

# Memo

To: The Harlem Board of Education

From: Heidi Lange, Director of Student Support Services

Date: January 23, 2026

Re: AYA Healthcare SLP Maternity Leave

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This memo is to recommend the contract of a Speech and Language Pathologist through AYA Healthcare 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. This contract will cover one of the two maternity leaves that are projected to begin in February and March 2026. AYA Healthcare is able to provide a Speech and Language Pathologist for short term FMLA leave with contracted staff.

## **Costing**

\$100 per hour X 37.5 hours (13 weeks maximum coverage)

**Total Cost: \$48,750.00 from the IDEA Flow Through Part B**

