VENDOR COMMUNICATION & CLARIFIRATION DOCUMENTS

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 3, 2009

Alpha Building Management Services
12713 Handley Rd
Homer Glen, IL 60491
Attn: Mark Kopec

Dear Mr. Kopec:
Thank you for your proposal submission for District 200 Cleaning Services. It was noted in the February 26, 2009 public opening of proposals that the submission made by your firm did NOT include the following document, listed in the RFP specifications under Section V, "Document Checklist:"

- A copy of your firm's sexual harassment policy (per Section A, Item #17 of the RFP specifications).

Please provide an original copy of this document at your earliest convenience. Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Alpha Building Maintenance Services, Inc. Personnel Policy

WORK RULES

When working with customers or other employees, please be helpful, friendly and polite. There is no smoking permitted throughout the company except in designated areas.

The following rules have been established for the common guidance of all employees of Alpha Building Maintenance Services, Inc. The following acts are examples of the kind of conduct that may result in immediate termination. This list is not all inclusive and is meant to give examples of unacceptable conduct.

Violation of Drug and Alcohol Policy.

Excessive absence or tardiness.

Theft or dishonest acts.

Unsatisfactory job performance.

Running, fighting, wrestling or any form of "horseplay" on customer premises.

Falsification of employment application, work or job records, or other company records.

Use of profane language while on customer property.

Rude treatment of customers.

Sexual Harassment.

Neglect of duty, including failure to properly safeguard company equipment and assets while under employee's control.

Employees are required to report any damage, neglect or abuse involving company equipment and/or property to their supervisor within a 24 hour period.

A determination will be made as to whether this is a "chargeable" or a "non-chargeable" occurrence, thus determining the financial liability of the employee involved.

ATTIRE

All equipment, miscellaneous tools, supplies and uniforms are the property of the company. Loss thereof, or damage through neglect other than normal usage, will be charged against the responsible employee.

VEHICLES

All accidents involving company vehicles must be reported immediately. An accident involving a company vehicle which is determined to be the fault of the employee through carelessness or neglect may be charged against the employee in amounts of up to $500. Company vehicles are expected to be neat and clean inside and out at all times. Any defective operation must be reported immediately. Under no circumstances will any riders be allowed, except company employees on duty, and then only in vehicles equipped with affixed passenger seats. Drivers and passengers must wear seat belts at all times when using company vehicles.

Persons other than employees are prohibited from riding in company vehicles. Any carelessness or willful neglect involving company vehicles will be grounds for termination. Unless a company vehicle has been provided specifically for personal use, company vehicles may not be used for personal business.

TRAFFIC TICKETS

Employees are expected to be law-abiding. Fines for traffic and parking violations are to be paid by the person violating the law. Unpaid parking tickets will be charged against the employees pay check.

GRIEVANCE PROCEDURES

Problems, complaints and disagreements may arise from time to time. Solutions to problems can only be found when those who are in a position to solve them are aware that problems exist. For this reason, we request that you discuss such problems with those who have the authority to assist you.

CONDUCT AND DISCIPLINARY ACTION

Whenever an employee commits an offense warranting disciplinary action, the company, at it's option, may begin the discipline at any step in the following procedure:

Verbal reprimand, with note to employee's personnel file.

Written reprimand

Suspension

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 3, 2009

Perfect Cleaning Service
5852 N. Northwest Highway
Chicago, IL 60631
Attn: Ewa Guziolek

Dear Ms. Guziolek:

Thank you for your proposal submission for District 200 Cleaning Services. It was noted in the February 26, 2009 public opening of proposals that the submission made by your firm did NOT include the following documents, listed in the RFP specifications under Section V, "Document Checklist:"

- A copy of your firm's sexual harassment policy (per Section A, Item #17 of the RFP specifications).
- Proof of liability insurance (per Section B, Item #10 of the RFP specifications).

Please provide an original copy of these documents at your earliest convenience. Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Mark Kopec, Alpha Building Management
RuthAnn Kosma, GCA Services
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Firestone Insurance Agency (2)
6160 N. Cicero Ave., Suite 403
Chicago, IL 60646
Phone: 773-283-0300 Fax: 773-283-0303

MEMO

Page 1

ACCOUNT NO.	OP	DATE
PERFECT	DS	03/03/2009

POLICY INFORMATION

POLICY #		
51GL001315-071		
TYPE	EFFECTIVE	EXPIRATION
CGL	10/17/2008	10/17/2009

Perfect Cleaning Service, Corp
5852 N. Northwest Hwy
Chicago, IL 60631

Mr. Orlinski **Re: Umbrella**

Per Ms.Guziolek's request, the additional premium to increase your $5M Umbrella to $8M would be an additional $3872.00.

Please note that this increases the current Umbrella in total and is not the cost for a "per project limit".

If you need any additional information, please contact us.

Thank you,

David Schwartz

ACORD. CERTIFICATE OF LIABILITY INSURANCE

CSR PERFECT

DATE (MM/DD/YYYY) 03/03/09

PRODUCER

Firestone Insurance Agency (2)
6160 N. Cicero Ave., Suite 403
Chicago IL 60646
Phone: 773-283-0300 Fax: 773-283-0303

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

INSURED

Perfect Cleaning Service, Corp
5852 N. Northwest Hwy
Chicago IL 60631

INSURERS AFFORDING COVERAGE	NAIC #
INSURER A: Everest Indemnity Ins.	
INSURER B: (thru All Risks)	
INSURER C: Western/CNA Surety	
INSURER D:	
INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	ADD'L INSRD	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A		GENERAL LIABILITY [X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS MADE [X] OCCUR [X] PrimaryNonContrib [X] Waiver ofSubrogat GEN'L AGGREGATE LIMIT APPLIES PER: [ ] POLICY [X] PRO-JECT [ ] LOC	51GL001315-071	10/17/08	10/17/09	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 50,000 $ 5,000 $ 1,000,000 $ 2,000,000 $ 2,000,000
		AUTOMOBILE LIABILITY [ ] ANY AUTO [ ] ALL OWNED AUTOS [ ] SCHEDULED AUTOS [ ] HIRED AUTOS [ ] NON-OWNED AUTOS	SECTION NOT INCLUDED			COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ $ $ $
		GARAGE LIABILITY [ ] ANY AUTO	SECTION NOT INCLUDED			AUTO ONLY - EA ACCIDENT OTHER THAN AUTO ONLY: EA ACC AGG	$ $ $
A		EXCESS/UMBRELLA LIABILITY [X] OCCUR [ ] CLAIMS MADE [ ] DEDUCTIBLE [X] RETENTION $10,000	BINDER	10/17/08	10/17/09	EACH OCCURRENCE AGGREGATE	$ 5,000,000 $ 5,000,000
		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? If yes, describe under SPECIAL PROVISIONS below				WC STATU-TORY LIMITS [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ $ $
C		OTHER JanitorialServices	68590345	03/20/08	03/20/09	PerEmploy 100,000 Deduct. 100	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES / EXCLUSIONS ADDED BY ENDORSEMENT / SPECIAL PROVISIONS

Janitorial Services Contractor

*** REFER TO POLICIES FOR TERMS, CONDITIONS & LIMITATIONS ***

CERTIFICATE HOLDER

OakPark & River Forest H.S.
District 200
201 Scoville Ave.
Oak Park IL 60302-2296

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATIC DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 10 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALI IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE

© ACORD CORPORATION 198

Sexual Harassment Policy

Perfect Cleaning Service Corp. prohibits sexual harassment of its employees and applicants for employment by any employee, non-employee or applicant. Such conduct may result in disciplinary action up to and including discharge. This policy covers all employees. **Perfect Cleaning Service Corp.**, will not tolerate ,condone or allow sexual harassment ,whether engaged in by fellow employees, supervisors associates ,clients or other non –employees who conduct business with the Company.

Sexual harassment is any behavior that includes unwelcome sexual advances and other verbal or physical conduct of sexual nature when:

- Submission to, or rejection of, such conduct is used as the basis for promotion or other employment decisions;
- The conduct unreasonably interferes with an individual's job performance or creates an intimidating, hostile or offensive work environment.

Perfect Cleaning Service Corp., employees are entitled to work in an environment free from sexual harassment and a hostile or offensive working environment. We recognize sexual harassment as unlawful discrimination, just as conduct that belittles or demeans any individual on the basis of race, religion, national origin, sexual preference, age, disability, or other similar characteristics or circumstances.

No manager or supervisor shall threaten or imply that that an employee's refusal to submit to sexual advances will adversely affect that person's employment ,compensation ,advancement ,assigned duties, or any other term or condition of employment or career development. Sexual joking, lewd pictures and any conduct that tends to make employees of one gender "sex objects" are prohibited.

Employees who have complaints of sexual harassment should report such complaints to their supervisor. If this person is the cause of the offending conduct, the employee may report this matter directly to the President of **Perfect Cleaning Service Corp.,** @ 5852 N Northwest Hwy Chicago, Il 60631.Your complaint will be promptly and thoroughly investigated. Confidentiality of report and investigations of sexual harassment will be maintained to the greatest extent possible. Any manager, supervisor, or employee who, after appropriate investigation, is found to have engaged in sexual harassment of another employee or tutor will be subject to disciplinary action, up to and including discharge.

Perfect Cleaning Service Corp. will not in any way retaliate against any individual who makes a report of sexual harassment nor permit any employee to do so. Retaliation is a serious violation of this sexual harassment policy and should be reported immediately. Any person found to have retaliated against another individual for reporting sexual harassment will be subject to appropriate action, up to and including termination.

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 3, 2009

Alpha Building Management Services
12713 Handley Rd
Homer Glen, IL 60491
Attn: Mark Kopec

Dear Mr. Kopec:
Thank you for your proposal submission for District 200 Cleaning Services. It was noted in the February 26, 2009 public opening of proposals that the submission made by your firm did NOT include the following document, listed in the RFP specifications under Section V, "Document Checklist:"

- A copy of your firm's sexual harassment policy (per Section A, Item #17 of the RFP specifications).

Please provide an original copy of this document at your earliest convenience. Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

GCA Services
1438 Brook Drive
Downers Grove, IL 60515
Attn: Ruthann Kosma

Dear Ms. Kosma:

Thank you for your proposal submission for District 200 Cleaning Services. All four vendors are asked to provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- The employee turnover rates for calendar years 2006, 2007 and 2008 for all vendor employees in the custodial classification.

Thank you in advance for your timely response to this request.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

GCA Services Group™

March 6, 2009

Mr. Tim Keeley
Purchasing Coordinator
Oak Park and River Forest HS
201 North Scoville Avenue
Oak Park, IL 60302-2296

Dear Mr. Keeley;

Re: The employee turnover rates for calendar years 2006, 2007, 2008 for all vendor employees in the custodial classification.

The figures listed are for "Custodial" employees on a nationwide basis.

2006	16%
2007	15%
2008	12.5%

Locally GCA services 38 school districts. The turnover rate at "start up" of an account is usually higher than the overall average, which makes the yearly percentage go up. Once an account is established, the turnover rate drops and the retention rate rises. Our retention rate is very high in the districts where we provide multiple years of service.

Should you need further clarification, please let me know.

Regards,

James P. Sostak
Sr. Regional Vice President

1438 Brook Drive * Downers Grove, IL 60515 * Tel: 630-629-4044* Fax: 630-629-4047

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

GCA Services
1438 Brook Drive
Downers Grove, IL 60515
Attn: Ruthann Kosma

Dear Ms. Kosma:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- Written clarification of your submission of Section P "pricing form." The section "bid response detail," in your proposal, appears to contradict the apparent "fixed-firm" pricing stated in Section P, a requirement of the RFP specifications.

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

GCA Services Group™

March 9, 2009

Mr. Tim Keeley
Purchasing Coordinator
Oak Park & River Forest HS
201 N. Scoville
Oak Park, IL 60302

Re: Response to Oak Park and River Forest School District request for clarification as stated in District Request: "Written clarification of your submission of Section P "pricing form". The section "bid response detail", in your proposal, appears to contradict the apparent "fixed-firm" pricing stated in Section P, a requirement of the RFP specifications.

Response: **GCA's pricing constitutes a fixed fee based on the RFP.** GCA's proposal includes single health insurance, eye care, and dental. The employee would pay family coverage. The state mandate requires comparable benefits. GCA feels the program offered is comparable to the current district offering as stated on form Q.

Should you need further clarification, please let me know.

Regards,

James P. Sostak
Sr. Regional Vice President

1438 Brook Drive * Downers Grove, IL 60515 * Tel: 630-629-4044* Fax: 630-629-4047

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Sodexo School Services
2578 Capitol Avenue
Aurora, IL 60504
Attn: Greg Johnson

Dear Mr. Johnson:

Thank you for your proposal submission for District 200 Cleaning Services. All four vendors are asked to provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- The employee turnover rates for calendar years 2006, 2007 and 2008 for all vendor employees in the custodial classification.

Thank you in advance for your timely response to this request.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Section L

Employee Turnover Rates

Please provide employee turnover rates for the years listed below in whole numbers.

2006: 15%

2007: 13%

2008: 11%

Signed: Albert T. Allen Name (printed): Albert T. Allen

Title: President, Education Facilities Services Company Name: Sodexo America L.L.C.

Date: March 9, 2009

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Perfect Cleaning Service
5852 Northwest Hwy.
Chicago, IL 60631
Attn: Ewa Guziolek

Dear Ms. Guziolek:

Thank you for your proposal submission for District 200 Cleaning Services. All four vendors are asked to provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- The employee turnover rates for calendar years 2006, 2007 and 2008 for all vendor employees in the custodial classification.

Thank you in advance for your timely response to this request.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

PCS

PERFECT

CLEANING SERVICE, INC.

Oak Park and River Forest High School
201 N Scoville ave
Oak Park, Il 60302

Employee Turnover Rates/Custodial classification.

2006: 12%
2007: 12%
2008: 14%

5852 N. Northwest Highway Chicago, Illinois 60631 Tel 773-774-7800 Fax 773-631-4880

PERFECT
CLEANING SERVICE, INC.

Oak Park and River Forest High School
201 N Scoville ave
Oak Park, Il 60302

Employee Turnover Rates/Custodial classification.

2006: 12%
2007: 12%
2008: 14%

5852 N. Northwest Highway Chicago, Illinois 60631 Tel 773-774-7800 Fax 773-631-4880

Section L

Employee Turnover Rates

Please provide employee turnover rates for the years listed below in whole numbers.

2006: 12%

2007: 12%

2008: 14%

Signed: _____ Name (printed): Jeray Ostrander

Title: Operations Manager Company Name: Perfect Cleaning Service

Date: 2/25/09

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Alpha Building Management Services
12713 Handley Rd
Homer Glen, IL 60491
Attn: Mark Kopec

Dear Mr. Kopec:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- Written clarification of the current litigation that your firm is engaged as it relates to your educational customer, referenced in your proposal documents. Please include a copy of the complaint and names of your firm's attorneys.
- Written clarification of the "joint-venture" referenced in your firm's proposal as a means of affording the District a better understanding of how this agreement will affect any prospective contract or services that may be sought from Alpha. It is unclear what responsibility the other firm named in the "joint-venture" will assume.
- Please provide clarification of the following fields on Section Q, "Employee Benefits and Wage Proposal" form.
    - Dental Insurance
    - Deferred compensation plan [403(b)/457 plans are only available to employees of not-for-profit firms]
    - The four fields under PPO in the "Employee Monthly Premium" section were not clear. Is this indicating "no cost to employee" or "plan not offered" or other?

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Alpha Building Management Services
12713 Handley Rd
Homer Glen, IL 60491
Attn: Mark Kopec

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Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Oak Park And River Forest High School

Re:Custodial Services Proposal

Alpha Building Maintenance Services

And Garco Enterprises a Joint Venture

Summary of 4 Questions Posed from Proposal

- Clarification on litigation
- Clarification on Joint Venture
- Clarification on Company benefits
- Turn over rate for 2006-2008

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Alpha Building Management Services
12713 Handley Rd
Homer Glen, IL 60491
Attn: Mark Kopec

Dear Mr. Kopec:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- Written clarification of the current litigation that your firm is engaged as it relates to your educational customer, referenced in your proposal documents. Please include a copy of the complaint and names of your firm's attorneys.
- Written clarification of the "joint-venture" referenced in your firm's proposal as a means of affording the District a better understanding of how this agreement will affect any prospective contract or services that may be sought from Alpha. It is unclear what responsibility the other firm named in the "joint-venture" will assume.
- Please provide clarification of the following fields on Section Q, "Employee Benefits and Wage Proposal" form.
    - Dental Insurance
    - Deferred compensation plan [403(b)/457 plans are only available to employees of not-for-profit firms]
    - The four fields under PPO in the "Employee Monthly Premium" section were not clear. Is this indicating "no cost to employee" or "plan not offered" or other?

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Legal Representatives of Alpha Building Maintenance

Harvey Waller and Associates

30 North LaSalle Street

Chicago, Illinois 60602

1-312-606-9100

Fax 1-312-606-9145

Legal representatives of Calumet School District 132

Anthony G. Scariano

Scarianio, Himes, and Petrarca

Two Prudential Plaza, Suite 3100

180 North Stetson Avenue

Chicago, IL. 60601

FINAL

IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CALUMET EDUCATION ASSOCIATION, GUY ANDERSON, SAMUEL CAMP, SAMUEL CAMP III, KIRK KLEIN, TONJIA MEANWEATHER, LOUIS PARKER, TRACY TAYLOR and DOUGLAS VAN DYKE,	)	
Plaintiffs,	)	
v.	)	Case No. 08 CH 26690
BOARD OF EDUCATION OF CALUMET PUBLIC SCHOOL DISTRICT NO. 132, ERNESTINE STOVER, BARBARA THOMAS, GRACE WALLACE, WILLIAM CONNOR, KAREN IVEY and ABE WILSON, as members of the Board of Education, in their official capacities, and ALPHA BUILDING MAINTENANCE SERVICE, INC.	)	Judge Stuart Palmer
Defendants.	)	

DEFENDANTS BOARD OF EDUCATION AND ITS MEMBERS' ANSWERS TO PLAINTIFFS' FIRST SET OF REQUESTS FOR ADMISSION TO SCHOOL DISTRICT DEFENDANTS

Defendants, Board of Education of the Calumet Public School District 132 and its members (hereinafter "the District"), by their attorneys, Anthony G. Scariano and Paul Ciastko of Scariano, Himes and Petrarca, Chtd., herein provide the District's Answers to Plaintiffs' First Set of Requests for Admission to School District Defendants.

1. The school district was at all material times and is a body politic and corporate, maintaining its administrative office in Calumet Park, Cook County, Illinois, and, pursuant to 105 ILCS 5/10-2, may sue and be sued in all courts and places where judicial proceedings are had.

EXHIBIT
tabbies
4

ANSWER: The District admits that it was at all material times and is a body politic and corporate, maintaining its administrative office in Calumet Park, Cook County, Illinois, and, pursuant to 105 ILCS 5/10-2, may sue and be sued in all courts and places where judicial proceedings are had.

2. The board of education of the school district is responsible for the operation of said school district, pursuant to and in accordance with the School Code of Illinois, 105 ILCS 5/1-1 et. seq.

ANSWER: The District admits that the board of education of the school district is responsible for the operation of said school district, pursuant to and in accordance with the School Code of Illinois, 105 ILCS 5/1-1 et. seq.

3. Defendants Ernestine Stover, Barbara Thomas, Grace Wallace, William Connor, Karen Ivey and Abe Wilson are the members of the District's school board.

ANSWER: The District admits that Defendants Ernestine Stover, Barbara Thomas, Grace Wallace, William Connor, Karen Ivey and Abe Wilson are the members of the District's school board.

4. Alpha Building Maintenance Service, Inc. ("Alpha") is an Illinois corporation, operating in Cook County, among other counties in Illinois, which provides cleaning and maintenance services to various public and private entities in the State of Illinois.

ANSWER: The District admits that Alpha Building Maintenance Service, Inc. ("Alpha") is an Illinois corporation, operating in Cook County, among other counties in Illinois, which provides cleaning and maintenance services to various public and private entities in the State of Illinois.

5. Plaintiffs Guy Anderson, Samuel Camp, Samuel Camp III, Kirk Klein, Tonjia Meanweather, Louis Parker, Tracy Taylor and Douglas Van Dyke ("the Individual Plaintiffs") are, or were, during the 2007-08 school year, custodial employees of the District. They are each residents of Cook County, Illinois.

ANSWER: The District admits that Plaintiffs Guy Anderson, Samuel Camp, Samuel Camp III, Kirk Klein, Tonjia Meanweather, Louis Parker, Tracy Taylor and Douglas Van Dyke ("the Individual Plaintiffs") are, or were, during the 2007-08 school year, custodial employees of the District, and that they are each residents of Cook County, Illinois.

6. Plaintiff Calumet Education Association ("the Association") is a labor organization and is the certified exclusive collective bargaining representative of the full-time and regularly employed part-time support employees (including custodians) and certified employees (including, teachers), other than administrators, managers and supervisors, employed by the District.

ANSWER: The District admits that Plaintiff Calumet Education Association ("the Association") is a labor organization and is the certified exclusive collective bargaining representative of the full-time and regularly employed part-time support employees

(including custodians) and certified employees (including, teachers), other than administrators, managers and supervisors, employed by the District.

7. For many years, the custodians employed by the District had been represented, for collective bargaining purposes, by the Calumet Educational Support Staff Association. On or about April 30, 2002, the bargaining unit of support staff employees working for the District was merged into a "wall-to-wall" unit, represented by the Association, which was certified by the Illinois Educational Labor Relations Board as the exclusive collective bargaining representative of that bargaining unit.

ANSWER: **The District admits that for many years, the custodians employed by the District had been represented, for collective bargaining purposes, by the Calumet Educational Support Staff Association. The District also admits that on or about April 30, 2002, the bargaining unit of support staff employees working for the District was merged into a "wall-to-wall" unit, represented by the Association, which was certified by the Illinois Educational Labor Relations Board as the exclusive collective bargaining representative of that bargaining unit.**

8. The District and the Association have been parties to a series of collective bargaining agreements governing the custodians' terms and conditions of employment, the term of the most recent of which ended on June 30, 2007 ("the Agreement," a true and correct copy of which is attached hereto as Exhibit 1), and was extended by agreement of the District and the Association through June 30, 2008.

ANSWER: The District admits that the District and the Association have been parties to a series of collective bargaining agreements governing the custodians' terms and conditions of employment, the term of the most recent of which ended on June 30, 2007 ("the Agreement," a true and correct copy of which is attached hereto as Exhibit 1), and was extended by agreement of the District and the Association through June 30, 2008.

9. On or about February 29, 2008, the District issued a Request for Bid for Custodial Services ("RFP"), seeking to solicit bids to provide custodial services by an outside contractor, in lieu of providing those services "in-house," which would result in the District laying off the custodial employees employed by the District. A true and correct copy of the RFP is attached hereto as Exhibit 2.

ANSWER: The District admits that on or about February 29, 2008, the District issued a Request for Bid for Custodial Services ("RFP"), seeking to solicit bids to provide custodial services by an outside contractor, in lieu of providing those services "in-house," which would result in the District laying off the custodial employees employed by the District.

10. On or about March 17, 2008, the District opened the bids that had been submitted by two custodial contracting services, Alpha and RJB Properties ("RJB").

ANSWER: The District admits that on or about March 17, 2008, the District opened the bids that had been submitted by two custodial contracting services, Alpha and RJB Properties ("RJB").

11. On or about March 20, 2008, the District issued a cost comparison of the bids submitted by Alpha and RJB, which included the District's claimed costs of retaining the custodial services in-house, all for the three school years beginning with the 2008-09 school year. For each of those three years, that document purported to show "potential savings" through contracting with Alpha (as compared to retaining the custodians as District employees) of $172,695, $176,422 and $182,635, for a total of $531,751 (rounded). A true and correct copy of that cost comparison is attached hereto as Exhibit 3.

ANSWER: The District admits that on or about March 20, 2008, the District issued a cost comparison of the bids submitted by Alpha and RJB, which included the District's claimed costs of retaining the custodial services in-house, all for the three school years beginning with the 2008-09 school year. The District also admits that for each of those three years, that document purported to show "potential savings" through contracting with Alpha (as compared to retaining the custodians as District employees) of $172,695, $176,422 and $182,635, for a total of $531,751 (rounded).

12. At a school board meeting on March 20, 2008, the school board considered those bids. The District determined that Alpha was the lower bidder. A true and correct copy of Alpha's bid is attached hereto as Exhibit 4.

ANSWER: The District admits that at a school board meeting on March 20, 2008, the school board considered those bids. The District also admits that it determined that Alpha was the lower bidder.

ANSWER: The District admits that on April 18, 2008, the District sent notices to all of its custodial employees, including the Individual Plaintiffs, informing them that they were being "honorably dismissed" effective 90 days after receipt of the notice on July 18, 2008, whichever occurred first. The District also admits that the reasons given in the notices were that the school board had decided to "decrease the number of educational support personnel ... and/or to discontinue some particular types of educational support service."

16. T he Association has disputed the figures used by the District in comparing the costs of contracting out custodial services to Alpha versus retaining the custodial services in-house.

ANSWER: The District admits that the Association has disputed the figures used by the District in comparing the costs of contracting out custodial services to Alpha versus retaining the custodial services in-house.

17. On July 1, 2008, the District's Business Manager, Leonora Beck, sent a letter to each of the District's custodians, including the Individual Plaintiffs, stating, among other things, that Alpha's contract would take effect on August 1, 2008. That letter also stated that, for the period July 18-31, 2008, the custodians would each "be hired as a day laborer" at their current hourly rates of pay, but with no benefits and without being members of the bargaining unit represented by the Association, provided that they sign (and submit by July 11) a form stating that they "wish to work for the School District from July 18, 2008-July 31 at [their] current

hourly rate of pay." A true and correct copy of one such letter (all of which were identical except for the name and address of the recipient) is attached hereto as Exhibit 6. The custodians did so, under protest.

ANSWER: **The District admits that on July 1, 2008, the District's Business Manager, Leonora Beck, sent a letter to each of the District's custodians, including the Individual Plaintiffs, stating, among other things, that Alpha's contract would take effect on August 1, 2008. The District further admits that letter also stated that, for the period July 18-31, 2008, the custodians would each "be hired as a day laborer" at their current hourly rates of pay, but with no benefits and without being members of the bargaining unit represented by the Association, provided that they sign (and submit by July 11) a form stating that they "wish to work for the School District from July 18, 2008-July 31 at [their] current hourly rate of pay." The District further admits that all the custodians, except for Franklin Walker, signed the form and added language that they were signing "under protest".**

18. On or about April 17, 2008, the District and Alpha entered into a three-year agreement under which, effective August 1, 2008, Alpha is to provide the custodial services for the District, which were previously provided by the District's custodians.

ANSWER: **The District denies that on or about April 17, 2008, the District and Alpha entered into a three-year agreement under which, effective August 1, 2008, Alpha is to provide the custodial services for the District, which were previously provided by the District's custodians.**

19. Effective on or about July 18, 2008, the District terminated the employment of all of the custodians.

ANSWER: The District denies that effective on or about July 18, 2008, the District terminated the employment of all of the custodians.

20. Effective August 1, 2008, Alpha began providing custodial services to the District.

ANSWER: The District admits that effective August 1, 2008, Alpha began providing custodial services to the District.

21. Among the benefits provided by the District to its custodians during the 2007-08 school year and prior thereto was pension coverage through the Illinois Municipal Retirement Fund ("IMRF").

ANSWER: The District admits that among the benefits provided by the District to its custodians during the 2007-08 school year and prior thereto was pension coverage through the Illinois Municipal Retirement Fund ("IMRF").

22. Alpha's bid did not provide for any pension benefits.

ANSWER: The District denies that Alpha's bid did not provide for any pension benefits.

23. Alpha is not providing any pension plan or pension benefits to employees performing work under Alpha's contract with the District.

ANSWER: **The District denies that Alpha is not providing any pension plan or pension benefits to employees performing work under Alpha's contract with the District.**

24. The District accepted Alpha's bid, notwithstanding its not providing for any pension plan or pension benefits.

ANSWER: **The District denies that it accepted Alpha's bid, notwithstanding its not providing for any pension plan or pension benefits.**

25. Among the benefits provided by the District to its custodians during the 2007-08 school year and prior thereto were health, dental, vision and life insurance.

ANSWER: **The District admits that among the benefits provided by the District to its custodians during the 2007-08 school year and prior thereto were health, dental, vision and life insurance.**

26. Alpha's bid did not specify the type of coverage, co-pays, deductibles, out-of-pocket expenses, or other conditions or limitations with respect to health, dental, vision and life insurance to be provided to custodians performing services under Alpha's contract with the District.

ANSWER: **The District admits that Alpha's bid did not specify the type of coverage, co-pays, deductibles, out-of-pocket expenses, or other conditions or limitations**

with respect to health, dental, vision and life insurance to be provided to custodians performing services under Alpha's contract with the District.

27. When the District accepted Alpha's bid, the District did not know the type of coverage, co-pays, deductibles, out-of-pocket expenses, or other conditions or limitations with respect to health, dental, vision and life insurance Alpha would provide to employees performing work under Alpha's contract with the District.

ANSWER: **The District denies that when the District accepted Alpha's bid, the District did not know the type of coverage, co-pays, deductibles, out-of-pocket expenses, or other conditions or limitations with respect to health, dental, vision and life insurance Alpha would provide to employees performing work under Alpha's contract with the District.**

28. The District's RFP included a set of specifications, which defined each of the custodial tasks to be performed by the contractor's employees, and the frequencies of most of those tasks (RFP pp. 33-39, Ex. 2). It did not include the following duties:

i Loading and unloading delivery trucks
ii Plowing and removal of snow, except that the RFP does include "snow removal from doorways" (page 38) and assisting in salting walkways (page 39)
iii Mowing the grass
iv Maintaining grounds and operating related equipment
v Cleaning up trash outside school buildings
vi Setting up school functions
vii Delivering mail
viii Delivering supplies
ix Ordering supplies, and maintaining inventories of supplies
x Informing principals and other supervisors, staff and students about activities, safety and proper maintenance of District facilities

xi Delivering school board packets to school board members' homes in advance of school board meetings
xii Securing buildings
xiii Repairing equipment, furniture and minor building damage

ANSWER: **The District denies that its RFP included a set of specifications, which defined each of the custodial tasks to be performed by the contractor's employees, and the frequencies of most of those tasks. The District also denies that it did not include the duties listed in Request No. 28.**

29. All of the tasks referred to in Request No. 28 above had been performed by the District's custodians throughout the 2007-08 school year and prior thereto.

ANSWER: **The District admits that all of the tasks referred to in Request No. 28 above had been performed by the District's custodians throughout the 2007-08 school year and prior thereto.**

30. All of the tasks referred to in Request No. 28 above would be performed by the District's custodians during the 2008-09 school year and subsequent years had the District not subcontracted custodial services to Alpha.

ANSWER: **The District admits that all of the tasks referred to in Request No. 28 above would be performed by the District's custodians during the 2008-09 school year and subsequent years had the District not subcontracted custodial services to Alpha.**

31. Alpha did not include in its bid the tasks referred to in Request No. 28 above (items i-xiii).

ANSWER: The District denies that Alpha did not include in its bid the tasks referred to in Request No. 28 above (items i-xiii).

32. The District's cost comparison includes (Ex. 3 hereto), for the in-house custodians, the cost of the tasks they performed during the 2007-08 school year, including those referred to in Request No. 28 above, and which they would continue to perform but for the agreement with Alpha.

ANSWER: The District admits that its cost comparison includes, for the in-house custodians, the cost of the tasks they performed during the 2007-08 school year, including those referred to in Request No. 28 above, and which they would continue to perform but for the agreement with Alpha.

33. The District's cost comparison (Ex. 3 hereto) does not include the cost of Alpha's employees performing the tasks referred to in Request No. 28 above.

ANSWER: The District denies that its cost comparison does not include the cost of Alpha's employees performing the tasks referred to in Request No. 28 above.

34. In the District's cost comparison (Ex. 3 hereto), in calculating the cost of retaining the in-house custodians, the District included in the labor cost the cost of "additional building coverage" for fill-in and "seasonal (winter, spring, summer)" custodial work ("Seasonal Work").

ANSWER: The District admits that in its cost comparison, in calculating the cost of retaining the in-house custodians, the District included in the labor cost the cost of

"additional building coverage" for fill-in and "seasonal (winter, spring, summer)" custodial work ("Seasonal Work").

35. In the District's cost comparison (Ex. 3 hereto), in calculating Alpha's labor costs, the District did not include any costs for Seasonal Work.

ANSWER: The District denies that in its cost comparison, in calculating Alpha's labor costs, the District did not include any costs for Seasonal Work.

36. During the 2008-09 school year and subsequent years, Seasonal Work will continue to be performed by or on behalf of the District.

ANSWER: The District admits that during the 2008-09 school year and subsequent years, Seasonal Work will continue to be performed by or on behalf of the District.

37. The District's custodians were qualified to perform custodial work for Alpha.

ANSWER: The District can neither admit nor deny Request No. 37 because it does not have sufficient information as to the hiring criteria used by Alpha. Nor is the District a party to the hiring process.

38. Alpha has not hired any of the custodians who were employed by the District.

ANSWER: The District admits that Alpha has not hired any of the custodians who were employed by the District.

39. Alpha has not hired any of the Individual Plaintiffs.

ANSWER: **The District admits that Alpha has not hired any of the Individual Plaintiffs.**

40. Alpha did not offer the District's custodians, including the Individual Plaintiffs, positions as employees of Alpha working at the District's facilities.

ANSWER: **The District denies that Alpha did not offer the District's custodians, including the Individual Plaintiffs, positions as employees of Alpha working at the District's facilities.**

41. Prior to July 18, 2008, Alpha informed the District's custodians, including one or more of the Individual Plaintiffs, that no positions were available.

ANSWER: **The District denies that prior to July 18, 2008, Alpha informed the District's custodians, including one or more of the Individual Plaintiffs, that no positions were available, and affirmatively states Alpha announced, as an agent of the School District, that Alpha offered to interview those custodians who applied.**

42. At the time Alpha did so, Alpha had not offered any of the District's custodians positions or employment.

ANSWER: **The District admits that at the time Alpha did so, Alpha had not offered any of the District's custodian's positions or employment, as none applied.**

43. Alpha failed and refused to inform the District's custodians, including one or more of the Individual Plaintiffs, as to the terms and conditions of employment which would be provided to them should they be employed by Alpha.

ANSWER: **The District denies that Alpha failed and refused to inform the District's custodians, including one or more of the Individual Plaintiffs, as to the terms and conditions of employment which would be provided to them should they be employed by Alpha.**

44. Alpha required the District's custodians, including the Individual Plaintiffs, to fill out applications to apply to work for Alpha.

ANSWER: **The District admits that Alpha required the District's custodians, including the Individual Plaintiffs, to fill out applications to apply to work for Alpha.**

45. Prior to the filing of the complaint in this case, Alpha required that the District's custodians apply in person at 9935 South 76th Avenue in Bridgeview, Illinois, which is more than eleven miles from the District's administrative offices.

ANSWER: **The District can neither admit nor deny Request No. 45 because it does not have sufficient information as to the hiring process used by Alpha. Nor is the District a party to the hiring process.**

46. Prior to the filing of the complaint in this case, Alpha required that the District's custodians apply only during a three hour period on a single day (Friday, July 18, 2008 between 9:00 a.m. and noon), at a time when the District's custodians were working for the District.

ANSWER: The District can neither admit nor deny Request No. 46 because it does not have sufficient information as to the hiring process used by Alpha. Nor is the District a party to the hiring process.

47. Prior to the filing of the complaint in this case, Alpha failed and refused to provide alternative dates or times for custodians who were unable to apply at the specified time, date and location due to having to work for the District or due to medical reasons.

ANSWER: The District can neither admit nor deny Request No. 47 because it does not have sufficient information as to the hiring process used by Alpha. Nor is the District a party to the hiring process.

Leonora J. Beck

LEONORA J. BECK, Chief School Business Official
Calumet Public School District 132

LEONORA BECK, being first duly sworn on oath, deposes and states that she has read the above foregoing **DEFENDANTS BOARD OF EDUCATION AND ITS MEMBERS' ANSWERS TO PLAINTIFFS' FIRST SET OF REQUESTS FOR ADMISSION TO SCHOOL DISTRICT DEFENDANTS** subscribed by her and knows the contents thereof and that the same are true and correct to the best of her knowledge.

Leonora Beck
LEONORA BECK

SUBSCRIBED and SWORN
to before me this 12th
day of September, 2008.

Gina M Garcia
Notary Public

OFFICIAL SEAL
GINA M GARCIA
NOTARY PUBLIC - STATE OF ILLINOIS
MY COMMISSION EXPIRES:06/11/10

ANTHONY G. SCARIANO
PAUL CIASTKO
SCARIANO, HIMES AND PETRARCA, CHTD.
180 N. Stetson, Suite 3100
Two Prudential Plaza
Chicago, IL 60601-6714
(312) 565-3100, ext. 248

Certificate of Service

The undersigned attorney hereby certifies that he caused a copy of the foregoing Unfair Labor Practice Charge to be served on the following persons by messenger, this 24th day of July, 2008:

Anthony G. Scariano
A. Lynn Himes
Scariano, Himes, and Petrarca
Two Prudential Plaza, Suite 3100
180 North Stetson Avenue
Chicago, IL 60601

and on the following person, by overnight delivery, this 24th day of July, 2008:

Elizabeth H. Reynolds
Superintendent, Calumet School District 132
1440 West Vermont Street
Calumet Park, IL 60827

Michael H. Slutsky

Joint Venture Benefits

Over the past 10 years Alpha Building Maintenance Services And Garco Enterprises have worked together in numerous Joint venture projects.

Combining the strengths of both companies has proved Beneficial to our existing customers.

Garco Enterprises is a minority owned business and has the Financial and administrative strengths to be an asset.

Alpha Building Maintenance Services has the know-how and Operational experience to deliver excellent service.

Combining our services we have worked together at the University of Illinois at Chicago over the past 10 years on Various contracts.

We feel that with the unique situation at Oak Park and River Forest High School together we can provide the services Required with excellent results.

Section L

Employee Turnover Rates

Please provide employee turnover rates for the years listed below in whole numbers.

2006: 4 % (11)

2007: 6 % (19)

2008: 5 % (19)

Signed: Lorraine Grab Name (printed): Lorraine Grab

Title: President Company Name: Alpha Building Maintenance Service, Inc.

Date: 2/18/09

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 5, 2009

Sodexo School Services
2578 Capitol Avenue
Aurora, IL 60504
Attn: Greg Johnson

Dear Mr. Johnson:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information in a sealed envelope no later than Monday, March 9, 2009:

- A fully completed Form Q, as presented in the original RFP specifications, utilizing only data presented in your original proposal submission. Though your firm provides this information in the proposal, it was not provided in the required format.

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Mark Kopec, Alpha Building Management
RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Section Q Employee Wage and Benefits

Proposal

	District 200	Vendor Proposal
Hourly Wage	$23.24 /hour	$11.55 average hourly wage
Prescription Drug Program	$10/$20/$60	$10 (generic), $20 plus 10% coinsurance (brand name) or $35 plus 10% coinsurance (non-formulary brand name) Mail order available
Dental Insurance	Single paid by employer, family paid by employee	Provider – MetLife Monthly Cost Single 15.34 Employee + one 30.68 Employee + Family 51.70
Ortho Coverage	Yes	Plan pays 50%
PPO Plan		
Annual Deductable	$500 in/$1500 out $1000 in/$3000 out	$500 in/$1000 out $1500 in/$3000 out
Preventive Coverage	$25 copay	$20 copay
Basic Services	$25 copay	$20 copay
Major Services	deductable/coinsurance apply	Deductable/coinsurance apply
Emergency room	$50 copay	$75 per ER visit then 70% after deductable
Mental health	inpatient 14 days and deductable out patient 20 days and deductable	Inpatient In-network deductible the 70%. Out 60% after deducible. Limit 30 days per plan year. Lifetime limit 60 days Outpatient In-network $20 per visit. Out 60% covered after deductible. Limit 30 visits per plan year. Lifetime limit 200 visits.
Chemical Dependency	same as mental health	Same as mental health
Coinsurance	90/10in 60/40 out	70/30 in 60/40 out buy up options available
HMO Plan		
Annual Deductable	NA	$500 indivisual/$1500 family
Preventive Coverage	$25 copay	$15 per primary visit/ $25 per specialist visit
Basic Services	$25 Copay	$15 per primary visit/ $25 per specialist visit
Major Services	$0 copay	Hospital care 80% covered after deductable.
Emergency room	$75 copay	$75 per ER visit
Mental health	in patient $0 copay 20 day max out patient $20 copay 20 visits	Inpatient 80% covered after deductible. Limit 30 days per calendar year. Outpatient $25 per visit. Limit 30 visits per calendar year.
Chemical Dependency	same as mental health	Same as mental health
Coinsurance	NA	
Life Insurance	1X annual Salary	$10,000 Free Basic Life paid by company GTL 1-4 X annual salary employee paid
Deferred Compensation Plan	403(b) /457 with no employer contribution	401(k) Employer contribution 50% on first 6%
Tuition Reimbursement	$750/year after 3 years of service from a total pool of $3,000 annually.	$2,500 annual max after one year service
Annual Paid Sick Days	13 days	7
Annual Paid Vacation Days	10-20 days based on years of service	Months of Service / Days Earned 0-60 — 10 61-120 — 15 121+ — 20
Annual Paid Personal Days	2 days	2 Days
Bereavement Leave	5 days (spouse death), 3 days (immediate family member death)	3 Days
Section 125 plan offered?	Yes	Flexible Spending accounts available
Retirement Separation Benefit	15 yrs of service and age 55 $700-$2000 based on age at time of retirement	N/A

Employee Monthly Premium costs

	District 200		Vendor Proposal	
	HMO	PPO	HMO	PPO
Single	32.34 $	40.34 $	$75.75	$68.34
Employee+Child	96.44 $	105.20 $	$158.12	$142.83
Employee+Spouse	124.41 $	133.69 $	$158.12	$142.83
Family	165.99 $	179.76 $	$217.79	$194.91

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 11, 2009

Sodexo School Services
2578 Capitol Avenue
Aurora, IL 60504
Attn: Greg Johnson

Dear Mr. Johnson:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information on corporate letterhead in an electronic format as soon as possible:

- Clarification of the stated "90 day benefit waiting period for new employees" as it would relate to any current District 200 custodial staff that your firm may hire to fulfill this contract.

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Mark Kopec, Alpha Building Management
RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

sodexo

Karen Lauer
Senior Director, Human Resources

March 12, 2009

Tim Keeley
Purchasing Coordinator
Oak Park and River Forest High School
201 North Scoville Ave
Oak Park IL 60302

Mr. Keeley,

This letter will serve as notice that it is the intent of Sodexo to waive the 90 day waiting period for health and welfare benefits for current District 200 custodial staff that transition to Sodexo at the start of the contract. For those employees that transition to Sodexo we will provide them with their original hire date information and process benefit enrollments for immediate coverage.

Regards,

Karen Lauer
Sr Director Human Resources

STOP HUNGER

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 13, 2009

Sodexo School Services
2578 Capitol Avenue
Aurora, IL 60504
Attn: Greg Johnson

Dear Mr. Johnson:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information on corporate letterhead in an electronic format as soon as possible:

- Clarification of the HMO plan to be offered to those employed to service the District 200 account.
- Clarification of the number of sick, personal and vacation days to be offered to those employed to service the District 200 account.

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Mark Kopec, Alpha Building Management
RuthAnn Kosma, GCA Services
Ewa Guziolek, Perfect Cleaning Service
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

Italics show changes from 2008 to 2009.

30	~~AETNA (3673)~~ *SI120690*	KAISER PERMANENTE (3005)
PLAN NAME (PLAN #)	1-800-834-9537	14367
Group #:	1-800-834-9537	1-800-777-7902
Provider Directory/Forms:	www.aetna.com	1-800-777-7902
Questions:		www.kaiserpermanente.org
Web Address:	No	No
Is the Primary Care Physician (PCP)/medical center selection needed for ID cards?	No	No
Is a form needed to choose PCP/medical center?	N/A	N/A
HEALTH REIMBURSEMENT ACCOUNT (HRA)	$500 individual/$1,500 family	$250/individual; $500/family
ANNUAL DEDUCTIBLE	$1,500 individual/$3,000 family	$2,000/individual; $4,000/family
ANNUAL OUT-OF-POCKET MAXIMUM	$15 per PCP visit, $25 per specialist visit	$15 per PCP visit, $25 per specialist visit
DOCTOR OFFICE VISIT (primary and specialist)	$15 per PCP visit, $25 per specialist visit	*$0 per visit*
PREVENTIVE CARE (routine physical exams, well-baby care, GYN exams, immunizations)	80% covered (after deductible)	90% covered (after deductible)
HOSPITAL CARE		
Inpatient (includes maternity admissions)	80% covered (after deductible)	90% covered (after deductible)
Outpatient Surgery	$25 for initial visit, then 100%	$25 for initial visit, then 100%
MATERNITY (pre- and postnatal office visits)		
EMERGENCY CARE	$75 per ER visit	$75 per ER visit
In-Area (when not followed by admission)	$75 per ER visit	$75 per ER visit
Out-of-Area (when not followed by admission)		
PRESCRIPTION DRUG – Retail (30-day supply unless otherwise noted)	$10 (generic), $20 plus 10% coinsurance (brand name), or $35 plus 10% coinsurance (non-formulary brand name) per prescription. Mail order available. Formulary applies. Mandatory generics.	$15 (generic), $25 (brand name) or $40 (non-formulary brand name), at Kaiser facility, per prescription. $25 (generic), $45 (brand name) or $60 (non-formulary brand name) at outside pharmacy. Formulary applies. Mail order available.
MENTAL HEALTH		
Inpatient	80% covered (after deductible). Limit 30 days per calendar year.	90% covered (after deductible)
Outpatient	$25 per visit. Limit 30 visits per calendar year.	$20 (individual) or $10 (group) per visit. Unlimited visits.
SUBSTANCE ABUSE		
Inpatient	Rehabilitation: 80% covered (after deductible). Limit 30 days per calendar year. Detoxification: 80% covered (after deductible). Unlimited days.	90% covered (after deductible)
Outpatient	Rehabilitation: $25 per visit. Limit 30 visits per calendar year. Detoxification: $25 per visit. Unlimited visits.	$20 (individual) or $10 (group) per visit. Unlimited visits.
OTHER MEDICAL SERVICES		
Routine Eye Exam	$25 per exam	$15 per optometry exam; $25 per ophthalmology exam
Home Health Care	100% covered. Limit 100 visits per calendar year.	90% covered, when medically appropriate and approved. Contact plan for specifics.
Durable Medical Equipment (crutches, etc.)	80% covered (after deductible)	50% covered outpatient; 90% covered inpatient
ADDITIONAL INFORMATION	• Alternative health discounts such as acupuncture and chiropractic services • Fitness center and exercise equipment discounts	

Post-it® Fax Note 7671 | Date 3/13/09 | # of pages ▸ 1

To Tim Keeley	From GREG
Co./Dept. PURCHASING	Co. SODEXO
Phone #	Phone # 630.730.2578

OAK PARK AND RIVER FOREST HIGH SCHOOL

201 NORTH SCOVILLE AVENUE • OAK PARK, IL 60302-2296

March 11, 2009

GCA Services
1438 Brook Drive
Downers Grove, IL 60515
Attn: Ruthann Kosma

Dear Ms. Kosma:

Thank you for your proposal submission for District 200 Cleaning Services. Please provide the following information on corporate letterhead, signed and in an electronic format as soon as possible:

- Written clarification of your submission of Alternate #2, Cost Category 2 "Productive Labor." It appears that there may be a clerical error relating to the FTE figure.

Note that consideration of these documents is contingent on the District 200 Board of Education waiving the proposal defect.

Sincerely.

Tim Keeley
Purchasing Coordinator

CC: Mark Kopec, Alpha Building Solutions
Ewa Guziolek, Perfect Cleaning Service
Greg Johnson, Sodexo School Services
Paul Keller, Ancel, Glink, Diamond, Bush, Dicianni & Rolek, P.C.

GCA Services Group™

March 12, 2009

Mr. Tim Keeley
Purchasing Coordinator
Oak Park & River Forest HSD 200
201 N. Scoville Avenue
Oak Park, IL 60302

Re: Response to Clarification Request regarding Alternate 2.

Dear Mr. Keeley,

GCA Services Group made a clerical error on forms submitted for Alternate #2 in listing the number and type of productive labor being provided as 32. The correct number of FTE's and type is as follows: 4 Day Custodians @ $13.00/Hr.
30 Night Custodians @ $13.00/Hr.

The figures provided for labor hours and associated cost was correct on the forms submitted.

If you should need further clarification, please let me know.

Regards,

James P. Sostak
Sr. Regional Vice President

1438 Brook Drive * Downers Grove, IL 60515 * Tel: 630-629-4044* Fax: 630-629-4047

GCA Services Group™

OAK PARK RIVER FOREST HIGH SCHOOL DISTRICT 200

BID RESPONSE DETAIL

GCA'S BID RESPONSE IS IN COMPLIANE WITH PUBLIC ACT 095-0241.

A FULL DISCLOSURE OF ALL PRICING IS INCLUDED on following pages.

BASE BID: 28 FTE's at $20.00 / hourly wage
Additional 4 FTE's at $10.00 / hourly wage
Manager
Night Supervisor
Benefit Package which includes 7 paid holidays, 2 personal days,
5 vacation days following one year of service, 3 sick days, 3 bereavement days,
401 K plan, Health Insurance, Dental and Vision Insurance, and Life Insurance

Alternate 1: 28 FTE's at $23.24 / hourly wage
Additional 4 FTE's at $10.00 / hourly wage
Manager and Night Supervisor
Benefit Package, which includes, 7 paid holidays, 2 personal days, 5 vacation days following one year of service, 3 sick days, 3 bereavement days, 401K plan, Health Insurance, Dental and Vision Plan, and Life Insurance

Alternate 2: 34 FTE's at $13.00 / hourly wage
Manager and Night Supervisor
Benefit Package, which includes, 7 paid holidays, 2 personal days, 5 vacation days following one year of service, 3 sick days, 3 bereavement days, 401K plan, Health Insurance, Dental and Vision Plan, and Life Insurance

Note: All bid pricing includes the 808.5 hours of overtime listed in the specification, an 8 ½-hour workday with a ½-hour lunch.

BENEFIT TO THE DISTRICT: Future savings through attrition
Savings on workman's compensation, cost of supplies and equipment
Flexibility in Program
Green Cleaning Program
Training and Safety
More FTE's mean cleaner buildings
Satisfaction Guaranteed

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