



April 28, 2025

TO: All Prospective Proposers

FROM: Kim Albritton  
Director Financial Operations

RE: RFP 25-20

## **ADDENDUM 1 TO RFP 25-20**

This addendum is issued as a part of the aforementioned RFP. The changes incorporated herein are an amendment to and supersede those conditions shown in the original solicitation. The Proposer shall acknowledge receipt of this addendum by signing this form and returning with their submittal. Failure to do so may subject Proposer to disqualification.

### **Q1. What are requirements/qualifications for audiologists?**

- A1.
- Doctoral degree with a major emphasis in audiology.
  - Eleven (11) months professional employment experience. This requirement may be met if the applicant holds a doctoral degree, meets the requirements of Section 468.1155, F.S. and can demonstrate one year clinical work experience within the doctoral program.
  - Every applicant for licensure as an audiologist with a master's degree conferred before January 1, 2008, shall document that prior to licensure the applicant completed one year clinical work experience
  - Proof of passing the Praxis exam no more than three (3) years prior to the date of this application

### **Q2. Can the district please clarify how needs for vendor supplied contractors will be disseminated to awardees post award?**

A2. The school district will communicate with all awardees regarding current openings. This is an ongoing process throughout the year as positions are filled through direct hires and openings become available.

### **Q3. Can the district please provide a detailed explanation for how points will be awarded for the pricing section of this solicitation (i.e. lowest bill rate receives maximum points, and next lowest vendor receives a prorated amount; lowest bill rate receives maximum points, and the next lowest vendor receives a predetermined amount of points)?**

A3. Proposers submitting the lowest prices will receive the highest scores for this evaluation factor.

### **Q4. How many vendors does the district expect to award a contract to for the services requested in this solicitation? Do you anticipate awarding one or multiple vendors?**

A4. We expect to award more than one vendor.

### **Q5. Can the district please provide incumbent information and current bill rates for contracts in place for similar services? Do you have any challenges with these partners?**

A5. Rates and Previous Intent to Award are attached.

### **Q6. What is the expected amount of full-time, vendor supplied ( SLP, SLPAs) needed during the 2025-26 SY?**

A6. The expected amount of vendor supplied hires including SLPAS and SLPS ranges from 20-25.

**Q7. Can the district please provide the total amount of full-time, vendor supplied (SLP, SLPA, Audiologist) utilized during the 2024-25 SY?**

A7. Currently the district has:

- 21 SLP vendor supplied
- 6 SLPA vendor supplied

**Q8. Can the district please describe the supplies and materials that contracted providers will have access to at the district? (wifi, computer access, testing material, office supplies, etc.)? Is the district providing therapy materials, supplies, equipment, and evaluation kits? Will the district provide laptops to the contractors?**

A8. Each school has evidenced materials and evaluation kits. The district does not provide laptops for vendors.

**Q9. What travel between schools is expected for these providers? Does the district reimburse mileage if therapists float between schools?**

A9. Travel may be required between schools depending on the provider's assignment. The district does not reimburse mileage for providers.

**Q10. What are the district expectations of contract providers to assist in Medicaid reimbursement (billing) documentation services? Will the district train the contractor for Medicaid billing? Are vendors required to bill Medicaid, insurance, or any other third-party directly for any services rendered? Are clinicians required to directly bill Medicaid for reimbursement or do they just complete paperwork for the district to submit to Medicaid for reimbursement?**

A10. The district requires contracted providers to bill Medicaid for services rendered. The school districts Medicaid Specialist provides ongoing training and technical assistance with the Medicaid Billing. The contract provider is required to submit Medicaid billing in the online Max Capture system.

**Q11. What is the average caseload for the providers requested in this solicitation?**

A11. The average minutes per week caseload for SLPS is 3,000 – 3,500 MPW. The average minutes per week caseload for SLPAS is 4,000 – 4,500 MPW.

**Q12. Will the district accept Speech Language Pathologists during their Clinical Fellowship Year (CFY)? If so, are we required to provide supervision?**

A12. Yes, however it is preferred that the agency provides the supervisor.

**Q13. Can the district please clarify the maximum weekly allowable hours approved for providers requested in this solicitation?**

A13. The maximum weekly allowable hours are 7 hours per day @ 35 hours per week.

**Q14. Does the district have immediate FT needs for SLPs, SLPAs and Audiologists for the SY 25-26?**

A14. Yes

**Q15. Can the District provide estimates or historical usage data for the number of SLPs, SLPAs, and Audiologists required during a typical school year under this contract?**

A15. Typically, the district employs 20-25 contracted providers throughout the school year.

**Q16. Is the District requiring resumes for proposed personnel as part of the submission? If so, will the District accept blind resumes that omit personally identifiable information, provided they reflect licensure status, qualifications, and relevant experience? Do you require resumes and licensures of potential contracted therapists/candidates to be included in our submission? If so, can we provide sample resumes with personal information redacted?**

A16. The district requires resumes for proposed personnel with full name and personally identifiable information included.

**Q17. Will the district accept electronic signatures?**

A17. For the response, yes.

**Q18. Will the district accept hourly bill rates or require flat hourly rates?**

A18. See A36.

**Q19. How often can the vendor invoice (weekly, bi-weekly, monthly)?**

A19. Bi-weekly

**Q20. Can the District clarify what specific licenses and permits are required for vendors and their contracted personnel to provide services on school property under this RFP?**

Q20. This information is included in the vendor application.

**Q21. Are there any bid or performance bonds associated with this RFP?**

A21. No

**Q22. Can the District confirm whether an umbrella or excess liability insurance policy is required to cover the difference between the \$2 million general liability insurance limit and the \$10 million liability cap stated in General Conditions pg. 3 Section 21 of the RFP?**

A22. Yes.

**Q23. Will the District consider limiting the indemnification obligation to damages and legal claims that result from the vendor's proven negligence or misconduct, rather than including any and all allegations?**

A23. Yes

**Q24. In what order will the District request candidates from awarded vendors (based on highest proposal score, all-call, etc.)?**

A24. The school district notifies all awarded vendors when position(s) become available.

**Q25. Will the District allow virtual service options?**

A25. Yes, in limited cases when in-person SLP's are not available.

**Q26. What is the approximate award notification date?**

A26. Approximately May/June

**Q27. Can the district confirm that Attachment I – Reference Questionnaire is a required form that must be completed by 3 of the vendor's references and then submitted in our proposal response?**

A27. Please submit the forms as requested on the form (from the reference) to the email provided.

**Q28. Page 24 – Workday and Hours section—How many students have been identified as needing services by discipline?**

A28. The number of students requiring services is not available currently and varies depending on the number of positions that are open.

**Q29. In Section 3.1, It states: "Each conforming response will contain an executive summary of not more than two pages in length." For clarity purposes, Does each evaluation factor require its own two page response?**

A29. Each section will list page requirements (if applicable). The page requirements above is specific to section 3.1.

**Q30. We are unable to locate the proposer acknowledgment form. Can you assist with referring to where that is located?**

A30. Page 1, Required Response form is the acknowledgment form.

**Q31. Attachment B - We have verified that all of our therapists are not reported on either website. Can we also email that to Ms. Louderback on company letterhead, as well as physically mail the letter?**

A31. After the award is issued, this would be required to be sent to Human Resources (name listed).

**Q32. As far as responses to each section, and being point by point, is there a specific form to fill out regarding the response or do we send via our own document?**

A32. We do not have a set response format, please provide via your own document.

**Q33. How long have the incumbent suppliers held this contract?**

A33. The current contract was originally awarded July 1, 2021. There were three one year renewals, that were exercised through 6/30/2025.

**Q34. Will the district utilize its own contract, the vendor's contract, or the RFP as the agreement?**

A34. The RFP will be the agreement.

**Q35. Does the district have a cap on the hourly rate for these services?**

A35. This will be discussed during the evaluation portion of the RFP process.

**Q36. Will the district accept a rate range or a flat rate (i.e. - \$75-80/hr. versus \$75/hr.)**

A36. We prefer a flat rate, however if you provide a range your points will be evaluated based on the highest rate provided for each category.

**Q37. How will the vendors be notified of an award?**

A37. Intent to award is posted to Bonfire. Once the Board approves the award, vendor(s) receives an award letter.

**Q38. Is the vendor expected to have a clinic or local office?**

A38. No

**Q39. Will the district accept and consider submissions from staffing agencies?**

A39. Yes

**Q40. Is the district open to using teletherapy?**

A40. . Yes, in limited cases when in-person SLP's are not available.

**Q41. Can you provide the name and contact information for the individual who will be coordinating these services at your district?**

A41. This is provided after receiving an award.

**Q42. Can St. Lucie School District be listed as a reference in attachment C and/or in the Reference Questionnaire?**

A42. Yes

**Q43. Would you prefer our references on Attachment C be the same or different from our references who complete the questionnaire?**

A43. Same is fine.

**Q44. I noticed in the proposal that the district will provide testing materials needed for evaluations. Does this also apply to virtual assessments?**

A44. Yes, if needed.

**Q45. Can we bid for other special education disciplines that are not mentioned in the RFP?**

A45. No

**Q46. How many school days are there per year?**

A46. 180

**Q47. Once the bid is awarded to selected contractors, what is the method in which a placement is given to a contractor? Is it posted for everyone to see and whoever has a candidate first gets the placement or are vendors contacted one-by-one, or something else? Do you have a preferred vendor ranking system (e.g., primary, secondary, tertiary) for distributing new job openings?**

A47. Once the bid is awarded to selected contractors all contractors are notified of current openings.

**Q48. How many school sites are currently using a virtual SLP or SLPA?**

A48. None

**Q49. Please give an estimate on the number of full time SLP placements that will be needed for the upcoming year.**

A49. Approximately 10

**Q50. Are the vendors currently filling all the vacancies?**

A50. No

**Q51. What is your historic or anticipated spend and/or placement volume by position under this RFP?**

A51 This information is not available at this time.

**Q52. Would the district accept electronic signatures on applicable forms as part of the online submission?**

A52. Yes

**Q53. Can the vendor also include previously completed reference surveys on file within the proposal for the district's consideration, should the vendor's references not complete the Attachment I - Reference Questionnaires by the deadline? These forms typically include the reference name, contact information, score on performance questions, and additional comments regarding their experience with the company.**

A53. Forms must be current and use the current dated form.

**Q54. Does the district have an hourly rate cap or budget, and if so, what is the anticipated maximum rate or budget?**

A54. This question will be addressed during the evaluation portion of the RFP process.

**Q55. Should the vendor upload any exceptions or additional terms for the RFP under the "Other Documents" line of the Bonfire submission, or can you advise where the vendor's exceptions should be uploaded?**

A55. Yes, please upload under Other Documents.

**Q56. If the vendor provides only virtual SLPs, can the language on page 25 of the scope of services be adapted to read, "All Therapists who will provide on-site or virtual services..."?**

A56. Yes

**Q57. If the vendor screens and interviews each provider themselves before each placement, does the district require separate interviews with the district's staff for potential service providers and replacements?**

A57. Yes

**Q58. If the vendor may utilize 1099 employees to provide services, should the vendor sign on the "Vendor is an Independent Contractor" line regarding Workers' Compensation on page 30 of Attachment E?**

A58. Yes

**Q59. If resumes of potential providers are required upon submission, can you clarify if the resumes must be uploaded in response to "Evaluation Factor 1: Approach/Methodology" or "Evaluation Factor 3: Experience and Qualifications"?**

A59. Evaluation Factor 2: Experience and Qualifications should contain the resumes.

**Q60. Following sections 13, 25, and 42.7, how would the vendor be penalized or disqualified if its proposal included exceptions or additional terms to the RFP for the district's review or negotiation?**

A60. Please refer to section 42.7, there is no score tied to exceptions.

**Q61. Can you confirm that Attachment J - Proposal Quotation Form should only be uploaded with the other pages for price details under "EVALUATION FACTOR 3: COST" response line of the Bonfire submission (i.e., Attachment J would not be uploaded under the "Required Attachments")?**

A61. Yes, under Cost.

**Q62. In the event of an emergency, would the district consider contracting outside of this RFP in the event the awarded vendors do not have the providers available?**

A62. Please see 3D, page 2.

**Q63. Can you please provide more information on the Minimum Qualifications? 1.2 a. All Proposers must be licensed in the State of Florida. Provide a copy of your current license and/or certificate that allows Proposer to provide the services proposed. Are you asking for business license in the state of Florida or for the county or for professional licenses of the providers (Speech/Language Pathologist state license, Occupational Therapist, physical therapist, etc). Can you please clarify what specific licenses (business, state, professional) you are requesting.**

A63. All applicable licenses to do business in Florida and provide the requested scope of services.

**Q64. Are you accepting bids for remote services? We are a small practice in CT, but licensed in FL as well.**

A64. No

**\*\*\*\* RFP DUE DATE IS MAY 8, 2025, 3:00 P.M... \*\*\*\***

\_\_\_\_\_  
Name (Please Print)

\_\_\_\_\_  
Company Name

\_\_\_\_\_  
Signature (Authorized Representative of Company)

\_\_\_\_\_  
Date

Failure to file a protest within the time prescribed in s. 120.57(3), Florida Statutes, or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under chapter 120, Florida Statutes. (Note: Florida Statutes 120.57(3) and School Board Policy 6326 contain entire procedure for filing).



May 14, 2021

To: Proposers

Re: Notice of Intent to Award  
RFP 21-20, Speech Language Therapy and Audiology Services

The Evaluation Committee selected the vendors listed below for recommendation of award to provide contracted speech language therapy and audiology services. This recommendation is based upon the Evaluation Committee's evaluation of firms that provided submittals in response to the School District's Request for Proposal. Contract awards by St. Lucie Public Schools are subject to successful negotiations and School Board approval.

The committee determined the District would be best served by having a pool of vendors to fill the vacant (difficult to fill) positions and/or provide services, due to the national shortage of qualified individuals.

When services are required, the highest ranked firm will have the first right of refusal to provide the requested positions/services. If the highest ranked firm cannot provide the therapists, the next highest ranked firm will be contacted until staffing is completed.

- |  |   |
|--|---|
| 1. Orange Tree Staffing, LLC                               | 12. Invo Healthcare Associates, LLC.        |
| 2. The Stepping Stones Group                               | 13. Paradise Pediatric Therapy LLC          |
| 3. Advance Speech Therapy Services, Inc                    | 14. Talk of the Town Speech Therapy LLC     |
| 4. Achieving Milestones Inc.                               | 15. AMN Allied Services, LLC                |
| 5. Community Rehab Associates, Inc.                        | 16. Cross Country Education                 |
| 6. A+ Speech Therapy Professionals, Inc.                   | 17. Pediatric Developmental Services        |
| 7. Sunbelt Staffing  | 18. EDU Healthcare, LLC                     |
| 8. Askew Speech & Language Therapy                         | 19. Applied Pediatrics, Inc.                |
| 9. Kirsten T. Chism  | 20. ProCare Therapy                         |
| 10. Boca Speech Center                                     | 21. Gifted Nurses LLC DBA Therapia Staffing |
| 11. Trainor Pediatric Speech and Language<br>Therapy, Inc. | 22. CompHealth Medical Staffing             |

Thank you all for your participation in the selection process and your interest in working with St. Lucie Public Schools.





# St. Lucie Public Schools

Purchasing Department  
9461 Brandywine Lane  
Port St Lucie, FL 34986  
Voice – (772) 429-3980

SUPERINTENDENT

E. Wayne Gent

Please feel free to contact me if you have any questions.

Sincerely,

*Kimberly Albritton*

Kimberly Albritton  
Director Financial Operations

Failure to file a protest within the time prescribed in s. 120.57(3), Florida Statutes, or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under chapter 120, Florida Statutes. (Note: Florida Statutes 120.57(3) and School Board Policy 7.701 contain entire procedure for filing).



Position	A+ Speech Professionals, Inc.	Achieving Milestones, Inc.	Advanced Speech Therapy Services, Inc.	AMN Allied Services, LLC	Applied Pediatrics, Inc.	Askew Speech & Language Therapy	Aubreys Heart Therapy Services PLLC	Boca Speech Center	Community Rehab Associates Inc d/b/a CRA Therapy	CompHealth Medical Staffing	Core Medical Group	New Medicant II, LLC dba Cross Country Education, LLC	EBS - Education Based Services	EDU Healthcare, LLC	Gifted Nurses, LLC dba Therapia Staffing	Invo Healthcare Associates, LLC	Kirsten Chism	National Staffing Solutions	Orange Tree Staffing, LLC	Paradise Pediatric Therapy, LLC	Pediatric Development Services	ProCare Therapy	Sunbelt Staffing	Talk of the Town Speech Therapy, LLC	The Stepping Stones Group, LLC	Theraex Rehab Services, Inc.	Trinor Pediatric Speech and Language Therapy, Inc.
Speech-Language Pathologist	\$ 60.00	\$ 60.00	\$ 60.00	\$ 64.00	\$ 64.00	\$ 62.00	\$ 88.50	\$ 64.00	\$ 64.45	\$ 65.00	\$ 70.00	\$ 63.00	\$ 61.65	\$ 65.00	\$ 68.00	\$ 64.00	\$ 61.50	\$ 60.00	\$ 63.00	\$ 65.00	\$ 65.00	\$ 71.00	\$ 62.00	\$ 58.00	\$ 61.00	\$ 75.00	\$ 60.00
Audiologist	NO BID	NO BID	NO BID	NO BID	NO BID	NO BID	\$ 75.00	NO BID	\$ 64.45	NO BID	NO BID	\$ 63.00	\$ 61.65	\$ 65.00	\$ 68.00	\$ 62.00	NO BID	NO BID	\$ 60.00	NO BID	NO BID	\$ 75.00	\$ 60.00	NO BID	\$ 62.00	NO BID	NO BID
Renewal 1 Speech	\$ 60.00	\$ 60.00	\$ 60.00	\$ 64.64	\$ 65.92	\$ 63.24	\$ 89.50	\$ 64.00	\$ 65.09	\$ 65.65	\$ 72.10	\$ 63.63	\$ 61.65	\$ 65.98	\$ 69.36	\$ 65.28	\$ 62.42	\$ 60.75	\$ 63.00	\$ 65.00	\$ 66.95	\$ 73.13	\$ 62.00	\$ 58.00	\$ 61.00	\$ 77.25	\$ 60.00
Renewal 2 Speech	\$ 61.20	\$ 60.00	\$ 60.00	\$ 65.29	\$ 67.90	\$ 64.50	\$ 89.19	\$ 64.00	\$ 65.75	\$ 66.31	\$ 74.28	\$ 64.27	\$ 62.27	\$ 66.96	\$ 70.75	\$ 66.59	\$ 69.36	\$ 61.51	\$ 63.00	\$ 65.00	\$ 68.96	\$ 76.06	\$ 62.00	\$ 58.00	\$ 61.61	\$ 79.57	\$ 60.00
Renewal 3 Speech	\$ 62.42	\$ 60.00	\$ 60.00	\$ 65.94	\$ 69.98	\$ 66.44	\$ 89.88	\$ 64.00	\$ 66.40	\$ 66.97	\$ 76.49	\$ 64.91	\$ 62.89	\$ 67.97	\$ 72.16	\$ 67.92	\$ 64.31	\$ 62.28	\$ 63.00	\$ 65.00	\$ 71.03	\$ 79.86	\$ 62.00	\$ 58.00	\$ 62.23	\$ 81.95	\$ 60.00
Renewal 1 Audio	NO BID	NO BID	NO BID	NO BID	NO BID	NO BID	\$ 75.00	NO BID	\$ 65.09	NO BID	NO BID	\$ 63.63	\$ 61.65	\$ 65.98	\$ 69.36	\$ 63.24	NO BID	NO BID	\$ 60.00	NO BID	NO BID	\$ 77.25	\$ 60.00	NO BID	\$ 62.00	NO BID	NO BID
Renewal 2 Audio	NO BID	NO BID	NO BID	NO BID	NO BID	NO BID	\$ 75.75	NO BID	\$ 65.75	NO BID	NO BID	\$ 64.27	\$ 62.27	\$ 66.96	\$ 70.75	\$ 64.50	NO BID	NO BID	\$ 60.00	NO BID	NO BID	\$ 80.34	\$ 60.00	NO BID	\$ 62.62	NO BID	NO BID
Renewal 3 Audio	NO BID	NO BID	NO BID	NO BID	NO BID	NO BID	\$ 76.51	NO BID	\$ 66.40	NO BID	NO BID	\$ 64.91	\$ 62.89	\$ 67.97	\$ 72.16	\$ 65.79	NO BID	NO BID	\$ 60.00	NO BID	NO BID	\$ 84.36	\$ 60.00	NO BID	\$ 69.25	NO BID	NO BID
Renewal Increase 1	0%	0%	0%	1%	3%	2%	0%	0%	1%	1%	3%	1%	0%	1.50%	2%	2%	1.50%	1.25%	0%	0%	3%	3%	0%	0%	0%	3%	0%
Renewal Increase 2	2%	0%	0%	1%	3%	2%	1%	0%	1%	1%	3%	1%	1%	1.50%	2%	2%	1.50%	1.25%	0%	0%	3%	4%	0%	0%	1%	3%	0%
Renewal Increase 3	2%	0%	0%	1%	3%	3%	1%	0%	1%	1%	3%	1%	1%	1.50%	2%	2%	1.50%	1.25%	0%	0%	3%	5%	0%	0%	1%	3%	0%