologists/Therapists, Occupational Therapists and Audiologists Personnel. Starting Salary: \$61,776– Maximum Earnings Potential \$112,371.

TRAINING AND EXPERIENCE REQUIRED

-  Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
-  HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
-  For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage:
<https://www.hcps.org/departments/HumanResources/Default.aspx>
-  For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA Negotiated Agreement:
<https://www.hcps.org/boe/collectivebargaining.aspx>
-  FLSA: Exempt

-  Hold a certification as a speech-language pathologist from the Maryland Department of Education (MSDE).
or
-  Hold or be eligible for a Speech Therapy Maryland license from the Department of Health and Mental Hygiene (DHMH); certified by the American Speech-Language-Hearing Association (ASHA).
-  SLP-CF must hold or be eligible for a Limited Speech Therapy Maryland license from the Department of Health and Mental Hygiene (DHMH); certified by the American Speech-Language-Hearing Association (ASHA).
-  Excellent written and oral communication skills; excellent interpersonal skills.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted until filled.

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE