

**Arkansas Department of Education**  
**Rules Governing Eligibility and Financial Incentives**  
**For Certified Speech-Language Pathologists**  
March 31, 2012

**1.00 Regulatory Authority**

- 1.01 These rules shall be known as the Arkansas Department of Education Rules Governing Eligibility and Financial Incentives For Certified Speech-Language Pathologists.
- 1.02 These rules are enacted under the State Board of Education's authority pursuant to Ark. Code Ann. §§ 6-11-105 and 6-17-413.

**2.00 Purpose**

- 2.01 The purposes of these rules are to ensure the availability and retention of certified speech-language pathologists by providing additional compensation for speech-language pathologists holding a Certificate of Clinical Competence in Speech Language Pathology from the American Speech-Language-Hearing Association.

**3.00 Definitions**

For the purposes of these rules, the following terms shall mean:

- 3.01 "Department" means the Arkansas Department of Education.
- 3.02 "Certified speech-language pathologist" means a speech-language pathologist who:
  - 3.02.1 Has a master's degree, which includes medical-based training;
  - 3.02.2 Has completed a one (1) year clinical fellowship;
  - 3.02.3 Has passed the Praxis II Speech Language Pathology Test; and
  - 3.02.4 Holds a Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association.

**4.00 Payment of Bonuses for Certified Speech-Language Pathologists**

- 4.01 By December 1 of each year, the Department shall pay a yearly incentive bonus of five thousand dollars (\$5,000) to a certified speech-language pathologist who:
  - 4.01.1 Holds an Arkansas teaching license in speech-language pathology;
  - 4.01.2 Is a full-time employee of an Arkansas education service cooperative or

public school district as a speech-language pathologist at the time of receiving the bonus; and

- 4.01.3 Is not considered a purchased service contractor, but may be employed under a teacher contract subject to renewal under Ark. Code Ann. § 6-17-1506.

## **5.00 Monitoring for Certified Speech-Language Pathologists**

- 5.01 The local public school district that employs a certified speech-language pathologist must verify to the Department annually the employment status of that speech-language pathologist.
- 5.02 A certified speech-language pathologist shall not receive a yearly bonus if the person leaves the full-time employment of an Arkansas public school district.
- 5.03 If a certified speech-language pathologist who receives a bonus under this subsection leaves employment in the Arkansas public school system before completing three (3) continuous school years of employment, the speech-language pathologist shall repay the Department a prorated portion of the bonus received in the school year based on a daily rate for the remainder of a school year in which the speech-language pathologist leaves employment.
- 5.03.1 The first year of the three (3) continuous school years is the first year that the speech-language pathologist received a bonus under this subsection 5.03.
- 5.03.2 The daily rate is calculated as the amount of the annual bonus paid to the speech-language pathologist divided by the number of days in the speech-language pathologist's contract.
- 5.03.3 The State Board of Education may suspend the Arkansas speech-language pathology license of any person who fails to repay the amount of the bonus required to be repaid under this subdivision 5.03.
- 5.03.4 Repayment of all or a portion of a bonus under this subdivision 5.03 is not required if, due to the death or disability of the speech-language pathologist or other extenuating circumstances as may be recognized by the State Board of Education, the speech-language pathologist does not remain employed in the Arkansas public school system for three (3) continuous school years after first receiving the bonus under this subsection.

## **6.00 Funding for Certified Speech-Language Pathologists**

- 6.01 Bonuses paid to a certified speech-language pathologist shall be paid from the

funds appropriated and available for bonuses to certified speech-language pathologists.

6.01.1 If sufficient funds are not available to pay the full amount of the bonus to each certified speech-language pathologist as provided under this section, the Department may reduce the amount of the bonus for each qualified recipient, proportionately as necessary to provide a bonus to each qualified speech-language pathologist in an equal amount.

6.01.2 The cost and expenses related to training for or acquisition of the Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association shall not be funded through the National Board for Professional Teaching Standards program created under Ark. Code Ann. §§ 6-17-412 and 413 and shall be the responsibility of the certified speech-language pathologist.