

ALAMOGORDO PUBLIC SCHOOLS REQUEST FOR PROPOSAL <u>RFP #017-2021</u> <u>RFP TITLE: ANCILLARY AND RELATED SERVICES FOR</u> <u>SPECIAL EDUCATION</u> COMMODITY CODE:

94876, 96167, 94874

RFP ISSUE DATE	05/27/2021
PRE-PROPOSAL MEETING AND LOCATION	N/A
DEADLINE FOR written QUESTIONS	06/10/2021
RFP DUE DATE AND TIME	06/16/2021 @ 3:00 PM
EVALUATION OF PROPOSALS	06/17/2021

<u>PROPOSALS MUST BE RECEIVED BY THE DUE DATE AND TIME IN ORDER TO BE</u> <u>CONSIDERED RESPONSIVE TO THIS SOLICITATION. NO PROPOSALS WILL BE</u> <u>RECEIVED AND OR CONSIDERED AFTER THE DUE DATE AND TIME.</u>

District Contact Information

Name/Title	Dillon Voss, Chief Procurement Officer
Phone Number	575-812-6046
E-Mail	dillon.voss@alamogordoschools.org

Any inquiries or requests regarding this procurement should be submitted, in writing, to the Chief Procurement Officer. Offerors may contact ONLY the Chief Procurement Officer regarding this procurement. Other APS employees or Evaluation Committee members do <u>not</u> have the authority to respond on behalf of APS. Communications directed to parties other than the Chief Procurement Officer will have no legal bearing on this RFP or the resulting contract(s). All responses from Alamogordo Public Schools will be provided in writing to all offerors by addendum.

Offerors are encouraged to submit proposals electronically via Alamogordo Public Schools vendor registry portal at the link below.

APS Vendor Registry Portal

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III. <u>GENERAL INSTRUCTIONS</u>

- <u>RFP Documentation</u>: Offerors are expected to be familiar with all documents contained in this RFP to ensure offerors proposals are in compliance with all provisions contained in this Request for Proposal. Offerors must notify Alamogordo Public Schools of any inconsistency or error in review of the RFP Documents.
- 2. <u>SCOPE OF WORK</u>: The District may add to or delete from the Scope of Work set forth in this RFP.
- 3. <u>Written Questions</u>: Offerors may submit written questions to offer clarity to the terms of the RFP. All questions must be submitted to the Chief Procurement Officer listed no later than the date listed in this RFP. The District will respond by addendum to the submitted written questions.
- 4. <u>Submission</u>: The Submission of a proposal constitutes that the offeror has made all appropriate examinations, investigations and analysis and has made provision as to the cost in submitted proposal. By responding to this RFP offeror acknowledges and agrees to the terms and conditions set forth in this RFP and by addendum.
- 5. <u>Incurring Cost</u>: The offeror shall bear the full burden of any cost associated with the preparation, transmittal, and/or presentation of any material, equipment, system submitted in response to this RFP.
- 6. <u>**Proposal Firm:**</u> Responses to this RFP including price proposals shall be considered firm for One Hundred Twenty (120) days after the response due date.
- 7. <u>Forms and Addendums</u>: The offeror shall be responsible for ensuring that they are in possession of the most recent copy of this RFP including any/all addendums that have been issued. No addendum will be issued later than five calendar days prior to the due date of receipt of proposals. The only addendum that may be issued within Five (5) calendar days of the receipt of Proposals is one which withdraws the RFP or one that extends the proposal receipt due date and time. It is the responsibility of the offeror to acknowledge all addendums in their proposal.
- 8. <u>Correction and Withdrawal of Proposal</u>: Corrections are to be initialed in ink by the individual authorized to sign the proposal on behalf of the offeror. Offerors are permitted to withdraw their proposal any time prior to the deadline of receipt of proposals by submitting a written withdrawal request to the Chief Procurement Officer.
- 9. <u>District Discretion</u>: The Alamogordo Public School District reserves its right in its sole discretion to "waive technical irregularities in the form of the bid or proposal of the low bidder or offeror which do not alter the price, quality or quantity of the services, construction or items of tangible personal property bid or offered" pursuant to NMSA 1978,§13-1-132
- 10. <u>Responsive Offeror</u>: The Chief Procurement Officer may make investigations to determine if the offeror's proposal meets the requirement of a responsive offer as set forth in <u>§13-1-85</u> the district may reject a proposal if it is does not meet the requirements set forth in <u>§13-1-85</u>

- 11. <u>Award</u>: Alamogordo Public Schools reserves the right to award all, part, or none of the scope of work detailed in this RFP. This Request for Proposals in no way obligates Alamogordo Public Schools into entering business with any potential offeror without a fully executed contract or purchase order.
- 12. <u>Preferences</u>: Preferences for New Mexico In-State Resident Business and Resident Veteran Business may be awarded in compliance with <u>NMSA 1978 §13-1-21</u>. Offerors will be required to provide in their proposal a current copy of their certificate issued by the New Mexico State Taxation and Revenue to receive preference scoring. In the event that an offerors proposal is a joint venture the offeror must state what percentage of the work will be preformed by the Resident Business and/or Resident Veteran Business. Pursuant to <u>NMSA 1978 § 13-1-21 H</u>. an offeror cannot be awarded both a Residential Preference and a Resident Veteran Preference. Pursuant to <u>NMSA 1978 §13-1-21 J</u>. New Mexico Preference shall not apply when the expenditures for this RFP include federal funds for specific purchases.
- <u>RFP Cancelation or rejection</u>: This Request for Proposals may be canceled and or proposals be rejected in whole or in part when deemed in the best interest of the Alamogordo Public Schools pursuant to <u>NMSA 1978 §13-1-131</u>.
- 14. <u>Multi-Award</u>: The Alamogordo Public Schools District reserves the right to multi-award contracts when necessary for adequate delivery of services pursuant to <u>NMSA</u>, <u>§13-1-153</u>.
- 15. <u>Board of Education Approval</u>: Award of resulting contract from this RFP is not considered final until approved and signed by the Alamogordo Public Schools Board of Education President or Member and the Contractor.

DEFINITIONS OF TERMINOLOGY

<u>Award of Contract</u>: shall mean a formal written notice by the Alamogordo Public Schools that a firm has been selected to enter into a contract for services. Any Notice of Award that has not resulted in a written signed bilateral Agreement between the successful offeror and the Alamogordo Public School District, within I month of written notice of award, shall result in the termination of negotiations and not be considered an award.

<u>Contract</u>: means a signed bilateral agreement between the APS District and a successful offeror/contractor for the work covered by this RFP.

Contractor: means successful Offeror awarded the contract.

Determination: means the written documentation of a decision of the Selection Committee, including findings of fact required to support a decision. A determination becomes part of the procurement file to which it pertains.

District: for purposes of this RFP, means the Alamogordo Public Schools Governing Board and is synonymous with the terms and acronym " Owner " and " APS".

Entity: means the Owner, Alamogordo Public Schools (APS).

Offeror: is any person, corporation, or partnership who chooses to submit a proposal in response to this RFP.

Owner: is Alamogordo Public Schools District.

Proposal: is the Offeror's response to this RFP.

<u>Request for Proposals</u>: or "RFP" means all documents, attached or incorporated by reference, used for soliciting proposals.

<u>Resident Business</u>, <u>Resident Contractor</u></u>, <u>Veteran Business</u>, <u>Veteran Contractor</u> means an entity that has a valid resident certificate issued by the NM Taxation and Revenue Department pursuant to NMSA 1978 § 13-1-21 and § 13-1-22.

<u>Responsible Offeror</u>: means an Offeror who submits a responsive proposal and who has furnished, when required , information and data to prove that his financial resources, production or service facilities, personnel, service reputation and experience are adequate to make satisfactory delivery of the services described in the proposal.

<u>Responsive Offer</u> or <u>**Responsive Proposal**</u> means an offer or proposal, which conforms to all material, respects to the requirements set forth in the RFP. Material respects of a RFP include, but are not limited to quality, quantity or delivery requirements.

<u>Selection Committee</u>: means a body constituted in accordance with NMSA 1978 <u>§ 13-1-121</u> to perform the evaluation of Offeror proposal submittals.

The terms "**must**," "**shall**," "**will**," "**is required**," or "**are required**" identify a necessary item or factor. Failure to comply with such an item or factor may result in the rejection of the Offeror's proposal. The terms "**can**," "**may**," "**should**," "**preferably**," or "**prefers**" identifies a desirable or discretionary item or factor. Failure to comply with such an item or factor may result in the rejection of the Offeror's proposal. Rejection of the proposal will be subject to review by the Selection Committee and the final decision on rejection will be made by the Committee Chairman.

II. SCOPE OF WORK

The Alamogordo Public School (APS) district provides special education and ancillary/related services to eligible students within an inclusive educational model. Students with disabilities who are eligible for special education services are educated primarily in the general education classroom setting and may receive some services in a pull out setting. Ancillary and related services professionals are expected to:

- 1. Provide direct therapy services as deemed appropriate within the general educational classroom setting or virtually if requested by district.
- 2. Provide consultative/indirect services to teacher, administrators, parents and other service providers
- 3. Conduct formal and informal assessments to identify the student's disabilities as they relate to the educational environment, with virtual assessment capabilities as requested or as needed by the district.
- 4. Conduct initial evaluations and complete reevaluations on designated timelines
- 5. Develop strategies and methods to implement short and long term goals and objectives
- 6. Provide in-service training upon request
- 7. Consult with physicians when needed regarding certain specific situations
- 8. Work within the Alamogordo Public School District calendar, including all school closings, unless an alternative schedule has been mutually agreed upon with the Director of Special Education
- 9. Physical Therapists will be required to supervise Physical Therapy Assistants, whether contracted service provider or employee, in compliance with the regulations of the New Mexico Physical Therapy Board
- 10. Occupational Therapists will be required to supervise Certified Occupational Therapy Assistants, whether contracted service provider or employee, in compliance with the regulations of the New Mexico Occupational Therapy Board
- I I. Other ancillary providers may be required to supervise appropriate assistants in accordance with relevant New Mexico licensing boards, and within the constraints of their professional licensing
- 11. Complete necessary reporting and paperwork accurately, succinctly and in a timely manner, including Medicaid billing forms, evaluation reports, Individualized Education Plans (IEP), reporting, and other documentation as required
- 12. Work collaboratively with other personnel

Travel between schools within the district to provide such services deemed necessary by the Directors of Special Education and Health Services

III. SPECIFICATIONS

The Alamogordo Public School District has compiled the following list as Specifications to be met by the vendor to insure the district receives the desired service and/or product.

- A. The district is seeking proposers who have the capacity to supply contracted professionals with the requisite professional licenses and accreditation to provide direct and indirect services for students in New Mexico. In addition, New Mexico Public Education Department (PED) licensing is required for ancillary and related services. Successful proposers will be responsible for providing suitable, credentialed professionals and will ensure all required credentialing, licensing, continuing education, background investigations and insurance coverages remain in full force and effect throughout the term of the contract.
- B. Individual service providers must meet Medicaid Provider eligibility requirements and must be certified in accordance with Medicaid regulations. Providers will ensure all necessary documentation is complete. Contractor will be required to provide the National Provider Identifier (NPI) number for each professional provided to APS.
- C. Contracted professionals must provide appropriate diagnostic and therapeutic direct and indirect services during school hours or other hours as mutually agreed upon by the Contractor and Director of Special Education.
- D. Contracted professionals must have:
 - l. Good interpersonal and collaborative skills
 - 2. Experience with a variety of assistive technology and equipment
 - 3. Valid driver's license
 - 4. The ability to complete and pass required District background check procedures

Iv. OTHER INFORMATION

- A. There are fourteen schools in the district: nine (9) elementary, three (3) middle, one (1) traditional high school and one (1) alternative high school. In addition, APS serves pre-K. There are approximately 6000 students in the district.
- B. Respondent will provide/furnish at no extra cost or charge to the District all cell phones, computers, software and laptop computers for respondent use to effectively and efficiently perform the Work.
- C. Respondent is responsible for having and maintaining comparable District virus protection software on their PCs or laptops to ensure protection and to comply fully with all safeguards and integrity of personnel and student data contained on any District computer system. Respondent must fully comply with all provisions of the Family Educational and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPPA).
- D. The District will provide student records and school locations of these students needing services. The District will provide copier access, computer printer access, access to an online computer connection at school sites as well as access to web-based Individual Education Plan (IEP) system for recording student data.

IV. INSURANCE REQUIREMENTS

Liability insurance shall be on a comprehensive basis and shall include the following divisions of coverage:

Comprehensive General Liability -Premises and Operations including broad form property damage and contractual liability[1]	\$2,000,000 each occurrence
[2] Professional Liability/Errors and Omissio	n \$2,000,000 Combined single limit
each o	ccurrence[3]
Other required coverage's:	
Workers Compensation	Statutory-New Mexico
	(all employees and subcontractors as applicable)

\$500,000 Combined single limit
each occurrence[5]
\$100,000 each person
\$300,000 limit each occurrence

OFFEROR WILL BE RESPONSIBLE FOR ALL REQUIRED INSURANCE COVERAGE AS PER THE APS STANDARD CONTRACT FOR PROFESSIONAL SERVICES (APPENDIX A) AND ALL APPLICABLE LOCAL, STATE AND FEDERAL LAWS AND REGULATIONS.

Coverage shall be with an insurer authorized by the State of New Mexico and shall carry a Best's rating of not less than "A" in the A.M. Best's Key Rating Guide. The Alamogordo Public Schools, its board of education, and employees must be named as Additional Insureds with respect to all of the coverages. Evidence of insurance policies and forms adequate to confirm the currency and adequacy of coverage shall be provided to the District prior to the onset of service and the contract shall be conditioned upon the approval of same by the District.

NOTE: Offerors must provide certificates of current insurance coverage.

V. PROPOSAL FORMAT

The Offeror's proposal should follow this format:

COVER LETTER

Company/Team Information

- 1. Brief history of the Company.
- 2. Type of ownership.
- 3. Statements as to size of professional staff.
- 4. Name of partner in charge, project manager, and other key team players.
- 5. Time/Date availability of firms to perform services.
- 6. Signature and contact information for the main point of contact the district should use for this RFP

TECHNICAL PROPOSAL MUST INCLUDE THE FOLLOWING:

- A. The technical proposal must be sealed and marked on the outside as follows: **TECHNICAL PROPOSAL for RFP 017-2021 Ancillary Services for Special Education**
- B. Table of Contents
- C. Letter of Introduction and Expression of Interest
- D. Related Experience and Qualifications, Including Experience and Credentials of Team
 - a. List and describe previous experience with the Alamogordo Public Schools.
 - b. List and describe experience with other New Mexico government, private and public entities apart from educational settings if any.
 - c. Address the items listed in the scope of work and specifications
- E. References: Provide three references or contact information for entities with relevant contractual relationship to the entity
- F. Campaign Contribution Disclosure Form completed and signed (Appendix A)
- G. Prospective Contractor Conflict of Interest Certification Form completed and signed (Appendix B)
- H. Debarment/Suspension Certification Form completed and signed (Appendix C)
- I. An electronic copy of the proposal on a flash drive (Note: Item H is only required if the offerors proposal is being delivered in physical format if offeror uploaded a proposal to Vendor Registry an electronic copy on a flash drive is not necessary.)
- J. Valid In-State/Veteran's Preference Certificate copy (if applicable)

The Offeror can upload their submission to Vendor Registry via the link below

https://vrapp.vendorregistry.com/Bids/View/BidsList?BuyerId=f1a94450-3adf-4996-8cb9-c3957989cb2c

OR

The Offeror is required to submit **ONE** (1) original and **Five** (5) copies of proposal and the required supporting documentation **if the offeror's proposal is being mailed or delivered to APS District offices.**

The Offeror is required to submit an <u>electronic copy</u> of the proposal on a <u>flash drive</u> if the offeror's proposal is being mailed or delivered to APS District offices.

If the Offeror considers any part of its proposal material to be proprietary technical or business information, such material shall be prominently and clearly mark as "PROPRIETARY" or "TRADE SECRET."

Criteria	Points
Experience, Resources, Staffing and Capability of Firm	35
Experience with School Districts in New Mexico and Nationally	30
Experience with New Mexico Entities, Including Government, Public and Private.	20
References-Provide 3 letters of Reference	15

PRICE PROPOSAL (maximum points available – 50pts)

NM Resident Preference if applicable	5 possible points
<u>0</u>	<u>r</u>
NM Resident Veteran preference if applicable	10 possible points

TOTAL POSSIBLE POINTS: 160

- A. The Price Proposal must be submitted separate from the technical proposal. It must be marked the same as the technical proposal and include the wording "PRICE PROPOSAL"
- B. Cover page with the name, address, and phone number of the offeror
- C. Completed <u>Appendix D</u>.
- D. NOTE: It is the Offeror's responsibility to provide full information in order to evaluate the criteria above

CONCLUSION

Only the District is authorized to release information about projects covered by this RFP. The Offeror must refer to the District any requests to release or inspect any information that pertains to the work or activities covered by any action or award related to this RFP.

The District reserves the right to make multiple awards.

For questions regarding this Request for Proposals:

Dillon Voss, Chief Procurement Officer 1211 Hawaii Ave Alamogordo, NM 88310 (575) 812-6046

Any inquiries or requests regarding this procurement should be submitted, *in writing*, to the Chief Procurement Officer. Offerors may contact ONLY the Chief Procurement Officer regarding this procurement. Other APS employees or Evaluation Committee members do <u>not</u> have the authority to respond on behalf of APS.

Appendix A

CAMPAIGN CONTRIBUTION DISCLOSURE FORM

Note: Submit with Transmittal Letter/Technical Proposal

Pursuant to NMSA 1978, § 13-1-191.1 (2006), any person seeking to enter into a contract with any state agency or local public body for professional services, a design and build project delivery system, or the design and installation of measures the primary purpose of which is to conserve natural resources must file this form with that state agency or local public body. This form must be filed even if the contract qualifies as a small purchase or a sole source contract. The prospective contractor must disclose whether they, a family member or a representative of the prospective contractor has made a campaign contribution to an applicable public official of the state or a local public body during the two years prior to the date on which the contractor signs the contract, if the aggregate total of contributions given by the prospective contractor, a family member or a representative of the prospective contractor to the public official exceeds two hundred and fifty dollars (\$250) over the two year period.

Furthermore, the state agency or local public body shall void an executed contract or cancel a solicitation or proposed award for a proposed contract if: 1) a prospective contractor, a family member of the prospective contractor, or a representative of the prospective contractor gives a campaign contribution or other thing of value to an applicable public official or the applicable public official's employees during the pendency of the procurement process or 2) a prospective contractor fails to submit a fully completed disclosure statement pursuant to the law.

THIS FORM MUST BE FILED BY ANY PROSPECTIVE CONTRACTOR WHETHER OR NOT THEY, THEIR FAMILY MEMBER, OR THEIR REPRESENTATIVE HAS MADE ANY CONTRIBUTIONS SUBJECT TO DISCLOSURE:

The following definitions apply:

"Applicable Public Official" means a person elected to an office or a person appointed to complete a term of an elected office, who has the authority to award or influence the award of the contract for which the prospective contractor is submitting a competitive sealed proposal or who has the authority to negotiate a sole source or small purchase contract that may be awarded without submission of a sealed competitive proposal.

"Campaign Contributions" means a gift, subscription, loan, advance or deposit of money or other thing of value, including the estimated value of an in-kind contribution, that is made to or received by an applicable public official or any person authorized to raise, collect or expend contributions on that on that official's behalf for the purpose of electing the official to either statewide or local office. "Campaign Contributions" includes the payment of a debt incurred in an election campaign, but does not include the value of services provided without compensation or unreimbursed travel or other personal expenses of individuals who volunteer a portion or all of their time on behalf of a candidate or political committee, nor does it include the administrative or solicitation expenses of a political committee that are paid by an organization that sponsors the committee.

"Family Member" means spouse, father, mother, child, father-in-law, mother-in-law, daughter-in-law or son-in-law.

"Pendency of the Procurement Process" means the time period commencing with the public notice of the request for proposals and ending with the award of the contract or the cancellation of the request for proposals.

"Person" means any corporation, partnership, individual, joint venture, association or any other private legal entity.

"Prospective contractor" means a person who is subject to the competitive sealed proposal process set forth in the Procurement Code or is not required to submit a competitive sealed proposal because that person qualifies for a sole source or a small purchase contract.

"Representative of a prospective contractor" means an officer or director of a corporation a member or manager of a limited liability corporation, a partner of a partnership or a trustee of a trust of the prospective contractor.

DISCLOSURE OF CONTRIBUTIONS:

(Note: If you have made more than one contribution, please attach a list of the public officials you have contributed to following the format and attach the list to this document. Please write "see attached" in the blank below.) Contribution Made By:

Relation to Prospective Contractor:

Name of Applicable Public Official on the District Board of Education: (Note: List Board of Education Member(s) here) Date Contribution(s) Made:

Amount(s) of Contribution(s):

Nature of Contribution(s):

Purpose of Contribution(s)

(Attach extra pages if necessary)

Signature Date		
Title (position)	 	

APPENDIX B PROSPECTIVE CONTRACTOR CONFLICT OF INTEREST CERTIFICATION

No employee or Board of Education member of the Alamogordo Public School District has a direct or indirect interest in the prospective Contractor or in the proposed transaction (unless prospective Contractor is publicly traded company and the employee or Board of Education member's interest is less than one percent of the prospective Contractor).

Prospective Contractor neither employs nor is negotiating to employ any employee or Board of Education member of the Alamogordo Public School District.

Prospective Contractor did not participate directly or indirectly in the preparation of specifications upon which the quote or offer is made.

If the prospective Contractor is a New Mexico State Legislator or if a New Mexico State Legislator holds a controlling interest in prospective Contractor, please identify legislator:

List below the name and social security number of any employee of the prospective Contractor or person assisting in the proposed transaction in any way who was an Alamogordo Public School District employee within the preceding 12- month period.

Certification

The undersigned hereby certifies that he/she has read the Conflict of Interest requirements as set forth in § 10-16-1 NMSA 1978 et seq. and that he/she understands and will comply with these requirements. The undersigned further certifies that they have the authority to certify compliance for the prospective Contractor named below.

Signature:	Title:
Name Printed:	Date:
Company:	City:

Alamogordo Public Schools

APPENDIX C

DEBARMENT/SUSPENSION CERTIFICATION FORM

The prospective Contractor certifies that it is not suspended, debarred or ineligible from entering into contracts with any Federal department or agency or with any department or agency of the State of New Mexico, or in receipt of a notice or proposed debarment from any Federal or Public State Agency. The prospective Contractor agrees to provide immediate notice to the Alamogordo Public Schools Purchasing Department in the event of being suspended, debarred or declared ineligible by any department or federal agency, or upon receipt of a notice of proposed debarment that is received after the submission of the quote or offer but prior to the award of the purchase order or contract. If prospective Contractor is awarded a contract, prospective Contractor agrees to provide immediate notice Schools Purchasing Department in the event of declared ineligible by any Federal or State Department in the event of a notice of proposed debarment/suspension that is received at any time during the term or any renewal term of the contract.

The undersigned hereby certifies that prospective Contractor understands and will comply with these requirements, including the requirements of 22 CRF Part 513 and § 13-1-177 NMSA 1978 et seq. and any amendments thereto. The undersigned further certifies that he/she has the authority to certify compliance for the prospective Contractor named and that the information contained in this document is true and accurate to the best of their knowledge.

The prospective Contractor certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from participation in this transaction by any State or Federal department or agency.

Where the prospective Contractor is unable to certify to any of the statements in this certification, the prospective Contractor shall attach an explanation to this proposal.

Signature:	Date:	
Title:		
Name Typed/Printed:		
Company Name:		
Address:		



APPENDIX D

Company Name _____

RFP <u>017-2021</u> PRICE PROPOSAL EVALUATION SUBMITTAL*

*Please complete a "not to exceed" cost/hour for all services you offer. You are **NOT** required to provide all services listed below to have a successful proposal.

PROFESSIONAL DISCIPLINE/SERVICE	NOT TO EXCEED COST PER HOUR NOT INCLUDING GROSS RECEIPTS TAX
Physical Therapist (PT)	
Physical Therapist Assistant (PTA)	
Occupational Therapist (OT)	
Certified Occupational Therapist Assistant (COTA)	
Speech Language Pathologist (SLP)	
Speech Language Pathologist Assistant (SLPA)	
Diagnostician	
School Psychologist	
Sign Language Interpreter	
Social Worker	
Music, Art or Recreational Therapist	
Audiologist	
Counselor	
Teacher	
Gifted Teacher	
Certified Behavior Analyst	
Teletherapists (please list Teletherapist services available):	
Speech Language Pathologist	
Occupational Therapist	
Sign Language Interpreter	
School Psychologist	
Certified Behavior Analyst	
Gifted Teacher	