

**Human Resources Department**

19200 Cobb Street

Tornillo, TX 79853

Phone 915.765.3010

MEMORANDUM

To: Members of the Board of Trustees
From: Sandra Garcia, HR Specialist
Subject: Discussion and Possible Action of Speech Language Pathologist Contracted Services
Date: July 22, 2026

History:

The District has experienced limited interest in its full-time Speech-Language Pathologist (SLP) vacancy. One qualified applicant was offered the position but declined because of the salary. A regional compensation review indicates that the District's SLP compensation is below that of comparable school districts in Region 19.

To maintain required evaluations and speech-language services, the administration also evaluated contracted service models as an alternative to hiring a full-time district SLP.

Options and Cost Comparison

Option	Service Model	Estimated Cost	Assessment
Full-time district SLP	District-employed licensed SLP	See attached regional salary comparison	Recruitment has been unsuccessful; District compensation is below comparable regional districts.
Soliant	Contracted SLP services	Approximately \$122,000 annually	Highest-cost contracted option reviewed.
xSPEDite - Option 2	One licensed SLP plus one Speech-Language Pathology Assistant (SLPA)	\$3,000-\$3,500 per month; approximately \$36,000-\$42,000 annually	Recommended model; combines licensed supervision, service capacity, and lower projected cost.

Rationale:

- The recommended model is the lowest-cost contracted option evaluated and is substantially less expensive than the Soliant estimate.
- The model includes a licensed SLP and an SLPA, supporting service delivery under licensed supervision.
- According to xSPEDite's proposal, Option 2 supports service quality and compliance with applicable federal and state special education requirements, including IDEA.
- Contracting responds to the District's recruitment challenge while ensuring required evaluations and services continue.

Budget Impact:

The estimated cost of xSPEDite Option 2 is \$3,000-\$3,500 per month, or approximately \$36,000-\$42,000 annually, depending on the final contract term and service needs.

Administrative Recommendation:

The administration recommends authorizing xSPEDite Option 2 rather than continuing to pursue a full-time district SLP at the current compensation level. Based on the information reviewed, this option offers the strongest balance of fiscal responsibility, licensed supervision, service quality, and regulatory compliance.

We are requesting that the Board of Trustees authorize the administration to proceed with xSPEDite Option 2 for contracted speech-language pathology services, at an estimated annual cost of \$36,000-\$42,000.

Speech Language Pathologist Compensation Comparison

July 2026

District	Pay Grade	Calendars		Minimum	Midpoint	Maximum
			Daily	\$303.02	\$348.82	\$391.77
Tornillo ISD (24-25)	PG 106	187 Days		\$56,665.33	\$65,229.93	\$73,261.58
			Daily	\$319.97	\$376.44	\$432.91
Anthony ISD (26-27)	AP4	197 Days		\$63,034.00	\$74,159.00	\$85,283.00
			Daily	\$392.03	\$466.71	\$541.38
San Elizario ISD (24-25)	P6	163 Days		\$ 63,901.50	\$ 76,073.40	\$88,245.30
			Daily	\$330.77	\$403.38	\$475.99
Fabens ISD (25-26)	P4	197 Days		\$65,162	\$79,466	\$93,770
		207 Days		\$68,469	\$83,500	\$98,530
			Daily			
Sierra Blanca ISD	Contracted	Services				
			Daily			
Ft. Hancock ISD	Contracted	Services				
			Daily	\$353.06	\$415.37	\$477.68
Canutillo ISD (26-27)	P5	190 Days		\$67,081.40	\$78,920.30	\$90,759.2
			Daily	\$276.55	\$341.42	\$406.29
Ysleta ISD (25-26)	PG305	188 Days		\$51,991.40	\$64,186.96	\$76, 382.52
		226 Days		\$62, 500.30	\$77,160.92	\$91, 821.54
			Daily	\$334.64	\$367.74	\$404.11
Socorro ISD	N/A	187 Days		\$62,579	\$68,768	\$75,569
		212 Days		\$70,943,68	77,960.88	\$85, 671.80
			Daily	\$368.01	\$443.39	\$518.70
El Paso ISD (26-27)	P106	192 Days		\$70,658	\$85,131	\$99,604

Speech-Language Pathology (SLP) Services Quote

Vendor: Soliant

Service Description

The vendor proposes providing a licensed Speech-Language Pathologist (SLP) to perform the following services:

- Direct speech-language therapy services
- Speech-language evaluations
- Participation in Admission, Review, and Dismissal (ARD) Committee meetings
- Completion of evaluation reports and ARD paperwork
- Individualized Education Program (IEP) documentation
- Collaboration with school personnel and families, as needed

Proposed Provider Qualifications

- Texas Licensed Speech-Language Pathologist
- Master's Degree in Speech-Language Pathology
- 11 years of professional experience
- School-based experience
- Experience supervising Speech-Language Pathology Assistants (SLPAs)
- Experience serving students with:
 - Developmental Delays
 - Speech and Language Disorders
 - Articulation Disorders
 - Autism Spectrum Disorder (ASD)
- Experience with IEP development and implementation

Pricing

Description	Estimated Cost
Hourly Rate	\$90.00 per hour
Weekly Schedule	37.5 hours per week
Estimated Weekly Cost	Approximately \$3,300–\$3,375
Estimated Annual Cost (37 school weeks)	Approximately \$122,100–\$124,875

Vendor Notes

- Rates are all-inclusive.
- No additional placement or administrative fees.
- Billing is based only on actual hours worked by the contractor.

This format reads as a **vendor quote** rather than a recommendation and is appropriate to include in a Board packet under supporting documentation.

make sure it only include the data i provided do not assume

Understood. Based **only** on the information provided in the emails, here's a factual quote with no assumptions or added information.

Vendor Quote for Speech-Language Pathology (SLP) Services

Vendor: Soliant

Proposed Services

The vendor indicated the estimated pricing would include:

- Therapy services
- Evaluations
- Admission, Review, and Dismissal (ARD) meetings
- ARD paperwork

The estimate provided was based on approximately **60 students** receiving **30 minutes of speech therapy per week**.

Proposed Provider Qualifications

- Master's Degree in Speech-Language Pathology
- Licensed in Texas
- 11 years of experience
- School-based experience
- Experience supervising SLPAs
- Experience with developmental delays, speech, articulation, and Autism Spectrum Disorder (ASD)
- Experience with Individualized Education Programs (IEPs)

Pricing Provided by Vendor

Description	Quote
Hourly Rate	\$90–\$94 per hour (depending on qualifications and experience)
Estimated Weekly Cost	Approximately \$3,300 (based on a full-time position working 37.5 hours per week at an estimated rate of \$90/hour)
Estimated Annual Cost	Approximately \$122,100 (37 school weeks × \$3,300 per week)

Vendor Notes

- Rates are all-inclusive.
- No additional fees.
- The district would only be invoiced for the actual hours worked by the contractor each week.

Vendor Quote for Speech-Language Pathology (SLP) Services

Vendor: xSPEDite

Assumptions Provided by Vendor

- 60 students
 - Each student receives 30 minutes per week
 - Therapy is provided in groups of 4 students
 - 37-week school year
 - Only direct therapy time is included (not evaluations, ARDs, documentation, travel, consultation, Medicaid billing, or other indirect services)
-

Staffing Options

Option 1 – Two SLP Model

Estimated Monthly Cost: \$3,500–\$4,000 per month

Includes:

- Direct therapy
- Evaluations
- ARDs
- Documentation
- Consultation
- Flexibility for fluctuating caseloads

Option 2 – SLP + SLPA Model

Estimated Monthly Cost: \$3,000–\$3,500 per month

Includes:

- SLP supervision
- Direct therapy by the SLPA
- Evaluations by the SLP

- ARD participation
- Compliance activities

Workload Calculation

Description	Calculation
Weekly Direct Therapy Groups	60 students ÷ 4 students per group = 15 groups
Weekly Direct Therapy Time	15 groups × 30 minutes = 450 minutes (7.5 hours)
Annual Direct Therapy Time	7.5 hours/week × 37 weeks = 277.5 hours
Average Monthly Direct Therapy Time	277.5 hours ÷ 9 months = 30.8 hours/month

Estimated Monthly Cost Based on Direct Therapy Hours

Staffing Model	Hourly Rate	Average Monthly Hours	Estimated Monthly Cost
One SLP	\$85/hour	30.8	\$2,621/month
One SLPA	\$72/hour	30.8	\$2,220/month

Vendor Notes

The vendor states that, based on the direct therapy workload of approximately **7.5 hours per week**, one provider can comfortably deliver the therapy. A second SLP would generally only be needed if additional coverage is required for:

- Speech evaluations and reevaluations
- Initial referrals
- ARD/IEP meetings
- Medicaid/SHARS documentation
- Parent consultations
- Makeup sessions

- Compliance and supervisory responsibilities



SCHOOL SERVICES

PO Box 1183, Clint, TX 79836

July 20, 2026

**Proposal for Speech-Language Pathology (SLP)
Services**

2026–2027 School Year

For



Tornillo Independent School District

19200 Cobb Ave

Tornillo, TX 79853

xSPEDite School Services, LLC does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, and marital status.

Executive Summary

xSPEDite School Services respectfully submits this proposal to provide comprehensive Speech-Language Pathology (SLP) services for Tornillo ISD during the 2026–2027 school year. Based on an estimated caseload of 60 students requiring at least 30 minutes of speech therapy per week, xSPEDite offers flexible staffing models that ensure compliance with IDEA requirements and deliver high-quality, cost-effective services. Since 2017, xSPEDite has partnered with school districts throughout the region, providing experienced, credentialed professionals who improve service delivery and reduce personnel costs.

District Needs

Approximately 60 students require speech-language services. The district seeks a reliable, compliant, and fiscally responsible solution that provides direct therapy, evaluations, ARD participation, documentation, and consultation, while avoiding the long-term costs of hiring full-time employees.

Proposed Service Options

Option	Staffing Model	Estimated Monthly Cost	Best For
Option 1	Two Licensed SLPs	\$3,500–\$4,000	High evaluation volume and maximum flexibility
Option 2	One Licensed SLP + One SLPA	\$3,000–\$3,500	Cost-effective ongoing service delivery

Pricing Assumptions

- Approximately 60 students
- 30 minutes of therapy per student each week
- Therapy delivered in groups of four students
- 37-week instructional calendar
- Monthly estimates reflect direct therapy workload; Option 1 includes additional evaluation and compliance capacity.

Service Hour Calculations

- $60 \text{ students} \div 4 \text{ students per group} = 15 \text{ groups}$
- $15 \text{ groups} \times 30 \text{ minutes} = 450 \text{ minutes (7.5 hours) per week}$
- $7.5 \text{ hours} \times 37 \text{ weeks} = 277.5 \text{ annual direct therapy hours}$
- Approximately 30.8 direct therapy hours per month

Benefits to Tornillo ISD

- Licensed and experienced speech-language professionals.
- Evaluations, ARD participation, documentation, consultation, and compliance support.
- No TRS, health insurance, payroll taxes, leave, retirement, or recruiting costs.
- Flexible staffing that can adjust to changing student needs.
- Services may be funded through IDEA-B, SHARS/Medicaid, and other allowable state and federal funding.

Investment

Based on the projected caseload, approximately 7.5 hours of direct therapy are required each week (approximately 277.5 hours annually or 31 hours per month).

Recommendation

xSPEDite recommends Option 2 (One SLP and One SLPA) as the preferred solution because it provides the greatest value while maintaining licensed supervision, high-quality service delivery, and compliance with all applicable requirements. If evaluation demands or enrollment increase, the district can transition to Option 1 without disrupting services.

Closing

xSPEDite appreciates the opportunity to partner with Tornillo ISD in providing exceptional services to students. We are committed to responsive service, regulatory compliance, and outstanding customer support. We welcome the opportunity to discuss this proposal and answer any questions.

If you have any questions or need any other services, please contact Roxanne Franco, M.Ed., at 915-346-5514 or rfranco@xspedite.com.