Nye County School District - Human Resources

Job Description

Title: Speech Therapist/Language Pathologist	Classification: Certified
FLSA Status: EXEMPT	Terms of Employment: 7 hours per day, 183 days

JOB GOAL: Provide speech/language services to eligible students district-wide, as outlined in the Individualized Education Plan (IEP), which may affect the student's adjustment and ability to make appropriate use of the educational experience.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

This list of Essential Duties and Responsibilities is not exhaustive and may be supplemented with other duties as assigned by the Supervisor, which does not conflict with the Master Agreement between NCSD and NCCTA.

1. Serves as a resource to school staff members in the development of a balanced program for oral communication and speech improvement.
2. Provides a therapeutic program to meet individual needs of speech and hearing impaired children.
3. Assists and guides teachers in observing, describing, and referring to suspected and identified speech and language impairments.
4. Employs assessment procedures, techniques, and standardized tests necessary for thorough and accurate diagnosis, and conveys pertinent information to cooperating personnel.
5. Provides screening to identify speech impaired children at regular intervals.
6. Assists in proper referrals of individuals to agencies and specialists in the community as appropriate.
7. Provides appropriate individualized programs of therapy to meet individual student's needs and correct existing speech or language impairments.
8. Collaborates with classroom teachers and other staff members to implement therapy by suggestions for the student's daily activities.
9. Reinforces progress within the therapy situation and provides for generalization and reinforcement within other environments.
10. Keeps thorough and ongoing records for the individual receiving therapy or other school-provided speech services.
11. Maintains lists of referred, screened, and eligible students, and related services.
12. Assists with/conducts training of speech aides.

POSITION EXPECTATIONS

Knowledge, Skills and Abilities:

1. Knowledge and continual awareness of current and new developments in the field.
2. Ability to maintain security of confidential information.
3. Ability to communicate effectively both orally and in writing.
4. Ability to work cooperatively with parents, schools, community and district office personnel.
5. Familiar with and understands FERPA, HIPAA, and other confidentiality situations and guidelines in the educational setting.
6. Familiar with and assists with the implementation of all District policies and administrative regulations as related to specific assignment.
7. Recognizes and reports hazards, conforms to safety standards as prescribed.
8. Recognizes and notifies administrators of unauthorized persons on campus, and/or of issues that require immediate attention.
9. Familiar with District site emergency/crisis response procedures, plans and drills (e.g. fire drills, bomb threats, lock-downs, etc.)

POSITION REQUIREMENTS

Education, Training, and Experience:

1. Bachelor's degree from an accredited college or university in Speech Pathology or related field

Licenses and Certifications:

1. Valid Nevada Department of Education License with Speech and Language Impairment endorsement
2. Valid Nevada Driver License

Screening and Compliance:

1. Ability to pass State and Federal criminal background check
2. Compliance with NCSD Drug and Alcohol Testing Policy

WORK ENVIRONMENT:

Strength: Occasionally required to lift or carry equipment up to 50 lbs.

Physical Demands: Frequent sitting, standing, walking, pushing, pulling, carrying, stooping, reaching, handling and repetitive fine motor activities. Hearing and speech to communicate in person or over the telephone. Stamina to remain seated and maintain concentration for an extended period of time.

Vision: Frequent near acuity, occasional far acuity. Vision to read printed materials, a VDT screen or other monitoring devices.

Environmental Conditions: Climate controlled office setting, outside weather conditions traveling to and from District facilities, and exposure to low/moderate noise intensity levels.

Hazards: Furniture, office equipment, communicable diseases, chemicals and fumes, and potential electrical hazards during installation procedures.

Working Conditions: Office or suitable workspace with computer and office equipment necessary to carry out functions of position.

Approved by: 2/15/24 _____ 2/15/24

Superintendent **Date**

Nye County School District
NOTICE OF NONDISCRIMINATION ON THE BASIS OF SEX UNDER TITLE IX

Nye County 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 NCSD's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both:

Michelle "Chelle" Wright, PHR, CLRP
Director of Human Resources/Title IX Coordinator
Nye County School District
484 S. West St., Pahrump, NV 89048 · 775-727-7743, extension 300
title9coordinator@nyeschools.org

NCSD's nondiscrimination policy and grievance procedures can be located at:
https://bit.ly/NCSDPolicies-AdminRegs.
(NCSD Policies and Administrative Regulations 0210/0210aR/0210bR/0210cR, 0211/0211R, 0212/0212R, 0213/0213aR/0213bR/0213cR, and 6110/ 6110R)

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to title9coordinator@nyeschools.org.

Contact information for OCR is available here: https://ocrcas.ed.gov/contact-ocr.

Equal Opportunity Employer
Nye County School District is an Equal Opportunity Employer. Nye County School District does not sanction or tolerate discrimination in any form in its programs and activities, on the basis of race, color, national origin, religion, gender, disability, age, pregnancy, sexual orientation, ancestry, veteran status, domestic partnership, genetic information, gender identity or expression, political affiliation, or membership in the Nevada National Guard, and provides equal access to the Boy Scouts and other designated youth groups.

Americans with Disabilities Act
It is the policy of Nye County School District to comply with all federal and state laws concerning the employment of individuals with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is the company policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, and conditions and privileges of employment.

Nye County School District will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates an undue hardship to Nye County School District.Please contact Human Resources or the Section 504 Coordinator with any questions or requests for accommodation.

Shanda Roderick
Director of Special Education/Section 504 Coordinator
Nye County School District
Special Education Support Services
484 S. West St., Pahrump, NV 89048 · 775-751-4015

Revised 8/5/2025