

Questions for RFP #251-27-98 – 1:1 Nursing Services

Vendor Question	Answers						
Is this a new contract or renewal of an existing contract?	Contracts are renewed annually.						
In order to be considered responsive for this solicitation, is it mandatory to bid on all positions?	No.						
What is the estimated budget for this contract?	Not known at this time.						
Is it mandatory to subcontract?	No.						
Please confirm whether a staffing firm is eligible to bid on this solicitation.	Yes.						
Please confirm if this solicitation is intended for a clinical service provider.	Yes.						
Are there any additional services required apart from staffing services?	Please refer to the RFP.						
Do responding firms need to submit resumes of potential candidates with the proposal? If yes, should these be sample resumes or actual resumes?	Resumes of potential candidates can be included within the RFP or outside of that process once a bid is accepted. Any agency wanting specific nurses to continue serving WCPSS students should list those names within the RFP or provide them once the bid is accepted/extended.						
Does this RFP require any certifications or licenses to be included with the response? Or can they be provided upon award?	Upon award.						
Does this RFP require any type of management capabilities from the vendor?	The nursing agency must be able to provide leadership, training, and support to their nurses placed with the district. The agency must be able to verify a nurse’s licensure, credentials, sex offender registry, and other requirements as requested.						
Is there a prescribed cost proposal template or format? Additionally, please confirm whether pricing should include only hourly rates for the requested positions.	Vendors may use the cost template provided in the RFP, or use their own form. Pricing should be provided as hourly rates.						
Could you please confirm if the vendor can share the MSP clients and commercial clients as references?							
Can the agency confirm whether the awarded vendor is required to hold an active Medicaid billing number, (or if the nurse is required to hold active Medicaid number) or if Medicaid billing will be handled directly by the agency or another entity?	WCPSS does not currently bill Medicaid for nursing services but nurses should be eligible to bill which requires an NPI and NC Tracks registration.						
Could you provide a list of previous vendors and the hourly rates paid for each discipline involved in the contract?	<table><tr><td>Agency</td><td>LPN</td><td>RN</td></tr><tr><td>American Medical Staffing</td><td>\$55.00</td><td>\$65.00</td></tr></table>	Agency	LPN	RN	American Medical Staffing	\$55.00	\$65.00
Agency	LPN	RN					
American Medical Staffing	\$55.00	\$65.00					

	Bayada	\$52.00	\$52.00
	Choose Better Care/Intellichoice - extension	\$55.00	
	Home Rule	\$52.00	\$52.00
	Maxim Healthcare Services, Inc.	\$60.00	\$60.00
	Mission Medstaff dba Angels of Care	\$53.56	\$54.59
	MPS Healthcare Inc dba Continuum Pediatric Services	\$56.59	\$56.59
	PSA Aveanna	\$55.00	\$65.00
	The Full Coverage	\$52.00	\$52.00
	Yelverton's Enrichment Services, Inc	\$50.00	\$50.00
	Who is the designated individual coordinating the services for the various disciplines within the district, and could you share their contact information?	Not at this time.	
How many hours constitute a school day for the purposes of this contract?	The length of day depends partially on the ride time to and from school. A typical school day is usually about 7 hours.		
How many school days are scheduled per year?	WCPSS has year-round schools, Extended School year and sometimes compensatory education if services have been missed. The number of days depends on the student and his/her situation.		
Are electronic signatures acceptable for signing the bid documents?	While original signatures are preferred, electronic signatures are acceptable.		
May we include district personnel as references for this RFP?	No.		
How many 1:1 nurses are currently contracted under this RFP?	Approximately 61 nurses serve students in WCPSS, including full time, part-time, and substitute positions.		
Will you need both LPN and RN candidates?	WCPSS usually needs LPNs only with the rare exception.		
What were the total annual expenditures for school years 2024-2025 and YTD 2025-2026 of the current contract?	2024-2025 approximate expenditure: \$1,142,137 2025-2026 approximate expenditure YTD: \$665,700		
Will the school district nurse oversee the physician-directed orders for the student, or will this be a requirement of the contracted agency?	The nursing agency will need to obtain current doctor’s orders and provide these to WCPSS upon request.		
Will the skilled nurse staff document care for the student on forms provided by the school/district?	Not at this time. However, if the district begins billing Medicaid, that could change.		
Who will manage the physician's orders on the IHP?	The nursing agency will manage current doctor’s orders.		
Is there any expectation for the contracted agency to provide supervision of the contracted school staff? If yes, how often?	Yes, following state, licensure, and Medicaid for supervision/observation requirements. More frequent		

	supervision is required when there are questions or issues regarding care or nurse conduct.
How many nurses do you anticipate needing in 2026 and 2027 school year?	66 full time, part-time, and substitute positions.
How many nurses did you need in 2025 and 2026 school year?	Enough to cover roughly 35 students.
How many students will need a 1:1 nurse in the 2026 and 2027 school year?	Roughly 35.
Can the district please state the date the RFP will be awarded and in what capacity (Email, Letter, Phone)?	Awarded vendors will be notified via email as soon as the review process has been completed.
Why is this solicitation out to bid?	The RFP provides several benefits including making federal funds available for nursing and establishing competitive hourly rates.
Is there a local vendor preference for this RFP?	Only as it facilitates the agency's ability to supervise, support, and observe the nurse/student.
How many students are currently receiving 1:1 nursing care as of March 2026?	Roughly 35.
Based on current IEP/504 assessments, does the District anticipate a significant increase or decrease in the number of students requiring these services for the 2026-2027 school year?	No.
Is it the District's intent to award a single contract, or is the goal to establish a multi-vendor pool to ensure full coverage across all school sites?	Bids from multiple agencies will likely be accepted.
What is the average daily shift length for a 1:1 assignment? Does it strictly include instructional hours, or does it typically include transportation to and from the student's home?	The average school day is around 7 hours. Transportation requires additional time.
Can the district please clarify the maximum weekly allowable hours approved for providers requested in this solicitation?	It depends on the student, their schedule, transportation, etc.
Who do agency staff report to at the site or department level?	While the nurse does not work for the teacher, the teacher would play an integral role in setting the pace of the day, providing instruction, collaborating and trouble shooting. The Director of Related Services (and her designee) are the contacts for the nursing agency. When issues arise, we collaborate with the agency to problem solve.
Who is the clinical point of contact at the district for agency nurses?	The Director of Related Services
Does the district provide any orientation to agency staff?	Yes.

For the documentation requirements: Will the district provide orientation and log in access for electronic documentation platforms or provide district-specific paper forms?	Nurses' currently use their agency forms to document nursing care. However, if the district begins billing Medicaid, the district would have their own on-line system.
Does the district provide essential nursing materials and equipment (such as stocked health offices, first aid supplies, PPE, electronic devices for documentation, specialized screening tools like audiometers and vision charts, and any durable medical equipment), or are contractors expected to supply and maintain some or all of these items?	As these services are for individual children, the agency would provide supplies.
What is approximate number of 1:1 trachs, vents, TPN, or central line cases? Is the district willing to grant an exception for these high acuity cases?	This information is not readily available. The highly involved cases might require an RN.
Are nursing delegation services being requested from RNs to unlicensed assistive personnel? If so, does the district have delegation policies and procedures? What nursing tasks are permitted to be delegated and to whom?	The agency nurse may provide guidance to classroom staff. The nature of the delegation of care depends on the student.
Are home visits a component of the district's school health services? If so, please clarify whether these visits are handled solely by district nurses or if agency nurses would also be expected to conduct or support home visits.	The meet and greet usually requires a visit with the family, often in the home. At this time, there are no students with educational services in the home who require nursing services.
Will the district be willing to provide the supervision requirements for LPNs that are listed in the RFP?	No.
Will agency staff be required to travel to multiple locations in a single day?	At this time, the only travel is for field trips and travel from home to school and school to home.
Who is responsible for submitting for Medicaid reimbursement? Will the district submit or is it expected the agency submits?	At this time, the district does not bill for Medicaid but that could change.
Will the district obtain and manage all necessary physician orders and provide them to agency nurses, or is it expected that the agency will obtain and manage the orders?	The agency is responsible for ordering, obtaining, and managing doctor's orders.
Will the district nurses be creating medical plans of care such as Individualized Health Plans and Emergency Care Plans or is it expected the agency nurses develop these?	WCPSS school-based nurse creates a student health assessment which supports the IEP team's decision for programming and services. The agency is responsible for health plans and plans of care/emergency care plans.
Could you clarify if vendors are expected to provide staffing coverage for the entire school or only for specific assigned students/cases?	The RFP is for 1:1 care for a specific student.

On page 5, nursing services are tied to IEP requirements; can the district provide an estimated annual volume or number of students requiring services?	Approximately 35.
On pages 5–6, services may include transportation support; are vendors required to provide coverage during transportation as part of standard billing?	Yes.
On page 6, vendors must notify staffing gaps beyond two days; are there any penalties associated with such gaps?	WCPSS's priority is to ensure students attend school. The agency is responsible for alerting the district to nurse absences. Hearing about nurse absences through the teacher or the parent is unacceptable. The agency should provide substitute nurses to cover prolonged absences.
On page 6, supervision requirements are outlined; is on-site supervision mandatory, or can supervision be conducted remotely?	In person observations are required by Medicaid.
On page 6, vendors are asked to include names of therapists/nurses; is this mandatory at the time of proposal submission or optional?	Optional.
On page 7, the cost proposal is hourly; are different billing rates allowed for weekday versus weekend or extended hours?	No. Weekend hours should not be necessary. Extended hours apply if transportation is delayed. WCPSS does not pay overtime.
Could you clarify how work will be distributed among multiple awarded vendors?	WCPSS prioritizes continuity of nursing services for students. Service history often predicts agency coverage as does parent request for specific agencies/nurses.
Could you confirm if a Certificate of Insurance (COI) sample is required at the time of proposal submission?	Please check the RFP.
Could you confirm if proof of the agency's registration with the North Carolina Secretary of State must be submitted with the proposal?	This will be required upon award.
re invoices required to be submitted with the proposal, or would a sample invoice be acceptable?	Sample invoice is optional.