

Board Proposal

Date: September 22, 2016

From: Shelly Thomas/ Vangie Unti

Re: Temporary Employment of Speech/Language Clinician

Board Committee: Personnel Committee

Background: Kayla Janney is a Speech Therapist at South Mountain Elementary School and will be going on maternity leave from approximately December 14, 2016 through approximately February 8, 2017. A day to day substitute certified in Speech is required to cover this vacancy.

Issue: A job posting for the sub vacancy was posted on August 24, 2016. As of September 22, 2016, we have not had any applicants. Speech certified candidates in PA are extremely difficult to find.

Proposal: The District has obtained a quote from Cumberland Therapy to provide a properly certified/trained individual to cover this vacancy at a rate of $72/hour. We currently pay $95/hour for these services through Therabilities.

Impact: The cost to hire a Substitute Speech Pathologist (8.0 hours per day for 34 days) would be $19,584.