



EASTERN UPPER PENINSULA
INTERMEDIATE SCHOOL DISTRICT

Special Education Director's
Report to the EUPISD Board of Education
May 2022

Speech & Language Pathology Shortage

There is a nationwide shortage in Speech & Language Pathologists as shown on the table from the US Department of Labor careeronestop.org below.

Projected employment	
Michigan	United States
4,100 2018 Employment	158,100 2020 Employment
4,840 2028 Employment	203,500 2030 Employment
18% Percent change	29% Percent change
310 Annual projected job openings	15,200 Annual projected job openings

Compare projected employment ?

The shortage has resulted in the need to shift recruitment and employment strategies going forward. On the board agenda today is a request to approve a job description that will enable the EUPISD to hire Speech & Language Pathologists directly. This is a change in our practice of staffing speech, occupational, and physical therapy exclusively for over 18 years through a contract with My Michigan Medical Center (formerly War Memorial Hospital). Due to an inability to fill our open speech positions through My Michigan Medical Center, we have had to move to staffing virtually for our open positions. Fall of '22 will be the third year of virtual staffing for one of our three unfilled positions. This is not cost effective or best practice in terms of service delivery.

We value the partnership with My Michigan Medical Center and have received access to excellent therapists through this collaboration. The purpose of direct hires is to demonstrate and ensure that every effort is made to secure face to face delivery of services for all students within the region.

All of the partners in this process will have to stay attuned to the occupational outlook for this category of staff so that the EUP can be competitive in its recruitment efforts.

Typical wages		
Hourly Wages		
Annual wages for Speech-Language Pathologists in Michigan		
Location	Michigan	United States
10%	\$51,470	\$50,370
25%	\$65,860	\$62,790
Median	\$77,050	\$80,480
75%	\$92,110	\$101,110
90%	\$109,510	\$122,790

GRAPH CHART TABLE ?

See more wages

EUP Project Search Staff to present at the 2022 International Conference

Passing along some great news! Kelli Fenlon (Project Search Instructor/Coordinator), Jessie Piippo (Project Search Skills Trainer) and Suzette Olson (My Michigan Health, Employee Relations Specialist) were selected to present at the Project Search Annual Conference this summer! Their presentation will feature information about the Friends at Work Program and the Skills Pyramid which were both created by our EUP team. We are so proud of their work and very excited they have this opportunity.

PREPaRE Crisis Response

We put a call out to our team and were ready to respond to assist MARESA in supporting one of their local districts during the past month. We did not end up needing to respond but are so grateful to our incredible staff that they were standing ready to help our neighbors!

Summer Youth Opportunities Unlimited (YOU)

The Summer YOU program is a paid work experience provided each summer to students with disabilities that could benefit from a paid work experience. We are back to having a larger Summer YOU program this year with 50 applicants for both indoor and outdoor work placements. We had a very successful virtual interview program this year with our community partners and then collaborated with the business office to do a face-to-face employment paperwork day at the EUPISD Central office for our participating YOU students this year. We had a great response to the Skills Trainer posting this year and are excited about the quality of the Skills Trainers that we will have to support the growth of student work skills this year. Summer YOU is funded in cooperation with Michigan Rehabilitation Services and supported by many community partners.

Regional/Statewide Efforts:

- UP Educator Shortage Summit @ MARESA
- 94d Committee
- [Path Forward](#): Alternative Route to Diploma
- [Preschool Collective Action Plan](#)
- SEILN Finance document

Out of State Travel

We are requesting out of state travel approval for three staff members (Stacey Miller, Regan Littrell, and Whitley Nostrant) to attend the Council for Exceptional Children (CEC) Council and Children with Behavior Disorders Annual Conference in Cincinnati, Ohio June 13-14. This is a high-quality conference directly related to the day-to-day assignment of the staff. Total conference costs for all three staff members not to exceed \$3000 will be provided out of the special education fund.

Staff Updates

- **Ancillary Services:**
 - We have two Speech & Language positions that are currently filled with virtual providers and 1 unfilled position without coverage at this time.
 - MSU will be placing another School Social Work Intern with us for the 22-23 SY!
- **Special Education Teacher:**
 - Teacher Apprentice: We will be meeting with Joe Lubig, Associate Dean of Education NMU, to map out pathways to certification for our current applicants.