



ORIGINAL

REQUEST for Proposal

**Paraprofessionals –
One-to-One Assistants
103-MCSSSDCPS-CC 26-02**

A black and white photograph of a desk setup. On the left, a stack of books is partially visible. In front of the books is a wire mesh pencil holder filled with several pencils. To the right of the pencil holder is a single apple. The background is dark and textured.The Delta-Group logo features a stylized graphic of a graduation cap and a ribbon forming a large, elegant letter 'D'. To the right of this graphic, the words "DELTA-GROUP" are written in a serif font. Below the company name, the tagline "MAKING LIFE EASIER FOR K12 SCHOOLS" is written in a smaller, sans-serif font.

PROPOSED BY:
Ms. Bernie Silvan, Vice-President
RFP@deltatg.com
484-381-3173



2000+

CURRENT
CLIENTS



8000+

CHILDREN
SUPPORTED



175+

YEARS OF
COMBINED EXPERIENCE
ON OUR MANAGEMENT TEAM



24/7/365

LIVE
SUPPORT
STAFF



**A NEW JERSEY COMPANY
USING OUR NATIONAL RESOURCES TO
SERVE AND SUPPORT
NEW JERSEY
CHILDREN AND SCHOOLS**

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January 23, 2026

Udaya Batchu, School Business Administrator/Board Secretary
MCSSSDCPS
Business Office
1020 Old Trenton Road
Hamilton, NJ 08690



Dear Administrator Batchu,

MCSSSDCPS seeks to procure cost-effective, qualified vendors to provide credentialed, experienced Paraprofessional and One-to-One Services for identified children in your schools. As a proven and dedicated partner to schools in New Jersey since 1989, Delta-T Group, Inc. is prepared to fulfill this need and begin our partnership.

Delta-T Group is an NJDOE Special Education approved agency.

Delta-T Group, Inc., is a national, well-established, financially sound company with deep roots in New Jersey. We are headquartered outside Philadelphia and are currently providing these services to more than 200 government agencies and school districts in New Jersey, including several in Mercer County. At the time of this response, we have more than 300 paraprofessional candidates in our inventory in Mercer County.

Delta-T Group has the experience, methods, and qualifications that your schools require in a reliable partner. If you require additional information or have questions, please contact:

Lori Calcaterra, Regional Vice-President
1460 Route 9, Aspen Building, Woodbridge, NJ 07095
800-426-0932 RFP@deltatg.com

Thank you for your consideration, and we look forward to working with you in the 2026-2027 school year.

Sincerely,

Ms. Bernie Silvan
Vice-President



Our Organization

Delta-T Group, Inc.
1460 Route 9, Aspen Building
Woodbridge, NJ 07095

Delta-T Group, Inc. (Corporate Headquarters)
950 East Haverford Road
Bryn Mawr, PA 19010

☎ 800-426-0932

☎ 732-636-8024

✉ RFP@deltatg.com



Founded in 1989, Delta-T Group, Inc. started as a small team of professionals near Philadelphia, Pennsylvania. Since then, our proven results and dedication have produced exponential nationwide company growth.

Today, Delta-T Group, Inc. is a nationwide referral staffing leader in school-based healthcare and special education services. We are dedicated to making a positive difference in every student's life.

Delta-T Group has partnered with public and private schools, regional consortiums, intermediate units, and state agencies to provide school-based pediatric education services.

Our personnel pool includes more than 8,000 of the following professionals to LEAs, school districts, educational consortia, and other youth-based organizations:

- School Nurses & Health Aides
- Registered Behavioral Therapists, BCBAs
- Instructional Aides, Paraprofessionals and Teacher Assistants, including those supporting special education classrooms
- Substitute Teachers, Special Education Teachers and other PK-12 Teachers
- Child Study Teams, Psychologists, Learning Disability Teacher Consultants, Dyslexia Specialists
- Therapists - Occupational, Physical, Speech & Language
- Support staff including Bus Aides/Monitors, Cafeteria Workers, Clerical/Administrative Staff, Custodial, Grounds and Maintenance workers

To ensure that only the most qualified candidates are provided to meet district needs, we have created a rigorous staffing approach that includes in-depth interviews to ensure that they are a good fit for your student population. Our current inventory of more than 600 Mercer County-based Educational Professionals means Delta-T Group is able to deliver qualified teachers and staff to MCSSSDCPS.



Our Mission

Delta-T Group's mission is to provide cost-effective, reliable, and innovative referral solutions for the social-services, behavioral-health, allied-health and special-education fields, for the betterment of those needing care and support:

- To provide the highest possible quality service to every client regardless of their size;
- To treat the referred professionals with respect and professionalism;
- To achieve perfect referral by matching a professional's background with a client's needs;
- To deliver a higher level of service than people have come to expect from the service industry.



Our Values

Commitment

A focus on quality, responsiveness and passion for giving 100%.

Credibility

Acting with integrity and accountability in all internal and external functions.

Compassion

Treating all clients and independent professionals with respect and understanding.

Creativity

Encouraging new ideas, techniques and technology to improve and streamline processes.



Specific Requirements

Contract Term and Renewal

The resulting contract shall be for an initial term of two (2) years, commencing on March 1, 2026, and concluding on June 30, 2027. Throughout the initial contract period, Delta-T Group will maintain full operational readiness to provide consistent, uninterrupted paraprofessional staffing services in accordance with District needs, program requirements, and applicable regulations.

The contract shall include two (2) optional one-year renewal periods, exercisable at the sole discretion of the District and subject to mutually agreed-upon terms and continued satisfactory performance. In the event of renewal, Delta-T Group will leverage its established recruitment pipeline, centralized credentialing process, and experienced local management team to ensure continuity of services, staffing stability, and seamless transition across contract terms, without disruption to student support services or instructional programs.



**DID YOU
KNOW?**

*Delta-T Group is currently staffing more than 4,300 credentialed paraprofessionals nationwide, **including over 900 paraprofessionals actively serving school districts across New Jersey.** This depth of experience enables Delta-T Group to rapidly deploy qualified one-to-one and building-based paraprofessionals to support students with diverse academic, behavioral, and medical needs. Our extensive New Jersey footprint ensures familiarity with state certification requirements, district expectations, and special education compliance standards, allowing for seamless integration into district programs. Through a centralized credentialing process, robust recruitment pipeline, and real-time scheduling support, Delta-T Group consistently delivers reliable coverage, continuity of care, and high fill rates for both short-term and long-term paraprofessional assignments.*

Please see our current Education Client list on the proceeding pages, with Mercer area schools highlighted in gold.



Current Education Client List

Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Achievers Early College Prep Charter School	x	x	x			
Alpha School, LLC		x		x		
Alpine Learning Group, Inc.				x		
Atlantic Community Charter School	x					
Bancroft NeuroHealth		x				
Barrington School District	x					
Bellmawr Borough School District		x				
Benjamin Banneker Preparatory Charter School, Inc.			x	x		
Bergenfield Public Schools		x				
Berlin Township School District				x		
Bloomington School District				x		
Bridgewater Raritan School District		x				
Brookfield Schools				x		
Burch Charter School of Excellence			x			
Burlington County Special Services School District				x		
Camden Prep		x	x	x		
Camden's Charter School Network			x			
Chancelight			x			
City of Burlington Board of Education		x				
Clark Township Public School District		x				
Classical Academy Charter School of Clifton		x	x			

Please note that this page is confidential business product and should be withheld from any FOIA requests

Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Clifton School District				x		
College Achieve Central Charter School			x			
College Achieve Paterson Charter School		x	x			
Colts Neck Township School				x		
Community Charter School of Paterson, Inc.		x	x		x	
Cranford Public Schools		x				
Cresthaven Academy Charter School		x	x	x		
Deptford Township School District			x			
Durand, Inc.				x		
East Brunswick Department of Recreation		x				
East Newark School District		x				
East Orange School District			x	x		x
Eatontown Public Schools		x				
ECLC of New Jersey				x		
ECLC of New Jersey Ho-Ho-Kus				x		
Edgewater Park Township School District		x				
Educational Services Commission of New Jersey		x				
Egg Harbor Township School District	x			x	x	
Elizabeth Public Schools	x			x		
Englewood Public School District	x					x
Essex Fells School District		x				
Estell Manor City School District				x		

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Ewing Township Public Schools			x			
Fairfield Public Schools		x				x
Florence Township School District						x
Foundation Academy Charter School		x			x	x
Freehold Borough School District				x		
Garwood Public Schools				x		
Gateway School LLC		x	x	x		
Glen Rock Public Schools		x				
Mercer Township Public School				x		
Gramon School, ELO, Inc., dba		x				
Gray Charter School, The		x				
Great Oaks Charter School	x	x	x	x	x	
Hackettstown School District			x			
Haledon Public School District		x	x	x		
Hammonton Town School District	x					
Harbor School LLC		x		x		
Hazlet Township Public Schools	x	x				
Henry Hudson Regional School District	x		x			x
Highland Park Public Schools						x
Hillside Board of Education				x	x	
Holmdel Township School District					x	x
Irvington Board of Education		x				

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Jamesburg Board of Education		x				
Jersey City Public Schools Office of Non Public Schools		x		x		
Keansburg School District	x					
Kipp Camden High School	x					
Kipp Cooper Norcross Academy	x			x		
Lakeview Learning Center, Inc.				x		
Lakewood Township School District				x		x
LEAD Charter School, Inc.	x	x	x	x		
Leaguers, Inc., The				x		
Leap Academy University Charter School			x			x
Linden Public Schools			x		x	
Link Community Charter School			x	x		
Manville School District		x				
Marble Jams Kids, Inc.				x		
Maria L. Varisco Rogers Charter School, Inc.		x	x			
Marion P. Thomas Charter School, Inc.		x		x		
Mastery Charter School			x	x		
Medford Township Public Schools			x			
Middlesex County Magnet Schools		x				
Middletown Township Board of Education		x				
Midland Park Public School			x	x		
Millville Board of Education		x				

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Monroe Township Schools		x				x
Montgomery Academy School				x		
Montvale Public Schools						x
Morris County Vocational School District		x		x		
Morris Hills Regional School District				x		
Morris-Union Jointure Commission School District				x	x	
Mount Carmel Guild/Catholic Community Services	x		x		x	
Mount Holly Township Public School			x			
Mount Olive Board Of Education		x				
New Community Corp.				x		
New Milford School District		x				
New Road School of Ocean County						x
New Road School of Parlin	x			x		
Newark Board of Education	x	x		x		x
North Bergen School District	x			x		
North Brunswick Township Public Schools	x			x		
Oakland Public Schools	x					
Our Lady of Czestochowa School		x				
Oxford Township School District			x			
Palmyra Borough School District			x	x		
Parkside Preschool Number Two, Inc.			x			
Passaic County Manchester Regional High School District				x		

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Paul Robeson Charter School			x	x	x	x
Pennsauken School District				x		
Pequannock Township Board of Education				x		
Philip's Academy Charter School, Inc.		x	x			
Pine Hill Borough School District				x		
Pride Academy Charter School, Inc.			x			
Prospect Park School District						x
Queen City Academy Charter School, The			x			
Rahway Public School District				x		
REED Next				x		
Region V	x		x	x	x	x
Ridgefield School District		x				
Ridgewood Public School						x
Riverside Township Public Schools				x		
Roseville Community Charter School		x	x	x		
Runnemede Borough School District		x				
Saint Dominic Academy		x				
Somerset County Educational Services Commission		x	x	x	x	
South Bergen Jointure Commission School District				x		
South Bound Brook Public Schools		x				
South Brunswick School District		x				
South Orange Maplewood School District		x				
South River Public Schools		x		x	x	x

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Spotswood Board of Education		x				
Springfield Public Schools	x			x		
Sprouts Academy			x			
Stuart Country Day School of the Sacred Heart		x				
Summit Public School District			x			x
Summit Speech School at the F.M. Kirby Center				x		
TEAM Charter Schools - KIPP				x		
Teaneck Community Charter School	x					
The Barack Obama Green Charter High School			x			
The Center for Educational Advancement, Inc.						x
Thrive Charter School			x	x		
Toms River Regional School District				x		x
Totowa School District				x		
Township of Robbinsville		x				
Union County Teams Charter School		x	x			
Unity Charter School		x	x			
Verona School District				x		
Voorhees Township School District	x					
Waldwick School District				x		
Washington Township Board of Education				x		
West Deptford Board of Education				x		
West Orange Board of Education		x				

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Education Client Name	Services Provided					
	BHS	RN	Teach	Para/ Aid	OT/PT SLP	Child Study
Westbridge Academy		x				
Willingboro School District			x	x		x
Winslow Township School District			x			



Qualifications & Training of Substitutes

One-to-One Paraprofessional Staffing

Delta-T Group will provide credentialed paraprofessionals to support the Mercer County Special Services School District's one-to-one student needs. Services are delivered through Delta-T Group's established staffing model, which offers flexibility, rapid scalability, and consistent access to qualified paraprofessional talent.



Delta-T Group will recruit, credential, and place qualified independent contractor paraprofessionals to support students in accordance with Individualized Education Programs (IEPs), behavior intervention plans, and District requirements.

Assignments may include:

- Full-day coverage
- Half-day coverage
- Long-term assignments
- Building-based one-to-one paraprofessional placements

Delta-T Group understands the needs of MCSSSDCPS and commits to providing:

- Recruitment and maintenance of an active pool of independent contractor paraprofessionals
- Credential verification and compliance tracking through Delta-T Group's corporate credentialing center
- Assignment coordination and coverage management for daily, short-term, and long-term needs
- Centralized communication with District administrators regarding coverage status and staffing trends

"I have been working with <Delta-T Group> over the course of the last year to help staff our school's direct paraprofessional positions. <Delta-T Group> has gone above and beyond to ensure our staffing needs are consistently met...Communication and attention to detail have been great...I hope to continue our partnership moving forward"

BCBA, ECLC of New Jersey, Ho-Ho-Kus, NJ



Licenses and Certification

All paraprofessionals are vetted through Delta-T Group's centralized credentialing process, which includes verification of education, experience, background checks, fingerprinting, and completion of all required New Jersey compliance documentation prior to placement. Paraprofessionals accept assignments based on availability and qualifications, ensuring appropriate alignment with student needs.

Per the Specific Requirements of this Request for Proposal, Delta-T Group is able to commit to ensuring all candidates we provide:

- hold a New Jersey educator credential or a substitute-specific credential
- have had a completed criminal history check as required by law from the New Jersey Department of Education
- have appropriate inoculations and tuberculosis testing as required by the New Jersey Department of Education.

"Delta-T has demonstrated a strong understanding of the educational environment, particularly the importance of compliance, consistency, and student-centered support. Their staff has worked collaboratively with school administrators, educators, and support teams to ensure services were delivered effectively and aligned with program goals and student needs.

Delta-T has been especially effective in providing qualified, dependable personnel who are well-prepared to work in school-based settings. Their attention to quality, professionalism, and ongoing communication has contributed to a smooth implementation of services and a positive impact on our school community."

Assistant SBA, Maria L. Varisco-Rogers Charter School, Newark NJ



Expertise and Subject Skills

Delta-T Group agrees that, whenever possible and feasible, every reasonable effort will be made to assign substitute paraprofessionals who not only meet all applicable licensure, certification, and background clearance requirements, but who also possess comparable specialized expertise, functional skills, and professional competencies to those of the absent paraprofessional.

Delta-T Group maintains detailed candidate profiles that capture experience in one-to-one student support, special education classroom environments, behavioral intervention, medically fragile student assistance, and IEP-driven services. When fulfilling an assignment, these profiles are reviewed in alignment with the District's specific request to support continuity of instructional and behavioral programming.

In addition, Delta-T Group prioritizes the placement of paraprofessionals with demonstrated familiarity with individual student needs, classroom routines, assistive supports, and District protocols, including prior service within the same building or program whenever available. This targeted matching process minimizes disruption, promotes student stability, and ensures consistent implementation of educational and behavioral strategies.

In circumstances where an exact skill match is not immediately available due to same-day absences or high-demand periods, Delta-T Group will deploy the most qualified available paraprofessional while simultaneously initiating enhanced outreach to secure a substitute with the appropriate specialization for ongoing or long-term coverage.



**DID YOU
KNOW?**

At the time of this proposal, Delta-T Group currently has more than 300 paraprofessionals available in Mercer County, and has more than 600 available within a 10 mile radius of Hamilton, NJ.



See what other Collaboratives have to say about Delta-T Group:



SOMERSET COUNTY EDUCATIONAL SERVICES COMMISSION

WWW.SOMERSETCOUNTYESC.ORG

Mailing Address: 991 Route 22 West, Suite 301 • Bridgewater, NJ • 08807
School Address: 7 Finderne Avenue • Bridgewater, NJ • 08807

ALLISON MOORE, Ed. D.
Principal

CHRISTINE MONTEIRO
Supervisor of Assessments,
Special Education & Counselors

RANDY FLAUM
Principal

NICOLE CASSAR
Supervisor of Admissions

COURTNEY DOVER, Ed. D.
Assistant Principal

KELLIE DE SAN
Supervisor of Nonpublic/Public
Programs

NICOLE D'AGOSTINO
Assistant Principal

January 23, 2026

To whom it may concern,

I am writing to express my sincere appreciation for the exceptional services provided by Delta T Group. Over the course of our partnership, Delta T Group has consistently demonstrated a level of quality and professionalism that sets it apart in the educational staffing industry.

The substitute teachers, paraprofessionals, and ABAs/RBTs provided by Delta T Group have proven to be highly qualified, reliable, and dedicated professionals. Each staff member arrives well-prepared and ready to contribute meaningfully to our educational environment. Their substitute teachers seamlessly integrate into our classrooms, maintaining instructional continuity and upholding our academic standards. The paraprofessionals demonstrate genuine care and competence in supporting our students' diverse learning needs. Additionally, the ABAs and RBTs bring specialized expertise that has been invaluable in providing targeted behavioral support and intervention.

What truly distinguishes The Delta T Group, however, is the outstanding communication and support we receive from our direct representative, Rocco Genova. Rocco has been exceptionally responsive to our needs, consistently going above and beyond to ensure we have the right personnel in place. His proactive approach, attention to detail, and genuine commitment to understanding our specific requirements have made our collaboration seamless and highly effective. Rocco's professionalism and dedication exemplify the superior customer service that The Delta T Group provides.

The combination of high-quality personnel and excellent representative support has made The Delta T Group an invaluable partner to our organization. I wholeheartedly recommend their services to any institution seeking reliable, professional staffing solutions.

Thank you for your continued excellence in service.

Sincerely,

Dr. Courtney Dover
Assistant Principal

EDUCATIONAL PROGRAMS

PHONE: 908-707-0070 ext. 100 • FAX: 908-707-2440 • EMAIL: admissions@somersetcountyesc.org

SOMERSET ELEMENTARY ACADEMY (K-8) / ALTERNATIVE MIDDLE SCHOOL (5-8)

SOMERSET SECONDARY ACADEMY (9-12+) / ALTERNATIVE HIGH SCHOOL (9-12)

CAREER CENTER (6-12+) / PATHWAYS (18-21 YO)

NEW DAY ACADEMY (9-12)

NONPUBLIC/PUBLIC PROGRAMS

PHONE: 908-707-0070 ext. 555 • FAX: 908-429-3947 • EMAIL: kdesan@somersetcountyesc.org



PROFESSIONAL STAFF & CORPORATE MANAGEMENT

Delta-T Group will provide dedicated and experienced local and corporate management staff responsible for undertaking and overseeing all issues, responsibilities, and duties associated with the provision of Paraprofessionals – One-to-One Assistants, in full accordance with the Scope of Work and specifications outlined in this RFP.

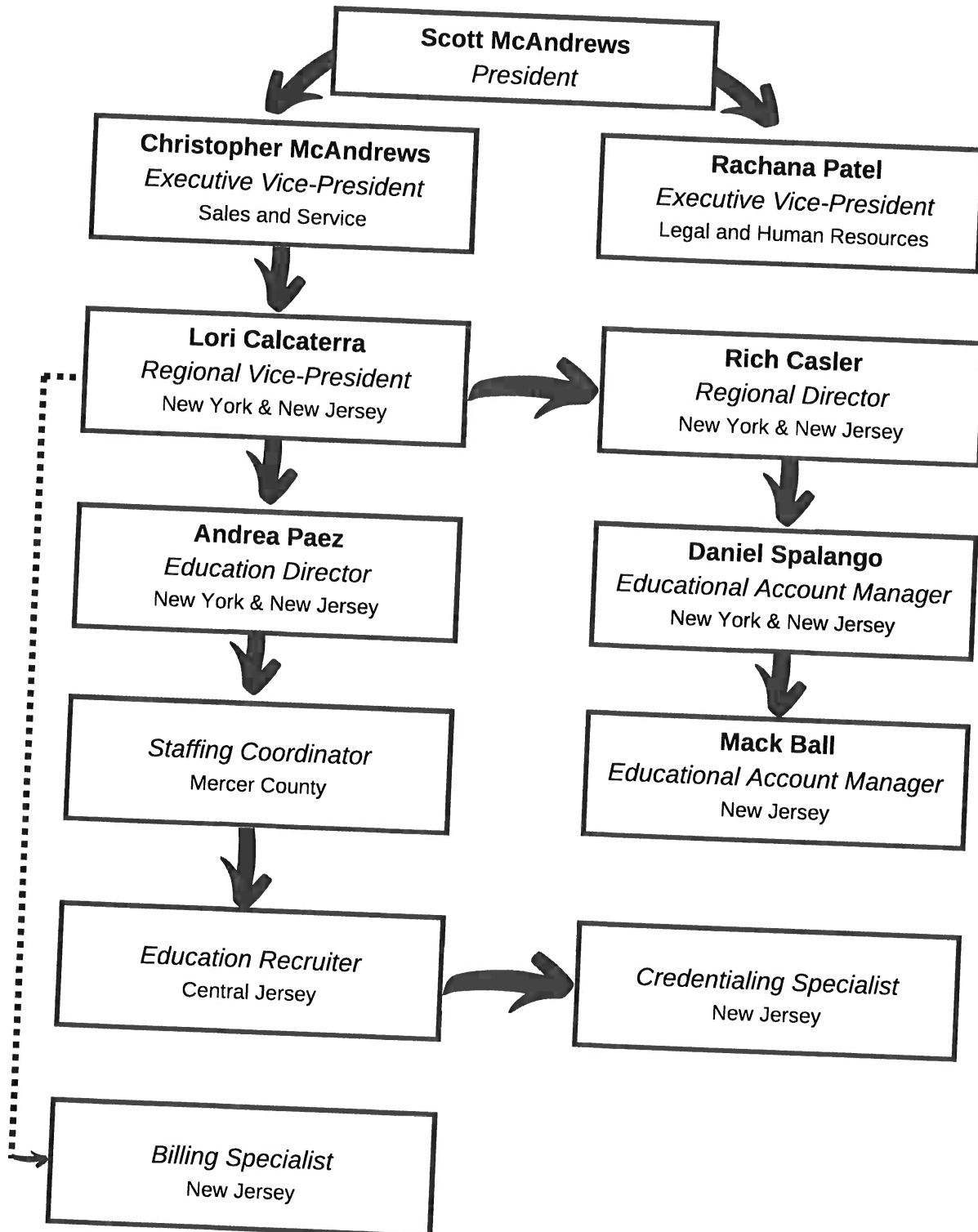
Delta-T Group's management team will serve as the District's primary point of contact for contract administration, staffing coordination, credential verification, issue resolution, and ongoing performance monitoring. Corporate management staff will ensure full compliance with all District policies, state and federal regulations, and special education requirements, including adherence to IEP-driven service delivery.

In addition, management staff will proactively manage recruitment, onboarding, scheduling, and assignment alignment to ensure timely placement of qualified paraprofessionals. This includes addressing attendance concerns, same-day coverage needs, substitute replacements, and continuity planning for long-term assignments.

Delta-T Group will also implement structured communication protocols with District administrators and site-based staff, providing responsiveness, accountability, and transparency throughout the contract term. Any performance concerns, service gaps, or corrective actions will be promptly addressed by local and corporate management to ensure uninterrupted student support and consistent service quality.



Our Organizational Chart



Meet Your Delta-T Group Team

LORI CALCATERRA

Regional Vice-President, Operations



Delta-T Group welcomed Lori to our team in 2000. With 26 years of dedicated service to Delta-T Group, Lori oversees the company's daily operations for our New Jersey and New York Markets, driving strategic initiatives that ensure efficiency, growth, and exceptional client service. Lori's extensive experience, strong leadership and education at the University of Rhode Island have been instrumental in strengthening Delta-T Group's presence and reputation in the region, consistently delivering high-quality staffing solutions.

Lori's success is shown every day in the unprecedented increases in our client base in her markets, the amount of professionals out on assignment every day and the need to relocate her growing team to a larger, new office space in 2025. Under Lori's leadership, our New Jersey market surpassed our Philadelphia Metropolitan market to become Delta-T Group's highest producing market in 2025.

BERNIE SILVAN

Vice-President, Recruiting & Credentialing



Delta-T Group welcomed Bernie to our team in 2008. With nearly 18 years of dedicated service to Delta-T Group, Bernie provides corporate-level leadership over the organization's recruiting and credentialing operations.

Bernie plays a key role in the development and ongoing refinement of Delta-T Group's Recruiting Best Practices, a structured framework designed to maximize candidate quality, responsiveness, and retention. This includes continuous monitoring of sourcing performance, evaluation of labor market trends, and proactive identification of new recruitment channels. Under Bernie's leadership, the recruiting team leverages both direct recruitment strategies and targeted job board engagement to maintain a robust and diverse pipeline of qualified paraprofessionals.

As a direct result of this strategic oversight and data-driven recruitment approach, Delta-T Group directly sourced more than 3,000 candidates in New Jersey in 2025, significantly strengthening the organization's ability to meet short-notice, long-term, and specialized staffing needs across the state.

RICH CASLER

Regional Director, Education Services



Delta-T Group welcomed Rich to our team in 2016. Rich serves as Regional Director of Education Services for our New Jersey and New York markets, providing strategic leadership and operational oversight for K-12 education and facilities staffing programs across his region. Rich has played a key role in the growth and expansion of Delta-T Group's Custodial and Cafeteria Services, partnering with school districts to design scalable, compliant staffing solutions that support safe, clean, and well-run learning environments.

Rich oversees client relations, contract performance, recruiting strategy, credentialing, and quality assurance, ensuring reliable service delivery and rapid response to district needs. With a degree from Montclair State University, Rich brings a collaborative, results-driven approach focused on operational excellence, risk mitigation, and long-term district partnership success.

ANDREA PAEZ

Education Director, New Jersey



Delta-T Group welcomed Andrea to our team in 2008. Andrea has almost 18 years of dedicated service to Delta-T Group, with a strong focus on recruitment, staffing, and exceptional customer service.

Andrea brings over a decade of continuity to the Delta-T Group Education Team in New Jersey. She provides strategic oversight and operational guidance to ensure high-quality substitute and instructional staffing solutions that align with district requirements and educational objectives. She works closely with school administrators and internal teams to support effective implementation, ongoing performance monitoring, and continuous improvement. Her long-standing tenure with Delta-T Group reflects a deep understanding of district needs, regulatory compliance, and best practices in education staffing, contributing to consistent service delivery and strong client partnerships.

DANIEL SPALANGO

Senior Education Account Manager, Mid-Atlantic Region



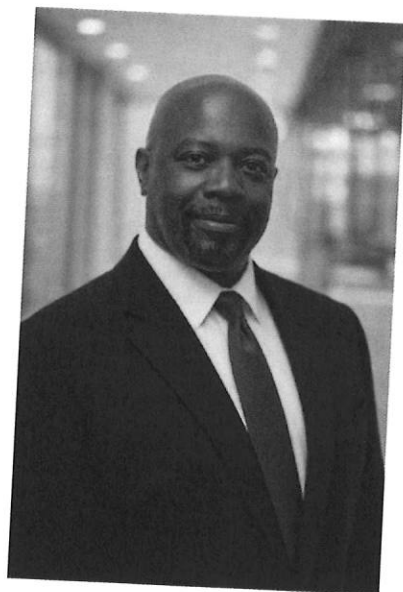
Delta-T Group welcomed Dan to our team in 2011. Dan plays a key role in building and maintaining strong client relationships. With a deep understanding of staffing and workforce solutions, he partners with educational and behavioral health organizations to ensure they are matched with qualified professionals who meet their specific needs. His commitment to service, responsiveness, and results-driven support makes him a trusted advisor to clients across the region.

Dan was selected as the original Educational Account Manager at the inception of the department, playing a key role in building the foundation of the Education Division in New Jersey. By supporting its growth within New Jersey and New York, Dan has been a major contributor to its long-term success and stability.

Dan attended Hofstra University, and has a Bachelor of Science degree in Finance. Dan's prior experience as a Financial Planner provides deep knowledge of financial analysis, pricing strategies, client negotiations, and evaluating labor and operational cost. These skills directly support the development of competitive and compliant bids while helping New Jersey schools get the best quality services for the children in their schools.

MACK BALL

Education Account Manager, New Jersey



Delta-T Group welcomed Mack to our team in 2024. Mack is a newer member of our New Jersey team, a key player needed for our record growth and service expansion in the state.

Mack brings extensive experience managing and supporting education staffing programs throughout New Jersey school districts. In his role, Mack serves as a dedicated liaison between districts and Delta-T Group, ensuring staffing solutions are responsive, compliant, and aligned with each district's unique operational and student-support needs. Mack has vast hands-on experience overseeing the delivery of paraprofessional and substitute staffing services, including one-to-one aides and special education classroom support. He works closely with district administrators, school leaders, and Delta-T Group's staffing, recruiting and credentialing teams to coordinate placements, resolve staffing challenges, and maintain continuity of services.

Known for his proactive communication style and deep understanding of New Jersey education environments, Mack plays a critical role in ensuring high fill rates, service reliability, and a positive partnership experience for the districts he supports.

Cost Effective Paraprofessional and Substitute Resource Management

Delta-T Group will manage all paraprofessional and substitute resources using a disciplined fiscal management framework designed to maximize coverage, control costs, and ensure full transparency to the District. Our approach emphasizes documented controls, real-time oversight, and measurable accountability, reducing financial risk while maintaining consistent service quality.

Written Procedures – Payroll, Personnel, and Budgeting

Delta-T Group implements formal, written corporate procedures governing payroll, personnel administration, timekeeping validation, invoicing, and budget monitoring. These procedures are standardized across all education contracts and customized as needed to align with District requirements. Key fiscal controls include:

- Pre-assignment verification of credentialing and eligibility to prevent non-billable placements
- District-approved time and attendance validation prior to payroll and invoicing
- Multi-level payroll and billing review to ensure accuracy and compliance
- Segregation of duties between staffing, payroll, and accounting functions
- Ongoing budget monitoring to identify trends, manage utilization, and prevent cost overruns
- Purchase Order management

These controls ensure that the District is billed only for authorized, verified services and that staffing decisions are made with continuous awareness of fiscal impact. Written procedures are available for District review upon request, supporting audit readiness and contract compliance.

Accountability and Reporting

Delta-T Group provides clear, actionable accountability reports on a scheduled or as-requested basis to support District oversight and decision-making. Reports may include:

- Fill-rate and coverage performance by role, program, or school
- Staffing utilization and response-time metrics
- Verified hours worked and payroll reconciliation summaries
- Cost tracking aligned to approved budgets and contract terms
- Credential and compliance status reporting

Reporting is designed to be easy to interpret, auditable, and directly tied to fiscal performance, enabling the District to monitor cost efficiency, staffing effectiveness, and contract compliance throughout the term of the agreement.



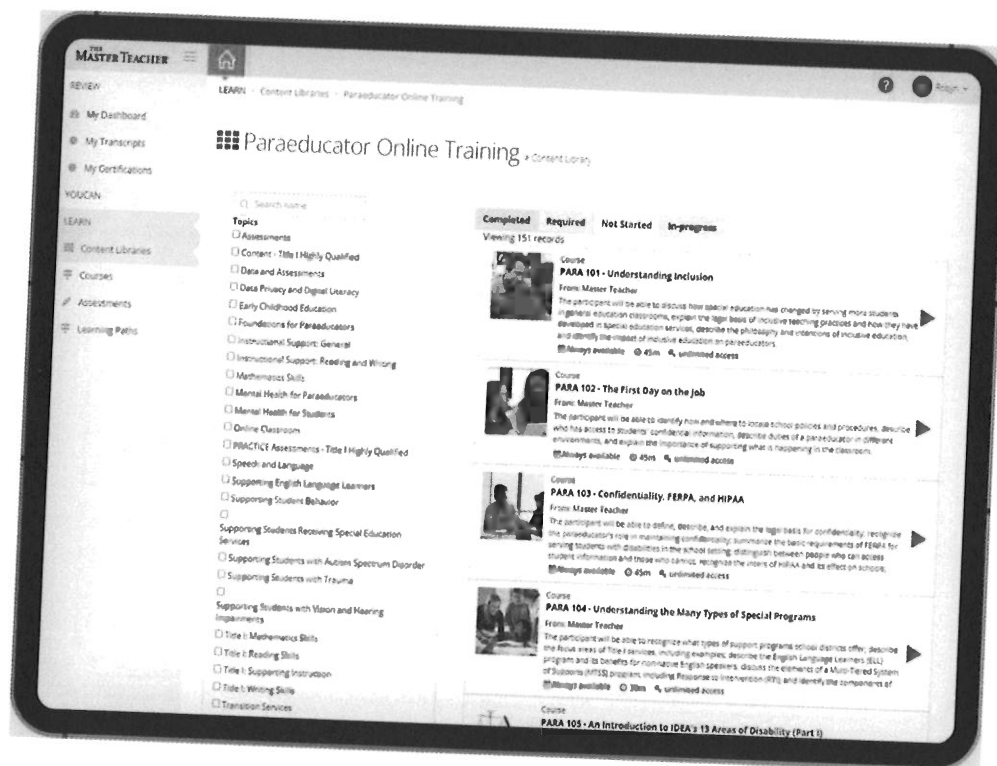
Paraprofessional Development & Direction

Delta-T Group is committed to encouraging and supporting the well-being, professional growth, and preparedness of all contractor paraprofessionals and substitutes assigned under this contract. Our training and development approach is designed to ensure personnel are equipped to perform effectively in educational settings while supporting continuity of services and compliance with District expectations.

Delta-T Group provides and documents a structured expectations for all paraprofessionals and substitutes prior to placement. Clear direction and guidance are provided regarding professional conduct, student confidentiality, mandatory reporting obligations, and school-based workplace standards.

In addition, ongoing in-service and developmental training opportunities are offered to reinforce best practices, address emerging needs, and support continuous improvement. Training participation and completion are documented and maintained for audit and compliance purposes. Delta-T Group has access to multiple training tools and courses for paraprofessionals through The Master Teacher.

These modules (and their respective course certifications) are available for paraprofessionals of all experience levels (new, self-study, new to us) and as refreshers or ongoing education.



Training Program

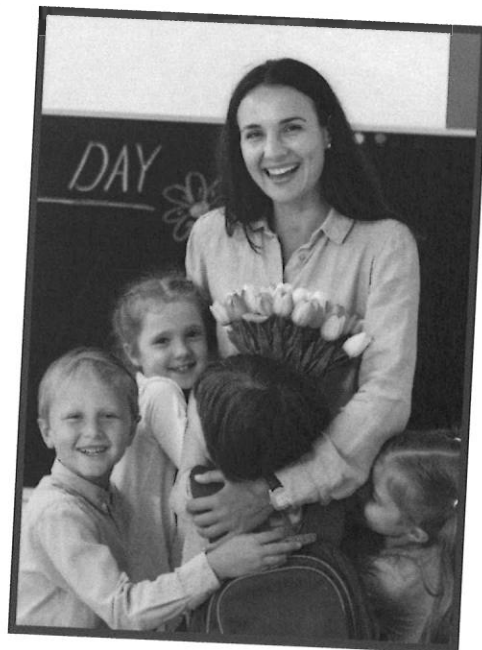
Delta-T Group recognizes the importance of preparedness, professionalism, and consistency in paraprofessional performance. Delta-T Group has established a structured support framework designed to promote successful classroom integration and alignment with MCSSDCPS expectations.

Prior to assignment, paraprofessionals receive assignment-specific guidance outlining role expectations, professional conduct standards, and MCSSDCPS procedures. This guidance includes classroom management best practices, student safety considerations, confidentiality expectations, and reporting protocols. Paraprofessionals are expected to apply their prior education, experience, and professional judgment while adhering to all MCSSDCPS policies and school-level procedures.

For newly assigned and/or transitioning paraprofessionals, Delta-T Group facilitates district-specific onboarding coordination, ensuring individuals are informed of school schedules, reporting locations, bell times, emergency procedures, and communication channels. When applicable, paraprofessionals are provided access to MCSSDCPS-provided handbooks, substitute guides, and site-specific instructions supplied by MCSSDCPS.

Delta-T Group also provides ongoing support and communication throughout each assignment. Paraprofessionals have access to dedicated account management staff for real-time questions, clarification of expectations, and issue resolution. Feedback received from the MCSSDCPS is communicated promptly to reinforce expectations and support continuous improvement.

This approach balances professional independence with clear expectations and responsive support, allowing paraprofessionals to transition efficiently into new assignments while minimizing disruption to instruction and maintaining a positive learning environment for students.



Special Education Paraprofessional One-to-One

Delta-T Group is currently staffing more than 4,300 credentialed paraprofessionals nationwide, including over 900 paraprofessionals actively serving school districts across New Jersey. This depth of experience enables Delta-T Group to rapidly deploy qualified one-to-one and building-based paraprofessionals to support students with diverse academic, behavioral, and medical needs. Our extensive New Jersey footprint ensures familiarity with state certification requirements, district expectations, and special education compliance standards, allowing for seamless integration into district programs. Through a centralized credentialing process, robust recruitment pipeline, and real-time scheduling support, Delta-T Group consistently delivers reliable coverage, continuity of care, and high fill rates for both short-term and long-term paraprofessional assignments.

"Willingboro has been pleased with the professional support provided by Delta-T Group and would confident in recommending their services... The Aides/Paraprofessionals have been candidates of good quality and very professional. The level of customer service we receive from Delta-T Group has been excellent.

I recommend Delta-T Group services to all School Districts in need."

Director of Special Services, Willingboro Public Schools

Delta-T Group qualifies paraprofessional candidates using a structured, documented process designed to ensure personnel assigned to the District are capable of supporting students in a manner consistent with Individualized Education Program (IEP) requirements and District expectations.

IEP-Relevant Experience Verification

Prior to placement, Delta-T Group verifies each candidate's education background and relevant experience in school-based or student-support environments, with particular attention to experience supporting students with disabilities. Candidate experience is evaluated against the functional needs commonly outlined in IEPs, including one-to-one assistance, classroom support, behavioral awareness, and implementation of teacher-directed instructional and support strategies.

Documentation and Compliance Review

Delta-T Group collects, reviews, and documents all required credentials, background clearances, and eligibility documentation prior to assignment. Candidate records are centrally maintained and reviewed to ensure continued compliance with District requirements and readiness to support IEP-driven services under the direction of certified District staff.



Role-Specific Assignment Matching

Paraprofessionals are matched to assignments based on documented experience relevant to the student's IEP needs, as communicated by the District. Priority is given to candidates with demonstrated experience in comparable special education settings and one-to-one support environments. Paraprofessionals are assigned to support the implementation of IEP accommodations and services as directed by certified instructional or special education staff, ensuring appropriate role alignment and compliance.

Ongoing Performance Monitoring and Feedback

Candidate suitability for IEP-related support is continuously assessed through District feedback and performance monitoring. Any concerns related to consistency, professionalism, or alignment with IEP-directed responsibilities are addressed promptly through coaching, reassignment, or corrective action in coordination with the District, ensuring uninterrupted and compliant student support.

"Delta-T Group has been a reliable and consistent partner in supporting the daily operations of our school. Their team plays a critical role in ensuring we have the staffing support needed to maintain continuity for our students and staff.

We truly value our partnership with Delta-T Group and highly recommend their services to organizations seeking reliable, high-quality staffing solutions."

HR Manager, Crethaven Academy Charter School, Plainfield, NJ



Evaluations and Training

Delta-T Group commits to providing all paraprofessionals are trained and able to provide:

- Classroom management
- Instructional practices
- Crisis Prevention (through CPI trainings)
- Culturally responsive teaching

We will also ensure that the following are provided to paraprofessionals for MCSSSDCPS:

- Training on IDEA and New Jersey Administrative Code (NJAC 6A:14)
- Training on supporting students with intensive special needs including Autism Training
- Toileting Support
- Emotional Regulation Training
- De-escalation Strategies Supporting the Child with Special Needs
- Promoting Success in the Special Education Environment
- HIB
- Abuse and Neglect

Additional details on trainings are provided in the Development and Direction section of this proposal.

"We have found Delta-T Group's customer service to be comprehensive, responsive, and of high quality. Any questions or concerns are addressed promptly and in a satisfactory manner. The professionals provided have been strong candidates, and their overall operation has proven to be thorough, efficient, and response to district needs... Based on our experience, I recommend Delta-T Group to any school district in need of dependable staffing and professional support services."

Director of Student Personnel Service, Glen Rock Public Schools



Performance evaluations are based on a standardized rubric that may include, but is not limited to, the following criteria:

- Attendance, punctuality, and assignment reliability
- Professional conduct and adherence to District policies
- Ability to follow teacher, case manager, and administrator direction
- Effectiveness in supporting students in classroom and one-to-one settings
- Responsiveness to feedback and demonstrated improvement

This rubric is applied consistently across assignments and may be tailored to reflect the specific expectations of special education and IEP-driven support environments. Evaluation outcomes are used to inform continued placement, targeted coaching, reassignment decisions, and future assignment matching.

Evaluation Oversight and Responsibility

Evaluations are conducted collaboratively through District feedback and Delta-T Group management review. Input from school administrators, teachers, and program supervisors is incorporated to ensure evaluations accurately reflect on-site performance and alignment with student needs.

Delta-T Group's corporate and account management staff review all evaluation feedback, document outcomes, and take appropriate follow-up action as needed. This may include coaching, assignment modification, corrective action, or removal from future placements, ensuring accountability and continuous service quality improvement.

Paraprofessional & Substitute Evaluation Rubric	
District: _____	
School / Program: _____	
Paraprofessional Name: _____	
Evaluator Name & Title: _____	
Date of Evaluation: _____	
Evaluation Rating Scale	
5 = Exceeds Expectations 4 = Meets Expectations 3 = Needs Improvement 2 = Unacceptable 1 = Unsatisfactory	
Evaluation Category	Rating (1-5)
Attendance & Reliability	
Professional Conduct	
Responsiveness to Direction	
Student Support Effectiveness	
IEP-Aligned Support (Classroom / One-to-One)	
Communication & Problem Solving	
Collaboration	
Strengths Observed: _____	
Areas for Improvement: _____	
Recommended Action (check one):	
☐ Continue Assignment ☐ Coaching Required ☐ Reassignment ☐ Removal from Assignment	
Evaluator Signature: _____ Date: _____	

Meetings & Communication

Delta-T Group maintains a structured, proactive communication framework designed to ensure transparency, responsiveness, and alignment with the operational needs of the MCSSSDCPS throughout the contract term. Communication protocols are customized in collaboration with the MCSSSDCPS to support efficient staffing coordination, issue resolution, and continuous performance improvement.

Designated Points of Contact

Delta-T Group assigns a dedicated Account Manager as the primary point of contact for the MCSSSDCPS. The Account Manager is supported by a local Staffing Coordinator, recruiting team, centralized corporate credentialing and operations team and evening/weekend Live On-Call Team to ensure continuity of service and rapid response.

Primary Responsibilities Include:

- Day-to-day communication with MCSSSDCPS administrators
- Staffing coordination and service delivery oversight
- Issue escalation and resolution management
- Performance monitoring and reporting
- Backup contacts are identified to ensure uninterrupted communication at all times.

Initial Implementation & Start-Up Meetings

Upon contract award, Delta-T Group conducts a structured implementation meeting with MCSSSDCPS stakeholders.

Purpose of Initial Meeting:

- Confirm staffing scope, schedules, and service expectations
- Review MCSSSDCPS policies, procedures, and communication preferences
- Establish escalation protocols and response timelines
- Align on reporting formats and meeting cadence
- Meeting outcomes are documented and shared with the MCSSSDCPS to ensure clarity and accountability.

Ongoing Meetings with the MCSSSDCPS

Delta-T Group conducts regular meetings with the MCSSSDCPS, at a frequency determined by the MCSSSDCPS (e.g., weekly, bi-weekly, or monthly).

Typical Agenda Topics Include:

- Staffing activity and fill-rate performance
- Upcoming staffing needs and anticipated coverage gaps
- Employee performance feedback and concerns
- Compliance status and credentialing updates
- Continuous improvement initiatives
- Meetings may be conducted in person, virtually, or via conference call based on MCSSSDCPS preference.



Daily & On-Demand Communication

Delta-T Group provides multiple communication channels to ensure timely coordination and rapid issue resolution.

Available Communication Methods:

- Direct phone and email access to the assigned Account Manager
- Same-day response to staffing requests and service inquiries
- Immediate notification of staffing changes or challenges
- On-demand support for urgent or unplanned needs

Delta-T Group prioritizes responsiveness and maintains documented communication logs when required.

Issue Resolution & Escalation

Delta-T Group employs a formal escalation process to address concerns efficiently and transparently. Escalation Process Includes:

- Immediate review and response by the Account Manager
- Corrective action implementation, if required
- Escalation to regional or corporate leadership if unresolved

Documentation and follow-up with the MCSSSDCPS: This structured approach ensures timely resolution while maintaining service continuity.

Performance Reporting & Documentation

Delta-T Group provides regular performance updates and documentation as requested by the MCSSSDCPS.

Reporting May Include:

- Staffing utilization and fill-rate summaries
- Attendance, punctuality, and assignment completion data
- Compliance and credentialing status confirmations
- Issue trends and corrective action summaries
- Reports are customized to align with MCSSSDCPS reporting standards and decision-making needs.

Continuous Communication & Partnership Approach

Delta-T Group views communication as a continuous partnership rather than a transactional activity. Feedback from the MCSSSDCPS is actively solicited and incorporated into service delivery to ensure ongoing alignment with MCSSSDCPS priorities and evolving needs.

Through dedicated points of contact, structured meetings, real-time communication channels, and documented reporting, Delta-T Group ensures consistent, transparent, and responsive communication with the MCSSSDCPS. This approach minimizes administrative burden on MCSSSDCPS staff while supporting reliable service delivery and continuous improvement.

Contingency Plans

Delta-T Group maintains a proactive, multi-layered response process to address situations in which substitute demand exceeds available coverage, including late notifications of absences, same-day call-outs, or periods of elevated or ongoing demand. The primary objective of this process is to minimize instructional disruption while maintaining clear communication and transparency with the District.

Standby Substitute Pool

Delta-T Group maintains a standby pool of qualified, credentialed substitute professionals who are available for same-day and short-notice assignments. Standby personnel are pre-vetted, fully compliant with District and State requirements, and prioritized for urgent coverage needs. This pool is actively managed and adjusted based on historical usage trends, seasonal demand, and District feedback.



Same-Day & Late Notification Response

When a late absence or same-day vacancy is identified, the request is immediately prioritized within Delta-T Group's scheduling system. Scheduling staff initiate outreach to the standby pool and other available qualified personnel, utilizing rapid notification methods to secure coverage as quickly as possible. Multiple outreach attempts are made within defined timeframes to maximize fill probability.

Escalation & Resource Reallocation

If initial outreach does not result in coverage, the request is escalated to senior scheduling and account management staff. Additional resources may be reallocated, including expanding the outreach radius, adjusting assignment parameters when appropriate, and activating contingency staffing options. The District is kept informed of status updates throughout the process.

Ongoing or Sustained Demand Management

In cases of sustained or recurring shortages, Delta-T Group conducts a targeted review to identify contributing factors such as scheduling patterns, assignment duration, or demand spikes. Recruitment and availability strategies are adjusted accordingly, including increasing the size of the standby pool, prioritizing District assignments, and coordinating with District stakeholders on forward planning to mitigate future gaps.



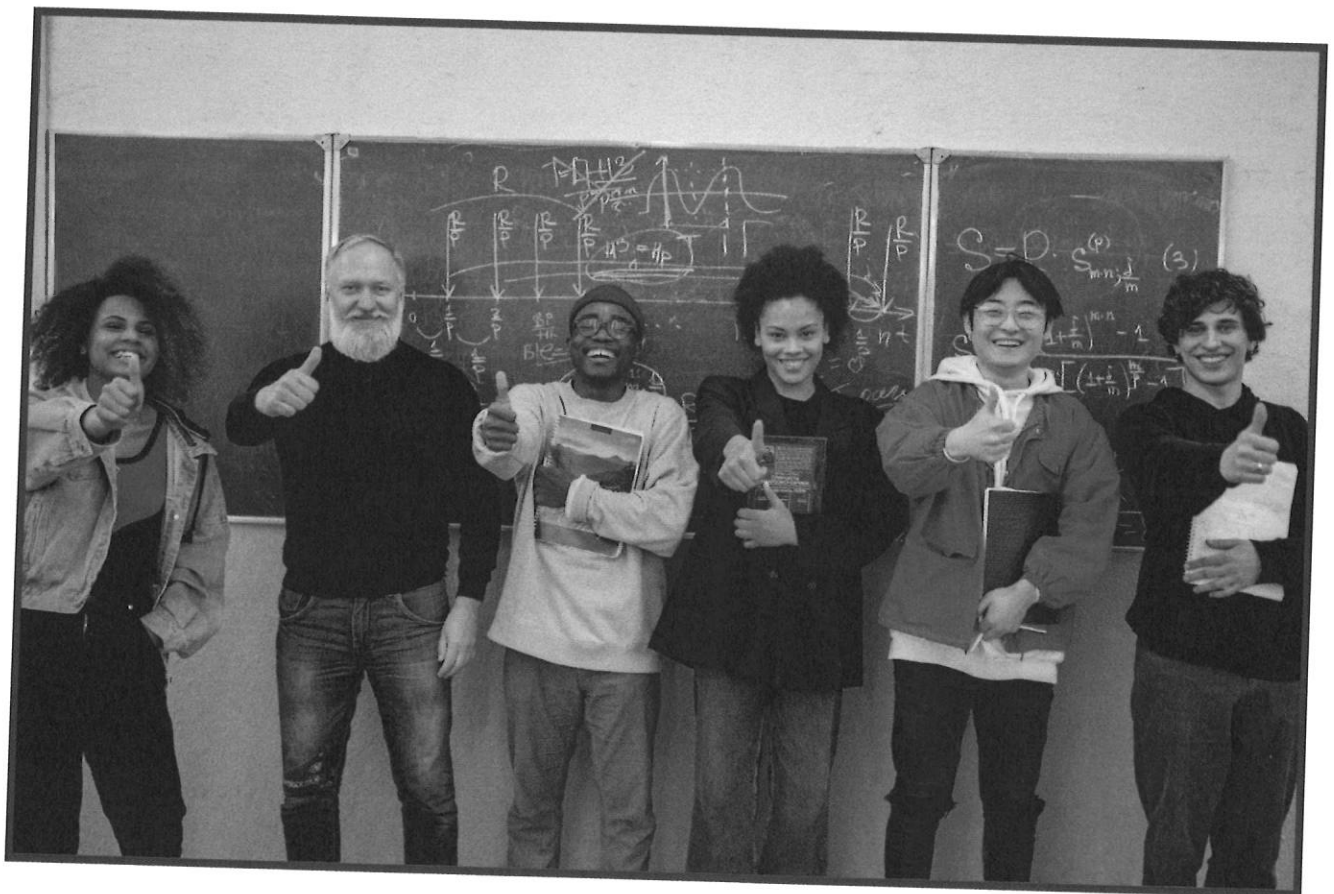
Communication & Transparency

Delta-T Group maintains open and timely communication with the District whenever coverage challenges arise. If a vacancy cannot be filled, the District is notified promptly with a status update and a summary of actions taken. This transparency allows District administrators to make informed decisions while Delta-T Group continues coverage efforts.

Continuous Improvement

All unfilled or late-fill situations are documented and reviewed as part of Delta-T Group's quality assurance process. Trends are analyzed and corrective actions implemented to strengthen future responsiveness and coverage reliability.

Through the use of a managed standby pool, rapid-response scheduling protocols, defined escalation pathways, and transparent communication, Delta-T Group mitigates the impact of late notifications and unmet demand while supporting the District's need for dependable, responsive substitute coverage.



Overcoming Obstacles

As with any large-scale staffing implementation, Delta-T Group has encountered limited startup challenges in prior school district transitions, most commonly related to:

- short-notice staffing demand
- onboarding timelines
- alignment with district-specific systems and procedures

These issues typically arose during the initial transition period when substitute usage patterns, bell schedules, and school-level expectations were still being fully established. In each instance, Delta-T Group addressed these matters promptly through direct coordination with district leadership and school administrators to stabilize coverage and ensure continuity of instruction.

When startup challenges were identified, Delta-T Group implemented immediate corrective actions, including:

- deploying supplemental substitute pools
- prioritizing high-need schools
- increasing recruiter outreach
- assigning dedicated implementation and account management support

We also conducted rapid reviews of request data, fill rates, and communication:

- advance planning meetings with district stakeholders
- pre-population of substitute pools prior to the first service date
- verification of system access and workflows
- clear escalation protocols for same-day and high-volume absences

A designated account manager serves as the single point of contact throughout implementation and ongoing service delivery.

Additionally, Delta-T Group conducts post-implementation reviews to assess early performance metrics such as fill rates, substitute feedback, and school-level satisfaction. Lessons learned are documented and incorporated into standardized implementation procedures and training protocols. Through this proactive, data-driven approach, Delta-T Group minimizes startup risk and ensures a smooth, predictable implementation for the MCSSSDCPS.



Fill Rates

Across comparable school districts, Delta-T Group has maintained consistently high substitute fill rates, with the average number of unfilled substitute requests remaining minimal.

Under typical operating conditions, unfilled requests average fewer than one (1) per day and approximately one (1) to three (3) per week **across all of our clients**, depending on seasonal demand and the timing of absence notifications. We are consistently at a 98% or higher fill rate in Mercer County.

When unfilled requests do occur, they are most commonly the result of same-day call-outs or periods of unusually high demand, such as peak illness seasons. To mitigate these circumstances, Delta-T Group employs a proactive staffing model that includes an active and continuously expanding substitute pipeline, real-time scheduling and outreach to available substitutes, and targeted recruitment efforts focused on high-need grade levels and subject areas.

Delta-T Group continuously monitors fill-rate and coverage data to identify trends and adjust recruitment and deployment strategies accordingly. As a result, our historical fill rates consistently exceed industry averages, ensuring dependable classroom coverage and minimizing instructional disruption for the districts we serve.



**DID YOU
KNOW?**

A thorough analysis of existing inventory is completed before proposals are submitted. A key element of Delta-T Group's proposal process is to assume award is imminent and recruit whenever needed so that candidates are available immediately upon award.

At the time of this proposal, Delta-T Group has 600 paraprofessionals within 10 miles of MCSSSDCPS in our current inventory. Based on current statistics, Delta-T Group plans on designating a pool of no less than 150% of anticipated need.



Transition

Delta-T Group employs a structured and risk-mitigated transition methodology designed to ensure uninterrupted service delivery, continuity of coverage, and minimal operational disruption when transitioning from an incumbent staffing solution to Delta-T Group's program.

Immediately upon contract award, Delta-T Group initiates a transition planning phase in collaboration with MCSSSDCPS leadership for District Implementation. This phase focuses on identifying potential transition risks—including service gaps, scheduling disruptions, and communication breakdowns—and implementing proactive controls to address them. Roles, responsibilities, timelines, and escalation pathways are clearly defined to ensure accountability throughout the transition period.

To mitigate the risk of coverage interruptions, Delta-T Group activates its pre-qualified pool of credentialed personnel in advance of the service start date. All personnel are fully vetted and verified in accordance with MCSSSDCPS and State requirements prior to assignment, ensuring readiness on Day One. Contingency staffing plans are maintained to address unanticipated absences, volume fluctuations, or short-notice needs.

Delta-T Group conducts an operational alignment review to understand existing MCSSSDCPS workflows, scheduling practices, and site-level procedures. This allows Delta-T Group to integrate Employee Implementation seamlessly into MCSSSDCPS's environment while introducing standardized processes designed to improve reliability, response times, and oversight. Transition activities are sequenced to avoid disruption to instructional services. As a national provider of Education Staffing Services, Delta-T Group is able to smoothly transition and/or integrate existing technology usage (Frontline, Red Rover, Ready Sub, When I Work, VendorGigs, etc) so that there is little to no disruption to the schools' services.

Dedicated account management staff oversee the transition and maintain frequent, documented communication with MCSSSDCPS stakeholders. Any issues identified during the transition are addressed promptly using a defined escalation process, with corrective actions implemented as needed to prevent recurrence.

Following go-live, Delta-T Group implements a stabilization and monitoring phase, during which service delivery, fill rates, and responsiveness are closely monitored. MCSSSDCPS feedback is actively solicited, reviewed, and incorporated into service adjustments to ensure optimal performance and continuous improvement.

Through proactive planning, contingency coverage, real-time oversight, and structured communication, Delta-T Group mitigates transition-related risks and delivers a smooth, controlled changeover that protects instructional continuity and minimizes administrative burden on the MCSSSDCPS.



Billing to District

The Proposal Rate Sheet provided requests HOURLY rates, and that information has been provided on the designated form.

Should MCSSSDCPS wish to use day rates, Delta-T Group proposes the following:

Half Day Rate for Paraprofessionals: \$98.00 2025-2026

Half Day Rate for Paraprofessionals: \$99.96 2026-2027

Full Day Rate for Paraprofessionals: \$182.00 2025-2026

Full Day Rate for Paraprofessionals: \$185.64 2026-2027

"I am pleased to recommend Delta-T Group as a trusted workforce solutions partner. Philip's Academy Charter School of Paterson has worked closely with Rocco Genova, whose professionalism, dedication, and commitment to quality service have been consistently evident. Delta-T Group has reliably provided responsive support and highly qualified substitute professionals to meet the needs of our elementary and middle school programs. I recommend Delta-T Group without reservation."

Manager of Talent Acquisition, Philip's Academy Charter School of Paterson



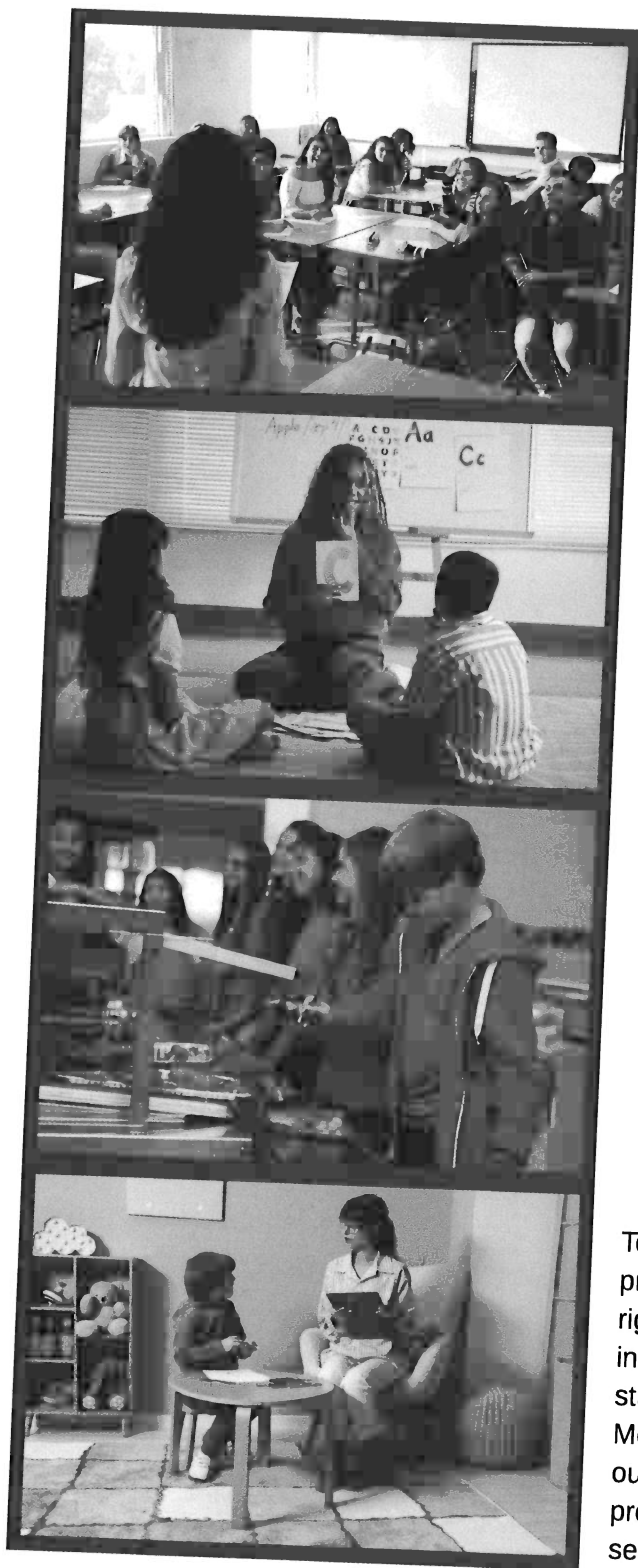
Pay Rates

Skill-Based Placement. Student-Focused Results.

Delta-T Group ensures higher-complexity assignments are supported by paraprofessionals with appropriate experience and qualifications.

Keeping your budget in mind, Delta-T Group charges MSCCPCPS the same hourly rate for all paraprofessional services, but we know that all paraprofessionals, and all students are not the same. Delta-T Group pays paraprofessionals \$18-22.00 per hour based on their experience, caliber and complexity of student needs. This investment in quality pays off for you by making sure that a student who needs more gets more, and also demonstrates to newer or less experienced paraprofessionals that we reward them appropriately. This leads to retention and growth of our paraprofessional inventory and encourages their referrals to join us.





Additional Services

Delta-T Group, Inc. is a nationwide referral staffing leader in school-based healthcare and special education services. We are dedicated to making a positive difference in every student's life.

Delta-T Group has partnered with public and private schools, regional consortiums, intermediate units, and state agencies to provide school-based pediatric education services.

Our personnel pool includes thousands of the following professionals to LEAs, school districts, educational consortia, and other youth-based organizations. We are pleased to be able to offer MCSSSDCPS the following services:

- Instructional Aides, Paraprofessionals and Teacher Assistants, including those supporting special education classrooms
- School Nurses & Health Aides
- Registered Behavioral Therapists, BCBAs
- Substitute Teachers, Special Education Teachers and other PK-12 Teachers
- Child Study Teams, Psychologists
- Therapists for OT, PT, SLP
- Support staff including Bus Aides/Monitors, Cafeteria Workers, Clerical Staff, Custodial, Grounds and Maintenance workers

To ensure that only the most qualified professionals are provided to meet your needs, we have created a rigorous staffing approach that includes in-depth interviews to ensure that they are a good fit for your student population. With a current inventory of over 600 Mercer County-based Education Professionals within our network, Delta-T Group is able to deliver qualified professionals to MCSSSDCPS. Pricing for these services is available on the next page.



Additional Services

Delta-T Group is pleased to offer these services to MCSSSDCPS for the 2026-2027 school year. Please note that this is not a complete list of services available.

Hourly Rates for Services

Teacher (per diem)	\$32.00	Registered Nurse	\$65.00
Teacher (Building Sub or Long Term)	\$38.00	Licensed Practical Nurse	\$58.00
Teacher (Subject Specific/Certified)	\$42.00	Classroom Health Aide/C.N.A.	\$28.00
Special Education Teachers	\$70.00		
Special Education Teachers (Dual Certifications)	\$80.00	BCBA	\$115.00
Home Instructor, In Person or Virtual	\$60.00	ABA Therapist	\$50.00
Home Instructor (Dual Certifications)	\$70.00	ABA Aide	\$40.00
Teacher of the Handicapped	\$70.00	Registered Behavior Technician (RBT)	\$50.00
ESL Teacher	\$55.00		
Reading Specialist	\$70.00	School Psychologist	\$82.00
One-to-One Aide/Teacher's Aide	\$28.00	School Social Worker/Counselor	\$67.50
Bus Aide	\$28.00	LDTC	\$82.00
Paraprofessional	\$28.00	Job Coach	\$45.00
		Guidance Counselor	\$65.00
Occupational Therapist	\$110.00		
COTA	\$48.00	School Secretary/Clerical Staff	\$30.00
Speech & Language Pathologist	\$110.00	School Custodian	\$32.00
SLP-A	\$48.00	Cafeteria Worker	\$32.00
Physical Therapist	\$110.00		
Physical Therapist Assistant	\$48.00		

Included in these rates:

- All compensation for the professionals
- Customized reporting and invoicing
- Recruiting, screening, and credentialing processes and costs
- 24/7 coverage and availability
- Assistance with documentation to ensure proper billing
- Purchase Order management
- Billing to MCSSSDCPS will only be for approved hours
- Overtime, charged at applicable mandated rates
- Any supplies will be billed at cost



Web-Based Services

Delta-T Group utilizes a flexible, District-aligned approach to substitute placement and absentee management by integrating directly with the District's existing web-based system, such as Frontline Education (AESOP) or an equivalent platform currently in use by the District.

By leveraging the District's established system, Delta-T Group minimizes disruption, avoids redundant technology implementation, and ensures continuity for school administrators and staff. Substitute requests, absences, assignments, and confirmations are managed within the District's preferred platform, allowing schools to maintain familiar workflows, reporting, and visibility.

Delta-T Group coordinates system access, assignment workflows, and communication protocols in collaboration with District staff to ensure seamless operational alignment. Scheduling and placement activities are supported by Delta-T Group's account management and scheduling teams, who monitor activity within the system and respond promptly to coverage needs, including same-day and short-notice requests.

This approach eliminates the need for additional training on new software, reduces administrative burden, and supports efficient, real-time substitute placement while maintaining the District's control over its absentee management process.

Should MCSSSDCPS prefer a different solution, Delta-T Group has several other options available including ReadySub or When I Work (which features a geo-punching timekeeping system). Our Account Manager will discuss what will work best for MCSSSDCPS during the introduction meeting and we will offer a product that best fits your needs.



Data

Delta-T Group agrees to provide requested reporting as listed in the Request for Proposal.

Additional information can be found in the Meetings and Communication section of this proposal.

"Our partnership with Delta-T Group has been nothing short of exceptional. They have supported our school by providing qualified, dependable professionals who align with our mission and standards. Their responsiveness, flexibility, and attention to detail have made them a trusted partner in addressing both short-term and long-term staffing needs...In an educational environment where consistency and quality are critical, Delta-T Group has proven to be a dependable and invaluable resource. I confidently recommend Delta-T Group to any organization seeking a staffing partner that is professional, committed, and genuinely invested in building strong, long-term relationships."

Principal, Union County TEAMS Charter School



MORE TO CONSIDER



Our Approach and Methodology



At Delta-T Group, we understand that providing a staff member to a school system is not a one-step transaction, but a partnership. We recognize that giving a child the opportunity to succeed is both a necessity and a responsibility. To that end, we work with you and your staff to match your needs with a highly-qualified clinician perfect for the child in need. We provide expert and complete support throughout our relationship to ensure a positive experience and optimal results for the schools and, most importantly, the children.

Delta-T Group is able to help alleviate rising personnel and administration costs while maintaining a high quality of care and support. Our strategies effectively communicate and execute change management so that qualified existing personnel are retained whenever possible, quality services are not interrupted, and you experience a seamless transition into the next school year.

We are committed to delivering high-quality, compliant, and student-centered services that align with federal, state, and local education standards. Our approach emphasizes functional outcomes, collaborative practice, and the promotion of student independence across the school environment.

Delta-T Group proposes that the following objectives will ensure a successful contracted staffing plan for Mercer County Special Services schools:

- ✿ **Cost efficiency.** We carefully assess the marketplace and price our services competitively so that your costs are maintained, while ensuring that we are able to compensate our contracted staff fairly. This approach saves our clients millions of dollars in health benefits, retirement funding, and other expenses, and relieves your internal staff from the burden of hiring, administering, and managing payroll obligations for these professionals.
- ✿ **High-quality professionals.** Delta-T Group diligently sources our staff, including behavioral screenings, position knowledge testing, credentialing, and training to provide and/or transition only the most qualified professionals to serve your schools.
- ✿ **Consistent, proactive account administration.** Delta-T Group offers live support 24/7, regular communication between MCSSSDCPS and our designated project manager, site visits, and routine reporting. MCSSSDCPS will be comfortable knowing that Delta-T Group is available whenever there is a need.





***In 2024-2025 school year, Delta-T Group staffed
more than 600,000 hours of services in New Jersey schools.***

This growth is not strictly organic; indeed, we have made concerted efforts to focus on intelligent expansions and process improvements. Our Regional Vice-President of Operations, Lori Calcaterra, has made it her mission for the coming years to ensure that Delta-T Group creates an environment conducive to success, both for its clients and the children who benefit from our services.

We understand how valuable providing consistent, quality service is to both the development of a high caliber exceptional children's education program and to the program's impact on the students it serves. More importantly we recognize and drive our efforts to ensure that student's unique needs should be met with integrated supports so that their learning needs follow routine schedules. Our understanding of developing needs and existing demands on schools (for example students with autism, learning disabilities, emotional disabilities, etc.) and behavioral strategies and therapeutic systems is sound as a result of these experiences on multiple levels and variety of settings.

Delta-T Group enjoys a strong presence in New Jersey. Of our current client base, 92% are educational facilities. The other 8% represent other agencies for children and families (non-profits, DD facilities, etc.). Our clients in the mid-Atlantic Region range from larger districts, to smaller private and charter schools or districts like yours. This wide variety of educational clients provides us with different perspectives on the provision of services.

Delta-T Group has been operating in New Jersey for more than 35 years. We have expanded and continue to do so through diligent sourcing of quality professionals and the provision of stellar client services.

As you may have seen in the Staff Backgrounds, our key staff in New Jersey has the tenure, knowledge and experience to provide Mercer County children with all the services they need.



Sourcing & Recruiting

Our main goal is to connect you with highly qualified professionals who will fit right in with your team and support the important work you do for kids and families. It all starts with understanding exactly what you need. From there, we carefully match candidates who have the right skills—and just as importantly—the right personality to work well within your District's culture.



Our local office will customize our sourcing and recruitment to your specifications. We have a full recruitment team available, always identifying and building our pools so that we have professionals readily available if your needs increase or if you decide you would like a different candidate. Here are just a few of the tools we use:

- ▶ Online job board advertising
- ▶ Search engine advertising
- ▶ Referral Bonuses
- ▶ Targeted direct mail campaigns
- ▶ Email marketing
- ▶ Social media marketing
- ▶ Local Advertising
- ▶ Trade Shows/Conferences
- ▶ Text/SMS campaigns



**DID YOU
KNOW?**

Delta-T Group has created and implemented a proprietary Applicant Tracking System that ensures all interested candidates are contacted and processed within rigid timelines to ensure the most serious and qualified professionals are converted and in your classrooms as quickly as possible.

This software has been carefully honed with our 35+ years of experience in the Education Staffing field to identify and qualify the right candidates for every position. Because it's our own software, we are able to adapt it to new information, required credential changes and current recruiting trends as needed.



Credentialing & Compliance

It's not just about finding the candidate - proper credentialing and maintenance of files is just as important. For all candidates, we handle not just the basics, but go the extra mile to make sure any candidate presented to you has what YOU require. Documents for any professional are available for review at any time.

- ▶ State Background Check
- ▶ State Fingerprinting
- ▶ Pass-The-Trash
- ▶ NSOR/OIG
- ▶ 3rd party license verification
- ▶ 3rd party degree verification
- ▶ 3rd party SSN verification
- ▶ Valid Photo ID
- ▶ minimum of 2 recent references
- ▶ any other clearances or trainings requested/required based on position



Delta-T Group's centralized corporate credentialing center provides a higher level of compliance, consistency, and risk mitigation than credentialing performed by local or site-based staff. All paraprofessionals are processed through a dedicated team of credentialing specialists who are solely responsible for verifying New Jersey Department of Education certification requirements, criminal history clearances, transcript validation, and district-specific onboarding documentation.

This centralized model eliminates variability, reduces administrative burden on district personnel, and ensures uniform application of standards across all assignments. By maintaining audit-ready electronic credential files, real-time expiration tracking, and documented approval checkpoints, Delta-T Group prevents expired, incomplete, or non-compliant personnel from being deployed—delivering greater reliability, faster fill times, and enhanced protection for students, schools, and the MCSSSDCPS.



Financial Stability



June 26, 2025

To Whom it May Concern:

At the request of Scott McAndrews, President of Delta-T Group, Inc., I am writing to advise you of the following:

- 1) That I have served as the engagement partner outside from its accounting firm for Delta T Group, Inc. for the ten plus years,
- 2) That our firm has reviewed the financial statements of Delta-T Group, Inc. and that our reviews were conducted in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Our last review report was dated May 2, 2025 for the years ended December 31, 2024 and 2023, and was prepared assuming the company is a going concern.
- 3) We confirm that Delta-T Group, Inc., as of December 31, 2024 and 2023, had total stockholders' equity, as calculated using generally accepted accounting principles, well in excess of \$100,000.
- 4) The Company did not have any bank debt at December 31, 2024 or 2023.

If you have any questions concerning the above, please feel free to contact me.

Sincerely,

Charles J. Bramley

We understand that Delta-T Group and its team have to demonstrate financial soundness and stability in order to show that we can deliver on your needs. Delta-T Group, Inc. is a privately held company and does not typically release our financial statements. However, we understand your need to validate our ability to provide the requested services without default or lack of resources. Therefore, we provide the following summary of our financial capability. We hope that these will be sufficient to validate not only our means but our strength to provide the required services.

Delta-T has the Financial Resources, Credit, and Ability to Obtain Such Resources to Deliver on this Contract

Requirement	Capability
Delta-T has adequate financial resources to perform the contract and the ability to obtain them.	• Delta-T has sustained its overhead and grown organically over the years without any debt or use of lines of credit. • Delta-T has almost \$20M in assets • Delta-T floats over \$1,750,000 every compensation cycle (weekly) • In the past 2 years, growth has been aggressive at almost 53%. • Growth continues at these or even higher levels but it has not impacted financial stability • Average Account Receivables is \$18M
Delta-T is able to comply with delivery and performance schedule, even with its current business commitments.	• Delta-T is capable with the bandwidth of its corporate resources to comply with the delivery schedule and performance commitments without compromising the quality of care currently being delivered to our clients and consumers. • Currently average weekly billings are measured in terms of labor hours – over 75,000 per week.
Delta-T has the necessary organizational experience, accounting and operational controls to meet your needs.	• Mature in its business cycle. Local capability and corporate infrastructure. • Continuous improvements to accounting and operational controls through annual third-party audits. • Automated accounting systems linked to our relationship management / recruiter software system that allows us to bill and process compensation weekly internally without use of outside resources.
Delta-T is able to demonstrate a satisfactory performance record.	• Delta-T has been in business for 35+ years, and has been able to sustain its top revenue generating clients for relationships that have been sustained for over ten years. • Tenured professionals; 37% working at client facilities for over ten years. Their commitments to the continuity of care and making a difference for those whom provide services have been critical to the communities we serve, ensuring positive outcomes.
Delta-T has a strong history of business ethics and integrity in the industry.	• Delta-T core values reflect our attitude towards our clients and employees. • Commitment to continuous improvement and managing our business ethically. • Delta-T has an employee/professional Code of Conduct policy that promotes the highest ethical standards. All are required to pledge their commitment to this Code through an in-service program annually. • Delta-T compliance program that focuses on the dignity and integrity of our professionals and the quality of the services that they provide.

Delta-T Group has adequate and solid financial resources, operational stability and scalability to meet the requirements identified in this solicitation. Delta-T possesses depth of organizational experience and a robust structure that allows for them to quickly implement and provide ongoing support to meet known needs and unanticipated surge demands brought on by the dynamic nature of your operational requirements.

REQUIRED FORMS



To be completed, signed, and returned with proposal.

ACKNOWLEDGEMENT OF ADDENDA

103-MCSSSDCPS-CC 26-02

Proposal Date: Thursday, Jan 29, 2026

The Respondent acknowledges receipt of the hereinafter enumerated Addenda which was issued during the period of bidding and agrees that said Addenda shall become a part of this contract. The respondent shall list below the numbers and issuing dates of the Addenda.

ADDENDA NO.

ISSUING DATES

_____	_____
_____	_____
_____	_____
_____	_____

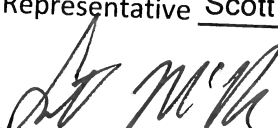
☒ **NO ADDENDA RECEIVED**

Name of Company Delta-T Group North Jersey, Inc.

Address 1460 Route 9 North, Suite 300 P.O. Box _____

City, State, Zip Code Woodbridge, NJ 07095

Name of Authorized Representative Scott McAndrews

Signature  Title President

To be completed, signed, and returned with proposal

AFFIRMATIVE ACTION QUESTIONNAIRE

103-MCSSSDCPS-CC 26-02

Proposal Date: Thursday, Jan 29, 2026

This form is to be completed and returned with the proposal. However, the Board will accept in lieu of this Questionnaire, an Affirmative Action Evidence Certificate of Employee Information Report.

1. Our company has a Federal Affirmative Action Plan approval. ☐ Yes ☒ No
If yes, please attach a copy of the plan to this questionnaire.

2. Our company has an N.J. State Certificate of Employee Information Report ☒ Yes ☐ No
If yes, please attach a copy of the certificate to this questionnaire.

3. If you answered "NO" to both questions No. 1 and 2, you must apply for an Affirmative Action Employee Information Report – Form AA302.
Please visit the New Jersey Department of Treasury website for the Division of Public Contracts Equal Employment Opportunity Compliance:

NJ Department of the Treasury Contract Compliance (state.nj.us)

Click on "AA 302 Employee Information Report"
Complete and submit the form with the appropriate payment to:

Department of Treasury
Division of Purchase and Property
Contract Compliance and Audit Unit

The complete mailing address may be found on the Instructions page of Form AA-302.

All fees for this application are to be paid directly to the State of New Jersey. A copy of the Employee Information Report and a copy of the check shall be submitted to the Board of Education prior to the execution or award of the contract.

I certify that the above information is correct to the best of my knowledge.

Name: Scott McAndrews

Signature 

Title President Date 1/13/2026

Name of Company Delta-T Group North Jersey, Inc.

City, State, Zip Woodbridge, NJ 07095

CERTIFICATE OF EMPLOYEE INFORMATION REPORT **Certification 32007**
RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Mar-2023 to 15-Mar-2030**

DELTA - T GROUP NORTH JERSEY, INC.
ONE WOODBRIDGE CENTER, SUITE 5
WOODBIDGE NJ 07095



Elap. M. Muson
ELIZABETH MAHER MUOIO
State Treasurer

To be signed, and returned with proposal.

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)

N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act. The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

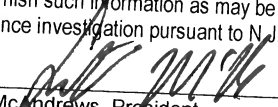
The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

- Letter of Federal Affirmative Action Plan Approval;
- Certificate of Employee Information Report; or
- Employee Information Report Form AA-302 (electronically provided by the Division and distributed to the public agency through the Division's website at: http://www.state.nj.us/treasury/contract_compliance/).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq.


Scott McAndrews, President

(Signature)

(Revised: January, 2016)

To be completed, signed and returned with proposal
ASSURANCE OF COMPLIANCE

Contact with Students

There may be times during the performance of this contract, when a contracted service provider may come in contact with students of the school district. The district fully understands its obligation to provide all students and staff members, with a safe educational environment. To this end, the district is requiring all respondents to sign a statement of Assurance of Compliance, acknowledging the respondent's understanding of the below-listed requirements and further acknowledging the respondent's assurance of compliance with those listed requirements.

Anti-Bullying Reporting--Requirement

When applicable, the contracted service provider shall comply with all applicable provisions of the New Jersey Anti-Bullying Bill of Rights Act—N.J.S.A. 18A:37-13.1 et seq., all applicable code and regulations, and the Anti-Bullying Policy of the Board of Education. In accordance with N.J.A.C. 6A:16-7.7 (c), a contracted service provider, who has witnessed, or has reliable information that a student has been subject to harassment, intimidation, or bullying shall immediately report the incident to any school administrator or safe schools resource officer, or the School Business Administrator/Board Secretary.

Criminal History Background Checks—N.J.S.A. 18A:6-7.1--Requirement

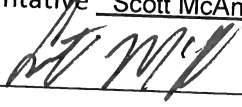
When applicable, the contracted service provider shall provide to the school district prior to commencement of the contract, evidence or proof that each employee assigned to provide services and whose position involves **regular contact** with students, has had a criminal history background check, and furthermore, that said background check indicates that no criminal history record information exists on file for that worker. Failure to provide proof of criminal history background check for any employee coming in regular contact with students, prior to commencement of contact, may be cause for breach of contract. Reference NJDOE Broadcast 9/9/19

Pre-Employment Requirements

When applicable, all contracted service providers, whose employees have **regular contact with students**, shall comply with the Pre-Employment Requirements in accordance with New Jersey P.L. 2018 c.5, N.J.S.A. 18A:6-7.6 et seq. Contracted service providers are to review the following New Jersey Department of Education, Office of Student Protection—Pre-Employment Resource P.L. 2018 c.5 link below for guidance and compliance procedures.

<https://www.nj.gov/education/crimhist/preemployment/>

Name of Company Delta-T Group North Jersey, Inc. Name
of Authorized Representative Scott McAndrews

Signature  Date 1/13/2026

To be completed, signed, and returned with proposal.

Chapter 271
POLITICAL CONTRIBUTION DISCLOSURE FORM
(Contracts that Exceed \$17,500.00)
N.J.S.A. 19:44A-20.26

The undersigned, being authorized and knowledgeable of the circumstances, does hereby certify that (Business Entity) has made the following reportable political contributions to any elected official, political candidate or any political committee as defined in N.J.S.A. 19:44-20.26 during the twelve (12) months preceding this award of contract:

Reportable Contributions

<u>Date of Contribution</u>	<u>Amount of Contribution</u>	<u>Name of Recipient Elected Official/Committee/Candidate</u>	<u>Name of Contributor</u>

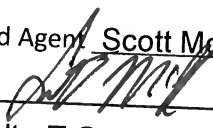
☒ **No Reportable Contributions** (Please check (✓) if applicable.)

I certify that Delta-T Group North Jersey, Inc. (Business Entity) made no reportable contributions to any elected official, political candidate or any political committee as defined in N.J.S.A. 19:44-20.26.

Certification

I certify that the information provided above is in full compliance with Public Law 2005—Chapter 271.

Name of Authorized Agent Scott McAndrews

Signature  Title President

Business Entity Delta-T Group North Jersey, Inc.

To be completed, signed, and returned with proposal.
CONTRACTOR/VENDOR QUESTIONNAIRE CERTIFICATION

Name of Company Delta-T Group North Jersey, Inc.
Address 1460 Route 9 North, Suite 300 PO Box _____
City, State, Zip Woodbridge, NJ 07095
Business Phone Number (800) 426-0932 Emergency Phone Number (_____) _____
FAX No. (732) 636-3838 E-Mail rfp@deltatg.com
FEIN No. 23-2818754
Unique Entity Identifier (If Applicable) _____ CAGE Code (if applicable) _____

References – Work previously done for School Systems in New Jersey

<u>Name of District</u>	<u>Address</u>	<u>Contact Person/Title</u>	<u>Phone</u>
1. <u>Newark Public School District</u>	<u>765 Broad Street, Newark, NJ 07102</u>	<u>Dr. Cheryl Myrie/Supervisor of Special Education</u>	<u>(973) 951-5789</u>
2. <u>East Orange Board of Education</u>	<u>199 4th Avenue, East Orange, NJ 07017</u>	<u>Paula Hill/Director of Special Education</u>	<u>(862) 233-7300</u>
3. <u>Willingboro School District</u>	<u>440 Beverly Rancocas Rd. Willingboro, NJ 08046</u>	<u>Keenan Riley/Director of Special Education</u>	<u>(609) 835-8600 ext. 1065</u>

Vendor Certifications

Direct/Indirect Interests

I declare and certify that no member of the MERCER COUNTY SPECIAL SERVICES SCHOOL DISTRICT, nor any officer or employee or person whose salary is payable in whole or in part by said Board of Education or their immediate family members are directly or indirectly interested in this bid or in the supplies, materials, equipment, work or services to which it relates, or in any portion of profits thereof. If a situation so exists where a Board member, employee, officer of the board has an interest in the bid, etc., then please attach a letter of explanation to this document, duly signed by the president of the firm or company.

Gifts; Gratuities; Compensation

I declare and certify that no person from my firm, business, corporation, association or partnership offered or paid any fee, commission or compensation, or offered any gift, gratuity or other things of value to any school official, board member or employee of the MERCER COUNTY SPECIAL SERVICES SCHOOL DISTRICT.

Vendor Certifications

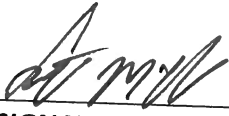
I declare and certify that I fully understand N.J.A.C. 6A:23A-6.3(a) (1-4) concerning vendor contributions to school board members.

Debarment Certification

I certify that my company and any person employed by my company, nor any affiliates are not debarred from contracting with a Federal government agency, nor debarred from contracting with the State of New Jersey.

I further certify that I understand that it is a crime in the second degree in New Jersey to knowingly make a material representation that is false in connection with the negotiation, award or performance of a government contract.

Scott McAndrews, President
President or Authorized Agent


SIGNATURE



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: DELTA-T GROUP NORTH JERSEY, INC.

Trade Name:

Address: 1460 RT 9 NORTH STE 300
WOODBIDGE, NJ 07096-1400

Certificate Number: 1091794

Effective Date: September 28, 2004

Date of Issuance: January 23, 2025

For Office Use Only:

20250123133319147

Return

To be completed, signed and returned with Bid

**NON-COLLUSION AFFIDAVIT
PARAPROFESSIONALS – ONE-TO-ONE-AIDES**

Re: Bid/Proposal for the Mercer County Special Services Board of Education

Bid No. **103-MCSSSDCPS-26-02**

STATE OF Pennsylvania

Bid Date: **Thursday, Jan 29, 2026**

COUNTY OF Delaware :ss:

I, Scott McAndrews of the City of Bryn Mawr

in the County of Delaware and the State of Pennsylvania

of full age, being duly sworn according to law on my oath depose and say that:

I am President

(Position in Company)

of the firm of Delta-T Group North Jersey, Inc.

and the Respondent making the Proposal for the above names contract, and that I executed the said Proposal with full authority so to do; that I have not, directly or indirectly, entered into any agreement, participated in any collusion, discussed any or all parts of this Proposal with any potential Respondents, or otherwise taken any action in restraint of free, competitive proposals in connection with the above named Proposal, and that all statements contained in said Proposal and in this affidavit are true and correct, and made with full knowledge that the Mercer County Special Board of Education relies upon the truth of the statements contained in said Proposal and in the statements contained in this affidavit in awarding the contract for the said Proposal.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bona fide employees of bona fide established commercial or selling agencies maintained by

Scott McAndrews

(Print Name of Contractor/Vendor)

Subscribed and sworn to:

(SIGNATURE OF CONTRACTOR/VENDOR)

before me this 13th day of January, 2026
Month Year

KELLY POSCH
Print Name of Notary Public

Kelly Posch
NOTARY PUBLIC SIGNATURE

My commission expires 9 Month 9 Day 2027 Year - Seal -

Commonwealth of Pennsylvania - Notary Seal
Kelly Posch, Notary Public
Delaware County
My Commission Expires September 9, 2027
Commission Number 1355750

To be completed, signed, and returned with proposal

Mercer County Special Services Board of Education
BUSINESS OFFICE
1020 Old Trenton Road, Hamilton, NJ 08690

Proposal Form

PARAPROFESSIONALS – ONE-TO-ONE-AIDES

Proposal No: **103-MCSSSDCPS-CC 26-02**

Proposal Date: **Thursday, Jan 29, 2026**

I/We hereby submit the following proposal for PARAPROFESSIONALS – ONE-TO-ONE-AIDES

Name of Company Delta-T Group North Jersey, Inc.

Address 1460 Route 9 North, Suite 300

City, State, Zip Woodbridge, NJ 07095

Telephone No. (800) 426-0932 Ext. _____ Fax No. (732) 636-3838

Email : rfp@deltatg.com

Tax ID No. 23-2818754

Authorized Agent Scott McAndrews



Date 1/13/2026

To be completed, signed, and returned with proposal.

Name of Company Delta-T Group North Jersey, Inc.

PARAPROFESSIONALS – ONE-TO-ONE-AIDES

PROPOSAL RATE SHEET

103-MCSSSDCPS-CC 26-02

SERVICES RENDERED AT THE SCHOOL SETTING	HOURLY RATE	SY 2025- 2026	SY 2026- 2027
Paraprofessionals One-to-One Aides	\$28.00 per hour	\$28.00 per hour	\$28.56 per hour

Please note any exclusions with respect to the cooperative pricing system (attached additional sheet if needed).

N/A

By signing below, I certify that I am authorized to submit the noted proposals above and I also certify that our company is approved by the New Jersey Department of Education to provide the specific services for which proposals are being submitted and listed on the website:
<https://www.nj.gov/education/specialed/osedirectories/>.

Authorized Signature



Date 1/13/2026

Name Scott McAndrews (please print)

To be completed, signed, and returned with proposal.

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: Delta-T Group North Jersey, Inc.

Organization Address: 1460 Route 9 North, Suite 300

City, State, ZIP: Woodbridge, NJ 07095

Part I Check the box that represents the type of business organization:

- ☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
☒ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)
☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)
☐ Other (be specific): _____

Part II Check the appropriate box

- ☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- ☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

Name of Individual or Business Entity	Address
Scott McAndrews	P.O. Box 884, Bryn Mawr, PA 19010
Christopher McAndrews	P.O. Box 884, Bryn Mawr, PA 19010

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

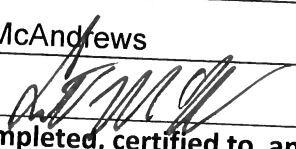
Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Address

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **MERCER COUNTY SPECIAL SERVICES SCHOOL DISTRICT** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **Board of Education** to notify the **Board of Education** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **Board of Education** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Scott McAndrews	Title:	President
Signature:		Date:	1/13/2026

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the
requester. Do not
send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)
Delta-T Group North Jersey, Inc.

2 Business name/disregarded entity name, if different from above.

3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.

☐ Individual/sole proprietor ☐ C corporation ☒ S corporation ☐ Partnership ☐ Trust/estate

☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership)
Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner.

☐ Other (see instructions)

3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐

5 Address (number, street, and apt. or suite no.). See instructions.

1460 Route 9 North, Suite 300

6 City, state, and ZIP code

Woodbridge, NJ 07095

7 List account number(s) here (optional)

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any)

Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any)

(Applies to accounts maintained outside the United States.)

Requester's name and address (optional)

Print or type.
See Specific Instructions on page 3.

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

____ - ____ - ____

or

Employer identification number

2 3 - 2 8 1 8 7 5 4

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification Instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign
Here

Signature of
U.S. person

Delina M. Mous

Date

1/8/2026

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

To be completed, signed and returned with proposal.

Mercer County Special Services Board of Education
STATE OF NEW JERSEY – DIVISION OF PURCHASE AND PROPERTY
DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Solicitation Number: 103-MCSSSDCPS-CC 26-02
Delta-T Group North Jersey, Inc.

Bidder/Offeror:

PART 1: CERTIFICATION

BIDDERS MUST COMPLETE PART 1 BY CHECKING EITHER BOX

FAILURE TO CHECK ONE OF THE BOXES WILL RENDER THE PROPOSAL NON-RESPONSIVE

Pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4) any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must certify that neither the person nor entity, nor any of its parents, subsidiaries, or affiliates, is identified on the New Jersey Department of the Treasury's Chapter 25 List as a person or entity engaged in investment activities in Iran. The Chapter 25 list is found on the Division's website at <https://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf>. Vendors/Bidders must review this list prior to completing the below certification. If the Director of the Division of Purchase and Property finds a person or entity to be in violation of the law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

PLEASE CHECK THE APPROPRIATE BOX:

☒ I certify, pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4), that neither the Vendor/Bidder listed above nor any of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List of entities determined to be engaged in prohibited activities in Iran. I will skip Part 2 and sign and complete the Certification below.

OR

☐ I am unable to certify as above because the Vendor/Bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List. I will provide a detailed, accurate and precise description of the activities of the Vendor/Bidder, or one of its parents, subsidiaries or affiliates, has engaged in regarding investment activities in Iran by completing the information requested below. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN –

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the box below.

PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION.

Name: _____ Relationship to Bidder/Offeror _____

Description of Activities _____

Duration of Engagement _____ Anticipated Cessation Date _____

Bidder/Offeror Contact Name _____ Contact Phone Number _____

Certification: I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I may be subject to criminal prosecution under the law, and it will constitute a material breach of my contract(s) with the State, permitting the State to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Scott McAndrews Signature 

Title: President Date: 1/13/2026

Name of Company: Delta-T Group North Jersey, Inc. City/State/Zip: Woodbridge, NJ 07095

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS
Mercer County Special Services Board of Education
Hamilton, NEW JERSEY 08690
N.J.S.A. 18A:18A-49.5

Pursuant to N.J.S.A. 52:32-60.1, et seq. (L. 2022, c. 3) any person or entity (hereinafter "Vendor"ⁱ) that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: <https://sanctionssearch.ofac.treas.gov/>. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule, or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

- ☒ A. That the Vendor is not identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

- ☐ B. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus.

OR

- ☐ C. That I am unable to certify as to "A" above, because the Vendor is identified on the OFAC Specially Designated Nationals and Blocked Persons list. However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary.)

Signature of Vendor's Authorized Representative

Scott McAndrews, President

Print Name and Title of Vendor's Authorized Representative

Delta-T Group North Jersey, Inc.

Vendor's Name

1460 Route 9 North, Suite 300

Vendor's Address (Street Address)

Woodbridge, NJ 07095

Vendor's Address (City/State/Zip Code)

1/13/2026

Date

23-2818754

Vendor's FEIN

(800) 426-0932

Vendor's Phone Number

(732) 636-3838

Vendor's Fax Number

rfp@deltatg.com

Vendor's Email Address

ⁱ Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2). NJ Rev. 1.22.2025.

To be signed and returned with proposal.

**AMERICANS WITH DISABILITIES ACT
Equal Opportunity for Individuals with Disability**

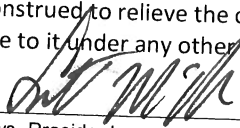
The contractor must comply with all provisions of the Americans with Disabilities Act (ADA), P.L 101-336, in accordance with 42 U.S.C. S121 01 et seq.

The contractor and the Board of Education (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") (42 U.S.C. S121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner shall* expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.



Scott McAndrews, President

(Signature)