

Contract “Buy Out” for Speech Language Pathologist

Executive Summary

- Currently, the district has nine vacant positions and uses outside agencies to provide mandated IEP services. Some agencies are willing to work with the district to release their employee(s) from their contract at a financial cost.
- Staff recommends that the district work with agencies willing to release employees. As an example, one agency will agree to this arrangement for \$8,000 per employee. District staff will interview potential employees before making any payment to an agency.
- Staff has an interest in this practice of pursuing employees given the shortages – seeking Board input.

Background Information

- Currently Lodi USD has nine vacant Speech Language Pathologist (SLP) positions
- During a typical year, these positions are difficult to fill
- Lodi USD is contracting with several agencies to “back fill” these vacant positions to ensure that mandated IEP services are provided

Additional Background Information

- These agencies have “no competition” clauses in their contracts that prevent or limit Lodi USD from hiring these contracted providers as district employees
- Some agencies are willing to negotiate a “finder’s fee” to release a agency contracted employee from their contract
- If the employee is released from their contract, Lodi USD is free to hire them as a Lodi USD employee

Platinum Therapy

- Current Platinum Therapy contract requires that the contracted SLP wait one year after resigning before it can work for the district
- Platinum Therapy has agreed to release contracted SLPs to the District at a cost of \$8,000.00 per SLP
- Currently, Lodi USD has an interest in interviewing one of the current contracted SLPs

It is proposed that Lodi USD consider a “buy out” option for contracted SLPs if successfully interviewed and meet Lodi USD criteria to be offered positions