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SUPERINTENDENT

DATE: 2/13/2026
RFP NUMBER: RFP 26-039KLL
RFP TITLE: Psychological Services for Special Education Department
ADDENDUM NUMBER: 1

Please note the following changes/corrections:

- Opening Date changed from February 18, 2026 at 3:00pm to February 20, 2026 at 3:00pm (local time)

See Attached Question and Answers

Question 1: Could you provide a list of previous vendors and the hourly rates paid for each discipline involved in the contract?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing. Rates range from \$75.00 to \$107.63

Question 2: Who is the designed individual coordinating the services for the various disciplines within the district, and could you share their contact information?

Answer: Albuquerque Public Schools Special Education Dept

Question 3: How many school days are scheduled per year?

Answer: 194 days

Question 4: Are vendors permitted to bid on special education disciplines not explicitly listed in the RFP?

Answer: No

Question 5: What is the anticipated award date for this RFP?

Answer: May 2026

Question 6: Are electronic signatures acceptable for signing the bid documents?

Answer: Yes

Question 7: Does the district require resumes to be included as part of the bid submission?

Answer: Yes

Question 8: May we include district personnel as references for this RFP?

Answer: No – Albuquerque Public Schools personnel cannot be used as a reference.

Question 9: I am seeking clarification as to the requirements for providing the psychological services, can they be a Board-Certified Behavior Analyst (BCBA), or must they need to be a Psychologist?

Answer: Providers of psychological services must be licensed psychologist.

Question 10: May we use APS as a reference?

Answer: No - Albuquerque Public Schools personnel cannot be used as a reference.

Question 11: What is the anticipated staffing need?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 12: If Addendum(s) are to be signed and returned with our proposal, do they count towards the page count or as required documents?

Answer: Yes

Question 13: What is the length of the initial contract and what would be the start and end dates?

Answer: Four (4) years – start date will be determined by the date the contract is issued.

Question 14: Are there renewal options, and if so, how many and what would be the length of each renewal:

Answer: No

Question 15: Will this RFP replace the current contract that expires in March 2026?

Answer: Yes

Question 16: Who are the current vendors providing services?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing.

Question 17: Are the current vendors meeting your needs?

Answer: Yes

Question 18: Can you provide current hourly rates by vendor?

Answer: Rates range from \$75.00 to \$107.63

Question 19: Is the scope of this RFP for all psychological services or just for evaluations?

Answer: This RFP is for psychologists to conduct educational evaluations.

Question 20: Do resumes of potential candidates count towards the 60-page limit for our response?

Answer: Yes

Question 21: Would you consider proposals from vendors bidding only for teletherapy services if the vendor has a history of its platform being used in equivalency and reliability studies?

Answer: No

Question 22: The RFP states that the vendor cannot bid for teletherapy services alone. Can you provide additional context on why the district will not accept proposals from vendors specializing in effective teletherapy services and virtual assessments?

Answer: We prefer in person services for the reason that it is more complex and difficult to work with teletherapists exclusively. There are times when the remote workers are unable to complete all aspects of the job. School psychologists do not do therapy. They are employed for the purpose of completing educational evaluations.

Question 23: Page 1 of the RFP under “RFP Terms” does not specify the contract year, as it states “[XXX (X) year contract]”. Can you specify the initial period length and the number of available renewal option years?

Answer: Four (4) years – no renewal options

Question 24: When awarded the solicitation to provide services, who would be the contact within the district to inquire about open roles for services related to the RFP?

Answer: Special Education Dept

Question 25: Is there a rate cap for each of the requested School Psychologist services? If so, could the district please share the applicable rates?

Answer: No

Question 26: What is the anticipated number of openings for services related to this bid?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 27: Who are the current vendors, and what are their bill rates for requested services?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing. Rates range from \$75.00 to \$107.63

Question 29: Can you please provide a list of incumbents and their bill rates?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing. Rates range from \$75.00 to \$107.63

Question 30: How long have the incumbents held this contract?

Answer: 4 years

Question 31: Have the incumbents been able to fill all your needs?

Answer: Yes

Question 32: Are there any setbacks with the incumbents? (i.e. lack of on-time starts, credentialing issues, fill rate, etc)?

Answer: No

Question 33: Will this be a single vendor award or multiple vendor award?

Answer: Multi-Vendor Award

Question 34: Will sample candidate resumes be acceptable since actual candidates typically are not recruited until after award and notification of need?

Answer: Yes

Question 35: We are finding that more and more school districts prefer not to be called and would rather provide a reference letter/letter of recommendation. Will you accept 3 letters of recommendation from school districts in lieu of listed references?

Answer: Yes

Question 36: May we provide a rate range or are you seeking a flat rate?

Answer: Please provide a flat rate

Question 37: What is the total spend/budget for the resulting contract?

Answer: Depends on how many candidates are hired.

Question 38: Can you provide an estimated head count for the number of service providers needed for the resulting contract?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 39: Please clarify the contract length and number of renewal options for this opportunity. It appears that a placeholder was not removed from the "RFP Term" section at the bottom of Page 1 of the RFP document

Answer: Four (4) years – no renewal options

Question 40: Can vendors provide a different pricing model that includes volume-based discounts?

Answer: No

Question 41: How many school psychologists does APS anticipate requiring in the coming year?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 42: How many SP contractors did APS bring in over the past three years?

Answer: We employ approximately 28 full-time psychologist employees

Question 43: Will APS consider 1.2 FTE (39 hours/week) based on additional needs?

Answer: No

Question 44: What are the current hourly bill rates for vendors providing similar services?

Answer: Rates range from \$75.00 to \$107.63

Question 45: Does the district have a cap on the hourly rate for these services?

Answer: No

Question 46: Will the district accept a rate range or a flat rate (i.e. -\$75-80/hr. versus \$75/hr.)

Answer: Please provide a flat rate

Question 47: How will the vendors be notified of an award?

Answer: An award letter will be sent by email

Question 48: Are clinicians required to directly bill Medicaid for reimbursement or do they just complete paperwork for the district to submit to Medicaid for reimbursement?

Answer: Psychologists in APS cannot bill Medicaid for reimbursement. APS has never gotten this approved for this role group.

Question 49: Can you provide the name and contact information for the individual who will be coordinating these services at your district?

Answer: Upon award

Question 50: Can the district please confirm if the vendor is going to be responsible for designing of assessments? If not, can standard assessment and testing materials be used instead?

Answer: Evaluations are standardized and use standardized assessments and protocols. School Psychologists do not design assessments.

Question 51: Will the district please confirm if exceptions will be considered?

Answer: Exceptions will not be considered

Question 52: Can the district please confirm if the vendor is responsible for providing technology staff, or will they be issued a district-supported piece of technology?

Answer: Yes, the vendor is responsible – please see page 23 of the RFP

Question 53: If the vendors are providing technology, how does the district plan to get access for sites and logins for the vendor-supplied staff on their technology?

Answer: Vendors are to provide a laptop and any other equipment needed by their employees, APS provides access to our online applications.

Question 54: Can the district please indicate how many full-time, vendor supplied School Psychologists are needed for this solicitation annually?

Answer: Dependent on need of the student population

Question 55: Would the District be open to including mutual termination language?

Answer: No

Question 56: Will the District remove any/all liquidated damages from the contract upon award, if applicable?

Answer: No

Question 57: Do you required resumes and license verifications of potential contracted candidates to be included in our submission? If so, can we provide sample resumes with person information redacted?

Answer: Yes

Question 58: When would the psychological services be expected to launch/ begin delivery of services?

Answer: If awarded, the requesting dept would decide when the services would begin.

Question 59: We understand the need for evaluation services and engagement surrounding the evaluation process. Can you clarify whether or not direct individual counseling and therapy services are needed as well? Group counseling?

Answer: This is not part of the RFP

Question 60: Is there a current or incumbent provider delivering psychological services to APS? If so, can we be provided information as to who that is and why APS is seeking alternative or additional resources?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing. Current agreements expire in March of 2026.

Question 61: We understand that there is no guarantee for amount of volume of referrals. However, is previous years' data of utilization volume available? Or estimates of how much volume might be expected? Similarly, does APS have a preferred number of providers or FTE equivalents they would want providing services?

Answer: 2022 - 2023 (PSY) - TOTAL: \$825,915.04
2023 - 2024 (PSY) - TOTAL: \$2,187,258.28
2024 - 2025 (PSY) - TOTAL: \$2,599,571.55

At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 62: We understand that a telehealth only model is not permitted. That said, is there an ideal or preferred ratio of onsite versus telehealth services? and/or is there a preference for which specific services must be provided on site and which services would be acceptable to APS to be delivered remotely through a secure telehealth platform?

Answer: We prefer in person services for the reason that it is more complex and difficult to work with teletherapists exclusively. There are times when the remote workers are unable to complete all aspects of the job. School psychologists do not do therapy. They are employed for the purpose of completing educational evaluations.

Question 63: Is there a fee schedule for services used by APS and/or does APS align with standard or identified fee schedules used by Medicaid or commercial insurers?

Answer: No

Question 64: We understand that APS will be responsible for providing referral and background information on referred students, and that the contractor is responsible for providing student progress reports and services evaluations. Typically, we would exchange that information via secure communication and information channels on our web based secure and HIPAA/ FERPA platform. Would APS be amenable to using these channels and platform to collaborate and communicate on behalf of students? Will integration into APS SIS and/or student support or health records systems be permitted? Are data use agreements expected as part of a contract?

Answer: Yes

Question 65: Is there a current incumbent providing these services? If so, could you please share the name of the current vendors and their respective pricing?

Answer: AMN Healthcare, Community Rehab Associates, Soliant Health, Sunbelt Staffing, The Stepping Stones Group and Therapia Staffing. Rates range from \$75.00 to \$107.63

Question 66: Will you please provide the district's anticipated demand or volume for these positions?

Answer: Dependent on need of the student population

Question 67: Can you please confirm the length of the contract term, including any renewal options if applicable?

Answer: Four (4) years – no renewal options

Question 68: Could the district clarify the anticipated contract start date for this solicitation?

Answer: May 2026

Question 69: Will the district please provide the historical hours the providers worked for school year 2024-2025

Answer: In 24-25, School Psychs worked 198 days - 6.5 hr/day
In 25-26, they worked 200 days - 6.5 hr/day

Question 70: How long after award will we begin receiving orders?

Answer: Based upon need

Question 71: How many providers will the district anticipate needing over the course of the school year?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 72: What is the total spend by vendor for the prior three (2) school years?

Answer: 2022 - 2023 (PSY) - TOTAL: \$825,915.04

2023 - 2024 (PSY) - TOTAL: \$2,187,258.28

2024 - 2025 (PSY) - TOTAL: \$2,599,571.55

Question 73: What is the total allocated budget for this contract?

Answer: Dependent on need of the student population

Question 74: What is the expected timeframe to submit credentialed candidates after award?

Answer: This will depend on the request and need of the department.

Question 75: What is the anticipated date of award?

Answer: May 2026

Question 76: What is the anticipated # of full-time and/or part-time positions?

Answer: At this time, we employ approximately 28 full-time psychologist employees. We project that this need will remain stable or increase by not more than ten percent over the term of the RFP.

Question 77: Can pricing increase during the term of the contract?

Answer: You will have the opportunity for annual price escalation.

Question 78: Will assigned candidates have access to materials, supplies, equipment, evaluation kits, and protocols provided by your schools?

Answer: Vendors are to provide a laptop and any other equipment needed by their employees, APS provides access to our online applications.

Question 79: Will Albuquerque Public Schools consider an hourly rate range depending on the candidates' level of experience or does the district only want a fixed hourly rate for service?

Answer: Please provide a flat rate

ACKNOWLEDGE ADDENDUM WITH SUBMITTED PROPOSAL:

Addenda not signed and returned may consider the RFP non-responsive and may be rejected.

COMPANY/FIRM NAME

SIGNATURE

DATE