



March 5<sup>th</sup>, 2024

**Bill: SB 1043 - Education – Public School Employers and Employees – Subcontracting for Services**

**Position: Favorable**

Dear Chair, Vice-Chair, and Members of the Committee:

The Maryland Speech Language Hearing Association (MSHA) represents speech-language pathologists and audiologists across Maryland. Collectively, we elevate and engage members to strive for excellence in serving those impacted by communication and related disorders through advocacy, equity, education, interprofessional collaboration, and leadership development. MSHA recognizes the importance of ensuring that public school employees are given the opportunity to perform essential roles within our education system to enhance continuity, quality, and accountability in the delivery of instructional and support services to our students. We are in support of SB 1043 – Subcontracting for Services.

The provisions outlined in the bill, particularly those concerning subcontracting requirements, employee protections, and enforcement mechanisms, align closely with our organization's mission to promote the highest standards of care and professionalism in the field of speech-language pathology and audiology. We believe that these measures will safeguard the rights and well-being of public school employees while maintaining the integrity and effectiveness of educational services.

Maryland public schools are facing a crisis in speech-language pathology and audiology with hundreds of positions filled by private contractors instead of direct hires across the state. Temporary contractors do not provide the continuity of care required by Maryland's students. Tailored professional development, familiarity with curriculum, compliance with administrative tasks such as billing, and understanding the unique needs of the student – this is all knowledge that

Maryland Speech-Language-Hearing Association  
140B Purcellville Gateway Drive, Suite 120  
Purcellville, VA 20132  
301-304-7001  
[info@mdslha.org](mailto:info@mdslha.org)  
[www.mdslha.org](http://www.mdslha.org)

builds over time. Constant change to staffing and vendor management taxes district leadership, further lessening their capacity to plan and execute the core functions of their jobs.

MSHA believes this bill represents a significant step forward in strengthening Maryland's public education system.

For these reasons, we urge a favorable report.

Sincerely,

A handwritten signature in black ink that reads "Megan Miskowski". The signature is written in a cursive, flowing style.

Megan Miskowski, M.S., CCC-SLP  
Director of Advocacy and Public Policy  
Maryland Speech Language Hearing Association

Maryland Speech-Language-Hearing Association  
140B Purcellville Gateway Drive, Suite 120  
Purcellville, VA 20132  
301-304-7001  
[info@mdslha.org](mailto:info@mdslha.org)  
[www.mdslha.org](http://www.mdslha.org)