



Always Innovating

**South
Texas ISD**

RIO GRANDE VALLEY | GRADES 6-12

7001 E. EXPRESSWAY 83, MERCEDES, TX 78570

P: 956.565.2454

STISD.NET

RFP 27-008 Security Services

Addendum #4

We are issuing this addendum to address the following:

1. Overtime Compliance for 60-Hour Work Weeks

Addendums #1, #2, and #3 confirm that guards will work 12-hour shifts, 5 days per week (60 hours/week), over 187 calendar days per year.

Under the federal Fair Labor Standards Act (FLSA), non-exempt security personnel working more than 40 hours per week must be paid overtime at 1.5× their regular rate for all hours exceeding 40.

To ensure our proposal accurately reflects the District's expectations and complies with federal labor law, please clarify:

Option A: Guards work 60 hours per week (12 hours/day × 5 days), with vendors responsible for paying overtime wages after 40 hours. Vendors should build overtime costs into proposed hourly billing rates.

Option B: Guards work alternating or rotating schedules to remain under 40 hours per week and avoid overtime requirements. This would require vendors to employ a larger guard pool to maintain continuous coverage while keeping individual guards below the overtime threshold.

Option C: An alternative schedule structure that we have not considered.

This clarification significantly impacts our staffing model, the number of personnel we recruit, and our pricing calculations.

Vendors are responsible for all wages paid to their employees, including any overtime required by law. Pricing must include all labor costs, overhead, and compliance with applicable federal and state laws, based on the RFP requirements. The District will not dictate staffing schedules or compensation structures, as long as required coverage hours are met.

2. Are the hours in the RFP for the 2026-2027 school year the same as the present (e.g., 2025-2026)? **Yes**

Please, sign, date, and submit this addendum with your proposal response. Also, email a copy of page 2 of this addendum to reynaldo.cantu@stisd.net to confirm your acknowledgment. We look forward to hearing from you.

Thank you.
Reynaldo Cantu, Purchasing Agent/Accountant

MARCO ANTONIO LARA, JR., ED.D.
Superintendent

EFRAIN GARZA
Deputy Superintendent

MARLA R. KNAUB
Assistant Superintendent for Finance & Operations

LISSA FRAUSTO, MBA, SPHR
Assistant Superintendent for Human Resources



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ACKNOWLEDGEMENT OF ADDENDUM # 4

Company Name: _____

Company Representative: _____

Company Representative Signature: _____

Phone Number: _____

Date: _____

MARCO ANTONIO LARA, JR., ED.D.
Superintendent

MARLA R. KNAUB
Assistant Superintendent for Finance & Operations

EFRAIN GARZA
Deputy Superintendent

LISSA FRAUSTO, MBA, SPHR
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