



**COUNTY OF HENRICO  
DEPARTMENT OF FINANCE  
PURCHASING DIVISION  
CONTRACT EXTRACT  
NOTICE OF RENEWAL**

DATE:	August 31, 2025
CONTRACT COMMODITY/SERVICE: <i>(include contracting entity if cooperative)</i>	Speech Therapy Services
CONTRACT NUMBER:	2183C
COMMODITY CODE:	948.86
CONTRACT PERIOD:	September 1, 2025 through August 31, 2026
RENEWAL OPTIONS:	None
USER DEPARTMENT:	Schools
Contact Name:	Kennedy Vengalia
Phone Number:	804-652-3640
Email Address:	<a href="mailto:kmwilliams@henrico.k12.va.us">kmwilliams@henrico.k12.va.us</a>
HENRICO COOPERATIVE TERMS INCLUDED:	Yes
SUPPLIER: Name:	Soliant Health, LLC
Address:	P.O. Box 93411
City, State:	Atlanta, GA 31193-4411
Contact Name:	Cooper Boydston
Phone Number:	470-682-2331 ext. 1036
Email address:	<a href="mailto:cooper.boydstun@soliant.com">cooper.boydstun@soliant.com</a>
ORACLE SUPPLIER NUMBER:	828143
BUSINESS CATEGORY:	Non-Swam
PAYMENT TERMS:	Net 45
DELIVERY:	As needed and requested
FOB:	County of Henrico
BUYER: Name:	Eileen M. Falcone CPPB
Title:	Purchasing Manager
Phone:	804-501-5637
Email:	<a href="mailto:Fal51@henrico.gov">Fal51@henrico.gov</a>

This contract is the result of a competitive solicitation issued by the Department of Finance, Purchasing Division. A requisition must be generated for all purchases made against this contract and the requisition must reference the contract number.

## 2025-26 PRICE SCHEDULE – CONTRACT NO. 2183C

Speech Language Pathologist (SLP)	\$72.14 per hour
Clinical Fellows (SLP-CF)	\$66.84 per hour
Speech Assistants (SLPA)	\$56.23 per hour

### **SCOPE OF SERVICES**

#### A. General Requirements

The Successful Offeror(s) shall:

1. Design and implement a program of speech and language therapy utilizing appropriate intervention models. Students will be referred by the Exceptional Education department of HCPS. The workday cannot exceed 7.5 hours (37.5 hours per week) of service on any full/regular school day and no more than 4.0 hours of service for any early dismissal day without receiving prior approval from the Director of Exceptional Education, their designee, or Speech-Language Department Chair/ Lead Speech-Language Pathologist. Time spent during the 7.5 hours of service on assessments, meetings and report writing may be billable. HCPS will not reimburse for traveling to multiple sites;
2. Serve students (male and female) who are speech and language impaired and exceptional education students with speech and language as a related service;
3. Provide services during the weekdays, Monday through Friday, throughout the school year, consistent with the HCPS calendar for the 2021-2022 school year and subsequently approved calendars. Calendars are posted on the HCPS website at [henricoschools.us](http://henricoschools.us);
4. Provide services for the length of treatment determined by the student's IEP and;
5. Provide a program that consist of individualized attention for each student to increase his/her speech/language skills. The program shall provide the appropriate level of special education services according to a student's IEP developed by HCPS.
  - a. The program and its staff shall comply with all Virginia Department of Education (VDOE) regulations, laws and policies covering alternative educational programs and special educational programs for children with disabilities.
  - b. Educational services shall be designed so that each student with a disability receives services following initial enrollment. The hours and length of services shall be based on the student's behavior, both in and out of the program, and incorporated in the IEP.
6. HCPS shall provide the Successful Offeror(s), upon referral, current student files.

7. All components of the services to be received shall be reviewed and approved by a liaison from HCPS Exceptional Education department. These components include, but are not limited to the students' Individualized Education Program (IEP), behavior management plan, intervention policies, educational program and service delivery and documentation of services.

**B. Specific Requirements**

The Successful Offeror(s) shall:

1. Provide case management services while students are enrolled in the program to include contact and coordination of services with the liaison from the Exceptional Education department of HCPS. Case management shall include all reporting procedures required by HCPS, including completion of 4 ½ week interims if required, nine-week updates of IEP's and end-of-the-year reports. Student assessments shall be conducted as directed by the Exceptional Education department of HCPS. Case management shall also include quarterly communication of progress, observations, evaluation summary and any other matters regarding the enrollee's scholastic status to the parents and the liaison;
2. Provide crisis intervention services as needed to the students and families while the student is in attendance at the program or is receiving services;
3. Support development and implementation of behavior management with specific expectations as determined by HCPS, school, and individual student plan;
4. Report any serious incidents, as defined by the HCPS Code of Student Conduct, to the on-site Principal or designee;
5. Conduct speech-language therapy services on-site in Henrico County Public Schools and also placement locations within normal school hours;
6. Observe the school closing guidelines for HCPS as reported by the local media due to inclement weather and;
7. Serve on the designed Child Study Team as the Speech-Language Pathologist for the Exceptional Education department. This shall include roles in the following capacities: assessment, case management, consultation with classroom teachers, therapeutic services and other duties as designated by the Director of Exceptional Education.

**C. Offeror's Requirements**

The Successful Offeror(s) shall:

1. Provide pathologist who are qualified and trained for the positions and duties to which they are assigned.
2. Be a firm regularly engaged as a provider of instruction, supervision, and management of speech and language therapy programs for students as described below:
  - a. Training in Communication Disorders;
  - b. Have at a minimum, a master's degree in Speech-Language Pathology;

- c. Preferred to have completed the clinical fellowship year and have secured their certificate of clinical competence. However, Clinical Fellows (SLP-CF) and Speech Assistants (SLPA) may be acceptable. Successful Offeror to provide qualified supervision for CF or receive lower rate if HCPS provides CF Supervision.
  - d. Experience working with families;
  - e. Minimum of one year working experience with preschool, elementary and secondary populations in speech-language pathology, unless the pathologist is a CF and;
  - f. Knowledge and understanding of a variety of assessment measures used to evaluate individuals suspected of having a speech and language impairment.
3. Provide to the Director of Exceptional Education, or their designee, copies of all appropriate licenses ( Department of Health Profession BASLP License) as well as the items listed below. The Successful Offeror (s) shall provide the following for each staff person who has direct contact with students. The requirements shall apply to all employees who have direct contact with students so long as the contract is in force. The required items are:
- a. Copies of Certificate of Clinical Competence (if applicable) and current driver's licenses for staff who operate vehicles as part of their job function are required for identified staff that will be assigned to this contract. Same information will be required for any future staff assigned to this contract after award of contract.
  - b. Security Background Investigation: At no cost to HCPS the Successful Offeror(s) or his/her employees performing services under the terms of the contract resulting from this solicitation shall undergo a security background investigation which, as a minimum, includes the following:
    - i. Fingerprint checks (State Police)
    - ii. Local agency checks (local police, sheriff department, etc.)
    - iii. Employment verification/references
    - iv. Verification of education and licensure where relevant to employment
    - v. Computer checks with the Virginia Criminal Information Network (VCIN) and Virginia Department of Motor Vehicles (DMV)
    - vi. Social Services: Child Abuse and Neglect Central Registry Search
  - c. Review of the reports of investigation to ensure that only those employees whose record(s) show no convictions or founded child protective service complaints for acts which would present a risk or threat to the students of HCPS are assigned as direct service providers. By submitting their proposal, Offerors certify that they understand this requirement, and if awarded a contract, they will comply. The Offerors further understand that failure to submit to any of the above requirements or failure to provide HCPS Director of Exceptional Education, or their designee, with an acceptable explanation of derogatory information obtained through the investigation is a breach of contract and can result in default action.
4. Provide a picture identification badge for each Speech-Language Pathologist that provides services to HCPS;

5. Designate in writing a coordinator to handle and assist in any and all problems concerning contract administration, communications, and relations with the Director of Exceptional Education or their designee;
6. Maintain the confidentiality of records in accordance with applicable laws and regulations; however, the Successful Offeror(s) shall provide complete access to said records to HCPS;
7. Document and report to the school principal or their designee, all serious incidents as defined and required by VDOE policies and procedures. A copy of the HCPS code of student conduct will be provided to the Successful Offeror(s) after contract award and;
8. Operate the program in conformance with all applicable federal, state, and local statutes and ordinances.
9. Without prior notification, all facilities and program services established under this contract shall be available for inspection and approval by those staff who have been authorized to inspect and monitor facilities and services by the Director of Exceptional Education or their designee. Any findings shall be submitted to the Successful Offeror(s) in writing, if requested. Corrective action shall be taken within a mutually agreed upon time frame. In addition, the Successful Offeror(s) will ensure access to any facility or program by any other agency carrying out its responsibilities of child protection.
10. Oversee the continuing education training of the Speech-Language Pathologists provided to HCPS.

D. Reporting and Invoicing Requirements

1. HCPS will provide a computer/laptop and access to a printer to be used by assigned Speech-Language Pathologist. Training for online documentation system will be provided by HCPS. Currently HCPS uses SEAS and DSCtop.
2. The Successful Offeror(s) shall maintain documentation of speech-language therapy service logs to include attendance, frequency/duration of service, therapy activities/modalities, progress toward IEP goals and communications for each contact.
3. Every nine weeks (or 4 ½ week interims if required), coordinated with the HCPS marking periods, the Successful Offeror(s) shall provide a written progress report on each student to the Director of Exceptional Education or their designee, that evaluates the student's progress in relation to his/her goals and benchmarks as identified in the IEP and specific accomplishments achieved during the reporting period.
4. The Successful Offeror(s) must provide a monthly invoice to HCPS Exceptional Education Department for review, approval, and payment. Invoices must include the location of service, pathologist's name, number of hours provided by date, brief description of activity-assessment and direct therapy.



COMMONWEALTH OF VIRGINIA  
County of Henrico

Non-Professional Services Contract  
Contract No. 2183C

This Non-Professional Services Contract (this "Contract") entered into this 13<sup>th</sup> day of August 2021, by Soliant Health, LLC (the "Contractor") and the County School Board of Henrico County, Virginia ("HCPS").

WHEREAS HCPS has awarded the Contractor this Contract pursuant to Request for Proposals No. 21-2183-6KMW, (the "Request for Proposals"), for Speech Therapy Services.

WITNESSETH that the Contractor and HCPS, in consideration of the mutual covenants, promises and agreements herein contained, agree as follows:

**SCOPE OF CONTRACT:** The Contractor shall provide the services to the HCPS as set forth in the Contract Documents.

**COMPENSATION:** The compensation HCPS will pay to the Contractor under this Contract shall be in accordance with Exhibit B.

**CONTRACT TERM:** The Contract term shall be for a period of one-year beginning August 15, 2021 and ending August 31, 2022. HCPS may renew the Contract for up to four one-year terms giving 30 days' written notice before the end of the term unless Contractor has given HCPS written notice that it does not wish to renew at least 90 days before the end of the term.

**CONTRACT DOCUMENTS:** This Contract hereby incorporates by reference the documents listed below (the "Contract Documents") which shall control in the following descending order:

1. This Non-Professional Services Contract between HCPS and Contractor.
2. The General Contract Terms and Conditions included in the Request for Proposals;
3. The Negotiated Modifications (Exhibit A);
4. Contractor's Best and Final Offer dated July 19, 2021 (Exhibit B);
5. Contractor's Original Proposal dated June 25, 2021 (Exhibit C); and
6. The Scope of Services included in the Request for Proposals.

IN WITNESS WHEREOF, the parties have caused this Contract to be duly executed intending to be bound hereby.

Soliant Health, LLC  
5550 Peachtree Parkway, Suite 800  
Peachtree Corners, GA 30092

County School Board of Henrico County, Virginia  
406 Dabbs House Road  
Henrico, VA 23223

Signature

Signature

Printed Name and Title

Purchasing Director

Date

Date

APPROVED AS TO FORM

*Alyssa Brown*

8-11-21

ASSISTANT COUNTY ATTORNEY

EXHIBIT A

**NEGOTIATED MODIFICATIONS TO AGREEMENT DOCUMENTS FOR  
CONTRACT NO. 2183C**

These Negotiated Modifications are hereby incorporated into Contract No. 2183C (the "Contract") for Speech Therapy Services for Henrico County Public Schools (HCPS) as of the Effective Date.

**WHEREAS**, HCPS and Soliant Health, LLC desire to agree in writing to modify the final terms and conditions of the Contract.

**THEREFORE**, in consideration of the Recital set forth above and good and valuable consideration as set forth in the Contract, the parties agree that the Agreement Documents are modified as follows as of the date of the Contract:

1. Section 5, "General Contract Terms & Conditions", Item (D) is hereby revised to read in its entirety as follows:

The Successful Offeror must submit a complete itemized invoice for services that are performed under Contract. The County shall pay the Successful Offeror for satisfactory compliance with the Contract within thirty (30) days after receipt of proper invoice.

2. Section 5, "General Contract Terms & Conditions", Item (M) is hereby revised to read in its entirety as follows:

A contract shall not be assignable by both the Successful Offeror and the County in whole or in part without the written consent of both parties.

3. Section 5, "General Contract Terms & Conditions", Item (N) is hereby revised to read in its entirety as follows:

The Successful Offeror agrees to indemnify, defend and hold harmless the County of Henrico (including Henrico County Public Schools), the County's officers, agents and employees, from any claims, damages, suits, actions, liabilities, and costs of any kind or nature, including reasonable attorneys' fees, arising from or caused by the provision of any services, the failure to provide any services or the use of any services or materials furnished (or made available) by the Successful Offeror, provided that such liability is not attributable to the County's sole negligence.

4. Add the following additional provision to read in its entirety as follows:

In no event shall either party be liable in any manner for incidental, special or consequential damages, expressly excluding claims based on its breach of confidentiality obligations, willful misconduct, or indemnification obligations for third party claims. Further, in no event shall either party's aggregate liability with respect to any claim or liability arising out of or relating to the agreement exceed the amounts actually paid to contractor for the provision of services hereunder during the 12 months preceding the incident giving rise to the claim.

By signing the Contract, the parties thereto have approved these Negotiated Modifications.

EXHIBIT B

ATTACHMENT A  
Questions

- 1) Would Soliant provide CF-supervision?
  - Yes, Soliant would provide CF Supervision
  
- 2) Does Soliant provide temporary staffing? Ex: maternity leave
  - Yes, Soliant can provide both temporary and long-term staffing

ATTACHMENT B  
BAFO Pricing

Fixed Hourly Rate for Speech Language Pathologist (SLP):

\$ 68.00

Optional:

Fixed Hourly Rate for Clinical Fellows (SLP-CF):

\$63.00

Fixed Hourly Rate for Speech Assistants (SLPA):

\$53.00



Henrico County Public Schools  
RFP 21-2183-6KMW  
June 28, 2021

*We make life better for those who make lives better*





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## Tab 1 - Introduction and Signed Forms

*a. Cover Letter - On company letterhead, signed by a person with the corporate authority to enter into contracts in the amount of the proposal.*

Please see the following page for our letter.





June 28, 2021

County of Henrico  
Kennedy Williams, VCA, VCO  
Procurement Analyst III

Dear Ms. Williams:

On behalf of the healthcare professionals at Soliant, we are pleased to present the following response to Henrico County Public School's (HCPS) request for proposal for speech therapy services.

The following pages will provide information on Soliant's recruiting, screening and placement procedures. While we work tirelessly to stay on the cutting edge of industry trends, so do the other firms eager to service your school district. What makes us unique, however, is the personalized customer service that we guarantee our clients and our consultants. Furthermore, Soliant is committed to locating, qualifying, screening and placing the best therapy professionals in the country. Our goal is to truly become your partner, not just your provider.

2020 changed things around the world and Soliant is more focused than ever on the safety and well-being of your students. We provide the most qualified and sought-after therapists, and in pursuit of this goal, we thoroughly interview and pre-screen every candidate before they are presented as possible members of your team. Our level of service and strict screening procedures aren't just reasons why Soliant stands apart from other staffing firms; they are the foundations on which we've built our organization and our commitment to you.

We look forward to a growing and mutually beneficial partnership. If you have any questions, please contact me at 678-837-1251 as I have corporate authority to enter into contract on Soliant's behalf.

Sincerely,

Andrew Grant  
Sr. Account Executive

5550 Peachtree Parkway, Suite 500  
Peachtree Corners, GA 30092  
T: 678-837-1251  
Andrew.grant@soliant.com

soliant.com



*b. Proposal Signature Sheet - Attachment A*



## ATTACHMENT A PROPOSAL SIGNATURE SHEET

My signature certifies that the proposal as submitted complies with all requirements specified in this Request for Proposal (“RFP”) No. 21-2183-6KMW Speech Therapy Services.

My signature also certifies that by submitting a proposal in response to this RFP, the Offeror represents that in the preparation and submission of this proposal, the Offeror did not, either directly or indirectly, enter into any combination or arrangement with any person or business entity, or enter into any agreement, participate in any collusion, or otherwise take any action in the restraining of free, competitive bidding in violation of the Sherman Act (15 U.S.C. Section 1) or Sections 59.1-9.1 through 59.1-9.17 or Sections 59.1-68.6 through 59.1-68.8 of the Code of Virginia.

I hereby certify that I am authorized to sign as a legal representative for the business entity submitting this proposal.

LEGAL NAME OF OFFEROR (DO <u>NOT</u> USE TRADE NAME):	
Soliant Health, LLC	
ADDRESS:	
5550 Peachtree Parkway, Suite 800	
Peachtree Corners, GA 30092	
FEDERAL ID NO:	58-1970270
SIGNATURE:	
NAME OF PERSON SIGNING (PRINT):	Andrew Grant
TITLE:	Senior Account Executive
TELEPHONE:	678-837-1251
FAX:	N/A
EMAIL ADDRESS:	andrew.grant@soliant.com
DATE:	6/25/21



*c. Business Classification Form - Attachment B*



# ATTACHMENT B BUSINESS CATEGORY CLASSIFICATION FORM

Company Legal Name: Soliant Health, LLC

This form completed by: Signature: \_\_\_\_\_ Title: Senior Account Executive

Date: 6/25/21

PLEASE SPECIFY YOUR **BUSINESS CATEGORY** BY CHECKING THE APPROPRIATE BOX(ES) BELOW.

(Check all that apply.)

- SMALL BUSINESS
- WOMEN-OWNED BUSINESS
- MINORITY-OWNED BUSINESS
- SERVICE-DISABLED VETERAN
- EMPLOYMENT SERVICES ORGANIZATION
- NON-SWaM (Not Small, Women-owned or Minority-owned)

**SUPPLIER REGISTRATION** – The County of Henrico encourages all suppliers interested in doing business with the County to register with eVA, the Commonwealth of Virginia’s electronic procurement portal, <http://eva.virginia.gov>.

eVA Registered?  Yes  No

If certified by the Virginia Minority Business Enterprises (DMBE), provide DMBE certification number and expiration date.

\_\_\_\_\_ NUMBER \_\_\_\_\_ DATE

### DEFINITIONS

For the purpose of determining the appropriate business category, the following definitions apply:

**"Small business"** means a business, independently owned and controlled by one or more individuals who are U.S. citizens or legal resident aliens, and together with affiliates, has 250 or fewer employees, or annual gross receipts of \$10 million or less averaged over the previous three years. One or more of the individual owners shall control both the management and daily business operations of the small business.

**"Women-owned business"** means a business that is at least 51 percent owned by one or more women who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest is owned by one or more women who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more women.

**"Minority-owned business"** means a business that is at least 51 percent owned by one or more minority individuals who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more minority individuals who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more minority individuals.

**"Minority individual"** means an individual who is a citizen of the United States or a legal resident alien and who satisfies one or more of the following definitions:

1. "African American" means a person having origins in any of the original peoples of Africa and who is regarded as such by the community of which this person claims to be a part.
2. "Asian American" means a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands, including but not limited to Japan, China, Vietnam, Samoa, Laos, Cambodia, Taiwan, Northern Mariana Islands, the Philippines, a U.S. territory of the Pacific, India, Pakistan, Bangladesh, or Sri Lanka and who is regarded as such by the community of which this person claims to be a part.
3. "Hispanic American" means a person having origins in any of the Spanish-speaking peoples of Mexico, South or Central America, or the Caribbean Islands or other Spanish or Portuguese cultures and who is regarded as such by the community of which this person claims to be a part.
4. "Native American" means a person having origins in any of the original peoples of North America and who is regarded as such by the community of which this person claims to be a part or who is recognized by a tribal organization.

**"Service disabled veteran business"** means a business that is at least 51 percent owned by one or more service disabled veterans or, in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more individuals who are service disabled veterans and both the management and daily business operations are controlled by one or more individuals who are service disabled veterans.

**"Service disabled veteran"** means a veteran who (i) served on active duty in the United States military ground, naval, or air service, (ii) was discharged or released under conditions other than dishonorable, and (iii) has a service-connected disability rating fixed by the United States Department of Veterans Affairs.

**"Employment services organization"** means an organization that provides community-based employment services to individuals with disabilities that is an approved Commission on Accreditation of Rehabilitation Facilities (CARF) accredited vendor of the Department of Aging and Rehabilitative Services.



*d. Virginia State Corporation Commission Registration Information - Attachment C*



**ATTACHMENT C**  
**Virginia State Corporation Commission (SCC)**  
**Registration Information**

**The Offeror:**

is a corporation or other business entity with the following SCC identification number:  
11028944 \_\_\_\_\_ **-OR-**

is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust **-OR-**

is an out-of-state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents in Virginia who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the Bidder in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contracts by which such goods were sold and shipped into Virginia from Bidder's out-of-state location) **-OR-**

is an out-of-state business entity that is including with this bid/proposal an opinion of legal counsel which accurately and completely discloses the undersigned Bidder's current contracts with Virginia and describes why those contracts do not constitute the transaction of business in Virginia within the meaning of §13.1-757 or other similar provisions in Titles 13.1 or 50 of the Code of Virginia.

Please check the following box if you have not checked any of the foregoing options but currently have pending before the SCC an application for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids:



*e. Proprietary/Confidential Information - Attachment D*



**ATTACHMENT D**  
**PROPRIETARY/CONFIDENTIAL INFORMATION IDENTIFICATION**

NAME OF OFFEROR: Soliant Health, LLC

Trade secrets or proprietary information submitted by an Offeror shall not be subject to public disclosure under the Virginia Freedom of Information Act; however, the Offeror must invoke the protections of Va. Code § 2.2-4342(F) in writing, either before or at the time the data or other materials are submitted. The Offeror must specifically identify the data or materials to be protected including the section(s) of the proposal in which it is contained and the pages numbers, and state the reasons why protection is necessary. A summary of trade secrets and proprietary information submitted shall be submitted on this form. The proprietary or trade secret material submitted must be identified by some distinct method such as highlighting or underlining and must indicate only the specific words, figures, or paragraphs that constitute trade secret or proprietary information. Va. Code § 2.2-4342(F) prohibits an Offeror from classifying an entire proposal, any portion of a proposal that does not contain trade secrets or proprietary information, line item prices, or total proposal prices as proprietary or trade secrets. If, after being given reasonable time, the Offeror refuses to withdraw such classification(s), the proposal will be rejected.

SECTION/TITLE	PAGE NUMBER(S)	REASON(S) FOR WITHHOLDING FROM DISCLOSURE
NONE		



*f. Direct Contact with Students Form- Attachment F*



**ATTACHMENT F**  
**DIRECT CONTACT WITH STUDENTS**

Name of Bidder: Soliant Health, LLC

Pursuant to Va. Code § 22.1-296.1, as a condition of awarding a contract for the provision of services that require the contractor or employees of the contractor to have direct contact with students on school property during regular school hours or during school-sponsored activities, the contractor shall provide certification of whether any individual who will provide such services has been convicted of any violent felony set forth in the definition of barrier crime in subsection A of Va. Code § 19.2-392.02; any offense involving the sexual molestation, physical or sexual abuse, or rape of a child; or any crime of moral turpitude.

Any individual making a materially false statement regarding any such offense is guilty of a Class 1 misdemeanor and, upon conviction, the fact of such conviction is grounds for the revocation of the contract to provide such services and, when relevant, the revocation of any license required to provide such services.

**As part of this submission, I certify the following:**

- None of the individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities have been convicted of a violent felony set forth in the definition of “barrier crime” in Va. Code § 19.2-392.02(A); an offense involving the sexual molestation, physical or sexual abuse, or rape of a child;**

**And (select one of the following)**

- None of the individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities have been convicted of any felony or any crime of moral turpitude.**

**or**

- One or more individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities has been convicted of a felony or crime of moral turpitude that is not set forth in the definition of “barrier crime” in Va. Code § 19.2-392.02(A) and does not involve the sexual molestation, physical or sexual abuse, or rape of a child. (In the case of a felony conviction meeting these criteria, the contractor must submit evidence that the Governor has restored the individual’s civil rights.)**

\_\_\_\_\_  
*Signature of Authorized Representative*

Andrew Grant  
*Printed Name of Authorized Representative*

Soliant Health, LLC  
*Printed Name of Vendor*  
*(if different than Representative)*



## Tab 2 – Statement of the Scope.

*In this tab, Offerors, in concise terms, shall state their understanding of the Scope of Services requested by this RFP in Section II.*

Soliant understanding of the scope of work is as follows: HCPS is looking for a firm to design and implement a program of speech and language therapy utilizing appropriate intervention models. Students will be referred by the Exceptional Education department of HCPS. The workday cannot exceed 7.5 hours (37.5 hours per week) of service on any full/regular school day and no more than 4.0 hours of service for any early dismissal day without receiving prior approval from the Director of Exceptional Education, their designee, or Speech-Language Department Chair/ Lead Speech-Language Pathologist. Time spent during the 7.5 hours of service on assessments, meetings and report writing may be billable. HCPS will not reimburse for traveling to multiple sites.

Soliant's SLPs will provide services as requested and attend meeting as necessary. Our SLPs are well versed in their field and will provide each child with the therapy that is needed based on their IEP. Services include, but are not limited to:

- Case Management
- Crisis Intervention
- Development Support
- On-Site Speech Therapy Services
- Participate on the Child Study Team as needed
- Report Preparation





## Tab 3 – Offer Qualifications, Experience, and Resumes

*In this tab, the offerors should demonstrate the Offeror's and their staff's qualifications and experience in providing the services as requested in this Request for Proposal (RFP).*

*a. Years in business;*

*b. Years in business under present name and;*

*c. Resumes of any staff that would be assigned to this project. Resumes and other information regarding the professionals (licenses, certifications, background check, etc.) to be assigned to the project may be separated into its own section for confidentiality.*

Soliant is a national corporation that provides healthcare staffing services across the United States. Soliant was established in 1991 as Medical Search, Inc. in Atlanta, Georgia. Medical Search amended its name to Elite Medical, Inc. in 2001 and in 2002 officially became Soliant Health, Inc with a classification amendment to Soliant Health, LLC in 2020.

### Who We Are

Soliant is a respected healthcare staffing services provider for school districts across the country. Focusing on both contract and direct hire placements, Soliant has a decades-long track record of delivering comprehensive healthcare staffing services to some of the largest school districts in the nation. Our team of professionals is qualified to fill occupational therapy, physical therapy, nursing services, speech language pathology (in English and a number of languages) and psychological staffing services.

Since its inception, Soliant has interviewed tens of thousands of candidates, filling thousands of positions throughout the United States. We work with school districts on a close one-to-one basis to foster ideal therapeutic environments for your students.

Through advanced healthcare recruitment efforts and detailed screening procedures, we identify the finest candidates in the industry, most of whom have experience working with students from a wide range of backgrounds. We listen to referrals from candidates' subordinates, peers and managers, going the extra mile to find the best candidates





available. We reward them with outstanding benefits and the highest level of personalized service in the industry.

Because our service to Soliant care professionals is so comprehensive, our top-tier professionals are free to focus completely on their assignments without worrying about travel plans, housing or scheduling. That means better and more personalized care for your students in need.

## Dedication to Special Education

Soliant is dedicated to providing outstanding special education services. We understand the pressure schools are under today, which is why districts across the country turn to Soliant. With the number of children in mainstream schools increasing and the number of therapists decreasing, successfully supporting the needs of your school's population is becoming more and more challenging. Soliant is here to fulfill growing staffing needs, to meet increasing demand and to provide every child with the high quality of care they deserve.

## Staff Resumes

The world of professional staffing is often plagued by one common variable: recruiter turnover. Most staffing firms follow the "sell and pass" rule. Accounts are sold by one individual or team and passed to a recruiter to source and place consultants. Unfortunately, when the recruiters leave, the knowledge of the client's environment, culture, needs and thus, the quality of service, tends to leave with them.

Since Soliant is a unique healthcare staffing firm, we operate by a different set of rules. Our account managers are also our recruiters. We've chosen to assign fewer clients to each account manager, allowing them to provide a level of service that lasts throughout the relationship with their client. Our team of account managers has an average tenure of eight years, a fact that we, as a company, are very proud of. We offer our account managers a comprehensive benefits package, ample time off and quality training opportunities because when we take care of them, they take care of you.

HCPS's dedicated Soliant account manager will maintain a close relationship with your organization to refine our understanding of job requirements and focus on continuous improvement of service quality. Their responsibilities include:

- Identifying hiring challenges
- Devising a plan of action to effectively overcome those challenges
- Managing the marketing/advertising campaigns
- Managing the internal recruiting processes





- Interviewing, evaluating and selecting candidates to interview
- Facilitating the interview process
- Overseeing the credentialing process prior to the special education professional's (SEP) start date—ensuring that all onboarding and compliance requirements are met
- Conducting quarterly performance evaluations for each SEP contracted at HCPS
- Responding to and resolving issues, as needed
- Providing ongoing customer support

Soliant has chosen Andrew Grant to coordinate services for HCPS. Please see below for his information and resume.

**Andrew Grant** Senior Account Executive

[Soliant | www.soliant.com](http://www.soliant.com)

5550 Peachtree Parkway, Peachtree Corners, GA 30092

o 678-837-1251



## Contact

andrew.grant@soliant.com

# Andrew Grant

Senior Account Executive at Soliant  
Conyers

## Experience

Soliant  
Account Executive  
May 2019 - Present (2 years 2 months)

Speedy Recovery Services, Inc.  
Case Manager  
September 2014 - May 2019 (4 years 9 months)

United States Marine Corps  
Fireteam Leader  
July 2007 - March 2013 (5 years 9 months)

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## Education

Georgia College & State University  
Bachelor's degree, Business Administration and Management,  
General · (2007 - 2017)



## Additional Support

### Chaz McEntire, Payroll Services

Chaz has been with Soliant for four years. She currently works as our payroll coordinator, ensuring the prompt processing of timesheets and timely generation of invoices. Additionally, Chaz works to resolve discrepancies on invoices and provides additional documentation needed for processing.

Payroll Services	
Job Title	Payroll Services Manager
Work Address	5550 Peachtree Parkway, Suite 500 Peachtree Corners, GA 30092
Office Telephone Number	770.407.1668
Email Address	billing@soliant.com
Role Played in Connection with RFP	Point of contact for payroll questions and discrepancies

### Meocha Jackson, Credentialing

Meocha has been with Soliant for three years and currently works as a credentialing analyst. Meocha will be responsible for maintaining each employee's file. If the licensure renewal period occurs during the period of the assignment, she will assist the consultant with the renewal process. Once the license is renewed, you will receive a copy of the renewed state license.

Credentialing	
Job Title	Credentialing Manager
Work Address	5550 Peachtree Parkway, Suite 500 Peachtree Corners, GA 30092
Office Telephone Number	678.459.1130
Role Played in Connection with RFP	Responsible for running background and credential checks for all new healthcare professionals





## Tab 4 - References

*In this tab, offerors should provide a minimum three (3) references, which are similar in size to HCPS and located in the Commonwealth of Virginia, which could attest to the Offeror's past performance to provide services similar to those outlined in this RFP. The information provided should include contact person's name, position, up-to-date telephone number and email address, the company for which the contact person worked, and the time period of the services performed.*

Reference One	
Client Name	Danville Public Schools
Client Address	341 Main Street, Danville, VA 24541
Contact Name	Tia Hairston
Contact email	<a href="mailto:thairston@mail.dps.k12.va.us">thairston@mail.dps.k12.va.us</a>
Length of Services provided	8/2016 to Present

Reference Two	
Client Name	Richmond City Public Schools
Client Address	301 North 9th. Street Richmond VA 23219
Contact Name	Angela DeJarnette
Contact email	<a href="mailto:adejarnet@rvaschools.net">adejarnet@rvaschools.net</a>
Length of Services provided	8/2018 to Present

Reference Three	
Client Name	Arlington Public School District
Client Address	2110 Washington Blvd, Arlington, VA 22204
Contact Name	Kelly Krug
Contact email	<a href="mailto:Kelly.Krug@apsva.us">Kelly.Krug@apsva.us</a>
Length of Services provided	10/2014 to Present

## Additional Experience Information

Soliant is one of the largest healthcare staffing companies in the country. We connect school districts and healthcare providers with highly qualified, full or part-time professionals in a variety of specialized disciplines. We maintain a database of more





than 200,000 healthcare professionals and have interviewed tens of thousands of candidates ready to go to work for school districts such as HCPS today. In fact, in Virginia, we currently provide services to:

- ALBEMARLE COUNTY PUBLIC SCHOOL DISTRICT
- AMHERST COUNTY PUBLIC SCHOOLS
- ARLINGTON PUBLIC SCHOOL DISTRICT
- CHARLOTTE COUNTY PUBLIC SCHOOLS
- CHESAPEAKE PUBLIC SCHOOLS
- CHESTERFIELD COUNTY PUBLIC SCHOOLS
- CLARKE COUNTY PUBLIC SCHOOLS
- DANVILLE CITY PUBLIC SCHOOLS
- DINWIDDIE COUNTY PUBLIC SCHOOLS
- FAUQUIER COUNTY PUBLIC SCHOOLS
- FREDERICK COUNTY PUBLIC SCHOOLS, VA
- HAMPTON CITY PUBLIC SCHOOL
- HARRISONBURG CITY PUBLIC SCHOOLS
- HIGHLAND COUNTY PUBLIC SCHOOLS
- KING WILLIAM COUNTY PUBLIC SCHOOLS
- LUNENBURG CO PBLC SCHS
- MANASSAS CITY SCHOOLS
- NORFOLK CITY PUBLIC SCHOOL DISTRICT
- PORTSMOUTH CITY PUBLIC SCHOOL DISTRICT
- PRINCE EDWARD COUNTY PUBLIC SCHOOLS
- PRINCE GEORGE COUNTY PUBLIC SCHOOLS
- RICHMOND CITY PUBLIC SCHOOLS
- SALEM CITY PUBLIC SCHOOLS
- SPOTSYLVANIA CPS
- STAFFORD COUNTY PUBLIC SCHOOLS
- SUFFOLK CITY PUBLIC SCHOOLS
- SURRY CO PBLC SCHS
- SUSSEX COUNTY PUBLIC SCHOOLS
- WILLIAMSBURG-JAMES CITY PUBLIC SCHOOLS
- YORK COUNTY PUBLIC SCHOOLS





## Tab 5- Service Approach/Implementation of Services

*In this tab, offerors should provide a preliminary statement of work, in detail, their approach to fulfilling the scope of services being solicited in this RFP and demonstrate their compliance with the requirements of the Scope of Services.*

- a. Samples of progress reports;*
- b. Number of hours per week that the speech-language therapy services can be provided;*
- c. Describe how issues that are reported concerning the speech-language pathologist are handled, including response time to resolve the issue and the timeframe to provide a replacement if that is the resolution;*
- d. Describe how the speech-language pathologist are supervised;*
- e. Delineate the role that HCPS staff will need to take in the project and;*
- f. Copies of all documents that would need to be signed by HCPS if awarded the contract.*

Soliant Health's speech-language pathologists work diligently with schools to overcome and prevent communication problems in language, speech, voice and fluency and can provide services as needed during the week for HCPS

### Sample Reports

Please see the following page for a sample student progress report.





**Schedule 4**

**Speech, Language, and Hearing Therapy Services Log**

IEP Date: \_\_\_\_\_ Frequency: \_\_\_\_\_

Student's name: \_\_\_\_\_ Provider's name: \_\_\_\_\_

Student's date of birth: \_\_\_\_\_ Service month/year: \_\_\_\_\_ Provider's title: \_\_\_\_\_

School: \_\_\_\_\_ Provider's signature: \_\_\_\_\_ Date: \_\_\_\_\_

Diagnosis/symptom(s): \_\_\_\_\_ \*Supervisor's signature: \_\_\_\_\_ Date: \_\_\_\_\_

\* A supervisory signature is required when services are provided by a paraprofessional.

Service	Date	Time	Treatment Code		Type of Service		Progress Indicator	Time	Indiv	Group									
			Time	Code	Indiv	Group													Indiv
Refer to the keys below for an explanation of the Treatment Codes and Progress Indicators																			
Teacher Contact																			
Instructional Assistant Contact																			
Parent Contact																			
Equipment Set Up																			
Charting and Report Writing																			
MDT Planning																			
Travel																			
Other																			
<b>Total</b>																			

**Treatment Key:**  
 A - Articulation AP - Auditory Processing F - Fluency L - Language  
 M - Morphology P - Pragmatics Sem - Semantics Syn - Syntax/Grammar  
 V - Voice

**Progress Indicator Key:** I - Improvement SI - Slight Improvement  
 NC - No Change R - Regression

**Monthly Notes** must fully disclose the student's progress or outcome for the month in relation to the treatments provided and the medical/mental health-related goals in the IEP



Our speech-language pathologists work with students, parents and schools to diagnose communication disorders and plan and implement treatment plans that will help your students overcome the challenges they face due to language, speech, voice and/or swallowing disorders.

Our speech-language pathologists develop an individualized plan of care (IEP) tailored to each student's needs. For individuals with little or no speech capability, our therapists may select and teach augmentative or alternative communication methods, including automated devices and sign language. They teach students how to make sounds, improve their voices, or increase their language skills to communicate more effectively. Our therapists help students develop or recover reliable communication skills that will serve them the rest of their lives.

Soliant's therapists provide these necessary services through a variety of methods, including:

- **Monitor:** The SLP sees the student for a specified amount of time per grading period to monitor or "check" on the student's speech/language skills. Often this model immediately precedes dismissal.
- **Collaborative Consultation:** The SLP, regular and/or special education teacher(s) and parents/families work together to facilitate a student's communication and learning in educational environments. This is an indirect model in which the SLP does not provide direct service to the student.
- **Classroom Based:** This model is also known as integrated services, curriculum-based, transdisciplinary, interdisciplinary, or inclusive programming. There is an emphasis on the SLP providing direct services to students within the classroom and other natural environments. Team-teaching by the SLP and the regular and/or special education teacher(s) is frequent with this model.
- **Pullout:** Services are provided to students individually and/or in small groups within the speech/language resource room setting. Some SLPs may prefer to provide individual or small group services within the physical space of the classroom.
- **Self-Contained Program:** The SLP is the classroom teacher responsible for providing both academic/curriculum instruction and speech/language remediation.
- **Community Based:** Communication services are provided to students within the home or community setting. Goals and objectives focus primarily on functional communication skills.
- **Combination:** The SLP provides two or more service delivery options (e.g., provides individual or small group treatment on a pull-out basis twice a week to develop skills or pre-teach concepts and also works with the student within the classroom).



## Issue Resolution

Our success depends upon customer satisfaction. Our goal is to provide the best possible resources and services, at the best price, in an efficient manner. We'd like to be immediately notified should you experience dissatisfaction with our services at any time.

Timely communication between our clients and your account manager is critical to providing the quality performance that our clients expect from us. When Soliant is informed of a concern, we focus on identifying the problem, how to correct it and how to ensure that it does not occur again. To accomplish this, an investigation begins immediately involving the client and other appropriate individuals to obtain as much information about the nature of the issue as possible and to understand your expectations for resolution. Upon everyone's agreement, we then implement the necessary steps to remedy the situation. The entire incident is documented and discussed with Soliant's Senior management to prevent such incidents from occurring in the future.

## Supervision

Soliant's account management services include providing daily support to our placed Special Education Professionals. Each SEP is assigned a dedicated point of contact to help alleviate administrative concerns and provide communication between Soliant and the client should it be necessary. HCPS would provide on-site supervision and Soliant encourages our SEPs to integrate themselves into your existing culture, looking to your current management staff for direction and accountability.





## Tab 6 - Training, Support, & Continued Education

*In this tab, offerors shall provide the following information:*

- a. Types of continuing education training provided to the speech-language pathologist;*
- b. Training for process related services for Medicaid Claims (if offered) and;*
- c. Changes in staffing, how it is handled, and the recruitment process to hire qualified speech-language pathologist.*

The ongoing education of our employees and consultants plays a key role in providing quality services to our clients. Soliant encourages our staff to keep abreast of the ever-changing special education and healthcare fields and provides resources to help them increase their knowledge base. Soliant goes even further, providing reimbursement for continuing education courses. In addition, Soliant implements proficiency testing to determine our SLP's skill levels within their specialty and assesses their capacity to utilize and apply their knowledge to deliver safe and effective services.

Soliant compensates our SLPs for up to eight hours of facility-specific orientation before beginning their assignment. Soliant also works closely with clients to determine the appropriate training program for our employees. We encourage our clients to provide pertinent written materials, forms, assessments and videotapes so we may share them with our SLPs.

Throughout tenure with Soliant, continuous evaluation is performed and documented to ensure quality care is consistent with today's standards and to comply with applicable regulations and requirements.

### Staffing & Recruitment Process

Soliant is firmly committed to attracting, developing and retaining quality healthcare professionals. We seek those who are equipped with the skillsets necessary to immediately solve staffing challenges and improve the quality of care your students receive. We recruit for monolingual and bilingual positions and can provide healthcare professionals who speak a variety of languages, including Spanish, French, Russian, Mandarin Chinese, Japanese and Haitian Creole.

The use of the latest technology, sophisticated candidate software and our professionally trained account managers all lend to our recruitment power. We rely on a variety of recruiting strategies that create a comprehensive approach to finding and employing the most qualified healthcare professionals.





## Online

According to a recent study, most of us spend more than six hours a day online. If you want to connect with qualified healthcare professionals, a strong online presence is a step in the right direction. Soliant actively utilizes the incredible opportunities on the Internet, including our website, [www.Soliant.com](http://www.Soliant.com), to seek out highly qualified professionals. We use the Internet for recruiting in four fundamental ways:

- Our Account Managers conduct resume searches using keywords to locate candidates with specific skills and qualifications.
- We post open positions in high-traffic job bulletin boards such as Indeed, Glassdoor, and CareerBuilder.
- We attract candidates and accept resumes through our comprehensive job postings on our website.
- We maintain an active social media presence. Come connect with us!
  - Facebook
  - Twitter
  - LinkedIn
  - Instagram
  - YouTube

## Candidate Referrals

Candidate referrals are also an excellent way to locate new talent. Referred candidates are typically pre-qualified, prove to be the soundest and longest retained consultants and reside in the highest offer/acceptance ratio category. For these reasons, referrals are our preferred method of recruiting, so we incentivize this process with a monetary reward for the referring employee once the referred employee has been on assignment for a short period of time. The investment is minimal, and the return is substantial.

## Recruiting Software

Beyond our proven referral methods, we use our recruiting software, Bullhorn, to incorporate workflow processes and automate time-consuming recruitment tasks. Bullhorn offers advanced technology that allows us to follow our applicants as they move through the application/recruiting process, screening, onboarding and duration of the assignment, ensuring they find the right fit and allowing Soliant to provide you with superior services.

## Flexibility

Of all the tools and technology we have invested in as a company for recruiting, we've found our account managers' abilities to tailor their approach the most valuable. This is





staffing. We don't deal in things, we deal in people and people are unique. The way they like to communicate and the things that are important to them vary person by person. We make tools available to our account managers and encourage them to listen to the candidates and adjust to their style; be it by phone, our texting tool Sense Messaging, online or via email. We appreciate and respect that our candidates are individuals and will go out of our way to make them comfortable and ensure we're finding the perfect fit for your schools.





## Tab 7 - Pricing / Cost Proposal

*In this tab, offerors shall provide a completed Proposed Pricing Form (Attachment G). The price shall include all cost associated with providing the service outlined in the Scope of Services (Section II. A through II.D) of this RFP. The price will be evaluated on the fixed hourly rate of the Speech Language Pathologist.*

Please see the following page for our completed form.



**ATTACHMENT G**  
**Proposed Pricing Form**

**Fixed Hourly Rate for Speech Language Pathologist (SLP):**

\$ 68.00

**Optional:**

**Fixed Hourly Rate for Clinical Fellows (SLP-CF):**

\$ 65.00

**Fixed Hourly Rate for Speech Assistants (SLPA):**

\$ 55.00



## Tab 8 - Exceptions

*In this tab, Offerors shall list any exceptions taken to the Scope of Services and General Terms and Conditions of this Request for Proposals. The County intends to make the RFP and the Successful Offeror's proposal a part of the contract between the parties, so Offerors should list any exceptions for purposes of negotiating the contract.*

We request the following exceptions. When awarded the bid, we will collaborate, in good faith, to establish mutually agreed upon terms and conditions governing the services proposed.

### Under General Terms and Conditions:

- Part D, Payment: Counter-proposing net 30-day payment term in lieu of net 45-day payment term
- Section M, Assignment: Proposing a mutual non-assignment clause
- Section N, Indemnification: proposing "reasonable" attorneys' fees
- Proposing additional provision: IN NO EVENT SHALL EITHER PARTY BE LIABLE IN ANY MANNER FOR INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES, EXPRESSLY EXCLUDING CLAIMS BASED ON ITS BREACH OF CONFIDENTIALITY OBLIGATIONS, WILLFUL MISCONDUCT, OR INDEMNIFICATION OBLIGATIONS FOR THIRD PARTY CLAIMS. FURTHER, IN NO EVENT SHALL EITHER PARTY'S AGGREGATE LIABILITY WITH RESPECT TO ANY CLAIM OR LIABILITY ARISING OUT OF OR RELATING TO THE AGREEMENT EXCEED THE AMOUNTS ACTUALLY PAID TO CONTRACTOR FOR THE PROVISION OF SERVICES HEREUNDER DURING THE 12 MONTHS PRECEDING THE INCIDENT GIVING RISE TO THE CLAIM.

