

Memo

To: The Harlem Board of Education

From: Heidi Lange, Director of Student Support Services

Date: May 21, 2026

Re: AYA Healthcare Placement Fee

This memo is to recommend the approval to pay the placement fee for the contracted Registered Nurse that the District contracted with through AYA Healthcare. The Registered Nurse has expressed interest in being hired directly with Harlem School District and no longer being a contracted employee through AYA Healthcare. The Registered Nurse is a local resident of our school district and wishes to be employed directly by our District. In the Board approved contract, AYA Healthcare requires a staffing placement fee of the greater amount of 35% of the employee's salary or a flat fee of \$20,000 in order to hire a candidate directly. Below is a breakdown in the cost difference between continuing to contract with AYA Healthcare and the cost of hiring the candidate directly with the placement fee to AYA Healthcare. The placement fee to AYA Healthcare is considered a head-hunting fee and cannot be paid through the federal funds of the IDEA Flow Through Part B grant. However, the salary and benefits can be covered by IDEA to support students with disabilities at Loves Park Elementary.

Costing

Current cost to continue contracting through AYA Healthcare:

187 day contract x 7.5 hours per day x \$80.00 per hour = \$112,200

Cost to hire Registered Nurse directly with the placement fee:

187 day contract x 7.5 hours per day x \$30.00 per hour = \$40,075 + \$750 for non-insurance employee
+ \$6,012 Benefits cost + \$20,000 AYA Placement fee = \$66,837.00 (\$46,087 IDEA; \$20,750 Local)

Total Savings: \$45,363

