

EXECUTIVE SUMMARY

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

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 original authorized spending authority of \$16,500,000. On July 23, 2019, as part of Agenda Item EE-18, a request for an additional spending authority was requested and approved by the School Board in the amount of \$7,955,722, bringing the new total spending authority to \$24,455,722. 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 \$1,781,000.

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 about 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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Also, 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.

The projected spending authority for this RFP will include these factors, stated below, 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 three (3) 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.

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.

COVID-19 Pandemic

Speech and Language services for students eligible via their Individual Education Plan have been provided since the school closure took place on March 16, 2020. Therapists are providing services in a variety of ways, including but not limited to parent/student home packets with parent conferencing, push-in services with ESE/Gen Ed teachers via Teams or Zoom meeting, home packets, and teletherapy. Services will continue to be provided through June 2, 2020.

Procurement Method
Responsible: PWS

The procurement method chosen is through a competitive solicitation, which is required by Purchasing 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 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 (1) proposal did not meet the minimum eligibility requirements of the RFP and was disqualified.

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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.

(*) Minority/Women Business Enterprise Certified Vendors four (4)

Financial Impact

Responsible: PWS and ESLS Departments

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 during the three (3) year RFP cycle of the contract, July 1, 2017 through June 30, 2020.

Speech-Language Pathology Contracted Positions			
Description	School Year (SY) 2017-2018	School Year (SY) 2018-2019	School Year (SY) 2019-2020 (through May 4, 2020)
Total SLP Contractual Positions	123	140	162
Number of SLP services being provided	23,341	24,770	29,109

Three (3) year trend data for the number of students with a Primary Eligibility of Speech and Language Impaired.

PK Assessment via Child Find total of SI and LI primary eligibility

2017-2018 SY	2018-2019 SY	2019-2020 SY
321	371	Pending

K-12 SI and LI Primary Eligibility

2017-2018 SY	2018-2019 SY	2019-2020 SY
8,060	8,135	8,282

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The additional financial impact to the District will be approximately \$1,781,000 and will be for services to be provided, considering the substantial increase observed in the last twelve (12) months, demonstrated in the above table.

Below table shows the charges per location as of May 4, 2020:

Locations Charged	Total Spend
Special Ed Ops	\$11,282,880
ESLS Department	\$12,116,786
Head Start/Early	\$316,166
Innovative Programs	\$556,062

Financial Impact Table:

Action	Date	Term	Amount
Original award + spending authority request	6/13/2017	3 Years	\$16,500,000
Additional spending authority	7/23/2019		\$ 7,955,722
Additional spending authority	6/23/2020		\$ 1,781,000
New Total Contract Amount		3 Years	\$ 26,236,722

The funding source for the additional spending authority 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 amount represents an estimated contract value; however, the amount authorized will not exceed the estimated contract award amount.