

# Memo

To: The Harlem Board of Education

From: Heidi Lange, Director of Student Support Services

Date: December 3, 2025

Re: Lighthouse Speech Therapy, PLCC

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This memo is to recommend the contract of a Speech and Language Pathologist through Lighthouse Speech Therapy, PLCC for the 2025-2026 school year. It is necessary to contract this position in order to meet the requirements of IDEA and to provide services to students with IEPs. There is a need for this contracted service in order to maintain IDEA compliance as a result of a staffing shortage for FMLA leaves. There are two FMLA leaves that will begin in February and March 2026. Lighthouse Speech Therapy is able to provide Speech and Language Pathologists for short term FMLA leaves with contracted staff. The company is locally owned. Currently, Lighthouse is actively recruiting speech pathologists for coverage of the leaves.

## **Costing**

\$115 per hour X 37.5 hours (13 weeks maximum coverage)

**Total Cost: \$56,062.50 from the IDEA Flow Through Part B**

