

September 29, 2026 - Addendum to Appling Custodial RFP (ACBOE-CUST-2026-1)

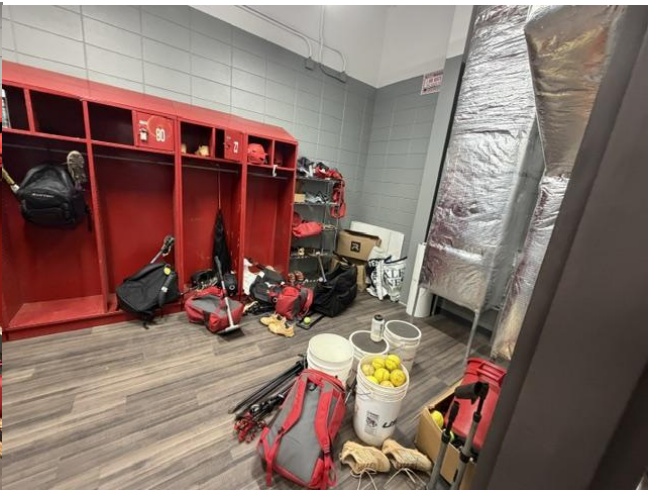
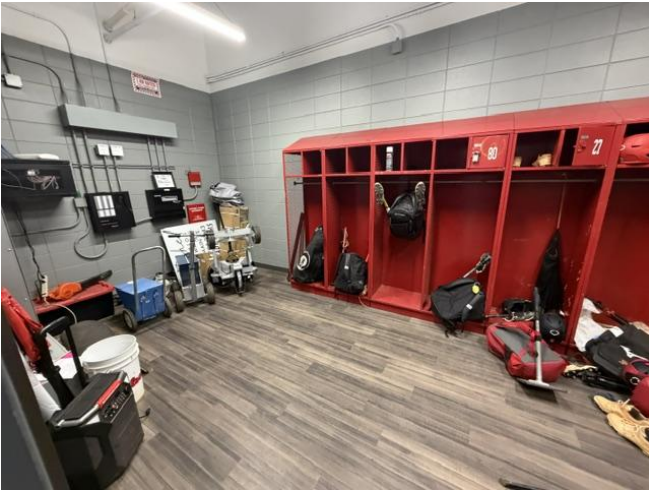
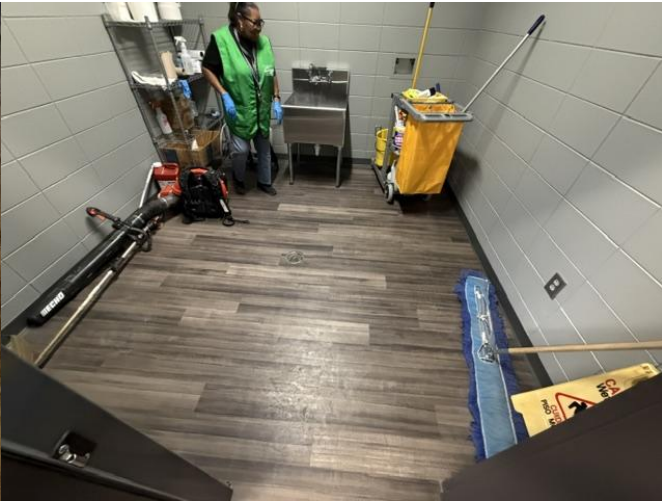
This addendum contains the following: 1) Addendum Notification about preproposal meeting (p. 1) , 2) pictures of building not walked through due to time constraints (p. 1- 7), and 3) answers to RFP questions submitted by email to ryan.flowers@appling.k12.ga.us (p. 7-17).

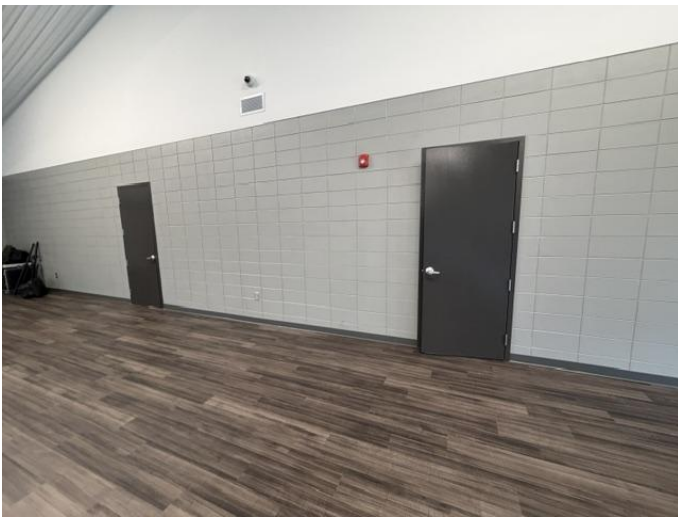
1) Addendum Notification: *All Contractors who attended the preproposal meeting at the Appling County Board of Education at 9am on 9/24/26 that presented valid IDs were allowed to attend the preproposal meeting, walkthrough the school facilities, and will be allowed to bid on the project.*

2) Building pictures not visited on 9/24/26 during walkthrough:

Appling County Middle School Athletic Facility – *Cleaning consists of 2 bathrooms, small concession stand, small girls softball locker-room, large room with vinyl tile floor for cheerleading tumbling, janitor closet, a few other small storage areas. Pictures below:*

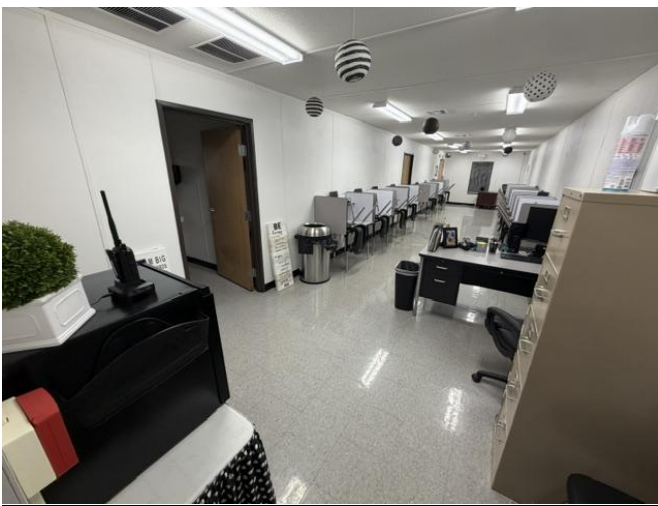






Appling County Alternative School Facility- Cleaning consists of 3 bathrooms, 2 classroom areas, 1 small lobby area, 1 small teacher lounge area, and 1 office area in the middle (door was locked and could not get picture). Pictures below:



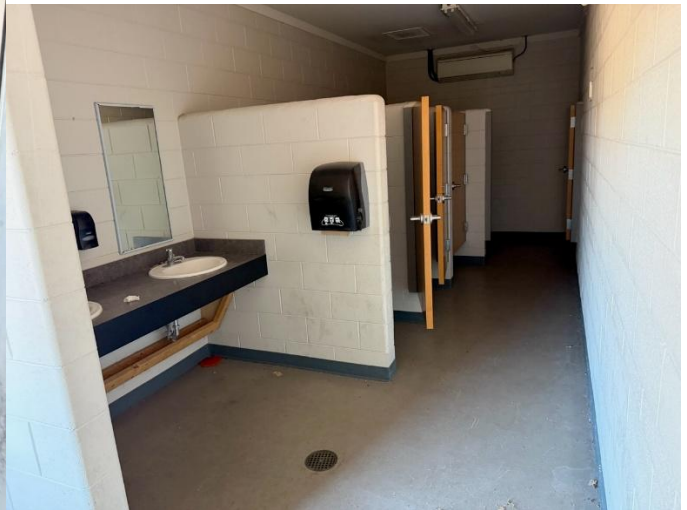
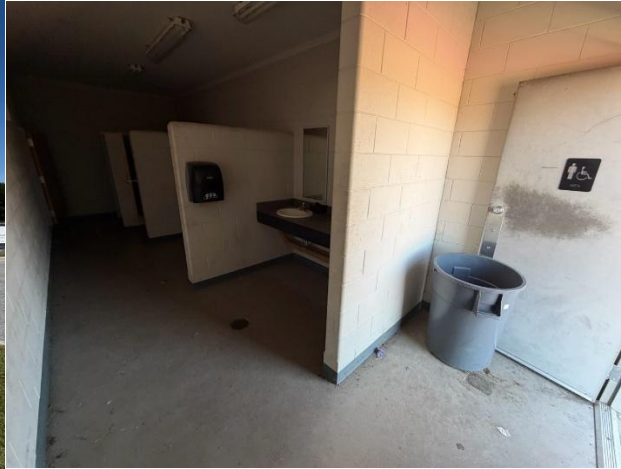


Transportation / Bus Shop (Office Areas Only) Facility- Cleaning consists of 3 bathrooms, 1 meeting/ lounge area, 5 small office areas, 1 lobby area, and walkthrough areas (does not include shop floor space except trash) Pictures below:

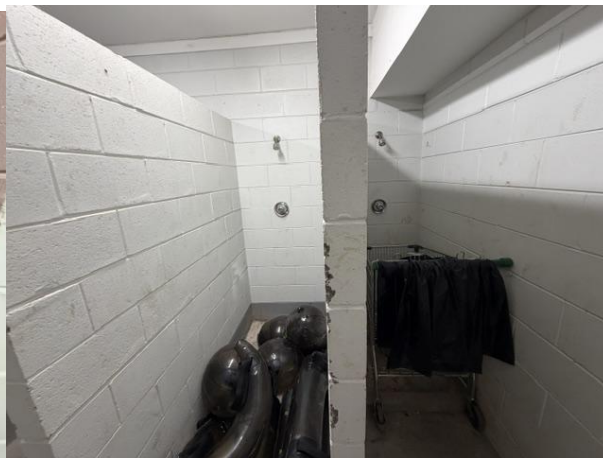


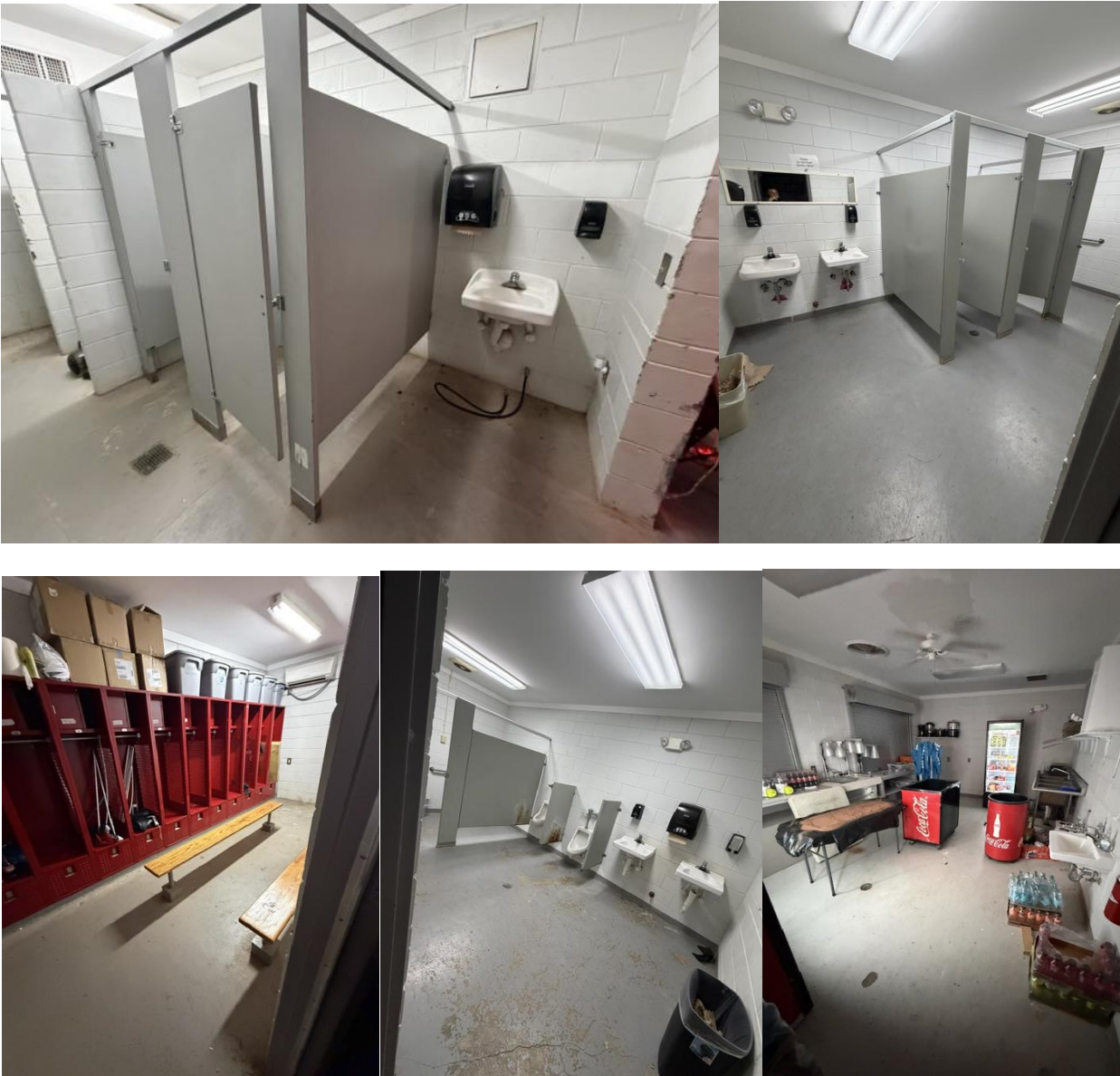


Appling County High School Track Concession Stand and 2 Bathrooms- Cleaning consists of 2 bathrooms & 1 concession stand area: Pictures below:



Appling County High School Softball / Baseball Area: Cleaning consists of 3 bathrooms, small girls softball locker room, one small visitors locker room, 1 concession stand area: Pictures below:





3) Vendor Questions: ABM

ACBOE-CUST-2026-1 / Page 8 – Section 4.5: Screening, identification, conduct, and campus safety. Complete fingerprint-based criminal-history screening and any additional District-required eligibility review before an employee receives campus access.

Do vendors process employees for fingerprinting through the district? After interviewing, the contractor will send applicants they want to hire (including current custodial service employees) to the Appling County Board of Education to receive fingerprint-based criminal-history screening paperwork. Mrs. Teresa Roberts (Human Resources Administrative Assistant at the BOE) will distribute the paperwork to potential employees and inform them of how to schedule an appointment. After fingerprints are taken, it will take up to 2 weeks to receive the results. Based on screening results, the BOE will send the names of employees who are eligible to be hired to the custodial services contractor.

What is the cost per employee for fingerprinting? The cost is \$50 paid to the Appling County Sheriff's Office at the time of the fingerprint appointment. Employees will be expected to pay the fingerprinting fee.

ACBOE-CUST-2026-1 / Page 50 – Section G7: Each Contractor shall submit a proposed product list and current Safety Data Sheets with its proposal and shall provide representative samples of proposed cleaning materials and paper products for District inspection at the time and place announced by the District.

Should vendors include samples of cleaning materials and paper products with the proposal submission or only if awarded the contract?

All vendors will be expected to submit a proposed product list and current Safety Data Sheets with the initial proposal submission. Samples of proposed cleaning materials and paper products will be provided for District inspection and approval only by the vendor who is awarded the contract.

ACBOE-CUST-2026-1 / Page 21 - Appendix A - Facility schedule and service conditions.

What are the student counts per school?

Altamaha Elementary School – 388 students

Appling County Elementary School (4 & 5; part of Complex) – 340 students

Appling County Primary School (PreK – 3; part of Complex) – 757 students

Appling County High School – 952 students

Appling County Middle School – 703 students

Fourth District Elementary School - 142 students

Vendor Questions: Premiere Building Maintenance Corporation

RFP Number: ACBOE-CUST-2026-01

Section/Page: Section 4.7 (Equipment, supplies, and consumables), page 9

Question: Section 4.7 requires each Contractor to submit a proposed product list and current Safety Data Sheets with its proposal, and Section 5 requires one signed original and five complete paper copies of the technical proposal. Our current SDS package totals 226 pages — printed in all six required copies, that's over 1,350 pages for SDS alone.

To reduce paper and shipping weight, may Contractors provide the SDS package on a USB drive included with the original rather than printing full SDS sheets in each of the six paper copies?

No, vendors must submit proposed product lists, Safety Data Sheets, and copies of technical proposal as specified in RFP.

RFP Number: ACBOE-CUST-2026-01

Section/Page: Section 4.7 (Equipment, supplies, and consumables), page 9

Question: Section 4.7 states that "each Contractor shall provide representative samples of proposed cleaning materials and paper products at the time and place announced by the District for inspection," at no cost to the District.

Can the District confirm that physical chemical and paper product samples are in fact required from every Contractor, and if so, please advise the anticipated time, place, and quantity/size expected for these samples so we can plan logistics accordingly.

All vendors will be expected to submit a proposed product list and current Safety Data Sheets with its initial proposal submission, but samples of proposed cleaning materials and paper products will be provided for District inspection and approval only by the vendor who is awarded the contract.

Samples will be expected to be delivered or shipped to the Appling County Board of Education for review and approval after the award is announced at either the October 16th or November 2nd BOE meeting and before the contract is executed by both parties (Within five business days after Board approval). Quantity demanded will be at least a quantity of one of each product.

Vendor Questions: Contract Service Solutions (CSS)

ACBOE-CUST-2026-1 / Section 4.4/ P. 8: “The Contractor shall maintain a written employee benefit plan that includes access to healthcare coverage for employees assigned to this contract who meet the plan's stated eligibility requirements. The proposal shall include a summary of the plan and describe eligibility, healthcare coverage offered, waiting periods, and the employee and employer shares of cost. The Contractor shall take the full cost of this benefit plan into consideration when developing its bid and include that cost in the annual and monthly base price. The Contractor remains solely responsible for plan administration and legal compliance, and the accepted benefit commitment becomes a material contract requirement.”

The RFP requires a written employee benefit plan including healthcare coverage, with cost inside the base price. Does the District have a minimum expectation — eligibility hours, waiting period, employer contribution share — or is that left to the Contractor?

The District does not have a minimum expectation for a healthcare plan in regards to eligibility hours, waiting period, or employer contribution share as that will be left up to the Contractor. The District does encourage the Contractor to provide enough information to determine if healthcare will be easily accessible and affordable for your employees.

ACBOE-CUST-2026-1 /Section 4.5/p. 8: “Complete fingerprint-based criminal-history screening and any additional District-required eligibility review before an employee receives campus access. No unscreened person may work or train on District property.”

Fingerprint screening — which vendor or process does the District require, what is the current turnaround, and who bears the cost?

After interviewing, the contractor will send applicants they want to hire (including current custodial service employees) to the Appling County Board of Education to receive fingerprint-based criminal-history screening paperwork. Mrs. Teresa Roberts (Human Resources Administrative Assistant at the BOE) will distribute the paperwork to potential employees and inform them of how to schedule an appointment. After fingerprints are taken, it will take up to 2 weeks to receive the results. Based on screening results, the BOE will send the names of employees who are eligible to be hired to the custodial services contractor. The cost is \$50 paid to the Appling County Sheriff's Office at the time of the fingerprint appointment. Employees will be expected to pay the fingerprinting fee.

ACBOE-CUST-2026-1 / Section 8 / Tab 7/ p. 16: “Detailed mobilization schedule through December 1; process for notifying, accepting applications from, and interviewing qualified current custodial employees; equipment and 30-day supply staging; readiness evidence; risk management.”

How many custodians serve the District today, at what wage range, and what is the current annual cost of custodial operations? We currently contract custodial services out, so we don't have access to “exact” wage ranges and total annual costs of operations from the current contractor to give you. There are currently 27 custodial employees (with an estimated high of \$13 per hour), 6 lead supervisors (with an estimated high of \$17 an hour), and 1 site manager (with an estimated high of \$17 an hour). I don't have access to the annual cost of custodial operations from the current contractor, but the Appling County BOE is currently paying a contract price of \$1,108,617.96 this year broken up into 12 monthly installments of \$92,384.83.

Vendor Questions: Global SCR Shaga Consulting & Recruiting Service Solutions (CSS)

ACBOE-CUST-2026-01 / Appendix A.2.6, page 22 — What are the exact addresses for the Transportation Office and Alternative School?

**Transportation / Bus Office Address (80 Pirate's Way, Baxley, GA 31513)
Appling County Alternative School Address (78 Pirate's Way, Baxley, GA 31513)**

ACBOE-CUST-2026-01 / Appendix B.8, page 28 — Will the District issue square footage by floor-surface type for each facility, or should bidders rely on their own on-site measurements for pricing?

Bidders should rely on their own observations from the walkthrough for pricing.

ACBOE-CUST-2026-01 / Appendix B.8, page 28 — What is the installation or most recent recoat date for the epoxy restroom flooring at the Middle School and High School?

July of 2025 for Appling County High School and July of 2020 for Appling County Middle School.

ACBOE-CUST-2026-01 / Appendix A.2.6, page 22 — Are the area estimates for the Board of Education/Main Shop (14,659 sq ft), Transportation Office (3,080 sq ft), and Alternative School (2,400 sq ft) final and controlling for pricing, or subject to change?

Only the BOE/Main Shop (actual area to clean will be 12,532 sq ft) will change. (Main Shop area only includes the shop office). The rest is the same.

ACBOE-CUST-2026-01 / Appendix D.3, page 33 — Is event-related cleanup at the three elementary schools included in the base annual price, or should it be priced as additional approved custodial work?

Yes, included in base annual price for most events. Most event-related preps and even some special event-related cleanups will occur during regular work hours (Monday – Friday) at all schools. Event-related cleanup is not very common as both day and evening shifts are available Monday – Friday.

ACBOE-CUST-2026-01 / Section 4.4, page 8 / Appendix C, Question 7, page 31 Does disclosing the benefit plan carrier and tier, without per-employee premium detail, satisfy the written benefit-plan summary requirement?

No. This is what we are looking for: “Attach or summarize the written employee benefit plan and describe healthcare eligibility, coverage offered, waiting periods, and employee and employer cost sharing. Confirm that the full cost of the proposed benefit plan is included in the annual and monthly base price.”

ACBOE-CUST-2026-01 / Section 5.2, page 10 / Appendix E.2, page 36 — Will inspections occur at the individual-facility level or a grouped level each month?

The District will conduct at least one documented joint inspection for each facility each month.

ACBOE-CUST-2026-01 / Section 5.3, page 10 — For the 30-minute emergency response standard, does "staff present" mean the Contractor's own staff at that facility, or District staff/students being present?

When our students/staff are present at school, your staff should be there to respond to emergency situations within 30 minutes.

ACBOE-CUST-2026-01 / Section 7.3, page 14 / Appendix F.5, page 41 — How many references are required — three or four?

We would like to have four references submitted. All Contractors should comply with Appendix F.5.

ACBOE-CUST-2026-01 / Appendix F.4, page 40 / Agreement G.12, page 51 — Would a broker's letter of intent to bind sexual abuse/molestation coverage, alongside current evidence of the underlying general liability policy, satisfy the proposal-stage insurance-evidence requirement?

Evidence is required with the proposal. Coverages should be listed on the Certificate of Insurance. If an item is missing on COI or does not apply, a short legal or factual explanation should be presented as mentioned in the RFP (F.4).

ACBOE-CUST-2026-01 / Appendix F.6, page 41 — For subcontractor disclosure, does "Share" mean share of total contract value or share of total labor hours?

"Share" means share of total contract value.

ACBOE-CUST-2026-1 / Appendix C / p. 30: If the District is willing to share it for benchmarking purposes, who is the incumbent contractor and what is the current annual contract value?

Allclean Cleaning and Restoration. Current annual contract value is a contract price of \$1,108,617.96 this year broken up into 12 monthly installments of \$92,384.83.

ACBOE-CUST-2026-1 / Appendix C / p. 30: For benchmarking purposes, would the District be willing to share the general staffing levels (approximate number of custodial employees per building per shift) the incumbent contractor currently maintains?

There are currently 27 custodial employees (with an estimated high of \$13 per hour), 6 lead supervisors (with an estimated high of \$17 an hour), and 1 site manager (with an estimated high of \$20 an hour).

ACBOE-CUST-2026-1 / Appendix C / p. 30: Is there a prevailing wage or minimum pay standard the District expects Contractors to meet for custodial staff on this contract?

No. From Section G.5 “The District will not manage the Contractor's payroll, wages, work schedules, or ordinary personnel decisions.”

Vendor Questions: HES Facilities Management

ACBOE-CUST-2026-01 / Appendix D.3, page 33 — Please confirm if post-game clean-up is supposed to be part of the scope of work and included in the proposal cost, or if it should be billed separately.

Post-game clean-up should be included in base annual price if it occurs during regular morning or evening contracted hours Monday – Friday. Most event-related preps and even some special event-related cleanups will occur during regular work hours (Monday – Friday) at all schools. If it is very late at night (after evening shift ends) or Saturday / Sunday cleanup, it can be billed separately if necessary.

ACBOE-CUST-2026-1 / Section 4.5/p. 8: “Complete fingerprint-based criminal-history screening and any additional District-required eligibility review before an employee receives campus access. No unscreened person may work or train on District property.”

Please provide the Fingerprinting process for contractor employees.

Please confirm who will pay for the fingerprinting process, the district or the contractor.

If the contract, what is the current cost to fingerprint an employee, and what is the turnaround time for completion.

After interviewing, the contractor will send applicants they want to hire (including current custodial service employees) to the Appling County Board of Education to receive fingerprint-based criminal-history screening paperwork. Mrs. Teresa Roberts (Human Resources Administrative Assistant at the BOE) will distribute the paperwork to potential employees and inform them of how to schedule an appointment. After fingerprints are taken, it will take up to 2 weeks to receive the results. Based on screening results, the BOE will send the names of employees who are eligible to be hired to the custodial services contractor. The cost is \$50 paid to the Appling County Sheriff’s Office at the time of the fingerprint appointment. Employees will be expected to pay the fingerprinting fee.

ACBOE-CUST-2026-1 / Section 8 / Tab 7/ p. 16:

Please confirm if the district will provide office space for the custodial manager, and if available, where is that office located.

The custodial manager will not be provided an office space, but will be granted Wi-Fi access in schools if there is need to work on a laptop or meet with custodians in an area approved by the facility.

Vendor Questions: Owens Realty Services

Staffing and Workforce

1. Please confirm that the observed incumbent staffing counts are informational only and that no minimum headcount, shifts, labor hours, or on-site supervisor count is required by facility. Reference: ACBOE-CUST-2026-1 /RFP Sections 4.1, pp. 6-7, and 9.2, p. 17.

There are a total of 34 custodial staff members. These incumbent staff counts are informational only and do not suggest a minimum headcount, specific shifts required, labor hours, or on-site supervisor counts to be required. It is up to the contractor to propose a schedule of staffing and services that will meet custodial needs throughout the system.

2. Please provide an anonymized incumbent roster for every facility, including positions, shifts, weekly hours, vacancies, wage ranges, Reference: ACBOE-CUST-2026-1 /RFP Section 4.4, pp. 7-8, and Appendix C, pp. 30-31.

Based on information shared with us by our current custodial services provider, they employ 1 overall site manager, 10 custodians (8 evening shift and 2 day shift) and 1 lead supervisor (evening shift) at Appling County High School, 8 custodians (4 evening shift and 4 day shift) and 2 lead supervisors (1 evening shift and one day shift) at the Appling County Complex (includes the Pre-K Building, Appling County Primary School, and Appling County Elementary School), 4 custodians (2 evening shift and 2 day shift) and 1 lead supervisor (midday / evening shift) at Appling County Middle School, 3 custodians (all day shift) and 1 lead supervisor (day shift) at Altamaha Elementary School, 1 custodian (day shift) and 1 lead supervisor (midday / evening shift) at Fourth District Elementary School, and 1 custodian (midday / evening shift) to serve the Central Office, Alternative School, and the Transportation (Bus) building's office area. Based on limited information (as we do not manage custodial services), estimated custodial pay reaches a high of approximately \$13 an hour, supervisory pay reaches a high of approximately \$17 an hour, and site manager pay reaches an estimated high of approximately \$20 an hour. We contract out custodial services and do not control the wage ranges, benefit's eligibility, employee seniority, vacancies, weekly hours, positions, shifts, leave-carryover, collective-bargaining, prevailing-wage, or minimum healthcare requirements.

Facility Scope and Transition

3. When will the promised addendum for unviewed locations be issued (**on September 29, 2026**), and will it identify final addresses (**on September 29, 2026**), included and excluded structures (**listed in RFP**), cleanable square footage (**listed in RFP**), service windows (**Day / Evening Mix**), access conditions

(school environment), and photographs for each location (contractors were allowed to take pictures during pre-proposal meeting) ?

Reference: ACBOE-CUST-2026-1 /RFP Sections 1.2-1.3, pp. 3-4; Section 3.1, p. 5; Appendix A.3, p. 23.

4. Will the District reopen or extend the written-question period after issuing the promised addendum so proposers can clarify material information before pricing? **No**

Reference: ACBOE-CUST-2026-1 /RFP Sections 1.2-1.3, pp. 3-4, and Appendix A.3, p. 23.

5. Given the heavy soil, odors, and floor conditions observed, will the district conduct a joint baseline inspection **(Yes)** and identify the initial deep cleaning, deodorizing, rebuffing, sealing, or other restoration required? **(Yes)** Please state whether this work belongs in the base price, a startup charge, or authorized extra work, and when documented pre-existing conditions will begin affecting performance scores.

Reference: ACBOE-CUST-2026-1 /RFP Sections 5.2 and 5.5, pp. 10-11; Sections 6.2-6.3, p. 12; Appendix D.2, pp. 32-33.

This work will belong in the base price. Pre-existing conditions can be noted at baseline inspection and efforts to correct should begin as soon as possible (ex. Thanksgiving or Christmas Holidays).

Pricing Inputs and Service Boundaries

6. Please provide square footage by floor type and the required care system for ACHS terrazzo, ACMS concrete, gym floors, and other specialty surfaces, including approved sealers or coatings. **This information was observed by the vendor during the building walkthrough and an exact square footage by floor type will not be provided.**

Reference: ACBOE-CUST-2026-1 /RFP Section 3.3, p. 6; Appendix B.1, p. 25; Appendix B.8, pp. 28-29.

7. Please provide dispenser types and counts, the most recent 12 months of consumable usage by facility, and the secure storage available for equipment and the required 30-day stock. **Dispenser types were observed by the vendor during the building walkthrough and an exact count of dispensers will not be provided at this time. We contract out consumable supplies so we do not keep up with the exact 12 months of consumable usage by facility. Room for storage is available at each facility as discussed during walkthrough.**

Reference: ACBOE-CUST-2026-1 / RFP Section 4.7, p. 9, and Appendix A.3, p. 23.

8. Please provide event schedules and historical labor hours, identify which athletic and school events are included in the base price versus unit rates, and state any quantities that will be used to evaluate unit prices. **We contract out custodial services and are not involved in the regular contracted labor hours. For example, everything that can be done during normal contract hours (day and evening shift Monday -Friday) should be included in the base price (ex. clean up football, baseball, softball, track, lunchroom, basketball, soccer, cafeteria, fine arts center (etc.) before an event to prepare for students and the public. The unit rate would apply to after normal contract hour cleanups (ex. Friday 11pm football field cleanup after a game, Sunday 1pm cleanup after homecoming dance,**

Fine Arts Center cleanup on Saturday morning after a Friday evening community beauty pageant. Proposed unit rates will be suggested by you as the contractor.

Reference: ACBOE-CUST-2026-1 / RFP Section 3.2, pp. 5-6; Section 9.3, p. 17; Appendix B.5, p. 27; Appendix D.3, p. 33.

9. Please define the division of responsibility between custodial and food-service staff for kitchens, serving lines, food-contact equipment, dining tables, and kitchen-area restrooms. **Custodial services contractor will provide cafeteria assistance with table and floor cleanup, spills, accidental trash pickup, dining areas, and trash removal to containers at each lunch. Floors should be mopped after lunch is over.**

Reference: ACBOE-CUST-2026-1 / RFP Appendix A.2, p. 22, and Appendix B.4, p. 26.

Contract and Submission Red Flags

10. Should proposers price only the initial term? **(Yes)** Please explain how the December 2026 through November 2027 term will be authorized across calendar years and confirm the renewal increase cap and notice requirement **(refer to RFP)**.

From G.2: Any requested renewal increase must be submitted at least 90 days before renewal and may not exceed the lower of 3.0% or the percentage change in the Consumer Price Index for All Urban Consumers (CPI-U), U.S. City Average, All Items, for the most recent twelve-month period available when notice is due. The District may reject an increase or decline renewal. No renewal, extension, or price adjustment is effective without written Board-authorized approval.

Reference: ACBOE-CUST-2026-1 / RFP Section 6.1, pp. 11-12; Appendix D.1, p. 32; Agreement Section G.2, p. 48

11. Section 7.3 requires at least three references, while Appendix F.5 requires four. How many references must be submitted, and must all cover work performed within the most recent 36 months?

We want four references submitted. All Contractors should comply with Appendix F.5.

Reference: ACBOE-CUST-2026-1 / RFP Section 7.3, p. 14, and Appendix F.5, p. 41

12. Please confirm that no bid security, performance bond, or payment bond is required. **(not specified in RFP so no)**. Will standard insurer notice terms be accepted when 30 days' notice is unavailable for cancellation due to nonpayment? **(No)**

Refer to RFP Section G.12 "The certificates and endorsements shall provide the Board at least 30 days' advance written notice of any cancellation or material change or reduction in coverage. A Certificate of Insurance is evidence of coverage and does not replace a required endorsement or amend the policy. Contractor shall maintain required waiver-of-subrogation terms, qualified insurers, and equivalent subcontractor coverage throughout the term and shall place replacement coverage before any lapse."

Reference: ACBOE-CUST-2026-1 / RFP Sections 7-8, pp. 13-16; Appendix F.4, p. 40; Agreement Section G.12, p. 51?

Vendor Questions: Metroclean

Questions for Appling County School System solicitation **ACBOE-CUST-2026-01**:

ACBOE-CUST-2026-1 / Section E.2 p. 36 - Is Appling County School System requesting that all consumables stay the same as they are now? (There are some that are better than others and cheaper)

If awarded the contract, you will supply us with sample materials that will need to be approved by us to meet sufficient quality standards

ACBOE-CUST-2026-1 / Section B.5 p. 27 - Please re-clarify that hard wood basketball courts screening and refinishing is not part of this bid.

The hardwood basketball court screening and refinishing is not part of this bid.

ACBOE-CUST-2026-1 / Section B.2 p. 25 - Is the Appling County School System willing to have cleaning robotics in the schools?

Yes, if it is effective and efficient.

ACBOE-CUST-2026-1 / Section B.1 p. 25 - For the Terazzo floors, there is no sealer and there are visible stains. Is Appling County School System looking for removal of these stains before applying the sealer?

Yes. We would like to get the stains removed in the base price before applying the sealer.

ACBOE-CUST-2026-1 / Section B.6 p. 27 -Is Appling County School System requesting certain level of solids in the wax for the VCT? Not all wax is the same.

We are requesting that the VCT be waxed to a standard that meets our needs. We would have to discuss further what you mean by "solids" to answer your question.

ACBOE-CUST-2026-1 / Section E.1 p. 35 -Does the Appling County School System have restrictions for vendors to have a Gator or Golf Cart at the High School that belongs to the vendor? **(No)** If allowed is there a place to store it? **(Yes)**

Is carpet encapsulation acceptable to the Appling School System to prolong the life of the carpets and revive the fibers? **Yes.**

ACBOE-CUST-2026-1 / Section E.1 p. 35 - Because of the APPA 2 cleaning requirement, is Appling County School System requesting HEPA filter vacuums for the schools and administrative building?

No. That is a nice feature though.

ACBOE-CUST-2026-1 / Section B.4 p. 26 - Which schools offer breakfast for the students?

All schools offer breakfast.

ACBOE-CUST-2026-1 / Section B.4 p. 26 - Does Appling County School System allow any food outside of the cafeteria?

That is an administrative decision at each school. Typically, students are not allowed to take cafeteria food outside cafeteria area unless given administrative permission. Snack bags are

provided to older students at the high school and they are eaten in the classroom. Of course, teachers are allowed to have food in lounge areas and their classroom

ACBOE-CUST-2026-1 / Section B.4 p. 26 - If so, which areas are open to having food?

Only during special occasions in the classroom, during snack breaks in the classroom, and teacher lounges.