



## **Proposal to Provide Therapy Services to the Ocean Springs School District**

**Due Date: May 26, 2020 2:00pm**

**Submitted by:**

Therapia Staffing, LLC.

460 Briarwood Dr Ste 100

Jackson, MS 39206

Proposer: Jennifer Penna, Contracts Manager

Direct #: 954-298-8610 Fax: 954-945-7132

Email: [rfp@therapiastaffing.com](mailto:rfp@therapiastaffing.com)

Therapia Staffing, LLC.  
460 Briarwood Dr Ste 100  
Jackson, MS 39206  
Telephone: (954) 866-0477  
Fax: (954) 906- 8224

**Date: May 22, 2020**

**RE: RFP District-Wide School Based Therapy Services**

Therapia Staffing LLC is a leading national healthcare staffing company founded in 2015. We specialize in locating professionals in the school setting, with over 95% of our employees actively working in districts around the country. The recruiters and client relationship managers at Therapia have a passion for finding the Therapists to complete your Special Education team, on time, within budget, and beyond your expectations. It is important to us that our clients view working with Therapia Staffing as an investment toward achieving a higher level of excellence.

We will work tirelessly with you to identify, recruit and manage your Therapy needs. Each candidate submitted by Therapia has been thoroughly screened based on your specifications. Therapia employs a low volume/high quality approach to recruiting resulting in a simpler and time saving experience for our clients.

**Therapia Staffing, LLC. understands, agrees, and certifies compliance to provide the items and/or services, at the prices quoted, in accordance with all terms and conditions, requirements and specifications of the original Request for Proposal (RFP) and as modified by any addenda thereto.**

If you have any questions about our proposal or the way we conduct business, please do not hesitate to give me a call. We appreciate the opportunity and want to thank you for considering us.

**Sincerely,**

Jennifer Penna

Contracts Manager

Therapia Staffing, LLC.

rfp@therapiastaffing.com

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## Basic Program Description – Part I

A. Describe your best practice in current school-based therapy to include the observation and evaluation process, intervention/therapy, promoting student access to general curriculum and independent performance in education.

### Services We Offer

Therapia is a full-service staffing firm providing recruitment, credentialing, benefits, payroll, and contract staff management. Therapia staffs nationwide and currently has a large presence in Arizona, Washington, Texas, New Mexico and California. We offer temporary, temp-to-perm, and permanent staff in schools.

We provide staff in the fields of Occupational therapy, Physical therapy, Sign language interpreting, Audiology, Nursing, Speech Language Pathology, TVI, O&M, Counseling, Psychology, Diagnostics, Behavior Analysis and Teaching.

### Methodology

Therapia has a current database of over 99,000 candidates of various disciplines and levels of experience. Our recruiters selectively search our database, exclusive job boards with daily updates, responses to social media campaigns, referrals, attendees of nationwide conferences, state lists and contacts with top universities to locate professionals that make the grade. Before submitting a candidate for consideration, they have provided their qualifications and spoken to 3 or more of our representatives, often including the president, to ensure the maximum possible quality control.

### Staff Management

Providing quality, dedicated professionals on-demand to our clients is what drives us. Therapia knows that a static system doesn't make the grade in the ever-changing environment of staffing. When circumstances change, we can help.

Management services include:

- ✓ Replacement staff
- ✓ Maternity and medical leaves, retirements, unexpected resignations and relocation of therapy staff.
- ✓ Caseload limits, ratio, and workload considerations
- ✓ Continuing education
- ✓ Ensuring compliance with IDEA throughout the ESE entrance and exit process
- ✓ Evaluating effectiveness of the Program model through data collection, employee training, and performance assessments
- ✓ Ensuring performance issues are handled in a systematic manner via action plans. Staff will be terminated, and a replacement found, if progress is not achieved within the timeframe designated by the Individual's Action Plan
- ✓ Reporting and analysis of therapy attendance and staff absence data
- ✓ Ensuring a therapist is available for compensatory services if needed
- ✓ Requests for staff to perform services will be responded to within 24 hours; we will recruit staff throughout the duration of the contract anticipating planned and unexpected needs

### Coaching and Conflict Resolution

Therapia is heavily involved in maintaining the quality service of their employees throughout every assignment. We are happy to assist with communication, additional training and any HR matters that arise in the course of our contractor's time with your district. It is our goal to address minor issues and miscommunications immediately in order to protect the district and the students in their

care from a disruption in services. While Therapia is dedicated to finding candidates that are qualified and a good fit from the beginning, we understand that emergency coverage and replacements are a vital part of staffing. At the moment we identify a need for coverage, it becomes our company-wide priority to backfill the position. We understand the urgency of providing services to your students and we employ that same level of urgency in our recruiting efforts.

**B. Explain how you will maintain compliance with the Individual with Disabilities Education Act (IDEA) and Mississippi Policies and Procedures State Board 74.19 for Children with Disabilities in regard to Related Service Eligibility for students eligible under IDEA.**

**Credentialing**

Therapia Staffing agrees to comply with all Quality Management standards as required by each Client. Your chosen representative will coordinate receipt of all documentation from Therapia Staffing prior to commencement of any assignment.

**Information included upon submission:**

- ✓ Current professional license status
- ✓ Resume
- ✓ 2 professional references
- ✓ Skills check list
- ✓ Written explanation processes and philosophy
- ✓ Certifications in their field
- ✓ CPR Card

**Commonly requested credentials upon hire:**

- ✓ 7-year criminal background check
- ✓ 10-panel drug testing
- ✓ State Medical License verification
- ✓ 2 Completed professional references
- ✓ Annual physical
- ✓ Annual PPD
- ✓ Hep B consent/declination
- ✓ Annual OSHA/HIPAA Compliance

**C. Describe your process to maintain student data for the purpose of reporting progress (Results Driven Accountability) for educational benefit every 4 ½ weeks and 9 weeks to parents according to the student's related service goals on their Individual Education Program (IEP).**

Our Field Professionals will Collect data, monitor and report on treatment goals as required by IEP to ensure student success. Send Report of Progress every 4 and a half weeks and nine weeks to parents according to the student's school-based occupational and therapy related services goals on their Individual Education Plan (IEP); Provide regular consultation for parents, teachers. All therapists will follow Ocean Springs School District policies for maintaining confidentiality of all student records and obtaining release of such records.

D. Describe how you will provide specialized training and support for administration, teachers, and parents aligned with the individual student's disability and treatment plan as a related service and to promote progress in the educational environment.

#### **Field Professionals**

Our field staff are highly qualified locals and travelers who have gone through our rigorous screening and credentialing process. Each potential candidate is identified from our database and vetted by cross referencing it against your districts specific needs. Through initial contact, submission, interviewing, credentialing, relocation, and on-assignment support, Therapia maintains a close relationship with our professionals. For our newer employees, we offer step-by-step assistance in navigating area-specific licensure and housing in order to avoid delays. Our therapists will utilize evidence-based practices through an educational model when administering therapy services, as they are well-versed and properly trained in these areas. Our program orientation will review the DOE performance standards to ensure therapists provide services that are aligned with the goals of the district. Therapists will collaborate with members of the IEP team (special education professionals, teachers, parents/caregivers, etc.) to determine what therapy strategies and delivery methods will be most effective for the student considering his/her educational goals.

Services will be delivered in accordance with the student's IEP. Progress reports, attendance logs, and assessments will be documented as required in the student's file in the DOE database.

We invest in our therapists because they are our greatest asset in making a difference in the lives of the individuals we serve. We are able to maintain therapist satisfaction and retention by providing professional challenges, a supportive environment, and exceptional compensation packages. Employee benefits include free Health, Dental and Vision insurance, Short term disability and Life insurance.

*"I have been an employee with Therapia Staffing for 2 years and it has been amazing! The staff is very supportive and continuous communication with employees. My recruiter is great, she efficiently answers all of my questions and concerns. I highly recommend working for Therapia, they are a great company." -Patricia, 1/8/2019*

#### **CEUs and Professional Development**

Therapia Staffing strongly encourages our professionals to seek a variety of professional development and learning opportunities. We believe that continued learning is necessary to be an adaptable, efficient employee. In addition to your requirements for contractor's education, Therapia offers field-specific resources for unlimited paid CEU courses, access to a network of Therapia medical professionals who are able to provide additional support for understanding state/district policies and procedures assignment and tracking and reminders for maintaining all necessary certifications while on assignment.

**Your Support Staff**

In addition to our two founding partners, the staff of Therapia Staffing LLC includes 18 Recruitment and Account Management veterans in the industry who worked within therapy staffing for an average of 10+ years. Therapia Staffing, LLC. values building strong professional relationships with our partners and their staff. We are dedicated to understanding your organization's needs and operational goals because we recognize that your success is critical to our own. We are accessible via phone, email and text 24 hours a day, 7 days a week to ensure a seamless experience.

**Diana Luchese, Contracts**

(954)360-3203 diana@therapiastaffing.com

Diana recently joined Therapia in 2019, bringing her 18 years of experience in the healthcare staffing industry. She will be available to assist you with any questions or concerns regarding insurance, contract execution and renewals.

**Vicky Duggan, Compliance**

(954)510-3165 vicky@therapiastaffing.com

Vicky leads our candidates through the credentialing process according to the client's specifications. She joined the Therapia team 6 months ago and brings years of industry experience.

**Jody Bates, Accounts Payable**

(954)510-3697 jody@therapiastaffing.com

Jody has been the AP Manager at Therapia Staffing for the past 4 years. Jody will be in contact with the district prior to the employee's assignment to review payment terms and processes. She will be receiving weekly timesheets and send invoices.

### E. Explain how you will become familiar with and comply with Ocean Springs School District Policies and Procedures.

Our Quality program begins with understanding your specific needs and requirement, Including District policies and procedures, boarding process, and education objectives. Once we understand your unique needs, we document them so that regardless of who service your account, we will always provide you with exactly what you need.

**Cost – Part II**



**BUDGET/COST SUMMARY**

Provide a specific description of your pricing structure. Please type your answers.

DESCRIPTION OF SERVICE	COST PER HOUR
Assistive Technology Evaluation	\$61
Physical Therapy	\$65
Occupational Therapy	\$65
Counseling/Psychology/Behavioral Therapy Services	\$65
Psychological Assessment Services	\$65
Mobility and Orientation Services	\$65
Visual Impairment Consultation	\$65

## Rate Details

Our rates include:

- ✓ Payroll Duties and taxes
- ✓ Travel Expenses
- ✓ Insurance
- ✓ Worker's Compensation
- ✓ Criminal background checks and fingerprints
- ✓ Immunizations
- ✓ Employment drug screening
- ✓ Housing allowance
- ✓ Relocation expenses
- ✓ State licensure & Certifications
- ✓ Compensation for direct services
- ✓ Administrative and HR support
- ✓ National recruitments and marketing expenses

Maximum 40 hours weekly

**Bilingual:** Please add \$2 per hour to the rate for multilingual candidates.

**Mileage Reimbursement:** Mileage reimbursement will be paid by the district at the IRS rate.

**Materials:** District will be responsible for providing our candidates with materials and testing kits.

**Teletherapy Option:** The rates above would remain the same for teletherapy services.

### Permanent Conversion

If our employee decides to become a permanent employee with the district, Therapia will work with the district to best accommodate a transition. Typical arrangements take into consideration the length of time the employee has been on assignment and their yearly salary. Please contact your Account Manager to discuss hiring options.

### Insurance Coverage


Therapia has invested in the highest quality protection for our company and our school district partners. We are committed to providing high-value, multi-faceted coverage based on the interests and requirements of our clients. Our policies for Commercial General, Automobile (Hired/non-owned), Professional (Crime), Employment Practices, Abusive Acts (sexual Abuse and molestation), and Umbrella are provided by Zurich American Insurance Company. In addition, we provide Cyber, Worker's Compensation and Employer's liability coverage. Zurich is a globally recognized insurer that has been rated A+ Superior by A.M. Best and AA Very Strong by S&P. The district's specified staff and facilities will be named as additional insured on requested policies upon award of contract. Therapia Staffing will provide the district with certificates of insurance as evidence that all coverages required under this Agreement have been obtained and are in full force and effect.

### Timekeeping

Therapia Staffing shall submit timesheets to Client on a weekly basis for services performed by Therapia Staffing Candidates during the prior week. Timesheets shall be supplied by Client and shall be itemized as follows:

- i. Name of Therapia Staffing Candidate
- ii. Dates of service
- iii. Unit/Building worked
- iv. Shifts worked
- v. Total number of hours billed for each shift
- vi. Hourly bill rate as set forth in Client specific attachment(s).

Timesheets will need to get signed weekly by the candidate's supervisor. The signed timesheet will then need to be email to Jody@therapiastaffing.com no later than Monday at 12pm EST. All questions regarding the timesheet process should be directed to Jody Bates, A/P Manager.



### Sample Weekly Time Sheet

Employee Name: \_\_\_\_\_ Employee Signature : \_\_\_\_\_

STANDARD HOURS (15 min = 0.25 hr.)							
Day	Date	Facility/School Name	Start Time	Finish Time	Breaks	TOTAL	(Office Use Only)
MON							
TUES							
WED							
THUR							
FRI							
SAT							
SUN							
TOTAL STANDARD HOURS							

Click here to enter text.

Click here to enter text.

Client Signature
Client Name (printed)
Date

Instructions: This time sheet **MUST** be emailed to [jennifer@therapiastaffing.com](mailto:jennifer@therapiastaffing.com) by Monday following this working week.

### Invoicing

Provider shall use said timesheet to invoice Client for services performed by Therapia Staffing Candidate. Invoices can be sent weekly by Therapia Staffing and payment shall be due from Client within thirty (30) days from invoice date.

Client agrees to pay Therapia Staffing at the hourly rate or the set fees established on, the pricing form for temporary staffing. Provider shall pay Invoice shall be itemized in the same format as the timesheets described above in the billing and payment section.

\*Therapia Staffing invoices can be sent via email or by mail.

Information included on our Invoices


- ✓ Date (Of service)
- ✓ Amount
- ✓ PO# (need to match contract)
- ✓ Address (Match System)
- ✓ Reference Number

If you have any questions regarding our invoice procedures, please contact our AP Manager:

Jody Bates, AP Manager

Phone Number: 954-510-3697

Email Address: jody@therapiastaffing.com



**Therapia**  
 7451 Wiles Road Suite#107  
 Coral Springs, FL 33076  
 (888) 678-9449x700  
 jennifer@therapiastaffing.com  
 therapiastaffing.com

INVOICE #

DATE 01/21/2018 TERMS Net 30

DUE DATE 02/20/2018

P.O. NUMBER

SALES REP

DATE	ACTIVITY	QTY	RATE	AMOUNT
01/15/2018	Candidate Name Diagnostician-School	6	68.50	411.00
01/17/2018	Candidate Name Diagnostician-School	6	68.50	411.00
01/18/2018	Candidate Name Diagnostician-School	7	68.50	479.50

**NOTICE OF ASSIGNMENT**  
 This invoice has been assigned to and must be payable to:  
 Interstate Capital Corporation  
 P.O. Box 915183  
 Dallas, TX 75391-5183  
 Any claims or offset must be reported immediately to (800) 422-5995. Payment to any other party does not constitute payment.

**TOTAL DUE \$1,301.50**

**Assurance & Signature Form – Part III**



**ASSURANCES AND SIGNATURE FORM**

In submitting this Request for Proposal I certify that:

1. The company will provide school-based services through highly qualified and current Mississippi licensed individuals.
2. The company will comply with the Individuals with Disabilities Act and all laws of the state of Mississippi including Mississippi State Board Policy 74.19 Regarding Children with Disabilities.
3. The company is fiscally sound and will be able to complete services to the district during the 2020-2021 school year and extended school year as necessary.
4. The company will provide proof of current general and professional liability insurance.
5. The company will provide proof of current worker's compensation insurance, if applicable.
6. The company acknowledges that employee background checks and child abuse registry check is required and that the company is responsible for the fee charged for such by the Ocean Springs School District.
7. The company will hold harmless the Ocean Springs School District from and against any claim, loss, expense, or damage to any person or property arising out of a contract.

**Please initial the following as being attached;**

1. Completed page 1 and 2 and signed page 3 of contract: Jp
2. Valid Certificate of Insurance attached: Jp
3. Valid License (s) attached: Jp
4. Completed FGDB-E (1) form attached: Jp
5. Completed W-9 form if not a vendor of the OSSD: Jp
6. Website addendum signed and attached, if posted (visit [www.ossdms.org](http://www.ossdms.org) or [www.centralbidding.com](http://www.centralbidding.com)) : Jp

# STANDARD TERMS OF AGREEMENT AND CONDITIONS OF BID

For the purposes of clarity, the terms contractor, vendor and seller shall be synonymous. The terms Ocean Springs School District and owner shall be synonymous. The terms BID and Proposal shall be synonymous.

- 1. Purchases:** Every purchase by the Ocean Springs school District of goods, services, or both, shall be governed by the following terms and conditions, except to the extent that such terms, and conditions are specifically modified or altered by the terms and conditions of the specifications sheets/s.
- 2. Gratuities:** The District may, by written notice to the Seller, cancel this contract without liability to Seller and District if it is determined by District that gratuities, in the form of entertainment, gifts, or otherwise, were offered or given by the Seller, or any agent, or representative of the Seller, to an officer or employee of the District with a view toward securing a BID or securing favorable treatment with determinations with respect to the performance of such BID. In the event this BID is canceled by District pursuant to this provision, District shall be entitled, in addition to any other rights and remedies, to recover or withhold the amount of the cost incurred by Seller. **Prohibition against Personal Interest in Bids:** If any member of the Board of Trustees of the District or any employee of the District has any interest, either direct or indirect, in the business of the Seller, such interest must be disclosed in Seller's BID. At the discretion and interpretation of the District, such interest may disqualify the Seller/Vendor as meeting the requirements of this BID.
- 3. Special Tools and Test Equipment:** If the price stated in the Proposal includes the cost of any special tooling or special equipment fabricated or required by Seller for the purpose of fulfilling Seller's obligations, such special tooling equipment and any process sheets related thereto shall become the property of the District, to the extent feasible, and shall be identified by the Seller as such.
- 4. Warranty and Price:** The price to be paid by the District shall be contained in Seller's proposal which Seller warrants to be no higher than Seller's current prices on order for products/services of the kind and specification covered by this agreement for similar quantities under similar or like conditions and methods of purchase. The Seller warrants that no person or selling agency has been employed or retained to solicit or secure this BID upon an agreement or understanding for commission, percentage, brokerage, or contingent fee that would exceed the BID proposal pricing. For breach or violation of this warranty, the District shall have the right in addition to any other right or rights to cancel this BID without liability and to deduct from the BID price, or otherwise recover the full amount of such commission, percentage, brokerage or contingent fee.
- 5. Warranty Products:** Seller shall not limit or exclude any implied warranties. Any attempt to do so shall render this BID void at the option of the District. Seller warrants that the goods/services furnished will conform to the specification, drawings and descriptions contained in the BID Documents and to the sample/s furnished by Seller, if any.
- 6. Safety Warranty:** Seller warrants that the product or service sold/distributed in the District shall conform to the standards promulgated by the U. S. Department of Labor under the Occupational Safety and Health Act (OSHA) of 1970. In the event the product/service does not conform to OSHA standards, District may discontinue the use of products/services at the Sellers expense.
- 7. No Warranty by District against Infringements:** As part of this BID for sale, Seller agrees to ascertain whether goods manufactured or services provided in accordance with the specifications attached to the agreement will give rise to the rightful claim of any third person by way of infringement or the like. District makes no warranty that the production of goods/services according to the specification will not give rise to such a claim. In the event the Seller is sued on the grounds of infringement or the like will result, the Seller will notify District to the effect in writing, of the notification of infringement. If District does not receive notice and is subsequently held liable for the infringement or the like, Seller will indemnify the District and hold District harmless from any loss, cost or expense. If Seller ascertains that production of the goods/services in accordance with the specifications will result in infringement or the like, this BID shall be null and void. The Seller at the end of the warranty period shall deliver to the District any and all documents and operating manuals for technology, equipment, telecommunication access/passwords and training to maintain the equipment to continue to operate the systems.
- 8. Commitment of Current Revenue:** The BID is conditioned on a best effort attempt by this governing body to obtain and appropriate funds for payment of the BID and the continuing right to terminate. This BID is a commitment of the District's current revenues only.
- 9. Advertising:** Seller shall not advertise or publish, without District's prior consent, the fact that District has entered into this BID, except to the extent necessary to comply with proper requests for information from an authorized representative of the federal, state or local government.
- 10. Right to Assurance:** Whenever one party to this BID in good faith has reason to question the other party's intent to perform, he may demand that the other party give written assurance of this intent to perform. In the event that a demand is made and no assurance is given within five (5) days of the request, the demanding party may treat this failure as an anticipatory repudiation of the BID.
- 11. Independent Contractor:** Seller shall perform the services and/or provide goods required by the BID Document as an independent contractor and shall furnish such services/goods in its own manner and method. Under no circumstances or conditions shall any agent, servant, or employee of Seller be considered as an employee of the District.
- 12. Hold Harmless:** Seller shall fully indemnify, save and hold harmless the District, its officers, employees, and agents (hereafter "the indemnittees") against any and all liability, damage, loss, claims, demands and actions of any nature whatsoever on account of personal injuries (including, without limitation on the foregoing, worker's compensation and death claims), or property loss or damage of any kind whatsoever, which arise out of or in any manner connected with, or are claimed to arise out of or be in any manner connection with, the

performance of the BID and its awarded products/services. Seller shall, at its own expense, investigate all such claims and demands, attend to their settlement or other disposition, defend all actions based thereon and pay all charges of attorneys and all other costs and expenses of any kind arising from any such liability, damage, loss, claims, demand and actions.

**13. Assignment Delegation:** No right or interest in this BID shall be assigned or delegation of any obligation made by Seller without the written approval of the District. No BID or its provisions may be assigned, sublet or transferred without the written consent of the District. The performance of this BID by Seller is of the essence of the BID and the District's right to withhold consent to such assignment or delegation by Seller shall wholly void and hold totally ineffective for all purposes unless made in conformity with this paragraph.

**14. Waiver:** No claim or right arising out of a breach of this BID can be discharged in whole or in part by a waiver or renunciation of the claim or right unless the waiver or renunciation is supported by consideration and is in writing signed by the aggrieved.

**15. Modifications:** The signed BID can be modified or rescinded only by a written request signed by both parties and their duly authorized agents.

**16. Modification to Specifications:** Any and all variances from the items specified must be submitted in writing to the Business Office in addition to detailed manufacturer's specifications ten (10) days prior to BID Opening.

**17. Non-Resident Vendors:** Non-resident vendors must include documentation of the non-resident vendor's state preference laws. This is the amount or percentage of preference states give to resident vendors from their own state when awarding Bids. If the local state does not have a non-resident vendor's preference law, please attach a letter stating such. Such non-resident preferences shall be treated in a reciprocal manner.

**18. Applicable Law:** This BID shall be governed by the Mississippi Code as enacted by legislature which is effective and in force on the date of this BID together with any other laws of the United States, The State of Mississippi, Ordinances of the County of Jackson, Mississippi and the City of Ocean Springs, Mississippi and the policies and procedures of the Ocean Springs School District.

**19. Interpretation Evidence:** The BID Documents are intended by the parties as the final expression of their agreement and are intended also as a complete and exclusive statement of the terms of their agreement. No course of prior dealings between the parties and no usage of the trade shall be relevant to supplement or explain any term used in this agreement. Acceptance or acquiescence in a course of performance rendered under this agreement shall not be relevant to determine the meaning of this agreement even though the accepting or acquiescing party has knowledge of the performance and opportunity for objection. Whenever a term defined by codes, is used in this agreement, the definition contained in the code is to control.

**20. E-Verify Program:** Vendor/Seller represents and warrants that it will ensure its compliance with the Mississippi Employment Protection Act (Senate Bill 2988 from the 2008 Regular Legislative Session) and will register and participate in the status verification system for all newly hired employees. The term "employee" as used herein means any person that is hired to perform work with the State of Mississippi. As used herein, "status verification system" means the Illegal Immigration Reform and Immigration Responsibility Act of 1996 that is operated by the United States Department of Homeland Security, also known as the E-Verify Program, or any other successor electronic verification system replacing the E-Verify Program. Vendor/Seller agrees to maintain records of such compliance and, upon request of the State, to provide a copy of each such verification to the State. Vendor/Seller further represents and warrants that any person assigned to perform services hereunder meets the employment eligibility requirements of all immigration laws of the State of Mississippi. Vendor/Seller understands and agrees that any breach of these warranties may subject Vendor/Seller to the following: (a) termination of this Agreement and ineligibility for any state or public contract in Mississippi for up to three (3) years, with notice of such cancellation/termination being made public, or (b) the loss of any license, permit, certification or other document granted to Vendor/Seller by an agency, department or governmental entity for the right to do business in Mississippi for up to one (1) year, or (c) both. In the event of such termination/cancellation, Vendor/Seller would also be liable for any additional costs incurred by the State due to contract cancellation or loss of license or permit.

**21. Venue:** Both parties agree that venue for any litigation arising from this BID shall lie in Jackson County, Mississippi.

**22. Payments:** No partial payments will be given for services/products until the job/order is complete.

The undersigned hereby certifies that I am an individual authorized to act on behalf of the company in submitting this Request for Proposal and Assurances. I certify that all of the information provided herein is true and accurate, to the best of my knowledge. I understand that the discovery of deliberately misrepresented information contained herein may constitute grounds for denying the applicant's request for approval.

Therapia Staffing, LLC.

Typed Name of Company and Service

1460 Briarwood Dr, STE 100 Jackson, MS 39206

Typed Mailing Address of Company

954-283-9968

Typed Telephone Number

rfp@therapiastaffing.com

Typed Email Address

Jennifer Penna

Typed Name of Authorized Representative

*Jennifer Penna*

Signature of Authorized Representative

05/26/2020

Date Signed

Additional Required Documents



**Certificate of Insurance**



# CERTIFICATE OF LIABILITY INSURANCE

 DATE (MM/DD/YYYY)  
11/18/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Assurance Agency, Ltd. 20 North Martingale Road Suite 100 Schaumburg IL 60173		<b>CONTACT NAME:</b> Select Commercial <b>PHONE (A/C, No. Ext):</b> (847) 797-5700 <b>E-MAIL:</b> select@assuranceagency.com <b>FAX (A/C, No.):</b> (847) 440-9133	
<b>INSURED</b> Therapia Staffing, LLC 7451 Wiles Rd. Suite #107 Coral Springs FL 33067		<b>INSURER(S) AFFORDING COVERAGE</b> <b>INSURER A:</b> Zurich American Insurance Co <b>INSURER B:</b> American Guarantee & Liab <b>INSURER C:</b> American Administrative Group <b>INSURER D:</b> Lloyds of London <b>INSURER E:</b> <b>INSURER F:</b>	
		<b>NAIC #</b> 16535 26247	

**COVERAGES** **CERTIFICATE NUMBER:** 1312352768 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input checked="" type="checkbox"/> LOC OTHER:			PRA099123001	10/22/2019	10/22/2020	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 \$
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			PRA099123001	10/22/2019	10/22/2020	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			UMB036968401	10/22/2019	10/22/2020	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
C	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	WHC0200137	10/22/2019	10/22/2020	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D A A	Cyber Professional Liability Crime			ESI012250517 PRA099123001 PRA099123001	10/22/2019 10/22/2019 10/22/2019	10/22/2020 10/22/2020 10/22/2020	Aggregate: 1,000,000 Occ: 1,000,000 Limit: 100,000 Deductible: 2,500 Agg: 3,000,000 Deductible: 1,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101. Additional Remarks Schedule, may be attached if more space is required)  
 Employment Practices Liability - PRA099123000 - Eff. 10/22/2019 to 10/22/2020 - Occurrence - 1,000,000. Aggregate - 2,000,000  
 Abusive Acts including Sexual Abuse / Molestation - PRA099123000 - Eff. 10/22/2019 to 10/22/2020 - \$3M Each Abusive Act/Occurrence, \$3M Aggregate  
 Workers Compensation and Employers' Liability: Any Proprietor/Partner/Executive Officer/Member, as listed on the policy, is excluded.

<b>CERTIFICATE HOLDER</b>  Proof of Insurance	<b>CANCELLATION</b> SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. <b>AUTHORIZED REPRESENTATIVE</b> 
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Contract

## Therapy Services Contract

This agreement entered into between:

(Hereinafter referred  
to as "Contractor")

AND

Ocean Springs School District  
Post Office Box 7002  
Ocean Springs, MS 39566-7002

(Hereinafter referred  
to as "Customer")

IN CONSIDERATION of mutual benefits and covenants contained herein, Contractor and Customer agree as follows:

1. Employment. The nature of this contractual agreement is for an independent contractor to provide evaluation and therapy services to the students of the Customer.
2. Scope of Work. In consideration of the compensation described herein, Contractor shall perform the evaluation and therapy services set forth in the attached RFP for Student Services Contract Provider hereto and incorporated herein by reference. Contractor agrees to supply all labor, equipment, and material necessary to perform such services, unless otherwise specified in a student's Individualized Education Plan (IEP).
3. Customer Warranty. Customer warrants that the services will be performed in a professional manner and that proper protocols will be enforced to protect the privacy of all employees.
4. Contractor Employees. Contractor shall perform the following duties:
  - (a) Contractor shall employ only persons skilled in the performance of evaluation or counseling services;
  - (b) Contractor must maintain a license to do business in the State of Mississippi.
5. Contractor shall maintain insurance of the following types and amounts which shall insure the actions of personnel, employees, agents, etc.:
  - (a) Professional Liability - Combined Single Limit in an amount of \$1,000,000.00 per occurrence with \$2,000,000.00 aggregate and other insurance coverage's as outlined in the attached Special Education Contracted Services RFP;
  - (b) Proof of coverage must be placed on file with the school district by the Contractor and kept current throughout the term of this contract.

- (c) Failure to provide insurance set forth herein shall constitute default and the Customer may terminate the contract without penalty by providing five (5) days written notice to the Contractor.
6. Liability for Loss. Contractor shall be responsible for and shall indemnify and hold harmless Customer from and against any and all claims, demands, liabilities, or damages which may be suffered by, accrued against, be charged to, or recoverable from the Customer including attorney's fees, expenses, and costs which may arise out of or in connection with the Contractor's performance of duties, actions of his employees and agents, for dishonesty of any employee of the Contractor.
7. Miscellaneous.
- (a) This Contract shall be construed in accordance with the laws of State of Mississippi.
  - (b) This Contract constitutes the entire agreement of the parties and all additions or changes hereto shall be in writing;
  - (c) The continuing covenants of the parties contained in this contract shall survive the termination thereof;
  - (d) By the signature below, the individual executing this Contract on behalf of Customer warrants to Contractor that he has full power and authority to execute this Contract and thereby bind, jointly and severally, Customer to the terms of this Contract;
  - (e) If any portion of this Contract be legally adjudicated invalid or unenforceable, the parties do hereby covenant and agree that such portion or portions are absolutely and completely severable for all other portions of this Contract, and such other provisions shall constitute the agreement of the parties.
8. Terms of Service. The terms of this Contract shall commence **July 1, 2020** and shall continue until **June 30, 2021**. The Customer and the Contractor may mutually agree on or before June 30, 2020 to extend the terms of the contract for a period of four successive years, subject to the approval of the Board of Trustees on an annual basis. In the event the Contract is extended, the terms set forth herein shall remain in full force and effect unless modified in writing by both parties. That either party may terminate this Contract by providing the other party with forty-five (45) days advanced notice of the intent to quit. That upon serving written notice to the other party, the party desiring to terminate the Contract shall comply with all terms set forth herein until the expiration of the forty-five (45) day period.
9. Work Hours. Contractor shall schedule its services so as to conform to the reasonable requirements of the students of the Ocean Springs School District.
10. Compensation. Throughout the terms of this Contract, Customer shall pay to the Contractor the hourly rate of \$ **.00 per hour** in accordance with the following terms:
- (a) Payment will be made no later than forty-five (45) days after an invoice for services has been submitted and:
    - 1. There are no unresolved problems with the service as outlined in the Student Services Contracted Services RFP attached;
    - 2. A bill for the appropriate amount will be presented to the Ocean Springs School District Department of Student Services the last Thursday of each month.
    - 4. There are no liability and/or insurance problems with required insurance coverage and limits.

(b) Contractor will perform services in accordance to Student Services Contracted Services RFP attached.

11. Neither party may assign or transfer any right set forth herein.

12. In the event the Contractor shall file bankruptcy, the Customer shall be entitled to terminate the Contract upon providing five (5) days written notice to the Contractor.

IN WITNESS WHEREOF, this contract has been executed on the dates listed under the signatures of the parties below and shall become binding when the fully executed contract is approved by the Board of Trustees of the Ocean Springs School District.

Contractor:

Ocean Springs School District

Jennifer Penna

\_\_\_\_\_

Date: 05/26/2020

Date: \_\_\_\_\_



## THERAPIA STAFFING, LLC

## User Actions

[View Filed Documents](#)   [Opt-in or Opt-out of Email updates](#)   [Print Business Details](#)

## Name History

Name	Name Type
THERAPIA STAFFING, LLC	Legal

## Business Information

<b>Business Type:</b>	Limited Liability Company
<b>Business ID:</b>	1158988
<b>Status:</b>	Good Standing
<b>Effective Date:</b>	10/08/2018
<b>State of Incorporation:</b>	GA
<b>Principal Office Address:</b>	7451 WILES ROAD SUITE 107 POMPANO BEACH, FL 33067

## Registered Agent

**Name**  
[LEGALINC Corporate Services Inc](#)  
 460 Briarwood Dr STE 100  
 Jackson, MS 39206

## Officers &amp; Directors

Name	Title
<a href="#">Herbert Timothy Alderman</a> 7451 Wiles Road Suite 107 Pompano Beach, FL 33067	Member
<a href="#">Jennifer A Goldstein</a> 7451 Wiles Road Suite 107 Pompano Beach, FL 33067	Member



W-9

**Form W-9**  
(Rev. October 2018)  
Department of the Treasury  
Internal Revenue Service

## Request for Taxpayer Identification Number and Certification

► Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Give Form to the  
requester. Do not  
send to the IRS.

**1** Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.  
Therapia Staffing, LLC

**2** Business name/disregarded entity name, if different from above  
Therapia Staffing, LLC

**3** Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC

☐ C Corporation

☐ S Corporation

☐ Partnership

☐ Trust/estate

☒ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ► **P**

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ►

**4** Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) \_\_\_\_\_

Exemption from FATCA reporting code (if any) \_\_\_\_\_

(Applies to accounts maintained outside the U.S.)

**5** Address (number, street, and apt. or suite no.) See instructions.  
7451 Wiles Road Suite 107

**6** City, state, and ZIP code  
Coral Springs, FL 33067

**7** List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**

				-						
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**or**

**Employer identification number**

4	7	-	4	6	2	2	6	3	5
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### Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** Signature of U.S. person ► *[Signature]* Date ► *8/7/19*

### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
  - Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
  - Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
  - Form 1099-S (proceeds from real estate transactions)
  - Form 1099-K (merchant card and third party network transactions)
  - Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
  - Form 1099-C (canceled debt)
  - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*



R FGDB-E Form

**District:** Ocean Springs School District  
**Section:** F - Facility Expansion  
**Policy Code:** FGDB - Project Administration Contract Awards Procedure

Whenever the Ocean Springs School District contracts for janitorial, landscaping, vending services, lawn service transportation, construction or any other service, the Superintendent or his/her designee shall ensure the following:

1. The contracting entity shall provide the district with a list of all employees who may come into contact with students.
2. The contracting entity shall certify in writing that each employee who may come into contact with students has completed a criminal history background check and Child Abuse Registry check and that no disqualifying information has been located.
3. The contracting entity shall certify in writing that all employees who may come into contact with students have not been convicted of any crime of violence, serious felony, or any offense listed therein: possession or sale of drugs; murder, manslaughter, or armed robbery; rape, sexual battery, or sex offense as listed in MS Code Section 45-31-3(1); child abuse, arson, grand larceny, or burglary; or gratification of lust or aggravated assault. If any employee of a contractor has been determined to be guilty of a crime of violence, serious felony, or any offense as outlined above, the employee of the contractor shall be prohibited from entering district property in the presence of any student.
4. The contracting entity shall certify in writing that no employee has been determined to be a sex offender in the child abuse registry. Any employee identified in the child abuse registry shall be prohibited from entering district property.
5. General Contractors shall also assure that employees of sub-contractors have not been convicted of a crime of violence, serious felony, or any offense included in #3; and, shall further complete child abuse registry checks for employees of all sub-contractors.
6. In the event of an emergency or exceptional circumstances such as where a student's health or safety is in jeopardy or when immediate repairs are needed to make a building safe for student, the Superintendent may relax the requirements of the policy for a period of time necessary to rectify the exceptional or emergency situation.
7. In situations involving employees of a contracting entity which have no contact with students, the Superintendent shall be authorized to relax the requirements of the policy.
8. The Superintendent may, in his/her discretion, also be authorized to decline enforcement of this policy with respect to vendors who deliver food, supplies, and soda and snack machine vendors.

In the letting of public contracts, preference shall be given to resident contractors, and a non-resident bidder domiciled in a state, city, county, parish, nation or political subdivision having laws granting preference to local contractors shall be awarded Mississippi public contracts only on the same basis as the non-resident bidder's state, city, county, parish, nation or political subdivision awards contracts to Mississippi contractors bidding under similar circumstances. Resident contractors actually domiciled in Mississippi, be they corporate, individuals or partnerships, are to be granted preference over non-residents in awarding of contracts in the same manner and to the same extent as provided by the laws of the state, city, county, parish, nation, or political subdivision of domicile of the non-resident. MS Code Section 31-7-47 (1995)

LEGAL REFERENCE: MS Code as cited

ADOPTED: 01/13/2009

Last Review Date: 05/26/2020  
Review History:[1/1/1900][1/1/1901]

**Original Adopted Date:** 1/13/2009  
**Approved/Revised Date:** 1/13/2009  
Record Id: 16511

## References

### Experience in Similar Projects

We take pride in providing the highest quality services to our clients through careful planning and timely delivery of staff and services. Combining diligence, experience, innovation, and creativity of our hard-working and extremely capable team, we can deliver measurable results. We are committed to improving the quality of education opportunities available to all students. We share the determination of our clients in ensuring that every child succeeds and excels.

Therapia has coordinated staffing projects for districts with as many as 30 concurrent vacancies. During school year 16/17, Los Lunas School District partnered with Therapia to accomplish their Special Education Department staffing needs. Given that the district had suffered inadequate staffing levels for their 8500 students in previous years, Therapia saw potential for creative options. Twelve immediate staffing needs were filled for the school year between travel staff, local talent and Tele therapists. Implementation of a Teletherapy program was handled in person with multiple visits from Therapia's CEO and Director of Recruitment. In the 17/18 school year, Therapia was able to retain over 80% of employees on assignment and bring in 20 additional therapists. In the 18/19 school year, Therapia became the sole provider of contract staff professionals for Los Lunas.

We are able to scale our efforts to your specific program and on your timeline. Therapia specializes in recruiting therapists for difficult to staff areas, as well as last minute vacancies due to unexpected leaves and staffing changes. Our employees are required to provide a 90-day resignation notice to allow time for transitions. We understand that continuity of care is critical and are committed to reducing the impact of turnover in staff. Whether due retirements, maternity leaves, relocations, professional transitions, terminations or resignations, inevitably all school districts will experience vacancies of therapy positions.

### References

#### **Los Lunas School District**

119 Luna Avenue, Los Lunas, NM 87031  
Contact Person: Susan Chavez  
Contact Phone Number: 505- 866-8288  
Email: sdchavez@lsschools.net

#### **Lovington Municipal Schools**

18 W Washington, Lovington NM 88260  
Contact Person: Roger Hein  
Contact Phone Number: 575-704-9107  
Email: rogerhein@lovingtonschools.net

#### **North East Independent School District**

8961 Tesoro Drive, San Antonio, TX 78217  
Contact Person: Terry Grundy  
Contact Phone Number: 210-407-0262  
Email: tgrund@neisd.net

#### **Dysart Unified School District**

15802 N. Parkview Pl. Surprise, AZ 85374  
Contact Person: Jodi Calandra  
Contact Phone Number: 623-876-7866  
Email: jodi.calandra@dysart.org

#### **Belton Independent School District**

400 N Wall, Belton, TX 76513  
Contact Person: Jennifer Ramirez  
Contact Phone Number: 254-215-2113  
Email: jennifer.ramirez@bisd.net

#### **Hobbs Municipal Schools**

1515 E. Sanger St. Hobbs, NM 88420  
Contact: Donna Jones  
Phone Number: 575-433-0100  
Email: jonesd@hobbsschools.net

## FAQ

### Frequently Asked Questions:

How do you find your candidates?	Therapia invests in multiple online resources in order to connect with interested professionals.
How do you qualify travelling candidates based on our local requirements?	Therapia has an elaborate qualifying process to ensure submitted candidates are both qualified professionally and a good fit for your team. We become familiar with your specific requirements in order to thoroughly credential our staff.
How do you deal with conflicts that may arise during an assignment?	Our Account Managers and Recruiters check in weekly and communicate intensively to avoid conflicts. In the event that a conflict or misunderstanding arises, we employ tried-and-true methods of remediation to ensure an efficient and peaceable work environment for all parties.
What makes your company different from other staffing agencies?	Our people make the difference! Therapia Staffing believes in investing in the happiness and success of our employees. Our model has attracted top talent with years of experience in the industry. Satisfaction is reflected
Do you provide Teletherapy services?	Yes, we are pleased to offer Theraplatform and Zoom for our clients with full implementation assistance.
Are your rates all-inclusive?	Our rate sheet will be specific to your needs and the way you do business.
How do we notify you of a job opening?	Your Account Manager will contact your district regularly to be updated on your staffing needs. Please reach out via email or phone with any additional openings.
How do we reach you outside of business hours?	In the event you require emergency assistance, please contact your Account Manager on their business phone. The call will be automatically forwarded to their personal line.
How many school districts are you working with?	We are currently contracted to staff for over 200 school districts across the country.



## Client Testimonials

Form Name: Client Testimonial  
 Submission Time: February 6, 2020 9:59 am  
 Browser: Chrome 73.0.3683.103 / Windows  
 IP Address: 68.233.159.8  
 Unique ID: 578736108  
 Location: 32.710300445557, -103.27639770508

<b>Name</b>	Donna Jones
<b>Title</b>	Director of Special Services, Hobbs Municipal Schools
<b>Quality of Services</b>	4
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	5
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	4
<b>Overall Satisfaction based on performance</b>	5
Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.	Therapia staffing is proactive with their employees and with our staff. They address any concerns in a timely manner and always are willing to resolve any miscommunication. Hobbs Schools has been pleased with their service they provide us on a daily basis.

Form Name: Client Testimonial  
 Submission Time: February 3, 2020 5:50 pm  
 Browser: Chrome 79.0.3945.130 / Windows 7  
 IP Address: 198.59.191.10  
 Unique ID: 577724425  
 Location: 32.299499511719, -104.28749847412

<b>Name</b>	Justin Gossett
<b>Title</b>	Director of Special Services, Carlsbad Municipal Schools
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	5
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	5
<b>Overall Satisfaction based on performance</b>	5
Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.	Therapia Staffing does an excellent job of helping our district fill its vacancies. They are always available to address any issues.

Form Name: Client Testimonial  
 Submission Time: February 3, 2020 2:49 pm  
 Browser: Chrome Mobile 71.0.3578.99 / Android  
 IP Address: 107.77.230.189  
 Unique ID: 577660012  
 Location: 34.231300354004, -118.14859771729

<b>Name</b>	Christie Brown
<b>Title</b>	District Sped Coach, Central Consolidated Schools
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	4
<b>Ability to stay within budget</b>	4
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	4
<b>Knowledge and experience of assigned staff</b>	4
<b>Overall Satisfaction based on performance</b>	4

Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.

Shaye is amazing and friendly.

Form Name: Client Testimonial  
 Submission Time: February 3, 2020 2:37 pm  
 Browser: Chrome 79.0.3945.130 / Windows  
 IP Address: 65.155.66.130  
 Unique ID: 577655120  
 Location: 37.750999450684, -97.821998596191

<b>Name</b>	Jonathan Acrey
<b>Title</b>	Director of Exceptional Programs, Aztec Municipal School District
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	4
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	5
<b>Overall Satisfaction based on performance</b>	5
<b>Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.</b>	I have had a wonderful experience with the team at Therapia. Upon requesting their services they were able to assist me in obtaining service providers that we had been seeking for months with no luck. We have regular contact regarding how things are going, and they have been nothing short of amazing to work with.

Form Name: Client Testimonial  
 Submission Time: January 30, 2020 9:48 am  
 Browser: Chrome 76.0.3809.132 / Windows  
 IP Address: 216.186.64.172  
 Unique ID: 576533687  
 Location: 47.547199249268, -122.35130310059

<b>Name</b>	Chamjit Dhoot
<b>Title</b>	Administrative Secretary, Seattle Public Schools
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	3
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	5
<b>Overall Satisfaction based on performance</b>	4

Form Name: Client Testimonial  
 Submission Time: January 29, 2020 3:32 pm  
 Browser: Chrome 79.0.3945.130 / Windows  
 IP Address: 152.26.56.248  
 Unique ID: 576309847  
 Location: 34.986099243164, -78.343399047852

<b>Name</b>	Alicia Brophy-Dick
<b>Title</b>	Exceptional Children's Program Director, Sampson County Schools
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	4
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	4
<b>Overall Satisfaction based on performance</b>	5
Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.	A bumpy start with one position, but Therapia was able to remedy it quickly, and so far all the others have been working out wonderfully!

Form Name: Client Testimonial  
 Submission Time: January 29, 2020 12:20 pm  
 Browser: Chrome 58.0.3029.110 / Windows  
 IP Address: 162.219.88.162  
 Unique ID: 576140570  
 Location: 36.648601531982, -110.18759918213

<b>Name</b>	Marcella Clark
<b>Title</b>	ESS Director, Kayenta Unified School District #27
<b>Quality of Services</b>	5
<b>Timeliness of services</b>	5
<b>Ability to stay within budget</b>	5
<b>Interactions with District Personnel</b>	5
<b>Quality of communications</b>	5
<b>Knowledge and experience of assigned staff</b>	5
<b>Overall Satisfaction based on performance</b>	5
<b>Thank you for taking the time to fill out this performance evaluation for Therapia Staffing. Please add any additional comments below. We may use these comments in proposals or to provide feedback to our staff.</b>	(Teletherapy Services) This is our first experience utilizing your services, I have to admit I was a bit skeptical at first, but was reassured everyday. Through my direct observations, services to students has been exceptional. I am impressed with the quality of services and the collaboration between student, staff and parents; we are in compliance and I could not be any happier with services being provided to the highest standards of professionalism.

## THERAPIA STAFFING, LLC

## User Actions

[View Filed Documents](#)   [Opt-in or Opt-out of Email updates](#)   [Print Business Details](#)

## Name History

Name	Name Type
THERAPIA STAFFING, LLC	Legal

## Business Information

<b>Business Type:</b>	Limited Liability Company
<b>Business ID:</b>	1158988
<b>Status:</b>	Good Standing
<b>Effective Date:</b>	10/08/2018
<b>State of Incorporation:</b>	GA
<b>Principal Office Address:</b>	7451 WILES ROAD SUITE 107 POMPANO BEACH, FL 33067

## Registered Agent

<b>Name</b> <a href="#">LEGALINC Corporate Services Inc</a> 460 Briarwood Dr STE 100 Jackson, MS 39206
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## Officers &amp; Directors

Name	Title
<a href="#">Herbert Timothy Alderman</a> 7451 Wiles Road Suite 107 Pompano Beach, FL 33067	Member
<a href="#">Jennifer A Goldstein</a> 7451 Wiles Road Suite 107 Pompano Beach, FL 33067	Member