



NOVATO CHARTER SCHOOL  
940 "C" Street, Novato, CA 94949  
Ph: 415-883-4254 | Fax: 415-883-1859  
[www.novatocharterschool.org](http://www.novatocharterschool.org)

POSITION ANNOUNCEMENT  
Temporary Speech and Language Pathologist

Deadline to submit and how to Submit: Please email a letter of interest, resume, and the contact information for three professional references who are familiar with your work as a teacher to: Karina Haedo at [khaedo@nUSD.org](mailto:khaedo@nUSD.org)

Starting Salary: Competitive Compensation & Benefits Based on full time status

Qualifications: Please see attached job description

Work Year: 180 days (Calendar 9605) 11 month/school year

Application Procedure:

- Letter of Interest
- Resume
- Three Letters of Professional Reference (within last year)
- Required Certificate and/or Credential

Pre-Employment Requirements:

- Fingerprinting
- Tuberculosis Test
- Covid-19 vaccine
- Mandated Reporter
- Test POPP Physical (If applicable)

*Novato Charter School prohibits, at any district school or school activity, discrimination, harassment, including sexual harassment, intimidation, and bullying, based on actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or association with a person or group with one or more of these actual or perceived characteristics. This shall apply when applicable, to interns, volunteers, and job applicants.*

*For questions, concerns or complaints, please contact the Title IX Compliance Officer: NCS Executive Director 940 C Street, Novato, CA 94949; (415) 883-4254; [NovatoCharterHR@NUSD.org](mailto:NovatoCharterHR@NUSD.org)*



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**TITLE:** Temporary Speech and Language Pathologist

**CLASSIFICATION:** Certificated

**SALARY RANGE:** TBD

**WORK YEAR:** 25 hours a week/180 days

**JOB SUMMARY:** Speech and Language Pathologist

### **QUALIFICATIONS:**

We seek candidates who have high academic standards, the ability to respect and engender the respect of students of all ages, the knowledge, skills, and enthusiasm to engage students of all temperaments and ability levels, and the interpersonal skills to work collaboratively with colleagues, administration, and parents. Strong skills in art, music, and/or drama are highly desired for faculty positions. We recommend that all applicants review our [Website](https://novatocharterschool.org/) (<https://novatocharterschool.org/>) and Core Values and Mission Statement.

### ***Duties and Responsibilities include, but are not limited to, the following:***

- Screen students who are referred with speech concerns.
- Schedules service time for students for the purpose of providing effective services for students
- Teaches and instructs students for the purpose of ensuring student success
- Conducts evaluations of students who are suspected of having speech, voice, fluency, or language delays or disorders.
- Prepares evaluation reports in alignment with required state and district timelines.
- Participates and works cooperatively as an integral member of the multidisciplinary team by documenting needs, creating goals, and defining services for students eligible for school-based speech services as a primary or related service.
- Prepares progress reports aligned with data tracking logs on a quarterly basis.
- Facilitates individual and/or group therapy activities to target IEP goals, using curriculum-based materials and content.
- Consults with teachers regarding accommodations, student needs, instructional strategies, and necessary equipment or support for eligible students
- Develops IEPs for the purpose of meeting the individual needs of exceptional students
- Leads IEP meetings

### **Competencies**

- Creates a safe learning environment that is conducive to learning
- Able to employ varied best practices in the profession.
- Ability to identify individual student needs.
- Good communication skills with students, coworkers, administration and parents.
- Ability to collaborate with other teachers and school staff.
- Demonstrates a commitment to the speech language profession by utilizing resources for professional development therefore, improving the services that are provided
- Mindful of IDEA guidelines, schedules, compliance and accountability regulations

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### Requirements

- Required to pass a criminal history background check
- Must possess strong communication and organizational skills
- Basic computer software skills with Microsoft Word and Excel

### Additional Responsibilities

- Maintains professional boundaries
- Supports every student's right to learn in a hostile-free environment
- Ensures confidentiality of student records
- Upholds Board Policies addressing student conduct, discipline, and attendance
- Reports child abuse or neglect

### DESIRABLE ABILITIES:

Be flexible; work in an atmosphere of unpredictability and challenge; examine one's own knowledge and seek out opportunities for professional development; function as a member of a professional team; and function as a role model for children and parents.

### Education and Experience:

- **Education:**  
ASHA Certificate of Clinical Competence  
CA Speech-Language Pathology Services Credential

### OTHER REQUIREMENTS:

- Department of Justice Fingerprint Clearance
- TB Clearance
- COVID - 19 vaccination as defined by the California Department of Public Health or agree to weekly testing when recommended by Marin County Public Health.

### WORKING CONDITIONS:

#### ENVIRONMENT:

- Indoor and outdoor work environment
- Seasonal heat and cold or adverse weather conditions

#### PHYSICAL DEMANDS:

- Dexterity of hands and fingers to operate a computer keyboard and various tools and equipment.
- Seeing to read, prepare, and assure the accuracy of a variety of materials and perform maintenance duties.
- Hearing and speaking to exchange information in person or on the telephone.
- Lifting, carrying, pushing, or pulling heavy objects as assigned by the position.
- Reaching overhead, above the shoulders, and horizontally.
- Bending, crouching, kneeling, and stooping.
- Walking, sitting, or standing for extended periods.
- Heavy physical labor

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**POTENTIAL HAZARDS:**

- Potential exposure to/direct contact with bodily fluids/blood borne pathogens.

**DIRECT REPORTS TO:** Special Education Coordinator

**REPORTS TO:** Executive Director

**ABOUT US:** We seek candidates who have high academic standards, the ability to respect and engender the respect of students of all ages, the knowledge, skills, and enthusiasm to engage students of all temperaments and ability levels, and the interpersonal skills to work collaboratively with colleagues, administration, and parents. Strong skills in art, music, and/or drama are highly desired for faculty positions. We recommend that all applicants review our Website and Core Values and Mission Statement.

NCS is guided by the core principles of Public Waldorf Education serving approximately 280 students in grades TK-8. NCS's talented faculty is supported by an involved parent body. In addition to our class teachers, our curriculum provides Specialty Teachers for classes in Spanish, Music, Games & Movement, Organic Gardening, Handwork, and Middle School Math. You will find our faculty warm, supportive, accepting and devoted to their school. We have a great time working together as we hone our craft as Waldorf educators in the public sector. We offer a competitive salary as well as health, retirement benefits, and a school year calendar designed for sustainable teaching and learning. We offer priority enrollment for students of hired faculty members.

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