

Addendum No. 1

Date: **November 2, 2023**

Re: **Certified Teachers**

IFB No.: **324-39-11-9**

The following information becomes part and parcel of Invitation for Bid (IFB) #324-39-11-9 effective this date. Firms must acknowledge receipt of this addendum in their solicitation response.

The listed items add to, modify, or otherwise alter the specifications and become part of the solicitation documents. Where a portion of the original specifications are added to, modified, or also altered, the portion not so affected shall remain. Firms may have the right to protest this addendum.

Inquiries/ District Responses

Before the solicitation inquiry deadline, the District received an inquiry regarding this solicitation. The District's response to the question follows in **bold** font.

1.) Our teachers with an average of 13 years of experience will be instructing live on your bell schedule, but they will not be in your buildings with your students. Since the RFP explicitly mentions "in-person" teachers, I wanted to confirm that our modality is open for consideration.

Teachers must be physically in-person.

2.) Is there an existing contract? If so, who is the incumbent(s), and how long have they been providing the requested services?

There is not an existing contract for these services.

3.) What is the current incumbent(s)' rate(s)?

There is not an incumbent. See response for Question Number Two (2).

4.) What is the anticipated number of positions that will be needed?

Less than ten (10) annually.

5.) Will the positions be needed across the district, or is there a need at specific schools?

Across the District.

6.) Are the Certified Teacher positions for special education teachers or non-special education teachers?

Both.

7.) Are we allowed to submit rates for positions other than the teacher positions?

Yes, however, the purpose of this solicitation is specifically for teaching positions.

8.) Will the District accept and consider submissions from staffing agencies?

Yes, if the staffing agency is able to meet all criteria for certified teaching positions.

9.) To what extent, if any, will the location of the bidder's proposed location or headquarters have a bearing on the award?

The location of the bidder would have no bearing on the award as long as the conditions of the solicitation to provide in person South Carolina Certified teachers is met.

10.) Regarding the insurance requirements, are claims-made policies acceptable?

Policy must be active per occurrence, not claims-made.

11.) Will the teacher candidates chosen for employment be an employee of the District or employee of the vendor?

Candidates would be an employee of the vendor as these are typically temporary positions, but would be expected to adhere to all policies, procedures, schedules, and other guiding documents of the District while assuming the role of the teacher. Depending on the length of the assignment, this could also include performance evaluations based on guidance from the state.

12.) If the vendor will be the employer, in order to be competitive all salary, bonuses and benefits available to a Greenville County School employee would need to be provided for the contract employee. Please provide a list of all benefits provided to a district employee such as health and dental insurances, other insurances, retirement plan, leave days, etc.

Sick Leave would not be relevant for purposes of this proposal as these positions are temporary. Benefits of the District are listed below, but the vendor would be responsible for benefits of their employees:

State Benefit Options:

- **Two Health Plan options including prescription benefits**
- **Tri-Care Supplemental Plan for that those qualify**
- **Two Dental Plan options**
- **Vision Plan**
- **Basic Life Insurance and Basic Long Term Disability; if enrolled in a State Health Plan for full-time employees only**
- **Voluntary Optional Life Insurance (up to \$500,000 per employee) for full-time employees only**
- **Voluntary Dependent Life Insurance (coverage for spouse and/or child(ren) for full-time employees only**
- **Voluntary Supplemental Long-Term Disability Insurance for full-time employees only**
- **Voluntary MoneyPlus Options (pre-tax deductions; medical and dependent care expense reimbursement accounts options as well as health savings account)**

District Benefit Options:

- **District paid Life Insurance for Full-Time Employees (\$15,000 per employee)**
- **Voluntary Supplemental Life Insurance (up to \$150,000 per employee) for full-time employees only**
- **Voluntary Dependent Life (\$5,000 on spouse and child(ren) for full-time employees only**
- **Voluntary Cancer, Critical Illness, Universal Life, Accident and Short Term Disability Insurance for full-time employees only**

State Retirement Plan Options (participation is mandatory in one of the plans listed below in most District positions):

- **South Carolina Retirement System Plan Option (SCRS)**
- **South Carolina Optional Retirement Plan Option (State ORP)**

Continued on next page.

District Voluntary Retirement Options:

- **Voluntary 403(b) Plan**
- **Voluntary 401(k) Plan**
- **Voluntary 457(b) Plan**

13.) What current recruitment efforts or methods are used to recruit for teacher positions by Greenville County Schools including a timeline?

Job postings on internal and external websites; job fairs and recruitment events; social media posts; collegiate partnerships; internships...all of these are year round efforts to fill immediate positions, but also proactively recruit for future vacancies.

14.) Does the District currently have contract employees performing services, teaching or working in administration in the schools and District? If so what types of positions are contracted? Who are the vendors for these contracts?

Yes. The questions above are not relevant to being able to provide a proposal response for this solicitation, and therefore, will not be provided.

15.) If available for public knowledge, what types of fee structures are charged by vendors to the District for these contract employees?

Vendors set their own fee structures based on the type and length of the position.

16.) How many “certified teacher hard to fill, critical needs teacher positions “does the district have vacant today that need to be filled? We realize that this number will be constantly changing.

Less than ten (10).

17.) How will the district determine if when a position will be filled through the normal Greenville County Schools hiring process or employed through the process as outlined in this RFP?

The need is determined by the availability of otherwise available candidates via our District application process.

18.) Is the following section appropriate for this RFP?

SCOPE OF WORK/SPECIFICATIONS, PERFORMANCE OF THE PROGRAM SPECIFICATIONS

It is the intent of the District to have one provider for all Athletic Marketing and Media requirements pursuant to this solicitation. If the awarded proposer(s) is(are) unable to provide the required equipment, material or services at any point, in the opinion of the District, the District reserves the right to cancel the award according to the District’s Procurement Code and Regulations and secure such services from other qualified sources as needed to meet District requirements. This action shall not be grounds for contract controversy. 9 A contract may be awarded encompassing all facets of a proposal or portions of a proposal, whichever is in the best interest of the District in order to serve all athletes and athletic programs in the District. Proposers shall explain, in detail, any additional service that they wish to provide to the District. Proposers shall provide and explain all applicable costs to the District within the proposal. Undisclosed costs/fees shall not be paid at any time. Due care and diligence has been used in the preparation of the solicitation and specifications. The information contained herein is believed to be substantially correct. However, the responsibility for determining the full extent of the exposure and the verification of all information presented herein shall rest solely upon the proposing entity. The District and its representatives will not be responsible for any errors or omissions in the specifications or the proposer’s response nor for the failure on the part of the proposer to determine the full extent of the solicitation requirements and exposures. The Program Specifications section includes, but is not limited to, the responsibilities listed in this RFP and any future authorized, amended documents related to this solicitation. If the proposer takes any exceptions to any part of the solicitation, firms shall include the exceptions with the proposal on a separate page titled “Exceptions to Proposal Criteria.”

Continued on next page.

Please delete the section above and see the revised language below:

A contract may be awarded encompassing all facets of a proposal or portions of a proposal, whichever is in the best interest of the District in order to serve the needs of the District.

Proposers shall explain, in detail, any additional service that they wish to provide to the District. Proposers shall provide and explain all applicable costs to the District within the proposal. Undisclosed costs/fees shall not be paid at any time.

Due care and diligence has been used in the preparation of the solicitation and specifications. The information contained herein is believed to be substantially correct. However, the responsibility for determining the full extent of the exposure and the verification of all information presented herein shall rest solely upon the proposing entity. The District and its representatives will not be responsible for any errors or omissions in the specifications or the proposer's response nor for the failure on the part of the proposer to determine the full extent of the solicitation requirements and exposures.

The Program Specifications section includes, but is not limited to, the responsibilities listed in this RFP and any future authorized, amended documents related to this solicitation. If the proposer takes any exceptions to any part of the solicitation, firms shall include the exceptions with the proposal on a separate page titled "Exceptions to Proposal Criteria."

End of Section

All other terms and conditions remain unchanged and in force.

Thank you for your interest in the District.

Tonya A. Stroud

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Senior Buyer