

## EXECUTIVE SUMMARY

### **Recommendation for Additional Spending Authority 18-001V – Speech-Language Pathology and Audiology Services**

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#### **Introduction**

##### **Responsible: Procurement & Warehousing Services (PWS)**

This request is to approve the recommendation for an additional spending authority for Request for Proposal (RFP) 18-001V – Speech-Language Pathology and Audiology Services that was approved by the School Board on June 13, 2017, as part of Agenda Item EE-27 for three (3) years from July 1, 2017 through June 30, 2020, with an authorized spending authority of \$16,500,000. There are twenty-three (23) vendors awarded on this contract, and four (4) vendors are Minority/Women Business Enterprise certified vendors with the District. The additional spending authority requested is \$7,955,722

This RFP provides speech-language pathologists and audiologists for students who have a communication disorder in the areas of language, speech (articulation, fluency, voice), and/or deaf/hard of hearing. Without these services, speech and/or language impaired students would not develop to their potential in the areas of communication, pre-academic learning, vocational training, or social adjustment.

#### **Goods/Services Description**

##### **Responsible: Exceptional Student Learning Support (ESLS) Department**

Although it is recognized that some students may benefit from speech-language pathology and audiology services, only those students with a disability who meet federal and state guidelines may be served. These services are designed to provide support to students whose disorder(s) interfere with communication and adversely affect performance or functioning in the student's typical learning environment and result in the need for exceptional student education.

Performance requirements included within the RFP:

- a) Awardees must provide speech-language pathologists whose performance is consistent with standard professional care and who comply with the State of Florida Department of Health, Division of Medical Quality Assurance, and Board of Professional Regulation for speech, language, and audiology requirements.
- b) Awardees shall have their speech-language pathologists attend two (2) scheduled policies/procedures meetings, considered as part of their workday, of not less than three (3) hours, as determined by the District. These meetings will include but are not limited to, general information on the policies and procedures of the Broward County special programs and procedures, the rights of students with disabilities, and other operational procedures required to carry out the therapy program.
- c) Audiology services will determine the type and degree of hearing impairment and will implement habilitation and rehabilitation services for the student(s); administer and interpret a variety of tests (e.g. air and bone conduction, speech reception, and discrimination) to determine type and degree of hearing impairment, site of damage, and effects on comprehension and speech; evaluate test results in relation to behavioral, social, educational, and medical information obtained from patients, families, teachers, speech pathologists, and other professionals to determine communication problems related to a hearing disability; as well as, plan and implement prevision, habilitation, or rehabilitation services (e.g. hearing aid selection and orientation, counseling, auditory training, lip reading, language habilitation, speech conservation, and other treatment programs developed in consultation with speech pathologists and other professionals).

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Nationwide, the fields of speech-language pathology and audiology are considered to be areas of critical shortage. There is a shortage of graduates choosing school-based speech-language pathology and/or audiology as a profession to pursue. Many schools lose potential job candidates to more lucrative positions at hospitals, rehabilitation centers, or private practice. Within the District, retirements, resignations, transfers, medical/family leave, and growth positions to address caseload/workload issues impacts the number of positions that are required to maintain the provision of Free Appropriate Public Education for students with disabilities.

<b>Growth in Speech-Language Pathology Contracted Positions</b>			
<b>Description</b>	<b>School Year 2015/2016</b>	<b>School Year 2016-2017</b>	<b>School Year 2018-2019</b>
Total SLP Contractual Positions	107	119	134
Number of SLP services being provided	115,467	127,514	153,016

**Procurement Method**  
**Responsible: PWS**

The procurement method chosen is through a competitive solicitation, which is required by School Board Policy 3320, Part II, Rule D, and Florida Administrative Code 6A-1.012(7).

This solicitation was released to the public from December 1, 2016 through February 2, 2017, where two hundred and fifty-eight (258) vendors were notified, forty-one (41) vendors downloaded the RFP documentation. Twenty-four (24) vendors responded to the RFP and submitted proposals. Twenty-three (23) vendors were recommended for award. One proposal did not meet the minimum eligibility requirements of the RFP and was disqualified. The recommended vendors are as follows:

All Source Recruiting Group, Inc. d/b/a Ardor Health Solutions	Mytherapycompany, LLC
*Audrey B. Greenwald, M.S., CCC, P.A. d/b/a Boca Speech Center	Orange Tree Staffing, LLC
Cell Staff, LLC	Quantum Health Professionals, Inc.
Cobb Pediatric Speech Services, Inc.	RCM Health Care Services, a Division of RCM Technologies (USA), Inc.
Community Rehab Associates, Inc.	SHC Services, Inc., d/b/a Supplemental Health Care
*Comprehensive Therapy Consultants, Inc.	*Sondra Pierce, Ms CCC-SLP
EBS Healthcare Staffing Services, Inc.	*Speech Rehab Services, LLC
EDU Healthcare, LLC	Staffing Options and Solutions, Inc.
The Execu/Search Group, LLC	Sunbelt Staffing, LLC
Invo Healthcare Associates, LLC	Therapia Staffing, LLC
MG Therapy, Inc.	3 Chords, Inc., d/b/a TherapyTravelers
	Thera-Peds, Inc.

(\*) M/WBE Certified Vendors (4)

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**Financial Impact**  
**Responsible: PWS and ESLS Department**

The total financial impact to the District will be approximately \$7,955,722. The contract award amount was for \$16,500,000. The request is to increase the spending authority by \$7,955,772, bringing the new contract value to \$24,455,722. The funding source will come from the General Fund through school-based Florida Public Schools Full-Time Equivalent generated for speech-language services and from the Exceptional Student Learning Support Department’s operating budget. The financial impact represents an estimated contract value; however, the amount authorized will not exceed the contract award amount.

<b>Locations Charged to Spend Authority</b>	<b>Total Spend</b>
Special Ed Ops	\$11,336,443.91
ESLS Department	\$4,268,370.50
Head Start/Early	\$131,472.00
Innovative Programs	\$334,615.16
<b>TOTAL:</b>	<b>\$16,070,902 (rounded)</b>

Spending rationale based on historical expenditures

Historical Average Monthly Expenditures	\$698,735
Number of months	<u>12</u>
Estimated forecast spend	\$8,384,820
Less unused authorized appending	<u>\$429,098</u>
<b>Total requested spending authority (rounded)</b>	<b>\$7,955,722</b>

During the term of the contract, there has been an increase of students covered and additional positions needed to cover the services; therefore, causing an increase in the spending authority for the next twelve (12) months of the contract, July 1, 2019, through June 30, 2020.

The projected spending authority for this RFP will include these factors, stated below, in order to come to an estimated spending authorization for this contract.

- increase in student services as well as make-up sessions;
- unexpected vacancies of Speech-Language Pathologists due to some factors (family illness, early retirement, transfer, etc.), which have prompted the additional contractual costs;
- include hospital, homebound students, for whom Exceptional Student Education and Support Services (ESE/SS) Department had to pick up the cost of services due to a shortage of District SLPs available to provide these services (including make-up sessions);
- extensive growth in speech-language pathology personnel needed over the last two school years related to the need to address high caseload issues addressed by both the Evergreen Report and the ESE/SS Task Force. Because the field is a critical shortage area, these positions are typically filled by contractual personnel who are paid an hourly rate based on a seven (7) hour day.

Therefore, in order to meet the needs of the District and continuation of services, an additional spending authority of \$7,955,722 is requested for this contract.