



RFP School-Based Speech Language Pathology Services SY26

PREPARED BY:

Pediatric
Developmental
Services

PREPARED FOR:

Ocean Springs School District
Attn: Amy Armata
2300 Government Street
Ocean Springs, MS 39564

DATE:

June 12, 2025
2:00 PM CDT



Cover Letter

Date: 6/12/2025

Ocean Springs School District
Attn: Amy Armata
2300 Government Street
Ocean Springs, MS 39564

Thank you for considering our proposal for therapy services. Pediatric Developmental Services (PDS) is a leader in the school-based therapy staffing industry. We are excited for this opportunity to service the needs of Ocean Springs School District (OSSD). We are confident that you will be thrilled with our team and our unparalleled service.

PDS partners together with school districts to staff their therapy needs. We are all about **Quality**; Our goal is to provide you with **quality therapy staffing, quality support and quality management**. Your school system will benefit from our top-notch management, therapist mentoring program and the school training that PDS provides to its partners and therapists as part of our total package. We are here to support your long- and short-term needs!

The PDS commitment:

- PDS will provide OSSD with high-quality pediatric therapists.
- PDS will appoint a contract liaison to serve as a **direct contact** to service the OSSD contract.
- PDS will maintain Regional Supervisors to support our therapists assigned to the OSSD district.
- PDS will ensure clear and timely communication on all matters.
- PDS will provide in-services and trainings at no cost to the district.

Thank you again for your consideration. We look forward to partner together with the OSSD team under this RFP. We are confident that we will build a strong relationship with OSSD and its students.

Yours Truly,

Sam Schnitzer, CEO
Pediatric Developmental Services

443-918-5575 | hr@pdstherapy.com | www.pdstherapy.com
115 Sudbrook Lane, Suite A, Pikesville, MD 21208



Submittal Letter

**Ocean Springs School District
Attn: Amy Armata
2300 Government Street
Ocean Springs, MS 39564**

Date: 6/12/2025

RFP SCHOOL-BASED SPEECH LANGUAGE PATHOLOGY SERVICES SY26

Dear Ms. Armata,

I submit this transmittal letter and attached bid on behalf of Pediatric Developmental Services (PDS) a division of The Therapy Spot, LLC in response to RFP SCHOOL-BASED SPEECH LANGUAGE PATHOLOGY SERVICES SY26, as posted on Ocean Springs School District purchasing website.

The objective of this proposal is to outline PDS's plan to provide special education services to students serviced by Ocean Springs School District. As per the specifications of RFP SCHOOL-BASED SPEECH LANGUAGE PATHOLOGY SERVICES SY26, our clinical staff will base their treatment on the child's Individualized Education Plan (IEP) goals. It is our commitment to perform the work specified in this bid within the time period set out by the OSSD bid requirements. The proposal that we are offering is a firm and irrevocable offer for a period of **90 days** from the awarding of the RFP, or whichever date is agreed upon by both parties. PDS accepts the terms and conditions specified in this RFP as well as the contract resulting from the award of the RFP. PDS acknowledges all addendums to this RFP.

Pediatric Developmental Services is a pediatric therapy staffing agency, our corporate headquarters is based out of Baltimore, Maryland. PDS provides speech therapy, physical therapy, and occupational therapy services to public and private schools, early intervention programs, head start programs and private schools nationally. Our agency features a highly qualified team of licensed and experienced pediatric therapists. **We are a Small Woman Owned Business, owned and operated by Marsha (Malka) Schnitzer who serves as our President.**

PDS' company culture is about working and collaborating as a team to ensure quality results. Our culture coupled with our HR initiatives contribute to our high employee retention rate and results. Our staffing and recruiting team act to ensure timely staffing and coordination of services. We recruit and train top quality pediatric therapists for our staffing clients. We leverage the use of our Applicant Tracking Software (ATS) to maintain a database of prescreened quality candidates.

In our proposal to support this bid, we have included information and a brief history of PDS. We focused on our qualifications and plans to staff the therapy needs of Ocean Springs School District. We are confident in our experience and our service. We look forward to partnering together with OSSD to further support the students of the Ocean Springs School District.

Sincerely,

Sam Schnitzer, CEO
The Therapy Spot, LLC
D.B.A Pediatric Developmental Services
Contact: Sam Schnitzer, CEO
Phone: 410-358-1997
Email: Sam@pdstherapy.com

Company Summary

Pediatric Developmental Services (PDS) is a DBA and division of The Therapy Spot LLC. The Therapy Spot, LLC opened in August 2010 to fill a need for high quality pediatric therapy services in Baltimore. Our agency features a highly qualified team of licensed and experienced pediatric therapists. Since its inception, the company has grown to become a resource for therapy services to children throughout multiple states and currently holds contracts with school districts in Maryland, Florida, Georgia, New Mexico, Colorado, Delaware, and Virginia. Our Corporate headquarters is based in Pikesville, Maryland while we have satellite offices in Georgia, Florida, and Virginia. The Therapy Spot is a Small Woman Owned Business, owned and operated by Marsha Schnitzer who serves as its President.

Our corporate office is in Maryland at 115 Sudbrook Lane STE A Pikesville, Maryland 21208.

Aside from working with school districts, we have relationships with many **daycare centers, virtual school systems, preschools, private schools, and various programs to provide services on site.** PDS currently has over 350 clinicians and educators providing services for over 100 public school districts, charter schools, and head start centers in more than 20 states. We service thousands of students weekly **both in person and via Teletherapy.**

Our therapy team consists of highly trained and passionate pediatric therapists. **Some of our current therapists are bilingual,** which makes treatment more effective for those who need those services. As our caseload continues to grow, we leverage our aggressive recruiting methods and benefit packages to ensure we hire the most qualified staff.

Our clinical therapy team is supported by our dedicated administrative support staff. We have a full-time support team that handles all referrals, scheduling, billing, and administrative tasks, as needed per the specific contract. We also have a full-time recruiting team dedicated to ensuring quality staffing of therapists. Our School Liaisons make sure that therapists are assigned to a contract in an efficient and appropriate manner, and everything runs smoothly with our contracts.

PDS Mission

Pediatric Developmental Services was established with a clear goal: to positively impact the lives of children and their families through exceptional therapeutic and specialized education.

Services Provided

PDS has the ability to provide the following services for OSSD:

- Speech Pathologists
- Speech Language Pathology assistants
- Special Education Teachers
- 1:1 Aids
- Occupational Therapy
- Occupational Therapy Assistants
- Paraprofessionals
- Physical Therapists
- Board Certified Behavior Analysts
- Registered Behavior Technicians (RBT)
- Behavior Technicians
- School Psychologists
- Licensed Social Workers



Objective

The objective of this proposal is to outline PDS plan to provide special education services for OSSD.

Therapy services will be provided as directed in a OSSD facility, private school, or Infants/Toddlers Program location per the RFP. Many of our therapists are on a 12-month schedule thus the PDS can provide OSSD, as needed, with continuous therapy throughout the summer months.

In addition to in-person services, PDS also offers teletherapy utilizing HIPPA compliant software. We have had many positive results from our partners in the school district, as well as students who were able to progress during school closure.

In this RFP we will focus on providing our top-notch licensed therapists to the OSSD to provide educational services as needed to the students of OSSD within the maximum potential according to all state laws, as they apply. Our therapists will base their treatment on the child's IEP or IFSP goals. They will collaborate with the child's caregivers and train as necessary for improved carryover at home. From our experience, educating the caregiver results in faster progress and earlier discharge from services.

PDS' Therapists will provide all services required by OSSD under this contract. These services include, but are not limited to, assessment, playing a key role in the development and implementation of student's IEPs, communication and consultation with both teacher and parent. Our therapists will comply with OSSD requirements for documentation as well as comply with requirements of IDEA. PDS therapists understand the need for consistent therapy service. While the school calendar can change from time to time, our therapists will work to ensure maximum productivity and handling of caseload, while providing quality service. **Our therapists are familiar with the school-based model and are comfortable with both push-in and pull-out services.** PDS' Therapists will identify when the students learning is impacted. We understand that services provided must have an educational benefit and impact. Thus, PDS therapists will work with the related service providers and teaching staff to develop clear measurable goals for the individual student.

PDS' management and support team provide the support to ensure all provision of administrative and supervisory services in order to maintain the effective delivery of educational services to students of OSSD. PDS will make sure to maintain accurate time logs to reflect our professional staffing. PDS brings many strengths to support the mission of the OSSD. PDS hires only high-quality professionals with appropriate certifications, successful background and reference checks, and stellar clinical interviews. PDS allows districts to take the lead in training and supporting therapists to meet high expectations for service delivery and documentation but is also committed to filling in any additional training needs. PDS provides materials for its therapists to use either in the form of a materials stipend and/or access to online resources and memberships, which helps to keep therapy engaging for students. PDS also offers free continuing education courses to keep therapists current with the latest research and evidence-based practices. To directly target consistency, PDS works hard to find good matches between therapists and districts, so each placement starts out with increased likelihood of success. PDS actively communicates with the district as well as the therapist to ensure mutual satisfaction and is dedicated to remedying any issues and making the placement a positive one. PDS also provides incentives to finish the school year, including a penalty for cancellation of contract and the return of any sign-on bonus. Second year sign-on bonuses may also be offered to returning staff.

PDS will hold harmless all OSSD from any claims made against PDS employees while working for OSSD. In addition, PDS will finish out the school year in addition to any extended school year as determined by OSSD.



Scope of Work

- A. Provide best practice in current school-based therapy.
- B. Develop Individualized Education Programs (IEPs), Individualized Service Plans (ISPs) for Private Schools, and meet with school teams, including parents, to ensure compliance.
- C. Utilize the district's platform for IEPs and ISPs.
- D. Comply with the Individuals with Disabilities Education Act (IDEA) and Mississippi Policies and Procedures, State Board Policy 74.19 for Children with Disabilities;
- E. Utilize a Process to Maintain Student Data for Reporting Progress and Documenting Educational Benefit;
- F. Provide Specialized Training and Support for Administration, Teachers, and Parents when requested;
- G. Comply with Ocean Springs School District Policies and Procedures; and
- H. Provide services during the 2025-2026 school year and extended school year, as necessary.

Focus of Therapy and Support

- Provide direct therapy to include, as needed: development of educational school-based therapy goals and implementation of intervention through direct care.
- Complete an educational evaluation of students for school-based SLP services to target the specific education-based therapy needs and make recommendations to the IEP committee for services and goals.
- Collect data, monitor, and report on service goals as required by IEP to ensure student educational benefit.
- Complete Report of Progress on IEP Goals as required by each student's IEP;
- As identified in the student's IEP, provide regular consultation for parents, teachers and administration to apprise of student progress or lack of progress and to recommend any necessary treatment changes.
- Attend scheduled IEP meetings when requested to report on progress of students and confer with the IEP team on students' needs.
- As identified in the student's IEP, provide teacher orientation and training on the characteristics of the student's needs and disability and their school-based therapy plans.
- Assist teachers in the implementation of each student's IEP as it relates to success in the classroom involving educational school-based therapy goals.
- Meet regularly with the Director of Special Services to conduct on-going evaluation of service provided under the provision of contract.
- Service schedule times will be determined in conjunction with the Director of Special Services and school administrators.

PDS acknowledges all the specifications of the RFP.



References

- 1. Beverly Decker Brown**
Clinical Supervisor, Speech-Language Services
Baltimore City Public Schools
200 East North Avenue Baltimore, MD 21202
443-642-4196 BDecker@bcps.k12.md.us
2018-Present
Services: SLP, OT, PT, Social Work
- 2. Veronica Parsons**
Special Education Coordinator
Charles County Public Schools
5980 Radio Station Rd La Plata, Maryland, 20646
301-392-7522 Vparsons@ccboe.com
2018-Present
Services: SLP, OT
- 3. Terrell (Terri) Savage**
Executive Director of Special Education
Howard County Public Schools
10910 Clarksville Pike Ellicott City, MD 21042
410-313-6656 Terrell_Savage@hcpss.org
2018-Present
Services: SLP, OT, Paraprofessionals



Implementation Process

Upon securing a contract with Ocean Springs School District, PDS will set into action our implementation plan. Our goal is to guarantee the successful provision of services. Our commitment to maintaining transparent and frequent communication with District staff ensures successful hiring, staffing and placement. Below are the stages of the work that we will implement even before the contract award. Starting with the Pre-award we will start building a pool of candidates and vetting them per the district requirements. Upon award we will initiate a kickoff call with the district and introduce the Customer success team as well as gather info on needs. We will then start placement and of course support throughout the process.

1. Pre-Bid	2. Contract Award	3. Recruitment & Placement	4. Account Support
<ul style="list-style-type: none"> - Build Candidate Pool - Via Online Advertising - Email and phone campaigns to existing database - Respond to RFP - Set up HR compliance - Valid ID - State professional licensure - I9 - All district requirements 	<ul style="list-style-type: none"> - Submit required Documents - Customer Kickoff Meeting to Identify - District's staffing needs - Begin interviews and candidate vetting process - Assign Account manager, Dedicated Recruiter, Clinical Lead 	<ul style="list-style-type: none"> - Submit Candidates to District <p>Upon Acceptance:</p> <ul style="list-style-type: none"> - HR Compliance Process - Clinical on-boarding and training - Begin Work 	<ul style="list-style-type: none"> - Continuous clinical Support - Monitor Compliance - Communication with district appointed lead to monitor clinicians and understand new needs - Provide complimentary professional developments upon request to contracted and district staff alike



Dedicated Support Team

At Pediatric Developmental Services, our Dedicated Support Team operates with an integrated approach, combining the expertise of clinical managers, dedicated account managers, seasoned recruiters, and top-notch HR and compliance professionals. With a focus on excellence in every aspect of our operations, we ensure seamless collaboration and support for our district partners. Our clinical managers bring invaluable insight and guidance, ensuring the highest standards of care are maintained. Dedicated account managers serve as the primary point of contact, offering personalized attention and strategic solutions tailored to each client's unique needs. Our recruiters, equipped with extensive industry knowledge and networks, source the best talent efficiently. Meanwhile, our HR and compliance experts ensure adherence to regulatory standards, fostering trust and reliability. Together, our team is committed to driving success and exceeding expectations in the dynamic field of healthcare/ educational staffing.

DEDICATED ACCOUNT MANAGER



Your Dedicated Account manager will serve as your point of Contact with PDS. Communication on staffing needs and candidates submitted will filter through your account manager. Should you have any issues with services or need additional services your Account manager is the one point of contact!

DEDICATED RECRUITER



PDS will assign a dedicated Recruiter to your District. The Recruiter will build a pipeline of candidates, through various recruiting methods, and performs preliminary interviews. Many of our recruiters are Therapists themselves! Our recruiter will partner with our HR team to ensure smooth and fast onboarding. Throughout employment the recruiter, together with the Clinical Team lead, stays in touch with employees to foster a relationship which allows for our employees to return year over year!



CLINICAL LEADS



Clinical Leads are put in place to ensure quality results and the highest clinical standards. Through consistent communication, training and supervision our Clinical leads drive the success of our company! They can be there to address performance concerns or add additional layers of training for both our clinicians and yours.

HR TEAM AND COMPLIANCE



On the backend our HR team will ensure to all district requirements and policies. All background checks and licensure requirements are reviewed both annually and reminders are set, in our system for expiration dates so there are never any lapses.

Clinical Manager	Dedicated Recruiter	Dedicated Account Manager
Alexa Mikk, MS, SLP a.mikk@pdstherapy.com 443-318-2896	Bree Misfud OTR/L b.mifsud@pdstherapy.com 410-424-0427	Naomi Zelefsky M.ED. n.zelefsky@pdstherapy.com 667 239-4099



Management team:

Marsha Schnitzer, President and Owner

Marsha Schnitzer, COTA/L is the President and Owner of The Therapy Spot and oversees the clinical operations. She is a sought-after lecturer presenting to hundreds of teachers, parents, mental health professionals and supportive staff personnel.

Sam Schnitzer, Chief Executive Officer/Vice President

Sam Schnitzer is the CEO of Pediatric Developmental Services and The Therapy Spot. Sam holds a master's degree in business administration (MBA) from Loyola University. Aside from servicing as the CEO, Sam oversees our Human Resource department as well as our Marketing department. Sam works closely with our management team and our recruiting therapists as well as the schools to ensure smooth and successful services.

Shlomo Tendler, MBA, Director of Operations

Shlomo is the director of Operations at PDS. Shlomo holds a master's degree in business administration from Touro University. Shlomo has an intimate understanding of how schools run and their needs. As our Director of Operations and HR, Shlomo ensures we follow all our contracts and RFPs. He is responsible for ensuring all employees are onboarded, credentialed according to requirements and regulations.

Phil Davis, Director of Talent Acquisition

Phil is the lead recruiter for PDS and utilizes his background in education to successfully staff the needs of our schools by pairing them with appropriate therapists. He has successfully been able to recruit top notch therapists for our partners.

Naomi Zelefsky, M. Ed., Director of Client Services

Naomi Zelefsky is a seasoned professional in education and client success, currently serving as the Director of Client Success at Pediatric Development Services. In this role, she oversees the client success team, ensuring contracted schools receive top-tier services. Her team is also responsible for the quality of the services provided by therapists, paraeducators, and Instructional facilitators. Prior to this role, Naomi held the position of Director of Virtual Schools at Presence, where she managed a large team of customer success managers, ensuring the satisfaction and growth of contracted virtual schools. Her career began at Global Teletherapy, where she played a key role in structuring and expanding the customer success department. With a Master's degree in Education and School Counseling, Naomi has consistently demonstrated her commitment to ensuring schools are receiving a high standard of service from her teams. Most importantly, enabling the students to receive the services they deserve to grow and succeed.

Martha Dickson, PT, DPT, Director of Staff

Martha Dickson is a licensed physical therapist with a background in pediatric physical therapy in the school setting, which she brings into her role as Director of Staff. Martha oversees the onboarding, credentialing, and training of PDS employees. She has undergone further training to become a CPI certified instructor in Nonviolent Crisis Intervention with Advanced Physical Skills in January of 2024 in order to further her knowledge and skills.



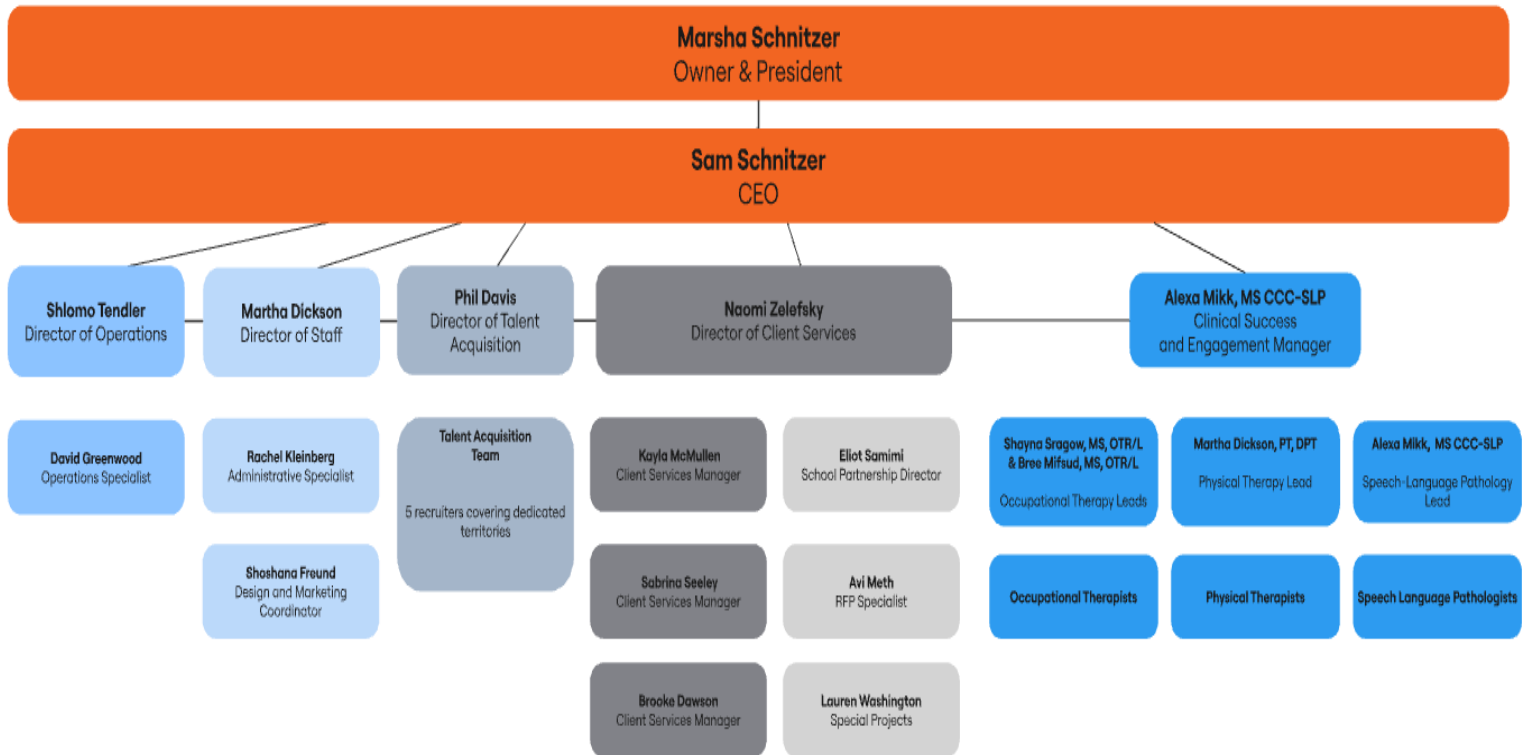
Alexa Mikk, MS, CCC-SLP, Clinical Success and Engagement Manager

Alexa Mikk is an experienced speech-language pathologist, currently serving as the Clinical Success and Engagement Manager at Pediatric Developmental Services. Alexa provides support to virtual and in-person therapists who are working in a school-based setting. As part of this role, she also monitors clinical fellows and their supervisors throughout the clinical fellowship experience. Alexa is responsible for creating and providing relevant training and courses to support each therapist's continuing education. Along with being a part of the PDS team, Alexa is currently the Lead Speech-Language Pathologist at The Therapy Spot, a pediatric outpatient clinic, where she treats a wide variety of children, mentors clinical fellows, and supports her team of therapists. Alexa began her speech therapy career at Frederick SLP, where she was able to work with both children and adults in an outpatient setting. Having overseen several speech and language support groups throughout her graduate and post-graduate career, Alexa has always had the needs of others in mind. She exhibits true dedication to providing both clients and therapists with the assistance and support they need.



Organizational structure of business

Below is the PDS org chart that details our support for our therapists



Please see below for resumes and licenses of individual therapists



Staffing Plan:

Procedures for hiring qualified therapists.

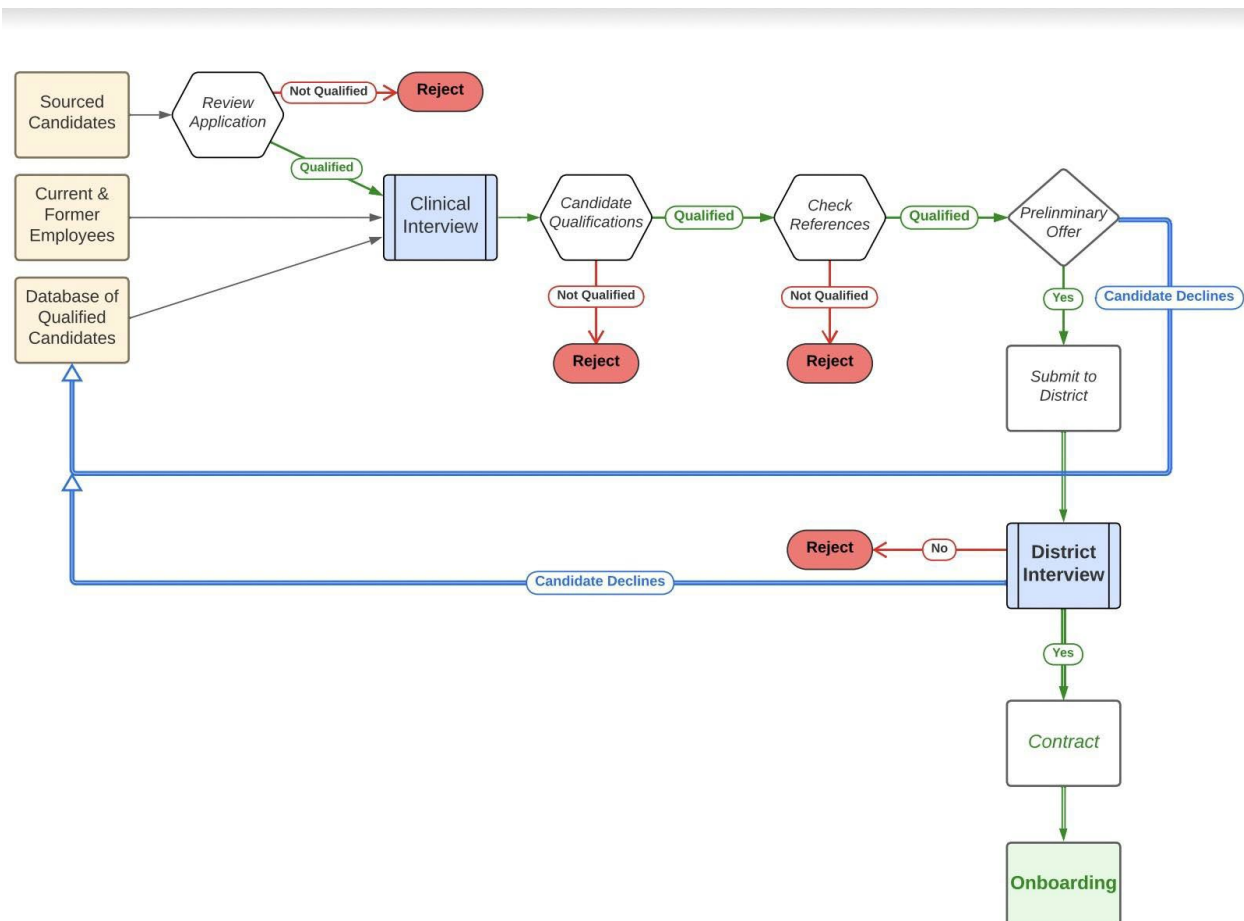
PDS sources our high-level candidates for a particular school district in a number of ways:

- A. Pooling from our database of available current or former employees who match well with district needs.
- B. Pooling from our database of past, qualified, pre-vetted candidates who have become available to contract with the district.

OR

- C. Sourcing new candidates through our Talent Acquisition Department.

Please see the flowchart below:



The PDS database is managed by our recruiters who keep in touch with all candidates and our talent pool with monthly reach outs. See the following example:

The screenshot shows a user profile in a PDS database. The profile is for a candidate named [REDACTED], who is a Pediatric Speech Language Pathologist in Baltimore County, MD. The application status is 'Hired'. The profile includes a section for 'OTHER APPLICATIONS (1)' with a listing for a position in Timonium, MD, dated 07-Jun-2023. The profile also features a 'TIMELINE' section showing views by Sam Schnitzer, Phil Davis, and Rachel Klainberg. The 'EMPLOYMENT HISTORY' section lists the current employer as 'ASSISTED REHAB - CF SLP/CCC SLP - Current Employer' with job title 'CCC-SLP', dates employed from June 2022 to present, and a rate of pay of \$83,000. The profile includes various tabs for application details, job questions, assessments, background checks, integrations, HRIS, onboarding, payroll, eForms, summary, employment history, education, resume, and references.

PDS offers applicants many appealing incentives, including but not limited to, the following:

- Professional development, as well as access to unlimited CEUs
- Sign-on bonus
- Relocation assistance
- Mentorship
- Employment/HR benefits:
 - Health care
 - Dental
 - Vision
 - Short-term disability
 - Retirement plan with company match
- ASHA dues reimbursement
- State license reimbursement and onboarding cost assistance
- Professional liability insurance
- Materials stipend and/or access to online subscription memberships
- Consistent hours
- Equal pay for direct and indirect time, as both are essential aspects of the job
- Point-person for virtual therapist support (Alexa Mikk, Clinical Success)



- and Engagement Manager)
- Sense of community including social gatherings

PDS understands the need to provide quality staffing in a flexible and rapid manner. When there is a need for a new hire of an additional therapist, our HR team uses its agile recruiting tactics to quickly find the right therapist. In the past few months, we have interviewed hundreds of therapists. Our ability to attract many therapists allows us to choose top quality employees. We have had success in securing the necessary staffing for our partner schools by constantly recruiting and interviewing as well as offering superb benefits.

As applications are received, they are screened by our HR team for relevant experience. Upon determining if the applicants are a right fit for our organization, we flag them in our applicant tracking system and ask the candidate to complete their application. PDS pre-checks and vets its applicants' references via our system to ensure they are appropriate for the positions we are looking to fill.

Once references are checked we will schedule an interview. At this meeting we go through a clinical competency interview as well as basic job screening questions. If we have a current position, we will match the candidate otherwise save in our bank of prescreened applicants.

PDS will take direct responsibility, as the employer, of all our personnel designated in this contract for payment of wages, and other compensation, reimbursement of expenses and compliance with federal, state, and local tax withholdings, worker's compensation, social security, and other obligations imposed on the employment of such personnel, including compliance with OSHA regulations.

At PDS our culture is about working and collaborating as a team to ensure quality results. This culture coupled with our HR initiatives contribute to our high employee retention rate and results. Our staffing and recruiting team act to ensure timely staffing and coordination of services. We leverage the use of our Applicant Tracking Software to maintain a database of prescreened quality candidates. Utilizing the aforementioned tools, we are confident in Pediatric Developmental Services' (PDS) ability to adequately staff the therapy needs of OSSD.

Administrative Duties

Quality Control:

- PDS designates a Special Education Partnership Manager to your district to discuss any concerns directly who then ensures that PDS remediates any issue.
- PDS invites active district participation in how any issues are handled.
- PDS will offer appropriate training, disciplinary measures, and even replacement if warranted.
- In order to ensure satisfaction and to resolve any potential issue before it develops into a true problem, PDS offers proactive quarterly as well as on-demand meetings with their districts.
- PDS also has great relationships with its therapists and maintains open communication with them.
- PDS has procedures in place for increased accountability for timely and thorough paperwork completion:
 - On its timesheets PDS requires its therapists to affirm that their paperwork is



completed in a timely manner

-Therapists are aware that there could be periodic spot checks to verify their work

-Final paychecks are not awarded until the therapist affirms that they have completed all of the district end-of-year requirements and finished their contract in good standing with the district

Site Visits: PDS team lead will meet onsite with the therapists 2-3 times a year. During this time, the Lead will discuss caseload, documentation/paperwork, and problem solving with the therapists regarding issues they might be having.

Call Out Plan:

As soon as we are informed of a pending leave, we notify the school and start our process to fill the position with substitute coverage. PDS also maintains a large, detailed database, we are often able to cover our own therapists. PDS also partners with recruiting firms and traveling therapy firms for cases that would require more help and speed in staffing.

When we have a managing therapist based in the area of the school systems, we will often have him/her “float” to fill in for the Therapist if needed.

PDS values its partnerships with all the schools that we service. We expect the highest caliber of performance from our therapists, both clinically and professionally. Should there be any form of complaints they are sent to our School Liaison. Our School Liaison will discuss it with OSSD to identify the issue and will then record the complaint with our HR team. Depending on the nature of the complaint the team will decide how to discipline or train the therapist. The School Liaison will then circle back with the school and relate how the matter was dealt with.

Our process includes:

- Proactiveness and attention to concerns from the school, families, or students.
- Corrective action or when appropriate termination and replacement
- Partnering together with OSSD to keep them informed and receive input on how they would like to deal with a situation.

PDS' Experience

PDS is one of the premier therapy providers in the school-based industry. The average PDS therapist has 3-6-years' experience working with the school-based therapy model. **All PDS therapists have a master's degree and all necessary licenses and certifications as required by the state.** Our therapists understand the important difference between the medical-based model of therapy and the educational based model. As a professional school-based company, PDS assures that your students will receive the highest quality of service. PDS therapists are well versed in the push-in pull-out method of therapy. We understand that therapy sessions can sometimes disturb the student's day; therefore, we will do our utmost best to engage with the teachers to incorporate the therapy lessons into the curriculum. Only when necessary, will our therapists pull a student out of the general classroom to properly treat the students' needs. PDS therapists are remarkably familiar with creating and following each student's IEP.



Our experienced lead therapists are always available to support and offer advice on properly executing the most effective methods of therapy.

PDS' therapists understand that each IEP is time sensitive, and they will bend backwards to assure that each student's goals are met. **Our therapists can submit third-party billing.** We understand that this can be very tedious and confusing. However, we make sure that each of our therapists understand the process 100% and submits the billing with accuracy.

Continuing Education

PDS knows and understands how important professional development and growth is, therefore, we have partnered with ContinEd, a leading CEU provider, to offer UNLIMITED CEU's to our therapists! We have created a companywide CEU portal called PDS University, offering free access and membership to all full-time therapists! Our experienced coordinators encourage each individual therapist to view lessons that pertain specifically to their caseload. Allowing our therapists to be the most prepared to properly handle their caseload.

Orientation and Professional development:

PDS offers an orientation to our clinicians at the beginning of the school year. We continue to check in monthly with each candidate to ensure all things are going smoothly. We follow up with the district team on a consistent basis to ensure the success of all PDS therapists.

In addition to our unlimited continuing education benefit, PDS has developed an online training program that we offer to our therapists. This learning system has videos, documents and other tools developed to help train our team. PDS also offer in-house team meetings at our clinic that are generally scheduled for school off days and invite our clinicians to attend.

PDS Employee Engagement

PDS Professional Development Services may include consultation and facilitation or presentation/virtual of professional development sessions with a focus on relevant teaching and learning: instructional and related services (as listed above), student engagement strategies, support and strategies as an extension of the general education curriculum, English learners, discipline-specific evidence-based strategies, culturally relevant pedagogy, social and emotional learning, content and conceptual development strategies and interventions for students receiving special education services.

PDS offers a variety of professional development resources to the schools they service. Below is a brief list of services offered by PDS:

- Professional training and access to unlimited continuing education
- Each employee gets a \$300 materials stipend
- Access to quality online resources
- Virtual SLPs have access to a Coordinator of Virtual Services who provides group and individualized support
- Collaborative google document for therapy ideas created by current PDS therapists
- Trainings and ongoing support:
 - Initial onboarding of PDS high quality expectations



- Training on specific aspects of the IEP process
- Training on administration of virtual assessments
- Training on high-quality, timely paperwork completion
- Training on data management
- Training on strategies for group therapy
- Networking and community opportunities

Our New therapist training prepares therapists for their first few weeks working in a school, whether it is the beginning of a new school year, or they are joining mid-year. Therapists will learn exactly what to do in their first few weeks; how to stay organized and meet deadlines, learn how to manage their caseload, and schedule and feel confident treating from day 1.

Retention Practices

Retention Tools:

To retain therapists despite shortages, PDS has used a few-fold model:

- 1) Adjusting compensation accordingly
- 2) Offering referral bonuses
- 3) Building positive reputation
- 4) Expanding our virtual model, supports, and footprint
- 5) Offering travel therapy options
- 6) Providing ongoing support for teletherapists including group trainings, 1:1 meetings as needed, and monthly happy hour chats to foster a sense of community

For new clinicians such as SLP Clinical Fellows we have a program that we have designed that clearly lays out the requirements for their clinical fellowship year. We go above and beyond the training and supervision required, we believe this not only helps us grow our clinicians but is essential to our retention plan. PDS also offers professional development classes to its therapists and upon request will make that available to OSSD as well.

These tools have helped PDS retain 85% of their therapist from year to year.



I. BASIC PROGRAM DESCRIPTION –

Include an overview of the proposed services, which will allow the district to determine the quality of services to be provided based on the Criteria for Evaluation of Proposals. Additional space and/or attachments may be used to describe your Basic Program Description. Be sure to answer each area thoroughly.

[please see attached pages below](#)

Maximum points for each criterion are as follows:

MAXIMUM POINTS 100 pts

- A.** Describe best practice regarding Speech Language Pathology therapy in a school setting to include processes, intervention/therapy, and promoting access to the general curriculum for all students ages 3-21 recommended by the IEP committee. **20 pts.**

- B.** Describe your process to maintain student data to report progress (Results Driven Accountability) for educational benefit as outlined on the student's Individual Education Program (IEP) or Individualized Service Plan (ISP). **20 pts.**

- C.** Describe how you will provide specialized training and support for administration, teachers, and parents aligned with the individual student's disability and their IEP or ISP to promote progress in the educational environment, if requested to do so. **20 pts.**

- D.** Describe your evaluation process. **20 pts.**

- E.** Describe how you will ensure compliance with the requirements of the MDE State Board Policy 74.19 and IDEA in regards to the services outlined in the RFP. **10 pts.**

- F.** Describe how you will ensure compliance with the Ocean Springs School District Board of Trustees policies. **10 pts.**

Attachment A

A. Describe best practice regarding Speech Language Pathology therapy in a school setting to include processes, intervention/therapy, and promoting access to the general curriculum for all students ages 3-21 recommended by the IEP committee.

Clinical Quality Standards

Clinician selection process:

PDS follows a rigorous clinician selection process to ensure the highest quality of therapy services in schools. Candidates undergo thorough screening and multiple interviews, with all required credentials, licenses, and certifications verified before hiring. Preference is given to those with prior school-based experience, and each candidate's clinical competencies and interpersonal skills are assessed. Comprehensive background checks meet or exceed district requirements, reinforcing a commitment to student safety and service excellence.

Quality assurance measures:

Once hired, therapists are supported through robust quality assurance measures, including regular check-ins with Clinical Managers, site visits to observe and enhance therapy services, structured feedback systems for both therapists and school administrators, and proactive interventions for any identified concerns. Clear protocols are in place to address performance issues, ensuring consistent service delivery.

Professional development:

To foster ongoing professional growth, PDS provides extensive professional development opportunities. Through a partnership with ContinuEd, therapists have unlimited access to CEUs via the PDS University portal. Additional resources include a diverse library of continuing education materials, specialized support for Clinical Fellows through the SLP CF program, and a \$300 materials stipend per therapist to enhance therapy resources. Therapists also benefit from access to high-quality online resources and collaborative document-sharing platforms, equipping them with the tools needed to provide exceptional student support.

Student-centered methodology:

PDS therapists implement a student-centered methodology, tailoring interventions to each child's unique needs. Comprehensive evaluations identify student strengths and challenges, guiding the development of individualized goals aligned with educational objectives and IEPs. Regular progress monitoring ensures interventions remain effective and adaptable. Collaboration with educational teams and classroom teachers is a priority, ensuring seamless integration of therapy services within the school environment.

Service delivery is flexible, incorporating both push-in and pull-out models based on student needs, small group interventions for efficiency, and one-on-one sessions for those requiring intensive support.

Collaboration extends beyond the classroom, with PDS cultivating strong relationships between school and home. Regular communication ensures that skills learned in therapy carry over to home and school settings.

Compliance with educational standards and IDEA:



The focus at PDS remains on functional outcomes that promote academic success and independence, with all services aligning with federal, state, and local regulations. PDS strictly adheres to the Individuals with Disabilities Education Act (IDEA), ensuring students receive services in the least restrictive environment. Documentation is comprehensive, meeting all legal requirements for IEP development, progress monitoring, and educational planning, with strict security measures in place to protect student information.

Educational team participation:

Active participation in the educational team is central to PDS's approach, with therapists contributing expertise in IEP meetings, goal setting, and service delivery models. Evidence-based strategies help teachers implement effective accommodations and modifications, supporting students' success in the classroom.

Ethical practice

Ethical practice remains a cornerstone of PDS's philosophy, with all therapists upholding professional codes of conduct, maintaining appropriate boundaries and confidentiality, and embracing culturally responsive practices that respect student diversity. By combining expert clinical care, ongoing professional development, and a collaborative, student-focused approach, PDS ensures that every child receives the support they need to thrive academically and beyond.

B. Describe your process to maintain student data to report progress (Results Driven Accountability) for educational benefit as outlined on the student's Individual Education Program (IEP) or Individualized Service Plan (ISP).

TECHNOLOGY & SERVICE CAPABILITIES

PDS utilizes modern technology solutions to enhance service delivery, maintain compliance, and ensure data security while providing both in-person and virtual therapy options. Our technology infrastructure supports efficient operations while protecting sensitive information.

HIPAA-Compliant Systems

- **Secure communication infrastructure:** All electronic communications containing protected health information are conducted through encrypted, HIPAA-compliant channels to ensure student privacy.
- **Electronic records management:** Student information and therapy documentation are maintained in secure systems with appropriate access controls and audit trails.
- **Staff training and compliance:** All PDS therapists receive comprehensive training on HIPAA requirements and best practices for protecting student information in both digital and physical formats.
- **Business associate agreements:** Formal agreements with technology vendors ensure all third-party systems handling student information maintain appropriate security standards.

Documentation Platforms



- **Electronic documentation solutions:** PDS therapists are trained to use district-preferred documentation systems, ensuring seamless integration with existing workflows and record-keeping processes.
- **Adaptable reporting formats:** Our documentation practices can be customized to align with district-specific requirements while maintaining compliance with state and federal standards.
- **Progress monitoring tools:** Digital systems for tracking student progress toward IEP goals, enabling data-driven decision making and comprehensive progress reporting.
- **Integration capabilities:** Ability to work within various educational management systems used by districts to ensure documentation is properly incorporated into student records.

C. Describe how you will provide specialized training and support for administration, teachers, and parents aligned with the individual student’s disability and their IEP or ISP to promote progress in the educational environment, if requested to do so.

Training Curriculum

- **School-based practice foundations:** Comprehensive training on educational frameworks, IEP processes, and the unique aspects of therapy delivery in school settings.
- **Evidence-based interventions:** Regular updates on research-supported therapeutic approaches with practical implementation guidance.
- **Documentation excellence:** Specialized training on educational documentation requirements, goal writing, and progress monitoring within IEP frameworks.

Cultural competency: Development of skills for working effectively with diverse student populations and families across various cultural backgrounds.

D. Describe your evaluation process.

Speech-Language Pathology Services

Service parameters

PDS Speech-Language Pathologists (SLPs) conduct comprehensive speech and language evaluations for students with suspected communication disorders, developing educationally relevant IEP goals based on these evaluations and their educational impact. Our SLPs provide both direct and indirect therapy services as specified in student IEPs, implementing evidence-based practices for articulation, language, fluency, voice, and social communication disorders. They offer Augmentative and Alternative Communication (AAC) assessment and intervention, collaborating closely with educational team members to ensure integrated service delivery. SLPs actively participate in IEP meetings and parent consultations, maintaining comprehensive documentation including assessment reports, progress monitoring, and service logs. All caseload sizes adhere to ASHA recommendations and district requirements to ensure quality service delivery.



E. Describe how you will ensure compliance with the requirements of the MDE State Board Policy 74.19 and IDEA in regards to the services outlined in the RFP.

PDS will train all employees in all federal, state, and local laws including MDE State Board Policy 74.19 with regard to all services outlined in the RFP.

F. Describe how you will ensure compliance with the Ocean Springs School District Board of Trustees policies.

PDS will be in compliance with the Ocean Springs School District Board of Trustees policies and maintain good collaboration with the district to ensure compliance with all employees.



BUDGET/COST SUMMARY

Provide a specific description of your pricing structure. Include travel and other costs associated with your pricing structure. Please type your answers.

DESCRIPTION OF SERVICE	COST PER HOUR/SERVICE
Direct Services to Student	\$85/hour
Support for Personnel	\$50/hour
Indirect Services to Student	\$85/hour
Travel/Mileage	GSA current travel rate
Other – Describe	
Other – Describe	
Other - Describe	
Other - Describe	

CRIMINAL BACKGROUND INVESTIGATION CERTIFICATION FGDB-E (1)

The undersigned does hereby certify to the Board of Trustees for the Ocean Springs School District ("District") as follows:

That I am representative of Pediatric Developmental Services ("Contractor"), currently under contract ("Contract") with the District; that I am familiar with the facts herein certified and am authorized and qualified to execute this certificate on behalf of Contractor.

Contractor certifies that all of its employees, as well as, employees of subcontractors, who may come into contact with students during the term of the contract with the District have had a criminal background check completed, as well as, a child abuse registry check and none have been located on the child abuse registry nor have any employees been found guilty of any crime of violence, serious felony, or offense listed in the District's School Board Policy FGDB.

A complete and accurate list of Contractor's employees and of all of its Subcontractors' employees who may come in contact with District pupils during the course and scope of the Contract is attached hereto as Exhibit "A".

The Contractor's employees and employees of the Subcontractors that were located on the child abuse registry or who were convicted of a crime of violence, serious felony, or offense listed in the District's School Board Policy FGDB are as follows:

1. None
- 2.
- 3.
- 4.

Contractor acknowledges that he has reviewed School Board Policy FGDB of the Ocean Springs School District.

Dated: 6/12/2025

CONTRACTOR

By: Avi Meth

Title: Special Projects Coordinator

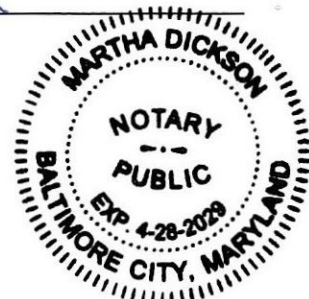
SWORN TO AND SUBSCRIBED BEFORE ME this the 12 day of
June

2025

[Signature]

NOTARY PUBLIC

My Commission Expires: April 28, 2029



Special Services -Contracted 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 School-Based Speech Language Pathology Services to the Customer.
2. Scope of Work. In consideration of the compensation described herein, Contractor shall perform the services as set forth in the attached RFP for School-Based Speech Language Pathology Services contract hereto and incorporated herein by reference. Contractor agrees to supply all labor, equipment, and materials necessary to perform such services.
3. Contractor Warranty. Contractor warrants that the services will be performed in a professional manner and that proper protocols will be enforced to protect the privacy of all students and/or employees.
4. Contractor Employees. Contractor shall perform the following duties:
 - (a) Contractor shall employ only persons skilled and licensed in the performance of services as outlined in the RFP form.
 - (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 coverages as outlined.
 - (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, 2025 and shall continue until June 30, 2026. 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 staff and students of the Ocean Springs School District.
10. Compensation. Throughout the terms of this Contract, Customer shall pay to the Contractor the hourly rate as outlined on the signed quote form and incorporated into this agreement 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 Special Services Contracted Services Quote form attached;
 2. A bill for the appropriate amount will be presented to the Ocean Springs School District Department of Special 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 School-Based Speech Language Pathology Services RFP form, Terms and Conditions and Policy FGDBE all 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: Pediatric Developmental Services

Ocean Springs School District

Avi Meth

Date: 6/12/2025

Date: _____

ASSURANCES AND SIGNATURE FORM

In submitting this Request for Proposal, I certify that:

1. The company will provide district-wide 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 2025-2026 school year and extended school years as necessary.
4. The company will provide proof of current general and professional liability insurance and workers' compensation insurance.
5. The company acknowledges receipt of OSSD Policy FGDB: Project Administration Contract Awards Procedure and Exhibit "A" and understands of 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.
6. The company accepts the OSSD Standard Terms and Conditions that are included in the Bid/Proposal RFP.
7. The company understands that it is at the District's discretion to award a bid for this service. If no bids are received, the District may choose to accept two signed quotes from providers for this service, if allowable by purchasing law.

Please initial the following as being attached to your submission;

1. Completed pages 6, 7, 8, 13 and signed page 15 of the contract: ✓
2. Valid Certificate of Insurance attached: ✓
3. Valid License (s) attached: ✓
4. Completed FGDB-E (1) form attached: ✓
5. Completed W-9 form if not a vendor of the OSSD: ✓
6. Website addendum signed and attached, if posted (visit www.ossdms.org or www.centrauctionhouse.com)
7. SAM.gov printout ✓

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.

Pediatric Developmental Services

Typed Name of Company

115 Sudbrook Lane STE A Pikesville, MD 21208

Typed Mailing Address of Company

410-699-9571

Typed Telephone Number

rfp@pdstherapy.com

Typed Email Address

Avi Meth

Typed Name of Authorized Representative

Avi Meth

Signature of Authorized Representative

6/12/2025

Date Signed



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/28/2024

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).

PRODUCER Fairmont Ins. Brokers, LLC 1600 60th Street Brooklyn NY 11204	CONTACT NAME: Freddie McIntosh PHONE (A/C, No, Ext): (718) 232-3300 E-MAIL ADDRESS: certificates@fairmontins.com FAX (A/C, No): (718) 256-9062
INSURED The Therapy Spot, LLC 115 Sudbrook Ln Ste A Pikesville MD 21208-4184	INSURER(S) AFFORDING COVERAGE INSURER A: Wesco Insurance Company INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:
	NAIC # 25011

COVERAGES**CERTIFICATE NUMBER:** CL2462855019**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	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			WPP2046108	07/01/2024	07/01/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 Employee Benefits \$ 1,000,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			WPP2046108	07/01/2024	07/01/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB DED RETENTION \$			WUM2040933	07/01/2024	07/01/2025	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$ PER STATUTE OTH-ER
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y / N <input type="checkbox"/>	N / A				E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	SEXUAL ABUSE PROFESSIONAL LIABILITY			WPP2046108	07/01/2024	07/01/2025	POLICY LIMIT \$1,000,000 POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**Fulton County School System
6201 Powers Ferry Road

Atlanta

GA 30339

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

07/09/2024

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).

PRODUCER Herman E. Wealcatch, Inc. 37 Walker Avenue Suite 200 Pikesville MD 21208	CONTACT NAME: PHONE (A/C, No, Ext): (410) 653-3053 FAX (A/C, No): (410) 653-5116 E-MAIL ADDRESS: INSURER(S) AFFORDING COVERAGE INSURER A: Rated by Multiple Companies NAIC # 00914
INSURED The Therapy Spot, LLC 115 Sudbrook Ln Ste 100 Pikesville MD 21208-4130	INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:

COVERAGES**CERTIFICATE NUMBER:** CL247914428**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
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N <input checked="" type="checkbox"/> Y	N/A	30WECAD3WN6	08/08/2024	08/08/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Fulton County School System 6201 Powers Ferry Road Atlanta GA 30339	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

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

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) The Therapy Spot LLC	
	2 Business name/disregarded entity name, if different from above. Pediatric Developmental Services	
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input checked="" type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) S Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. <input type="checkbox"/> 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 Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/>	
	5 Address (number, street, and apt. or suite no.). See instructions. 115 Sudbrook Lane STE A 6 City, state, and ZIP code Pikesville, MD 21208 7 List account number(s) here (optional)	Requester's name and address (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. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

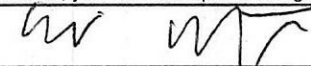
Social security number								
			-					
or								
Employer identification number								
2	7	-	3	3	6	1	3	3 8

Part II Certification

Under penalties of perjury, I certify that:

1. 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
2. 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
3. I am a U.S. citizen or other U.S. person (defined below); and
4. 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 	Date 11/18/2024
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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.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they



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Ocean Springs, MS 39564
Phone: (228) 875-8239
www.ossdms.org - [Facebook](#) [Twitter](#) [Instagram](#) [LinkedIn](#) @OSSDGREYHOUNDS

Questions and Answers

RFP for District-Wide SLP Services for SY26

TO: All Prospective Vendors

1. Would you please clarify the anticipated caseload for this contract?
 - a. Up to 48 per provider (2 needed)
2. How many billable hours are typically available during the school day?
 - a. This depends on the caseload for students. 8 would be the maximum.
3. Will the school district provide therapy materials and devices, or will that be the responsibility of the vendor?
 - a. We will provide the device to log into the session. Materials would be provided by the provider.
4. To ensure our proposed pricing aligns with your budget expectations, is there a target or maximum allowable hourly rate for speech therapy services? If so, could you please share that rate?
 - a. There is no current maximum rate to consider.
5. Will proposals be automatically disqualified if some providers are not currently licensed in Mississippi?
 - a. Providers need to be currently licensed in MS to be considered.
6. Who were the past vendors, and what are the hourly rates paid for all of the disciplines?
 - a. We do not currently have a previous vendor for this service.
7. Can you provide the name and contact information for the individual who will be coordinating the services for the disciplines at the district?
 - a. Tricia Cox, Director of Special Services – contact information will be provided upon award of the contract.
8. How many hours are there per school day?
 - a. 7.5
9. How many school days are there per year?
 - a. 180
10. Can we bid for other special education disciplines that are not mentioned in the RFP?
 - a. No, there are no other open RFPs at this time.
11. When is the anticipated award date for this RFP?
 - a. After the July board meeting.
12. Is the district open to using teletherapy?
 - a. Yes
13. Can we sign with electronic signatures?
 - a. Yes
14. Does the district require resumes for this bid?
 - a. Yes
15. What is the FGDB-E (1) form?
 - a. It is the Criminal Background Investigation Certification form included in the packet and should be notarized.

16. Is this a new initiative? If so, could you kindly confirm the names of the incumbents and the contract budget?
- Yes, this is new, and there is no specified budget. We need the service to ensure FAPE.
17. What is the allocated budget for this RFP?
- See previous answer
18. Please clarify if this RFP is just for one position or Multiple positions?
- 2 full-time positions
19. If resumes are required, please specify whether actual candidate resumes or sample resumes should be submitted with the bid.
- Yes, they must be submitted with the packet upfront.
20. Is there a preference for local vendors for this project?
- Yes, local vendors will have preference when possible.
21. Could you please confirm if proposals without school district references will be accepted, or if they will be disqualified from consideration?
- References are required.
22. Can a staffing firm submit a bid for this opportunity, or is it intended exclusively for healthcare providers?
- This is for school-based therapy. A staffing firm can submit a bid.
23. Is the awarded vendor responsible for developing Individualized Education Programs (IEPs)?
- Yes
24. Could you please specify the positions required under this solicitation?
- Two Speech Language Pathologists.
25. Are the required services expected to be performed by the vendor's in-house personnel, or is the vendor expected to hire staff specifically for the Ocean Springs School District?
- Yes, the person will be responsible for providing direct and indirect services to students for the OSSD.
26. Does this RFP require any specific licenses or certifications for vendors to be considered responsive?
- Staff must be licensed in Mississippi with a 215 or 216 endorsement to be considered for this RFP.
27. Is this solicitation related to the management of services, or does it require direct hiring of service delivery by the vendor?
- See #4 above
28. Is vendor registration in the state of Mississippi required in order to be eligible for this solicitation?
- Therapists must be licensed to perform work in Mississippi.
29. Are vendors required to submit resumes of their in-house personnel, or should resumes of potential candidates, whom the vendor intends to source for providing the required services to Ocean Springs School District, be included instead?
- Resumes for staff who will potentially provide services are required with the submission.
30. Is it mandatory to submit a list of school district references as part of the proposal? Additionally, please confirm whether a vendor without prior experience working with school districts would be evaluated less favorably.
- References are required. Yes, less than favorable consideration will be given to those who do not have previous school-based therapy. This is not a clinical setting.

Avi Meth



THE THERAPY SPOT, LLC

Unique Entity ID WC1RKFT27LX9	CAGE / NCAGE 9WZR3	Purpose of Registration All Awards
Registration Status Active Registration	Expiration Date Apr 22, 2026	
Physical Address 3608 Bancroft RD Baltimore, Maryland 21215-3227 United States	Mailing Address 115 Sudbrook LN. Suite A Baltimore, Maryland 21208 United States	

Business Information

Doing Business as (blank)	Division Name (blank)	Division Number (blank)
Congressional District Maryland 07	State / Country of Incorporation Maryland / United States	URL (blank)

Registration Dates

Activation Date Apr 22, 2025	Submission Date Apr 22, 2025	Initial Registration Date May 1, 2024
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Entity Dates

Entity Start Date Sep 1, 2010	Fiscal Year End Close Date Dec 31
---	---

Immediate Owner

CAGE (blank)	Legal Business Name (blank)
------------------------	---------------------------------------

Highest Level Owner

CAGE (blank)	Legal Business Name (blank)
------------------------	---------------------------------------

Executive Compensation

In your business or organization's preceding completed fiscal year, did your business or organization (the legal entity to which this specific SAM record, represented by a Unique Entity ID, belongs) receive both of the following: 1. 80 percent or more of your annual gross revenues in U.S. federal contracts, subcontracts, loans, grants, subgrants, and/or cooperative agreements and 2. \$25,000,000 or more in annual gross revenues from U.S. federal contracts, subcontracts, loans, grants, subgrants, and/or cooperative agreements?

No

Does the public have access to information about the compensation of the senior executives in your business or organization (the legal entity to which this specific SAM record, represented by a Unique Entity ID, belongs) through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986?

Not Selected

Proceedings Questions

Is your business or organization, as represented by the Unique Entity ID on this entity registration, responding to a Federal procurement opportunity that contains the provision at FAR 52.209-7, subject to the clause in FAR 52.209-9 in a current Federal contract, or applying for a Federal grant opportunity which contains the award term and condition described in 2 C.F.R. 200 Appendix XII?

No

Does your business or organization, as represented by the Unique Entity ID on this specific SAM record, have current active Federal contracts and/or grants with total value (including any exercised/unexercised options) greater than \$10,000,000?

Not Selected

Within the last five years, had the business or organization (represented by the Unique Entity ID on this specific SAM record) and/or any of its principals, in connection with the award to or performance by the business or organization of a Federal contract or grant, been the subject of a Federal or State (1) criminal proceeding resulting in a conviction or other acknowledgment of fault; (2) civil proceeding resulting in a finding of fault with a monetary fine, penalty, reimbursement, restitution, and/or damages greater than \$5,000, or other acknowledgment of fault; and/or (3) administrative proceeding resulting in a finding of fault with either a monetary fine or penalty greater than \$5,000 or reimbursement, restitution, or damages greater than \$100,000, or other acknowledgment of fault?

Not Selected

Exclusion Summary

Active Exclusions Records?

No

SAM Search Authorization

I authorize my entity's non-sensitive information to be displayed in SAM public search results:

Yes

Entity Types

Business Types

Entity Structure

Sole Proprietorship

Profit Structure

For Profit Organization

Entity Type

Business or Organization

Organization Factors

Limited Liability Company

Socio-Economic Types

Women-Owned Business

Check the registrant's Reps & Certs, if present, under FAR 52.212-3 or FAR 52.219-1 to determine if the entity is an SBA-certified HUBZone small business concern. Additional small business information may be found in the SBA's Dynamic Small Business Search if the entity completed the SBA supplemental pages during registration.

Financial Information

Accepts Credit Card Payments

No

Debt Subject To Offset

No

EFT Indicator

0000

CAGE Code

9WZR3

Electronic Funds Transfer

Account Type

Checking

Routing Number

*****08

Lock Box Number

(blank)

Financial Institution

TRUIST BANK

Account Number

*****98

Automated Clearing House

Phone (U.S.)

4104155026

Email

(blank)

Phone (non-U.S.)

(blank)

Fax

(blank)

Remittance Address

The Therapy Spot LLC

115 Sudbrook Lane STE A

Pikesville, Maryland 21208

United States

Taxpayer Information

EIN

*****1338

Type of Tax

Applicable Federal Tax

Taxpayer Name

The Therapy Spot LLC

Tax Year (Most Recent Tax Year)

2023

Name/Title of Individual Executing Consent

Director Of Operations

TIN Consent Date

Apr 22, 2025

Address

115 Sudbrook LN.

Baltimore, Maryland 21208

Signature

Shlomo Tendler

Points of Contact

Accounts Receivable POC

♀

Sam Schnitzer, CEO

sam@pdsttherapy.com
4103581997

Electronic Business


Sam Schnitzer, CEO
sam@pdsttherapy.com
4103581997

115 Sudbrook Lane STE A
Pikesville, Maryland 21208
United States

Government Business


Sam Schnitzer, CEO
sam@pdsttherapy.com
4103581997

115 Sudbrook Lane STE A
Pikesville, Maryland 21208
United States

Sole Proprietorship POC


Sam Schnitzer, CEO
sam@pdsttherapy.com
4103581997

Service Classifications

NAICS Codes

Primary	NAICS Codes	NAICS Title
Yes	621340	Offices Of Physical, Occupational And Speech Therapists, And Audiologists
	561311	Employment Placement Agencies

Size Metrics

IGT Size Metrics

Annual Revenue (from all IGTs)
(blank)

Worldwide

Annual Receipts (in accordance with 13 CFR 121)	Number of Employees (in accordance with 13 CFR 121)
\$20,000,000.00	357

Location

Annual Receipts (in accordance with 13 CFR 121)	Number of Employees (in accordance with 13 CFR 121)
(blank)	(blank)

Industry-Specific

Barrels Capacity	Megawatt Hours	Total Assets
(blank)	(blank)	(blank)

Electronic Data Interchange (EDI) Information

This entity did not enter the EDI information

Disaster Response

This entity does not appear in the disaster response registry.