

**JEFFERSON COUNTY PUBLIC SCHOOLS
CONTRACT FOR THE PROCUREMENT OF PROFESSIONAL SERVICES**

THIS CONTRACT FOR PROCUREMENT OF PROFESSIONAL SERVICES (hereinafter "Contract") is entered into between the JEFFERSON COUNTY BOARD OF EDUCATION (hereinafter "Board"), a political subdivision of the Commonwealth of Kentucky, with its principal place of business at 3332 Newburg Road, Louisville, Kentucky 40218 and Occupational Health Centers of the Southwest, P.A., d/b/a Concentra Medical Centers (hereinafter "Contractor"), with its principal place of business at 5080 Spectrum Drive, Suite 1200 West Addison, TX 75001.

WITNESSETH:

WHEREAS, the Board desires to procure the particular services of Contractor, which are more fully defined below; and

WHEREAS, Contractor has held itself out to be competent and capable of performing the services contracted for herein;

NOW, THEREFORE, in consideration of the mutual promises and agreements hereinafter set forth, the Board and Contractor (hereinafter "Parties") agree as follows:

ARTICLE I

Entire Agreement; Amendments

This Contract is the entire agreement between the Parties and supersedes any and all agreements, representations and negotiations, either oral or written, between the Parties before the effective date of this Contract. This Contract may not be amended or modified except in writing as provided in Article VIII. This Contract is supplemented by the Board's Procurement Regulations currently in effect (hereinafter "Regulations") that are incorporated by reference into and made a part of this Contract. In the event of a conflict between any provision of this Contract and any provisions of the Regulations, the Regulations shall prevail.

ARTICLE II

Services

Contractor agrees to perform the following services (hereinafter "Services") of a quality and in a manner that is within the highest standards of Contractor's profession or business. The Services are as follows:

Concentra Medical Centers shall provide various occupational medical and clinical services including those for workers compensation injuries, new employee exams and drug screening, random drug screenings as required by Department of Transportation (DOT) regulations, and other services as may be requested for Human Resources matters. The rates per service shall be as follows:

- Audiogram \$61.60
- DOT Physical Bus Driver Exam \$55.00

EKG Resting \$82.50

Fitness for Duty Physical Level 3 \$55.00

Hep B Recombivax (3 shots) \$114.00

Physical Exam Concentra Standard \$55.00

Regulated Urine Drug Screen \$55.00

Return to Work Physical \$49.50

Respirator Fit Test Qualitative \$72.88

Non-Regulated Urine Drug Screen (9-panel) \$47.85

Non-Regulated Urine Drug Screen (10-panel) \$47.85 TB Skin Test \$34.65

TB Assessment (Upon Request) \$37.66

X-Ray Chest I-View \$62.70

Breath Alcohol Test \$31.35

Vision Titmus \$58.85

Pre-Employment Physicals (Bus Driver) \$144.65 (DOT Physical+Drug Screen+TB Test)

Pre-Employment Physical (School Security) \$292.60 (Exam+ EKG+Vision+Audiogram+TB Test) Pre-

Employment Physicals (Other) \$137.50 (Exam+10 Panel Drug Screen +TB Test)

Special Exams (Upon Request) to be charged at a reasonable and customary rate depending upon extent of tests. Rate to be agreed upon by the Parties at the time of the request.

Contractor agrees that they will not operate a motor vehicle in the performance of this Contract. The Contract Administrator hereby waives the insurance requirement for automobile liability insurance. All other provisions of Article V shall remain the same.

ARTICLE III
Compensation

The Board shall pay Contractor the total amount stated below (hereinafter "Contract Amount"). The Contract Amount shall be paid in a lump sum upon completion of the Services, unless a schedule of progress payments is stated below. The Contract Amount shall be for total performance of this Contract and includes all fees, costs and expenses incurred by Contractor including but not limited to labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs and other costs, unless otherwise stated below. To receive payment, Contractor must submit an itemized invoice or invoices. If progress payments are authorized, each invoice must specify the actual work performed. If payment of costs or expenses is authorized, receipts must be attached to the invoice.

Contract Amount: _____

Progress Payments (if not applicable, insert Monthly upon receipt of itemized invoice

N/A): Costs/Expenses (if not applicable insert N/A

N/A): Fund Source: BA11241-0345-900XX
BA11241-0341-900XX
TRI I 092-0345-900XX
TRI I 092-0341-900XX

ARTICLE IV
Term of Contract

Contractor shall begin performance of the Services on July 1, 2026, and shall complete the Services no later than June 30, 2027, unless this Contract is modified as provided in Article VIII.

ARTICLE V
Performance of Services by Contractor

The Services shall be performed by Contractor, and in no event shall Contractor subcontract with any other person to aid in the completion of the Services without the prior written approval of the Contract Administrator defined below.

Contractor shall appoint one person who shall be responsible for reporting to the Board on all Services performed under the terms of this Contract and who shall be available for consultation with the Contract Administrator.

Contractor is an independent contractor, not an employee. Contractor is responsible for the payment of all federal, state and local payroll taxes and providing unemployment insurance and workers compensation coverage to Contractor's employees. Contractor shall provide all equipment, materials and supplies necessary for the performance of the Services.

Contractor shall at all times during the term of this Contract comply with all applicable laws, regulations, rules and policies. Contractor shall obtain and keep in force all licenses, permits and certificates necessary for the performance of the Services.

Contractor agrees to hold harmless, indemnify, and defend the Board and its members, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation, including the Contractor himself, in connection with the negligent performance of this Contract. Contractor also agrees to hold harmless, indemnify, and defend the Board and its members, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or

subcontractor furnishing work, services, or materials to Contractor in connection with the performance of this Contract. This provision survives termination of this Contract.

Unless waived in writing by the Chief Finance Officer, Contractor shall maintain during the term of this Contract policies of primary insurance covering the following risks and in at least the following amounts: commercial general liability, including bodily injury, property damage, personal injury, products and completed operations, and contractual, \$1,000,000; ~~and automobile liability, \$1,000,000~~; Contractor shall furnish to the Contract Administrator certificates of insurance evidencing this coverage and naming the Board as an additional insured. Additionally, Contractor shall maintain workers compensation coverage with limits required by law; and professional medical

malpractice coverage with minimum limits of \$1,000,000. Contractor shall furnish certificates of insurance evidencing this coverage to the Contract Administrator.

ARTICLE VI
Equal Opportunity

During the performance of this Contract, Contractor agrees that Contractor shall not discriminate against any employee, applicant or subcontractor because of race, color, national origin, age, religion, marital or parental status, political affiliations or beliefs, sex, sexual orientation, gender identity, gender expression, veteran status, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions.

ARTICLE VII
Prohibition of Conflicts of Interest

It shall be a breach of this Contract for Contractor to commit any act which is a violation of the provisions of Article XI of the Regulations entitled “Ethics and Standards of Conduct,” or to assist or participate in or knowingly benefit from any act by any employee of the Board which is a violation of such provisions.

ARTICLE VIII
Changes

The Board and Contractor may at any time, by mutual agreement set forth in a written addendum, make changes in the definition of the Services; the scope of the Services; and the Contract Amount. The Contract Administrator and Contractor may, at any time, by mutual agreement set forth in a written addendum, make changes in the time within which the Services are to be performed; the schedule of Progress Payments; and mutual Termination of the Contract.

ARTICLE IX
Termination for Convenience of the Board

The Board may terminate this Contract in whole or in part at any time by giving written notice to Contractor of such termination and specifying the effective date thereof, at least thirty (30) days before the specified effective date. The Board shall compensate Contractor for Services satisfactorily performed through the effective date of termination.

ARTICLE X
Termination for Default

The Board may, by written notice of default to Contractor, terminate the whole or any part of this Contract, if Contractor breaches any provision of this Contract, or so fails to make progress as to endanger performance of this Contract, and in either of these circumstances, does not cure the breach or failure within a period of five (5) days after receipt of notice specifying the breach or failure. In the event of termination for default, the Board may secure the required services from another contractor. If the cost to the Board exceeds the cost of obtaining the Services under this Contract, Contractor shall pay the additional cost. The rights and remedies of the Board provided in this Article shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract. Contractor shall have the right to terminate this Contract for cause in the event Board is in breach of this Contract and fails to cure the breach within fifteen (15) days of receipt of notice from Contractor of the breach.

ARTICLE XI
Disputes

Any differences or disagreements arising between the Parties concerning the rights or liabilities under this Contract, or any modifying instrument entered into under Article VIII of this Contract, shall be resolved through the procedures set out in the Regulations.

ARTICLE XII
Contractor's Work Product

Unless waived in writing by the Contract Administrator, the Board shall retain ownership in and the rights to any reports, research data, creative works, designs, recordings, graphical representations or other works of a similar nature (hereinafter "Works") produced or delivered by Contractor under this Contract. Contractor agrees that the Works are "works for hire" and Contractor assigns all right, title and interest in the Works to the Board.

Any reports, information, data, etc. given to or prepared or assembled by Contractor under this Contract shall not be made available to any individual or organization by Contractor without the prior written approval of the Board. Provided, nothing in this Article may be used to violate the provisions of any Kentucky or Federal statute or regulation which requires reporting of information.

ARTICLE XIII
Contract Administrator

The Board hereby appoints Kristin Davis, Director, Employee Services as Contract Administrator for the purposes of daily administrative decision-making pertaining to the Contract. If Contractor and the Contract Administrator disagree on any circumstance or set of facts pertaining to the administration or execution of this Contract, the Board shall resolve the matter after notification by either the Contract Administrator or the Contractor in the manner prescribed by the Regulations. As necessary, the Contract Administrator may appoint a successor to serve as Contract Administrator through written notice to the Contractor and the Chief Finance Officer. If at any time, the Contract Administrator is no longer in the employment of the Board, the Board's Chief Financial Officer shall appoint a new Contract Administrator and provide notice of that appointment to Contractor.

ARTICLE XIV
Right to Audit

The Board shall have the right to inspect and audit all accounting reports, books or records which concern the performance of the Services. Inspection shall take place during normal business hours at Contractor's place of business. Contractor shall retain all records relating to the performance of this Contract for five (5) years after the end of the term of this Contract.

ARTICLE XV
Miscellaneous

- A. All Articles shall be construed as read, and no limitation shall be placed on any Article by virtue of its descriptive heading.
- B. Any notices or reports by one Party to the other Party under this Contract shall be made in writing, to the address shown in the first paragraph of this Contract, or to such other address as may be designated in writing by one Party to the other. Notices shall be effective when received if personally delivered, or three days after mailing if mailed.
- C. If any part of this Contract is held to be void, against public policy or illegal, the balance of this Contract shall continue to be valid and binding.
- D. This Contract shall be governed and construed in accordance with the laws of the Commonwealth of Kentucky.
- E. No delay or omission by either Party in exercising any right under this Contract shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of this Contract.
- F. At all times during the term of this Contract, Contractor shall comply with the Family Educational Rights and Privacy Act of 1974. If Contractor has access to student records, Contractor shall limit its employees' access to those records to persons for whom access is essential to perform this Contract.
- G. If this Contract requires Contractor and/or any employees of Contractor access to school grounds on a regularly scheduled and continuing basis for the purpose of providing services directly to a student or students, all individuals performing such services under this Contract are required to submit per KRS 160.380 to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from the Cabinet for Health and Family Services stating no administrative findings of child abuse or neglect found through a background check of child abuse and neglect records maintained by the Cabinet for Health and Family Services.
- H. Contractor shall be in continuous compliance with the provisions of KRS Chapters 136, 139, 141, 337, 338, 341 and 342 that apply to the Contractor or subcontractor for the duration of this Contract and shall reveal any final determination of a violation by the Contractor or subcontractor of the preceding KRS Chapters.

IN WITNESS WHEREOF, the Parties hereto have executed this Contract to be effective as of July 1, 2026.

Contractor's Social Security Number or Federal Tax ID Number:

JEFFERSON COUNTY BOARD OF
EDUCATION

Occupational Health Centers of the
Southwest, P.A., d/b/a Concentra Medical
Centers
CONTRACTOR

By: _____

Title: Dr. H. Brian Yearwood
Superintendent

By: Signed by:
Robert G. Hassett, DO, MPH
601185CF35524C5...

Title: Robert G. Hassett, DO, MPH
President, Treasurer and Corporate
Secretary

| | |
|----------------------------------|------------|
| Cabinet Member: Cynthia Grohmann | _____ |
| | (Initials) |

Jefferson County Public Schools

NON-COMPETITIVE DETERMINATION EXPLANATION

Describe how you determined that competitive vendor selection is not feasible?

Documentation requirement for all noncompetitive D&F transactions, including contracts and purchases of products at any dollar amount: Requisitioner must document how they determined that the vendor qualified for noncompetitive purchasing. This explanation may include documenting the efforts to find other vendors who provide a similar service/product and/or a list of services/products reviewed and the specific attribute that made the selected service/product distinctly different. This documentation must be attached to contracts during the routing process and attached to the requisition for purchases of all services/products using noncompetitive purchasing.

Requirement for all purchases of \$50,000 or more: Requisitioner must include evidence of cost center approval. This may be accomplished by attaching the Requisition to Purchase form to the Munis requisition or by attaching an approval email from the cost center head. Document negotiation efforts to receive the best price for the service/products being procured.

What specific criteria/criterion is/are necessary for this product or service?

Occupational medical and clinical services including those for workers compensation injuries, new employee exams and drug screening, random drug screenings as required by Department of Transportation (DOT) regulations must be completed by a licensed professional.

What steps did you take (i.e. research) to determine this was the only vendor available?

A review of licensed occupational medical providers in the Louisville market is completed annually. Currently only Concentra, UofL Health, and Baptist Health provide this service to employers in Jefferson County. Baptist Health only has one Jefferson County location posing significant challenges to manage the volume of JCPS usage. A cost comparison is conducted annually, and Concentra remains the lowest cost vendor per service in the Jefferson County market. The cost comparison and negotiation efforts on pricing is attached.

Revised 2026-27 pricing proposal from Concentra 2/23/2026

| Component | Current Price | New Suggested Price | % Increase |
|-----------------------------------|---------------|---------------------|------------|
| Audiogram | \$56.00 | \$61.60 | 10% |
| Blood Glucose-Finger Stick | \$84.00 | \$92.40 | 10% |
| Breath Alcohol Test | \$28.50 | \$31.35 | 10% |
| CS-Medical Assistant Hrly Rt pp | \$140.00 | \$154.00 | 10% |
| CS-Nurse Practitioner Hrly Rt pp | \$270.00 | \$297.00 | 10% |
| DOT Physical | \$50.00 | \$55.00 | 10% |
| EKG Resting | \$75.00 | \$82.50 | 10% |
| Fitness for Duty Physical-Level 3 | \$50.00 | \$55.00 | 10% |
| Hep B Recombivax (3 shots) #1 | \$104.00 | \$114.40 | 10% |
| Hep B Recombivax (3 shots) #2 | \$104.00 | \$114.40 | 10% |
| Hep B Recombivax (3 shots) #3 | \$104.00 | \$114.40 | 10% |
| Influenza (Flu Shot) | \$47.00 | \$51.70 | 10% |
| Injury Care | | \$0.00 | |
| Non Reg UDS 29066 - 9 Panel | \$43.50 | \$47.85 | 10% |
| Non Reg UDS 29068 - 10 Panel | \$43.50 | \$47.85 | 10% |
| OSHA Respirator Questionnaire | \$56.00 | \$61.60 | 10% |
| Physical Exam Concentra Standard | \$50.00 | \$55.00 | 10% |
| Pulmonary Function Test (PFT) | \$69.25 | \$76.18 | 10% |
| QuantiFERON Gold Plus 36970 | \$234.00 | \$257.40 | 10% |
| Rapid mCup/10 Panel UDS | \$32.00 | \$35.20 | 10% |
| Regulated UDS 65304 | \$50.00 | \$55.00 | 10% |
| Respirator Fit Test Qualitative | \$66.25 | \$72.88 | 10% |
| Respirator Physical | \$86.00 | \$94.60 | 10% |
| Return to Work Physical | \$45.00 | \$49.50 | 10% |
| Shy Bladder Evaluation | \$112.00 | \$123.20 | 10% |
| Sleep Apnea Screen | \$44.00 | \$48.40 | 10% |
| TB Risk Assessment | \$34.24 | \$37.66 | 10% |
| TB Skin Test | \$31.50 | \$34.65 | 10% |
| TB Symptom Screen | \$34.24 | \$37.66 | 10% |
| U/A Dipstick | \$0.00 | \$0.00 | |
| Vision Acuity Complete (Titmus) | \$53.50 | \$58.85 | 10% |
| X-Ray Chest-1 View | \$57.00 | \$62.70 | 10% |

Through documented email negotiation 3/5/2026, Concentra agreed to hold these prices for a period of two (2) years. These prices will remain the same with no increase for 2027-28.

Original proposed 2026-27 Price Increase from Concentra 2/20/2026

| Description | Current Contract Price | 2026 Price | |
|---|------------------------|------------|----------------------------|
| Audiogram | \$56.00 | \$56.00 | |
| Blood Glucose-Finger Stick | \$84.00 | \$84.00 | |
| Breath Alcohol Test | \$28.50 | \$28.50 | |
| CS-Medical Assistant Hrly Rt pp | \$140.00 | \$140.00 | |
| CS-Nurse Practitioner Hrly Rt pp | \$270.00 | \$270.00 | |
| EKG Resting | \$75.00 | \$75.00 | |
| Hep B Recombivax (3 shots) #1 | \$104.00 | \$104.00 | |
| Hep B Recombivax (3 shots) #2 | \$104.00 | \$104.00 | |
| Hep B Recombivax (3 shots) #3 | \$104.00 | \$104.00 | |
| Influenza (Flu Shot) | \$47.00 | \$47.00 | |
| Non Reg UDS 29066 - 9 Panel | \$43.50 | \$43.50 | |
| Non Reg UDS 29068 - 10 Panel | \$43.50 | \$43.50 | |
| OSHA Respirator Questionnaire | \$56.00 | \$56.00 | |
| Pulmonary Function Test (PFT) | \$69.25 | \$69.25 | |
| Regulated UDS 65304 | \$50.00 | \$50.00 | |
| Respirator Fit Test Qualitative | \$66.25 | \$66.25 | |
| Respirator Physical | \$86.00 | \$86.00 | |
| Shy Bladder Evaluation | \$112.00 | \$112.00 | |
| Sleep Apnea Screen | \$44.00 | \$44.00 | |
| TB Risk Assessment | \$34.24 | \$34.24 | |
| TB Symptom Screen | \$34.24 | \$34.24 | |
| U/A Dipstick | \$0.00 | \$0.00 | |
| Vision Acuity Complete (Titmus) | \$53.50 | \$53.50 | |
| X-Ray Chest-1 View | \$57.00 | \$57.00 | |
| Based on our current costs, a price adjustment will be necessary | | | % Increase proposed |
| DOT Physical | \$50.00 | \$70.00 | 40% |
| Fitness for Duty Physical-Level 3 | \$50.00 | \$73.00 | 46% |
| Physical Exam Concentra Standard | \$50.00 | \$60.00 | 20% |
| Rapid mCup/10 Panel UDS | \$32.00 | \$37.00 | 16% |
| Return to Work Physical | \$45.00 | \$70.00 | 56% |
| TB Skin Test | \$31.50 | \$33.50 | 6% |
| Additional discount provided | | | |
| QuantIFERON Gold Plus 36970 | \$234.00 | \$220.00 | |

| Louisville Area Occupational Medicine Providers | | | | |
|---|---|---|--|---|
| | | Proposed 2026 Cost Increases | | |
| Company Name | Concentra | Concentra | UofL Health Occupational Medicine | Baptist Health Occupational Medicine |
| Contact | Fathia Darden, Account Manager | Eric Nix, Account Manager | Barbara Kempf (502) 608-5511 | Chris Lyons (502) 494-8132 |
| Other large Clients | City of Louisville | City of Louisville | Bullet Co. BOE, City of Shelbyville, UofL | |
| Louisville Clinic Locations | 6460 Dutchmans Pkwy Ste 102 6129 Airport Hotels Blvd Ste 100 901 Broadway | 6460 Dutchmans Pkwy Ste 102 6129 Airport Hotels Blvd Ste 100 901 Broadway | 2401 Terra Crossing Blvd., Suite 100 9409 Shelbyville Rd., Suite 104 2746 Virginia Ave. 4423 Bardstown Rd. 60 Mack Walters Road - Shelbyville 1707 Cedar Grove Rd., Suite 10 - Shepherdsville | 11630 Commonwealth Drive Ste 300 3605 Fern Valley Road Ste 200 |
| PT offered onsite same day? | Yes | Yes | No - referred to Frazier due to UofL affiliation | Yes |
| Specialists available on site? | Yes Orthopedic | Yes Orthopedic | Yes Orthopedic comes to come locations | No - All Specialists referred out |
| Cost per service | | | | |
| Audiogram | \$ 56.00 | \$ 61.60 | \$ 50.00 | |
| DOT Physical Bus Driver Exam | \$ 50.00 | \$ 55.00 | \$ 90.00 | |
| EKG Testing | \$ 75.00 | \$ 82.50 | \$ 50.00 | |
| Fitness for Duty Level 3 | \$ 50.00 | \$ 55.00 | \$ 75.00 | |
| Hep B (3 shots) | \$ 104.00 | \$ 114.40 | \$ 300.00 | |
| Physical Exam Standard | \$ 50.00 | \$ 55.00 | \$ 75.00 | |
| Regulated Urine Drug Test | \$ 50.00 | \$ 55.00 | \$ 70.00 | |
| RTW Physical DOT | \$ 45.00 | \$ 49.50 | \$ 75.00 | |
| Respirator Fit Test | \$ 72.50 | \$ 72.88 | \$ 50.00 | |
| Non-Regulated Urine Drug Test (9-panel) | \$ 43.50 | \$ 47.85 | \$ 70.00 | |
| Non-Regulated Urine Drug Test (10-panel) | \$ 43.50 | \$ 47.85 | \$ 70.00 | |
| TB Skin Test | \$ 31.50 | \$ 34.65 | \$ 25.00 | |
| TB Assessment | \$ 34.24 | \$ 37.66 | \$ 25.00 | |
| X-Ray Chest 1-View | \$ 57.00 | \$ 62.70 | \$ 100.00 | |
| Breath Alcohol Test | \$ 28.50 | \$ 31.35 | \$ 50.00 | |
| Vision Titmus | \$ 53.50 | \$ 58.85 | Not Offered | |