



ROCKWOOD SCHOOL DISTRICT

REQUEST FOR PROPOSAL

RFP No.: RFP1217LMSCUR

Title: Learning Management System

Issue Date: December 5, 2017

This document constitutes Rockwood School District's (hereafter called the "District" or "RSD") Request for Proposals ("RFP") soliciting proposals from qualified individuals, firms or organizations to provide a learning management system as described in this RFP.

SEALED PROPOSALS FOR PROVIDING THE SERVICES DESCRIBED HEREIN MUST BE RECEIVED NO LATER THAN: 11:00 A.M., CST, ON FRIDAY, JANUARY 5, 2018. Proposals submitted after that time and date will be rejected and returned.

PROPOSALS SHALL BE SUBMITTED TO:

Purchasing Buyer
Rockwood School District
111 East North Street
Eureka, Missouri 63025

All inquiries for information regarding Proposal Preparation and Submission Requirements shall be in writing and shall be directed to:

Brenda Kirchhoefer
Purchasing Buyer
Rockwood School District
111 East North Street
Eureka, Missouri 63025
kirchhoeferbrenda@rsdmo.org
636.733.2045

All other communications and questions regarding this RFP must be directed to the above individual. No other contact with any members of the Rockwood School Board, any administrators, staff or employees of the District is permitted before or after completion of the RFP process. Failure to follow this directive or any attempt to contact or to influence any such person may result in rejection or disqualification of a proposal.

Any and all responses to written requests for information and questions will be in writing and will be sent to all known interested parties. Any oral responses will be considered unauthorized and non-binding on the District.

Important Dates

RFP Issue Date:	December 5, 2017
Deadline for RFP Clarification	December 27, 2017
Proposal Due Date	January 5, 2018 at 11:00 A.M. CST
Finalist Presentations	January 31, 2018
Anticipated BOE Approval Date	March 2018
Contract Commencement Date	July 1, 2018

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I. RFP INSTRUCTIONS AND CONDITIONS

1. INTRODUCTION

The District is a nationally recognized, diverse community of learners. Currently the District serves over 21,000 students, made up of four high schools, six middle schools, and nineteen elementary schools, a talented and gifted campus, and a school for at-risk high school students. The District employs over 3,000 people, and covers 150 square miles in much of western St. Louis and northern Jefferson counties. The District was named “Accredited with Distinction” by the Missouri Department of Education, the highest rating granted by the State of Missouri. Additional detailed information about the District may be found at [Rockwood's Website](#).

The Rockwood School District invites you to submit a bid according to requirements contained herein for a Learning Management System able to support the organization and facilitation of curriculum, instruction and assessment.

2. PROPOSAL PREPARATION AND SUBMISSION REQUIREMENTS

- A. In order to be considered, proposers must submit two (2) hardcopies of the proposal and one electronic copy. Proposals shall be signed and printed or type written, submitted sealed with the envelope plainly marked with the title and RFP No.: **RFP1217LMSCUR**. Proposals shall be delivered to:

Purchasing Buyer
Rockwood School District
RFP1217LMSCUR
111 East North Street
Eureka, Missouri 63025

SEALED PROPOSALS FOR FURNISHING THE SERVICES DESCRIBED HEREIN MUST BE RECEIVED BY 11:00 A.M., CST, ON FRIDAY, JANUARY 5, 2018. Proposals submitted after that time and date will be rejected and returned.

- B. Proposals shall be prepared simply, but completely, providing a straightforward, concise description of capabilities to satisfy the requirements of the RFP. Emphasis should be on completeness and clarity of content. At the same time, proposals should be as thorough and detailed as possible so that the District may properly evaluate the Proposer's capabilities to provide the required services.

Electronic or facsimile proposals alone will not be considered in response to this RFP, nor will modifications by electronic or facsimile notice be accepted.

- C. Proposers must include at least the following information, data and responses labeled accordingly in their proposals (i.e. C1, D, E. etc.):

- (1) Proposer's full name and principal office address, and descriptions of the type of

business entity (e.g., publicly held corporation, private non-profit, proprietorship, partnership, etc.).

- (2) If Proposer is incorporated, include the State, in which it is incorporated, and list the name and occupation of those individuals servicing on the board of directors, along with the name of any entity or person owning 10% or more of the corporation.
- (3) The name, title, mailing address, telephone number, fax number, and email address of the contact person for this RFP and the proposal.
- (4) A summary description or work plan which describes how Proposer intends to perform the required services and include a description of any involvement and responsibilities which would be required of the District.
- (5) The name(s) of the employees, persons or contractor(s) proposed to perform the services, and describe the qualifications and experience of each.
- (6) Description of the manner by which Proposer proposes to be compensated for the services to be provided, including a listing or schedule of fees, commissions, costs and expenses, including reimbursable costs and Proposer's total cost for the services to be provided.

a. Indicate if proposed pricing includes the acceptance of payment with a procurement card (p-card) or credit card in lieu of a check. If Proposer agrees, no additional fees shall be charged to the district for card acceptance.

b. Indicate if proposed pricing could be offered to other Missouri school districts of similar size and order volumes.

- D. Proposers must provide a description or evidence of their experience and qualifications to undertake and to provide the services described in this RFP with a particular emphasis upon experience and services provided to Missouri K-12 school districts.
- E. Proposers must provide evidence or information as to their financial condition and stability.
- F. Proposers must provide a minimum of five (5) references with names, addresses and phone numbers, and including specifically any governmental entities and school districts for which each Proposer has provided services.
- G. Proposers must state whether they have been involved in any litigation during the last five years, and if so, describe any such litigation.
- H. **Finalist demonstrations are scheduled to take place on January 31, 2018.** Proposer should note in their response if they are unable to attend on this date.

3. AWARD

Award(s) will be made to the responsive and responsible Proposer(s) whose proposal(s) is deemed to be most advantageous to the District, taking into account overall content of the proposal, cost, overall proposal, experience and qualifications of the firm and staff assigned and quality and content of the manner in which the services are proposed to be performed. The District reserves the right to split the award or to make multiple awards, and to make award on a part or portion of a proposal. The District may request additional information and/or an interview with some or all Proposers as part of the selection process. In no event shall the District be required to explain the evaluation process or award selection to any Proposer.

4. RIGHT TO REJECT

The District reserves the right to accept any proposal, to reject any and all proposals, and to waive any irregularities or informalities in any proposals. Conditional proposals will not be accepted.

5. PROPOSALS FINAL

All proposals shall be deemed final, conclusive and irrevocable, and no proposal shall be subject to correction or amendment for any error or miscalculation.

6. COST OF PREPARATION

The cost of preparing and submitting a response to this RFP will be assumed solely by each Proposer, whether or not any agreement is signed as a result of this RFP.

7. OWNERSHIP OF SUBMITTALS

All completed proposals submitted in response to this RFP become the property of the District upon submission. The District may use the proposal for any purpose deemed appropriate. The proposal material may become part of any contract between the successful Proposer and the District.

8. RFP INTERPRETATION

Interpretation of the wording of this RFP will be the responsibility of the District and that interpretation will be final and binding.

9. PRICE

Proposers are cautioned that services must be furnished at the fees, costs and/or rates submitted and proposed unless otherwise stated.

10. CONTRACT

The Rockwood Board of Education must formally approve the award of any contract(s) or agreement to purchase with approval anticipated to be received by March 1, 2018. The successful Proposer will be

required to enter into a written contract with the District which will include, but not be limited to, the scope of services described herein and the contract provisions included herein. It is anticipated the contract term will commence on July 1, 2018 and continue through June 30, 2021.

11. INSURANCE

The successful Proposer will be expected to provide the following types of insurance with the described limits:

Comprehensive General Liability	\$ <u>1,000,000</u> per person per occurrence (Including Contractual Liability)
	\$ <u>1,000,000</u> property damage per occurrence
	\$ <u>1,000,000</u> aggregate all claims per occurrence
Workers' Compensation	As required by applicable law
Employer's Liability	\$ <u>1,000,000</u> per occurrence
Automotive Liability	\$ <u>1,000,000</u> per occurrence
Professional Errors and Omissions	\$ <u>1,000,000</u> per occurrence

12. TAXES

Proposers shall NOT INCLUDE FEDERAL EXCISE TAX, TRANSPORTATION TAX, or STATE RETAIL SALES TAX in their cost proposal, as these taxes do not apply to the District.

13. NO PARTICIPATION

The successful Proposer shall not directly or indirectly participate as a proposer, bidder, or subcontractor to a proposer or bidder on any bids or request for proposals to be designed, or services to be provided, as part of the projects contemplated by this RFP.

14. USE OF INFORMATION

- A. Any specifications, drawings, sketches, models, samples, data, computer programs or documentation or other technical or business information (“Information”) furnished or disclosed to interested parties under this RFP, or as the result of this RFP, shall remain the property of District and, when in tangible form, all copies of such information shall be returned to District upon request. Unless such information was previously known to a party, free of any obligation to keep it confidential, or has been or is subsequently made public by District or a third party, it shall be held in confidence by such party, shall be used only for the purposes of this RFP, and may not be used for other purposes except upon such terms and conditions as may be mutually agreed upon in writing.

- B. No specifications, drawings, sketched, models, samples, tools, or other apparatus programs, technical information or data, written, oral or otherwise, furnished by any interested party to the District under this RFP shall be considered to be confidential or proprietary.

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II. DESCRIPTION OF PRODUCTS AND SERVICES

Through this RFP, the District is seeking to obtain proposals from qualified and experienced persons, organizations, companies or firms to provide a comprehensive Learning Management System able to support the organization and facilitation of curriculum, instruction and assessment. Proposer shall be capable of providing such services, which shall include, but not be limited to the specifications below.

Learning Management - Curriculum: The Rockwood School District has utilized an internally developed curriculum organization site for the past few years. We have reached the point that we need to pair curriculum standards with resources and enable a more interactive approach for our staff.

To ensure the proposer is able provide curriculum related needs, please provide responses to the following:

- Describe your system's philosophy of organizing curriculum.
- Describe your system's philosophy of developing curriculum.
- Describe how your system allows users to collaboratively design curriculum.
 - In addition, specifically share how your system allows users to share lessons, resources, and feedback
- Describe how your system allows users to add resources to the curriculum.
 - What type of resources or formats are able to be added?
- Describe how your system allows users to update curriculum
- Describe your system's ability to incorporate Open Educational Resources
- Describe the toolbar and formatting features that are included in your system for creating and editing curriculum.
- Describe how your system alerts users when updates have been made to curriculum.
- Describe how your system allows for a personalized experience when accessing the curriculum (as a student).
- Describe how your system allows for local, state and national standards to be imported.
- Describe the process of adding local standards to your system.
- Describe how your product can be used as an interactive student course guide allowing students to search by career cluster, pathway, department, course type, etc.
- Describe the system's ability to manage courses (copied year to year, content assigned to other teachers, access to prior courses, backed up).

Learning Management – Personalized Learning: Proposer shall provide a system that possess characteristics of Personalized Learning.

- Student Voice and Choice
 - Describe the ways in which your system allows for students to have input into their path as a learner.
 - Describe the ways in which your system allows for students to initiate assessment opportunities.
 - Describe the ways in which your system can help manage students being presented with choice when selecting assignments.

- Collaboration
 - Describe the methods available for collaboration within your system.
 - Student to student collaboration
 - Student to teacher collaboration

Learning Management – Assessment & Feedback:

- Describe the way(s) the system maintains historical data, e.g. student performance on standards from previous school years.
- Describe the available scoring systems, e.g. points, standards based, rubrics, holistic, standards, etc.
- Describe the various methods by which selected response items can be scored.
- Describe the way rubrics for scoring assessment can be generated.
- Describe the various methods rubrics can be scored (individual student, roster, etc.).
- Describe how standards or learning targets are attached to assessments (specifically, whether they are attached to assessments, items, assessment sections, or a combination thereof).
- Describe how standards can be renamed or written with “student friendly language”
- Discuss levels of user access in terms of standard creation.
- Describe the workflow management available in your assessment management system.
- Describe the assessment item types available, including the types of technology enhanced items already in production.
 - Describe the types of scoring (manual or auto) with each item type.
- Describe the degree of flexibility in creating mathematics items including graphs, number lines, equations, etc.
- Describe the ability to transfer data from assessments into Rockwood’s data warehouse.
- Explain whether assessments can be created by the end user, selected from a built-in item bank, or both.
- Describe the capability of the system to assess Listening standards and the support of audio files.
- Describe the degree to which assessments can be modified to create accommodated versions for students with disabilities.
- Describe the online tools that are available when administering the assessments (e.g. calculator, ruler, highlighter, etc.).
- Describe the availability of students to respond to questions with an equation editor (can your system allow students to input an equation as an answer?).
- Describe how the system utilizes user groups, e.g. a grade level team of teachers and the functionality available to those groups once created.
- Describe the integration between curriculum and assessment functionalities.
- Describe the capability of individual users to share assessments with other users.
- Describe how a district could use the system to assign an assessment to a group of users.
- Describe the reporting and data visualizations available within the system.
 - Describe the available reports and the intended audience of each.
- Describe the capabilities of the system to import existing assessment from other sources, e.g. import Word document, Google Form, PDF, etc.

- Describe the ability of teachers to add test items to existing banks by standard.
- Describe how teachers can find assessment items through the use of filters and what filters are available, e.g. standard, item type, DOK level, etc.
- Describe the ability of students to take an assessment via mobile or their personal device.
- Describe item bank(s) that are pre-loaded into the system both at no cost and at additional cost.
- Describe what sets of standards are pre-loaded into the system and the process/timeline for loading in additional standards should our state standards change.
- Describe the process by which new items created/uploaded by teachers can be vetted for quality or rated.
- Describe access available to external audiences, e.g. parents.
- Describe the capability of the system to provide accommodations (e.g. speech-to-text, text-to-speech, zoom functions, etc.).
- Describe the ability of the system to support adaptive assessments.
- Describe how the assessment system could be used as a portfolio to house evidence of student learning.
- Describe how interventions or additional supports are recommended for students based on assessment results.
- Describe the methods available for feedback on an assessment.
 - From teacher to student
 - From student to student (peer review)
 - From teacher to parent

Learning Management - Communication: Provide a system that is compatible with current RSD systems and provides accessibility features for all students.

- Describe the system’s ability to communicate with students individually, in groups and as a whole class.
- Describe the type of communication that is available for parents within your system.
 - What type of reports are available to share with parents that communicate progress on standards or competencies?
 - What type of automation and frequency is available within reporting with parents?
- Describe the type of access available to parents.

Learning Management – Adult Learning: Provide a system that is compatible with current RSD systems and provides accessibility features for all adults.

- Describe the teacher-to-teacher collaboration opportunities within your system.
- Describe how your system allows educators to host and join online discussions around curriculum and resources.
- Describe how your system allows for staff to browse and register for online courses.
- Describe the ability of your stem to maintain historical data for staff members taking courses.
- Describe the ability of your system to distribute, collect and analyze post learning evaluative information.

- Describe the ability of your system to monitor implementation of professional learning efforts.

Learning Management - Technical: Provide a system that is compatible with current RSD systems and provides accessibility features for all students.

- General Technical
 - Please describe the distribution types available for your system (on site, hosted, etc.)
 - Describe the security (physical and logical) used to ensure student, teacher and course data are protected from unauthorized access.
 - Describe the authentication options for user access.
 - Does your system integrate with Microsoft Active Directory or Google?
 - Is there a forgot password feature if not integrated with above?
 - Can the web portal be modified to add customer logo?
 - Please describe the minimum Browser and device specifications.
 - Please describe how system upgrades and patches are handled. (Please include how they are scheduled, communicated and carried out).
 - Describe the methods available for import and export of data in your system.
 - Describe your systems integration with the following systems:
 - Google Apps for Education
 - Infinite Campus
- Compatibility
 - Describe the system's ability to integrate with existing student information systems, specifically Infinite Campus.
 - What level of automation is available for course creation, student enrollment, grading, feedback, etc.?
 - Describe how your user interface meets modern design standards
 - Describe how your product performs on multiple types of devices, browsers and operating systems.
 - Describe the system's ability to import/export course content to/from external systems via Common Cartridge.
 - Describe the system's ability to incorporate curriculum resources from existing text book companies including interactive modules and resources.
 - Please provide a list of text book manufacturers you work with and the degree to which your system integrates with each.
 - Describe the system's integration with Google Apps for Education.
 - What type of integration and features are available when working with assignments, lessons, assessments, etc.?
 - Describe the system's ability to incorporate SCORM objects.
 - Describe the system's ability to utilize or integrate with learning tools interoperability (LTI) products, including IMS common cartridge products.
- Accessibility features
 - Describe the areas in your system where text to speech is available, (curriculum, lessons, assessments, etc.)
 - Describe what assistive technologies are available within your system and where they are accessible (curriculum, lessons, assessments, etc.)

- Ease of use
 - Describe personalization aspects available within your system, e.g. remembering settings, favorites, posting items of interest based on prior search or response, etc.
 - Describe the search capabilities of the system.
 - Describe how your product could be u
 - Describe the process for teachers to manage assignments from multiple sections of a class.
 - Describe the system’s ability to flexibly group students for different purposes (intervention, enrichment, interest, etc.)
 - Describe how teachers are able to support students that they may support but not directly enrolled in one of their courses (IEP, English Language Learners, Gifted, etc.)

Learning Management – Support and Implementation: Provide a system that is compatible with current RSD systems and provides accessibility features for all students.

- Describe the process for creating an implementation plan.
 - Specify all implementation resources included or available at an additional cost
- Describe the online technical support resources available for teachers, administrators, counselors, students and parents.
- Describe your hours of availability for support
- Describe the different levels of support, if multiple options are available, and the service level agreement with each for problem resolution.

Learning Management – Student Data Privacy and Security (Terms of Service)

- Define the word “data” in relation to your product
- Describe in detail how you (proposer) will use the district’s data
- State whether or not you (proposer) will use de-identified data
 - Describe in detail specific reasons and scenarios
- State whether or not you (proposer) will use data, including metadata, for any marketing or advertising purposes
 - Describe in detail specific reasons and scenarios
- Describe in detail specific data collection methods and rationale
- Describe in detail any data mining activity you (proposer)
- Describe in detail what happens to district data at contract termination
- Describe in detail licensing and/or ownership of district data
- Describe in detail your (proposer’s) security measures to protect students’ personally identifiable information (PII)
- Describe in detail or provide your (proposer’s) data breach response plan
- Describe your process for making modifications to the initial agreed upon terms of service

PRICING: Proposed pricing shall be inclusive of all one-time and ongoing costs.

- PROVIDE ANNUAL PRICING FOR THREE (3) YEARS

III. CONTRACT TERMS AND CONDITIONS

INTRODUCTION TO THIS SECTION

The successful Proposer will be expected to enter into a written contract with the District. The terms and conditions in this section are expected to be incorporated into any contract awarded as a result of this RFP. In submitting a proposal, the Proposer agrees to the terms and conditions in this section, unless a statement is made to the contrary. Acceptance of alternate language, terms and conditions is at the sole discretion of the District. While the exact term of the contract is subject to final determination, the successful Proposer would be expected to commence the services on or about August 25th and complete the services as mutually agreed. The following terms and conditions are not to be considered complete, and other terms and conditions will be included in any resulting contract.

WARRANTY FOR SERVICES

Contractor warrants and represents to the District that Contractor possesses the background, experience, expertise and qualifications to undertake and to carry out the Services. Contractor further warrants and represents that the Services will be performed in a professional, good, thorough and workmanlike manner, and consistent with accepted industry standards.

REMEDIES FOR UNSATISFACTORY SERVICES

In the event Contractor fails to provide the Services consistent with the warranties and representations set forth in Section 2 above, the District at its option, may: (a) require Contractor to reperform the unsatisfactory Services at no cost to the District; (b) refuse to pay Contractor for Services, unless and until Services are corrected and performed satisfactorily; (c) require Contractor to reimburse the District all amounts paid for such unsatisfactory Services; and/or (d) proceed with, and assert, any and all remedies available at law. The foregoing options and remedies available to the District shall be deemed to be mutual and severable, and not exclusive.

INSURANCE

- A. Contractor shall maintain occurrence-based insurance including comprehensive general liability, automotive liability, and if applicable, worker's compensation and employers' liability in the amounts described herein. Such insurance shall be provided by insurance companies authorized to do business in the State of Missouri.
- B. The District shall be included as an additional insured on all required insurance policies, except Worker's Compensation and Employers' Liability, with respect to the liability arising out of the performance of Contractor's Services under this Agreement.
- C. Certificates of insurance of Contractor's insurance coverage shall be furnished to the District at the time of commencement of the Services.
- D. All such insurance shall provide for notice to the District of cancellation of insurance policies thirty (30) days before such cancellation is to take effect.

TERMINATION

- A. The District may terminate this Agreement with or without cause at any time by giving 15 days' prior written notice to the other party of its intention to terminate as of the date specified in the notice. Contractor shall be paid for Services satisfactorily performed up to the time notice of termination is received. Contractor shall also be paid for all Services satisfactorily performed between the time notice is received and the date of termination, as long as all such performed Services are approved by the Board in a separate writing and in advance of their performance.

- B. In the event of a breach of this Agreement by either Contractor or the District, the non-breaching party shall give the breaching party written notice specifying the default, and the breaching party shall have 15 days within which to cure the default. If the default is not cured within that time, the non-breaching party shall have the right to then terminate this Agreement by providing written notice of such termination.

INDEMNITY

Contractor agrees to indemnify and hold harmless the District and the members of the Rockwood Board of Education, and the District's officers, employees, servants and agents from and against any and all liabilities, losses, damages, costs and expenses of any kind (including, without limitation, reasonable legal fees and expenses in connection with any investigative, administrative or judicial proceeding, whether or not designated a party thereto) which may be suffered by, incurred by or threatened against the District or any members, officers, employees, servants or agents of the District on account of or resulting from injury, or claim of injury, to person or property arising from Contractor's actions or omissions relating to this Agreement, or arising out of Contractor's breach or failure to perform any term, covenant, condition or agreement herein provided to be performed by Contractor.

FISCAL FUNDING While the parties intend for the term of this Agreement to be three (3) years, the term is subject to, and conditioned on, the appropriation, availability and budgeting of sufficient funds. For any fiscal year of the District during the term hereof, in the event that sufficient funds are not available to the District, are not able to be appropriated by the District or cannot be budgeted by the District for the services hereunder, the District shall have the right to terminate this Agreement upon sixty (60) days prior written notice to Consultant prior to the beginning of any such fiscal year. The District shall use reasonable efforts to avoid termination of this Agreement based on lack of fiscal funding. In the event of any such termination, the District shall pay Consultant for the services performed up to the date of termination.]

GOVERNING LAW - JURISDICTION

This Agreement shall be governed, construed and interpreted under Missouri law, and shall be deemed to be executed and performed in the City of St. Louis, Missouri. Any legal action arising out of, or relating to this Agreement shall be governed by the laws of the State of Missouri, and the parties agree to the exclusive exercise of jurisdiction and venue over them by a court of competent jurisdiction located in the County of St. Louis, Missouri.

REPORTING

During the term of this Agreement, Contractor shall report to, and confer with, the District's Director of Research, Evaluation and Assessment and/or their designee on a regular basis, and as may be reasonably requested, concerning the Services performed by Contractor and issues related to the Services. Contractor also agrees to meet and confer with other District administrators, officers and employees as directed, or as may be necessary or appropriate.

ASSIGNMENT

Contractor agrees, for Contractor and on behalf of Contractor's successors, heirs, executors, administrators, and any person or persons claiming under Contractor, that this Agreement and the obligations, rights, interests, and benefits hereunder cannot be assigned, transferred, pledged, or hypothecated in any way and shall not be subject to execution, attachment, or similar process, without the express written consent of the District. Any attempt to do so, contrary to these terms, shall be null and void and shall relieve the District of any and all obligations or liability hereunder.

LICENSES AND PERMITS

Contractor shall obtain at Contractor's expense all licenses and permits necessary to perform the Services.

CONTRACTOR REPRESENTATIONS

Contractor acknowledges and represents that (i) Contractor is legally authorized to transact business in the State of Missouri and to provide the Services required hereunder, (ii) the entering into this Agreement has been duly approved by the Contractor, (iii) the undersigned is duly authorized to execute this Agreement on behalf of Contractor and to bind Contractor to the terms hereof, and (iv) Contractor will comply with all State, federal and local statutes, regulations and ordinances, including civil rights and employment laws, and agrees not to discriminate against any employee or applicant for employment or in the provision of Services on the basis of race, color, national origin, sex, sexual orientation, age or disability. Contractor also agrees to abide by all applicable District policies and regulations.

INDEPENDENT CONTRACTOR

The District and Contractor agree that Contractor will act for all purposes as an independent contractor and not as an employee, in the performance of Contractor's duties under this Agreement. Accordingly, Contractor shall be responsible for payment of all taxes, including federal, state and local taxes arising out of Contractor's Services, including by way of illustration but not limitation, federal and state income tax, Social Security tax, Unemployment Insurance taxes, and any other taxes. In addition, Contractor and Contractor's employees shall not be entitled to any vacation, insurance, health, welfare, or other fringe benefits provided by the District. Contractor shall have no authority to assume or incur any obligation or responsibility, nor make any warranty for or on behalf of the District or to attempt to bind the District.

FEDERAL WORK AUTHORIZATION PROGRAM

As an independent contractor of the District, Consultants will provide documentation and a sworn affidavit that all employees of Consultants are not considered unauthorized aliens as defined by Federal law and are enrolled in and actively participate in a federal work authorization program (FWAP) used to verify citizenship information of newly hired employees under the Immigration Reform and Control Act of 1986. **Consultants must also sign and provide to the District an affidavit (attached) indicating they do not knowingly employ any unauthorized aliens under this agreement.**

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ACKNOWLEDGEMENT FORM

(Complete and return as part of your proposal)

The Proposer hereby declares understanding, agreement and certification of compliance to provide the items and/or services, at the prices quoted, in accordance with all terms and conditions, requirements and specifications of the original Request for Proposal (RFP) and as modified by any addenda.

Company Name	Representative's Name	Title
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Address	City/State/Zip	Telephone #	Fax #
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E-mail Address

Years in Operation	Years under current structure and/or under previous structure
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1) Name of Company's Officers:

NAME	TITLE
_____	_____
_____	_____
_____	_____
_____	_____

2) The undersigned hereby acknowledges the receipt of the following addenda:

Addendum Number	Date Issued	Date Acknowledged	Signature
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

3) The undersigned hereby acknowledges that the Company has read and agrees to the terms and conditions set forth in the RFP, and that the terms and conditions set forth in the Proposal will remain open for at least 90 days from the deadline for submission of Proposals

Company Officer's Name

Signature	Date
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FEDERAL WORK AUTHORIZATION PROGRAM (“E-VERIFY”) ADDENDUM

Pursuant to Missouri Revised Statute 285.530, all business entities awarded any contract in excess of five thousand dollars (\$5,000) with a Missouri public school district must, as a condition to the award of any such contract, be enrolled and participate in a federal work authorization program with respect to the employees working in connection with the contracted services being provided, or to be provided, to the District (to the extent allowed by E-Verify). In addition, the business entity must affirm the same through sworn affidavit and provision of documentation. In addition, the business entity must sign an affidavit that it does not knowingly employ any person who is an unauthorized alien in connection with the services being provided, or to be provided, to the District.

Accordingly, your company:

- a. agrees to have an authorized person execute the attached “Federal Work Authorization Program Affidavit” attached hereto as Exhibit A and deliver the same to the District prior to or contemporaneously with the execution of its contract with the District;
- b. affirms it is enrolled in the “E-Verify” (formerly known as “Basic Pilot”) work authorization program of the United States, and are participating in E-Verify with respect to your employees working in connection with the services being provided (to the extent allowed by E-Verify), or to be provided, by your company to the District;
- c. affirms that it is not knowingly employing any person who is an unauthorized alien in connection with the services being provided, or to be provided, by your company to the District;
- d. affirms you will notify the District if you cease participation in E-Verify, or if there is any action, claim or complaint made against you alleging any violation of Missouri Revised Statute 285.530, or any regulations issued thereto;
- e. agrees to provide documentation of your participation in E-Verify to the District prior to or contemporaneously with the execution of its contract with the District (or at any time thereafter upon request by the District), by providing to the District an E-Verify screen print-out (or equivalent documentation) confirming your participation in E-Verify;
- f. agrees to comply with any state or federal regulations or rules that may be issued subsequent to this addendum that relate to Missouri Revised Statute 285.530; and
- g. agrees that any failure by your company to abide by the requirements a) through f) above will be considered a material breach of your contract with the District.

By:

(Signature)

Printed Name and Title:

For and on behalf of:

(Company Name)

FEDERAL WORK AUTHORIZATION PROGRAM AFFIDAVIT

I, _____, being of legal age and having been duly sworn upon my oath, state the following facts are true:

1. I am more than twenty-one years of age; and have first-hand knowledge of the matters set forth herein.

2. I am employed by _____ (hereinafter “Company”) and have authority to issue this affidavit on its behalf.

3. Company is enrolled in and participating in the United States E-Verify (formerly known as “Basic Pilot”) federal work authorization program with respect to Company’s employees working in connection with the services Company is providing to, or will provide to, the District, to the extent allowed by E-Verify.

4. Company does not knowingly employ any person who is an unauthorized alien in connection with the services Company is providing to, or will provide to, the District.

FURTHER AFFIANT SAYETH NOT.

By: _____ (individual signature)

For _____ (company name)

Title: _____

Subscribed and sworn to before me on this _____ day of _____ 20 .

NOTARY PUBLIC

My commission expires: