



June 4, 2026

The Honorable Kimberly Williams
Chair, House Education Committee
411 Legislative Avenue
Dover, DE 199901

RE: HB 425

Dear Chairwoman Williams and Members of the House Education Committee:

On behalf of the American Speech-Language-Hearing Association (ASHA), we write to support, with amendments, House Bill 425, which provides a salary supplement of 12% to teachers with national certification but only a 6% salary supplement to audiologists and speech-language pathologists (SLPs) who hold a Certificate of Clinical Competence (CCC) from ASHA.

ASHA is the national professional, scientific, and credentialing association for 247,000 members, certificate holders, and affiliates who are audiologists; SLPs; speech, language, and hearing scientists; audiology and speech-language pathology assistants; and students. Over 600 ASHA members reside in Delaware.¹

ASHA recommends that the bill language be amended to also provide the 12% salary supplement to audiologists and SLPs who have CCCs from ASHA. The CCC is a nationally recognized professional credential that represents a level of excellence in the fields of audiology (CCC-A) and speech-language pathology (CCC-SLP). The standards for certification are established by the Council for Clinical Certification in Audiology and Speech-Language Pathology. The CCCs are awarded to applicants who hold a graduate degree and who have successfully completed:

- a) All academic coursework and clinical practicum;
- b) A clinical fellowship; and
- c) The national examination in the area in which certification is sought.

ASHA certification also requires ongoing professional development for both audiologists and SLPs.

According to the U.S. Bureau of Labor Statistics, demand for SLPs will increase by 19% and demand for audiologists will increase by 10% across the country between 2022 and 2032.² Applying the 12% salary supplement to both audiologists and SLPs can help to attract and retain these highly qualified professionals. This is particularly important for audiologists and SLPs who work in schools, as they are often dealing with high student caseloads and staffing shortages. These shortages impact providers' ability to address the critical needs of students, patients, and clients.

Thank you for considering ASHA's proposed amendments to House Bill 425. If you or your staff have any questions, please contact:

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Submitted on behalf of the American Speech-Language-Hearing Association

¹ American Speech-Language-Hearing Association. (2025). *Delaware* [Quick Facts].
<https://www.asha.org/siteassets/advocacy/state-flyers/delaware-state-flyer.pdf>

² Ibid