



March 13, 2026

**ADDENDUM #3  
RFP NUMBER: 25-06**

**Temporary Staffing Services**

**IMPORTANT NOTICE**

Please note the following responses to questions asked by prospective Responders:

Question 1. What NPA's currently provide Nursing, Paraeducator and SLP roles to OCSS?

**Answer:** Ro Health, Soliant Health, New Direction Solutions, Zen Educate, Pacific Coast Speech Services, Supplemental Healthcare Services, Amerigis Healthcare Staffing, Birch Agency

Question 2. What rates do those NPA's charge?

**Answer:** Vendor rate sheets are not included in this RFP Addendum due to the number of vendors and range of positions.

Parties seeking specific rate information may submit a request pursuant to the California Public Records Act (CPRA).

Question 3. How many Paraeducators does the district expect to use for the new school year?

**Answer:** Unknown.

Question 4. What was the approximate spend for Nursing, Paraeducator and SLP roles in 2025?

**Answer:** Information regarding prior expenditures is not being provided as part of this RFP Addendum.

Parties seeking specific historical expenditure records may submit a request pursuant to the California Public Records Act (CPRA).

Question 5. If we are awarded a contract with OCSS will that automatically enroll us with the districts you oversee or would we still have to contract with them separately?

**Answer:** This is a solicitation for the Orange County Superintendent of Schools only and does not include services to be provide to other districts.

Question 6. What has been the biggest challenge to date with current staffing partners?

**Answer:** Availability of qualified Nursing, Paraeducator, and Speech-Language Pathologist (SLP) personnel

Question 7. Do we have to bid on all the positions being requested or can we choose?

**Answer:** There is no requirement to bid on all positions.

Question 8. I did not see a rate sheet for the School Bad roles, will one be sent in via addenda or should we create our own?

**Answer:** You will need to add the positions to the Price Sheet.

Question 6. Assuming we can staff Speech Language Pathology Assistants, will OCSS provide supervising SLPs, or will the staffing agency be responsible for ensuring supervision arrangements?

**Answer:** Supervision will be provided by the Superintendent.

All RFP Documents remain unchanged except sections or parts of sections added to, revised, deleted or clarified by this Addendum.

This Addendum shall be considered part of the RFP Documents for the above-mentioned project as though it had been issued at the same time and shall be incorporated integrally herewith. Where provisions of the following supplementary data differ from those of the original RFP Documents, this Addendum shall govern and take precedence.

Responders are hereby notified that they shall make any necessary adjustments in their bid on account of this Addendum. It will be construed that each Responder's bid is submitted with full knowledge of all modifications and supplemental data specified herein.

Sincerely,



Kristin Lange  
Purchasing & Contracts Manager  
Orange County Department of Education