

**LEGAL NOTICE
REQUEST FOR PROPOSALS
MANCHESTER PUBLIC SCHOOLS
TOWN OF MANCHESTER, CONNECTICUT**

RFP #014-011

The Manchester Board of Education will receive proposals in the Office of the Assistant to the Superintendent, Finance and Management, 45 North School Street, Manchester, Connecticut 06042 on the date and time listed below for the following:

Substitute Teacher Services

Proposals will be accepted until: Friday, May 16, 2014 at 1:00 p.m.

The right is reserved to reject any and all proposals. Specifications and forms may be obtained from our website publicschools.manchesterct.gov or:

Manchester Public Schools
Office of the Assistant to the Superintendent,
Finance and Management
45 North School Street
Manchester, Connecticut 06042

during regular office hours between 8:00 a.m. and 4:00 p.m. or by calling (860) 647-3445.

Manchester Public Schools is an equal opportunity employer and requires affirmative action policy for all of its contractors and vendors as a condition of doing business with the school district, as per Federal Order 11246.

Patricia F. Brooks
Manchester Public Schools
Assistant to the Superintendent
Finance and Management

INSTRUCTIONS TO PROPOSERS

These instructions are standard for all proposals issued by Manchester Public Schools, Manchester, CT, where a vendor is to furnish professional services, labor, materials and/or necessary equipment to complete a proposal as outlined in our detailed specifications. Manchester Public Schools (MPS) may delete, supersede or modify any of these standard instructions for a particular proposal.

- 1.0 The attached proposal is signed by the Proposer with full knowledge of an agreement with the general specifications, conditions and requirements of this Proposal.
- 1.1 Submit two (2) copies of the Proposal in an envelope marked with the Proposer's name and address on the upper left hand corner. Proposal shall be made out in the exact form of enclosed proposal form on proposer's letterhead and shall be signed by an officer of the company or corporation. **Proposals are to plainly marked in the lower left hand corner with proposal number, name of proposal, opening date and time.**
- 1.2 Proposals received later than the date and time specified will not be considered. Amendments to or withdrawals of proposals received later than the date and time set for proposal opening will not be considered.
- 1.3 All deliveries of commodities shall comply with all applicable laws of the Federal Government and/or the State of Connecticut. Purchases made by MPS are exempt from the payment of Federal Excise Taxes and the State of Connecticut Sales Tax and such taxes must not be included in the proposal prices. All prices are FOB to Manchester, CT.
- 1.4 MPS reserves the right to reject any and all proposals, to waive technical defects and to make such awards including accepting a proposal, although not the low Proposal, as it is deemed to be in the best interest of MPS.
- 1.5 MPS may withhold acceptance of work and payment when it is determined that said work or materials do not meet the specified requirements. Payment will not be made until work is to MPS official and/or authorized agent's satisfaction, and all work is certified.
- 1.6 MPS may make such investigation as deemed necessary to determine the ability of the Proposer to discharge his contract. The Proposer shall furnish MPS with all such information and data as may be required for this purpose. MPS reserves the right to reject any proposal if the Proposer fails to satisfactorily convince MPS that he/she is properly qualified by experience and/or does not have the facilities to carry out the worked called for herein. Conditional proposals will not be accepted.

- 1.7 IF ON-SITE INSPECTIONS ARE REQUIRED, ALL MEASUREMENTS ARE THE RESPONSIBILITY OF THE PROPOSER.
- 2.0 Specifications cannot be modified by anyone other than the assigned agent for MPS.
- 2.1 Successful proposer is responsible for obtaining all necessary building permits as required by State and Town authorities. Cost for permits is waived for work done on school property.
- 2.2 The successful proposers shall, after being awarded the contract, and before doing any work, furnish Certificates of Insurance, including Automobile Property Damage Liability, Public Liability and Workers Compensation Insurance in the amounts shown in APPENDIX A.
- The contractor shall carry insurance under which Manchester Public Schools and the Town of Manchester, CT, shall be named as an additional insured for the duration of this work.
- All Liability Insurance required herein shall be Comprehensive, General and Automobile Bodily Injury and Property Damage Policy or Policies.
- Certificate of Contractor Liability shall be filed with the owner before work is started and contain a ten (10) day written notice of cancellation clause.
- 2.3 During construction the Contractor will keep the site clean and orderly at all times. Upon completion of the work called for, the contractor shall remove from the premises all rubbish, tools, equipment and the like, leaving said premises in a clean, safe and orderly condition.
- 2.4 All work done under this Proposal must comply with all State and Town codes and licensed tradesmen will be used where applicable.
- 2.5 Payments for labor and material will only be made upon installation. No payments will be made for material stored on the site.
- 2.6 The work included in these specifications covers all labor, material equipment, and services required to complete what is listed in the Request for Proposal.
- 2.7 All work must be scheduled during normal MPS working hours.
- 2.8 The Contractor shall and does hereby, as part of the contract, guarantee all materials and workmanship to be of first quality and that the finished work will remain in satisfactory condition for a period of one (1) year from the date of final acceptance of work performed or as specified in the Proposal. The date of acceptance is considered to be the date of final payment for the work involved.

- 2.9 The Contractor shall be required to submit the AFFIRMATIVE ACTION STATEMENT, APPENDIX B, with their completed bid proposal package. The successful Contractor shall comply in all respects with the Equal Employment Opportunity Act. Findings of non-compliance with applicable State and Federal equal opportunity laws and regulations will be sufficient reason for revocation or cancellation of this contract.
- 2.10 The contractor shall be required to complete the CONTRACTOR INDEMNIFICATION, APPENDIX C, with their completed proposal package.
- 3.0 **Code Requirements:** Contractors should be aware that all Public Schools are required by State and Federal regulations to comply with all laws pertaining to asbestos containing building materials (ACBM) in their schools.

It is required that any design professional and/or contractor that enters into a contractual agreement with the MPS, pertaining to building renovations or additions shall ensure that all building materials specified and/or to be installed are of a non-asbestos material. In order to verify this, the owner requires the successful contractor to submit Material Safety Data Sheets (MSDS) detailing the building material.

All contractors/design professionals are encouraged to inspect the AHERA Asbestos Management Plan prior to commencing any work. Any questions regarding ACBM or this requirement should be addressed to the owner's Asbestos Management Planner.

Any asbestos encountered in construction shall be brought to the owner's attention prior to continuation of work. Removal will be done in accordance with all Federal, State and local laws and regulations.

Disabilities Code Requirements: In order to meet the needs of persons with disabilities, when applicable all items shall comply with the current Connecticut Basic Building Code including ICC/ANSI A 117.1-1998, Section 504 Rehabilitation Act 1973 including the Uniform Federal Accessibility Standards (UFA) and 504 Regulations, and the Americans with Disabilities Act Title II including Americans with Disabilities Act Accessibility Guidelines (ADAAG) and ADA Regulations.

Compliance with the current Connecticut Fire Safety Code and current OSHA – Title 29/Labor is also required when applicable. Contractor must provide proof of having attended OSHA 10 hour Construction Standard Training course for any projects over \$100,000 (effective July 2007).

The “items” shall include, but are not limited to, fixtures, furnishings, equipment, workstations (including built-ins), playground equipment, laboratory fume hoods, darkroom equipment, welding stations, shop equipment, etc.

- 3.1 There shall be no smoking or other use of tobacco products in any school building at any time, nor on school grounds during normal school hours. Proper attire is to be worn at all times. Contractor’s personnel shall use extreme caution while driving motor vehicles on school property.
- 3.2 The Contractor shall not sublet, sell, transfer, assign or otherwise dispose of contract or any portion thereof or of his right, title or interest therein, or of his obligations thereunder, without consent of the MPS Board.
- 3.3 **Waiver of Subrogation:** The Contractor/Insured will require all insurance policies in any way related to the work and secured and maintained by the Contractor/Insured to include clauses stating each underwriter will waive all rights of recovery, under subrogation or otherwise, against owner, architect, and all tiers of contractors or consultants engaged by them. The Contractor/Insured will require of subcontractors, by appropriate written agreements, similar waivers each in favor of all parties enumerated in this section.
- 3.4 **Hold Harmless:** The Contractor/Insured shall indemnify and hold harmless the owner and, if applicable, the engineer and their agents and employees from and against all claims, damages, losses and expenses, including attorney’s fees of counsel selected by the owner, arising out of or resulting from the performance of the work and/or the supplying of materials, provided that any such claim, damage, loss or expense (a) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property including the loss of use resulting there from, and (b) is caused in whole or in part by any negligent act or omission of the Contractor/Insured, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any them may be liable, regardless of whether or not they are caused in part by a party indemnified hereunder.
- 3.5 **Prevailing Wage Rates:** The wages paid on an hourly basis to any mechanic. Laborer or workman employed upon the work herein contracted to be done and the amount of payment of contribution paid or payable on behalf of each such employee to any employee welfare fund defined in subsection (h) of this section (31-53 of the General Statutes,) shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such employee to any such employees’ welfare fund shall pay to each employee as of his wages the amount of payment or contribution for his classification on each payday.

Upon the award of any contract subject to the provisions of this section the Contractor to whom such contract is awarded shall certify, under oath to the Labor Commissioner, the pay scale to be used by such contractor and any of his subcontractors for work to be performed under such contract. The Contractor shall fully comply with all provisions of Public Act 93-392 including weekly submitted of certified payrolls accompanied by a Compliance Statement and shall be subject to such sanctions mandated for violations of said Public Act.

The provisions of this section **shall not apply** where the total cost of all work to be performed by **ALL** Contractors and Subcontractors in connection with new construction of any public works project is less than **Four Hundred** thousand dollars or where the total cost of all work to be performed by **ALL** Contractors and Subcontractors in connection with any remodeling refinishing, refurbishing, rehabilitation, alteration or repair of any public works project is less than **ONE HUNDRED** thousand dollars.

APPENDIX A

INSURANCE REQUIREMENTS

- A. To the extent applicable, the amounts and types of insurance will conform to the minimum terms, conditions and coverage of Insurance Services Office (ISO) policies, forms and endorsements.
- B. If the Contractor/Insured has self-insured retentions or deductibles under any of the following minimum required coverage, the Contractor/Insured must identify on the certificate of insurance the nature and amount of such self-insured retentions or deductibles and provide satisfactory evidence of financial responsibility for such obligations. All self-insured retentions or deductibles will be the Contractor/Insured's sole responsibility.

- C. **Commercial General Liability:** The Contractor/Insured will maintain commercial general liability insurance covering all operations by or on behalf of the Contractor/Insured on an occurrence basis against claims for personal injury (including bodily injury and death) and property damage (including loss of use). Such insurance will have these minimum limits:

Minimum Limits: \$1,000,000 each occurrence
 \$2,000,000 each occurrence if blasting is required
 \$2,000,000 general aggregate with dedicated limits per
 Project site
 \$2,000,000 products and completed operations aggregate
 \$1,000,000 personal and advertising injury.

Should blasting be required, all necessary permits for the use of explosives shall be obtained by the contractor/insured or insured from the Fire Marshal.

- D. **Automobile Liability:** The Contractor/Insured will maintain business auto liability coverage for liability arising out of any auto, including owned, hired, and non-owned autos.

Minimum Limits: \$1,000,000 combined single limit each accident

- E. **Worker's Compensation:** The contractor/insured will maintain workers' compensation and employer's liability insurance.

Minimum Limits: Worker's compensation: statutory limit
Employer's Liability: \$1,000,000 bodily injury or each accident
 \$1,000,000 bodily injury by disease for each employee
 \$1,000,000 bodily injury disease aggregate

- F. **Umbrella/Excess Liability:** The contractor/insured will maintain umbrella/excess liability insurance on an occurrence basis of the underlying commercial general liability, auto

liability and workers' compensation insurance. The coverage shall be at least as broad as each of the underlying policies. The amounts of insurance required may be satisfied by purchased coverage for the limits specified or by any combination of underlying and umbrella limits, so long as the total amount of insurance is not less than the limit specified for general liability, auto liability and workers' compensation when added to the limit specified in this section.

Minimum Limits: \$5,000,000 combined single limit and aggregate limit.

APPENDIX B

**MANCHESTER PUBLIC SCHOOLS
45 North School Street
Manchester, CT 06042**

TO: All Vendors

FROM: Patricia F. Brooks, Assistant to the Superintendent,
Finance and Management

SUBJECT: Affirmative Action

Manchester Public Schools is an Equal Opportunity Employer, and will not transact business with firms which are not in compliance with all Federal and State Statutes and Executive Orders pertaining to non-discrimination.

In order to have your firm listed on our acceptable vendor's list and thereby be eligible for consideration as a source for goods and services, please complete and return the following Statement of Policy to:

Patricia F. Brooks
Assistant to the Superintendent
Finance and Management

STATEMENT OF POLICY

It is the employment policy of _____
that there shall be no discrimination against anyone on the grounds of race, creed, national origin, sex or age in the hiring, upgrading, demotions, recruitment, termination and selections for training.

In addition, this firm is in full compliance with the letter and intent of the various Equal Opportunity and Civil Rights Statutes noted above.

Date

Signed (Name/Title of Company Officer)

Telephone

Street Address

Fax

City/State/Zip Code

APPENDIX C

CONTRACTOR INDEMNIFICATION

The contractor shall at all times indemnify and save harmless Manchester Public Schools and its officers, agents and/or employees against any and all claims, demands, losses, judgments, costs, worker's compensation payments, litigation expenses and counsel fees arising out of injuries to the person (including death) or damage to property alleged to have been sustained by:

- a. officials, officers, agents and/or employees of MPS or;
- b. the contractor, his subcontractors or materialmen or;
- c. any other person, whose injuries are alleged to have occurred on or near the work, or to have been caused in whole or in part by the acts, omissions or neglect of the contractor or his subcontractor or materialmen by reason of his/her or their use of faulty, defective or unsuitable work.

The existence of insurance shall in no way limit the scope of this indemnification. The contractor further undertakes to reimburse MPS for damage to property of MPS caused by the contractor, or his employees, agents, subcontractors or materialmen or by faulty, defective or unsuitable material or equipment used by him or them.

STATE OF CONNECTICUT:

COUNTY OF: _____

Signed _____
Contractor

By _____
Name

Street

City/State/Zip Code

Date

Subscribed and Sworn to before me on this

_____ day of _____ 20_____

Notary Public

APPENDIX D

NOTICE TO ALL CONTRACTORS, BUILDERS AND HOMEOWNERS

Please pay particular attention to the following list of inspections. Requirements will be strictly adhered to.

Pursuant to Section 113.0 of the State of Connecticut Basic Building code, the following inspections **are required** by the Manchester Building Department:

1. Site inspection – before permit is issued.
2. When footing forms are in place and before concrete is placed.
3. When foundation forms are in place and before concrete is placed.
4. After foundation is erected, waterproofed and footing drains installed.
- 4a. ***Before construction above foundation is started two “As Built” foundation location plans must be filed with the Building Department.
5. When forms for structural slabs, panels or columns are in place and before concrete is placed.
6. Fireplace when the top of the smoke chamber is reached.
7. 1st roof/felt/ice and water shield (nailing shall be at 6 nails per shingle including new construction.)
8. **Rough inspections:**
Plumbing before any piping is concealed.
(Complete duct work and plumbing shall be installed before electrical wiring is started.)
Heating pipes and/or ducts before they are concealed.
Electrical before any wiring is concealed.
Framing before any interior wall covering is applied.
Insulation before drywall.
9. Final inspections when all construction details and utility installations re: complete and house numbers, as designated by the Engineering Department, are installed.
10. Other inspections which may be requested by the building or contractor and/or required by the building official or his designee.
11. The permit holder or his agent shall notify the building official when the work is ready for inspections, **giving not less than seventy-two (72) hours notice.**

12. **Inspection for issuance of Certificates of occupancy requires a 10 day prior notification to the Building Department.**

NOTE: Complete duct work and plumbing shall be installed before electrical wiring is started.

CONTRACT EXECUTION

Upon notification of acceptance of this proposal, we shall execute a formal contract within five days of the receipt of the agreement for signing.

CONTRACTOR INFORMATION

The Proposer is a/an (individual) (partnership) (corporation). Names and titles of other offices or partners are:

(for corporation, give State of incorporation and affix corporate seal)

I understand that full payment will be made by the Owner after completion of the project and acceptance by the Owner's representative.

Signature

Date

Name (Printed)

CONTENT AND ORGANIZATION OF PROPOSAL

The Request for Proposal (RFP) is intended to provide interested Proposers with information concerning the conditions and requirements for submitting proposals. Proposers must examine all information and materials contained in this RFP. **Failure to do so will be at the Proposer's risk.** In response to the RFP, Proposers shall adhere to the established format. By doing so, comparable objective data will be provided for the Manchester Public Schools' (MPS) review and analysis. The Proposal shall contain the following sections, in order and format described.

A. Submittal Letter

A letter of transmittal addressed to **Mrs. Patricia F. Brooks, Assistant to the Superintendent, Finance and Management**, which includes a statement by the Proposer accepting all terms, conditions and requirements contained in the RFP. The letter should also include a brief discussion of the Proposer's background, experience and ability to perform this contract in accordance with the scope of services. Also to be included is a listing of municipal or private sector references for whom recent (3 years or less) similar services were provided.

B. Price Proposal

Vendors shall submit a price proposal which indicates their full cost to provide the scope of services outlined. All costs associated with the performance of these services must be clearly delineated.

C. Exceptions

Proposers wishing to take any exceptions to any requirement in the RFP shall state and explain such exceptions. The MPS may accept proposals which take exception to any requirements of the RFP. Any exception must be clearly delineated and cannot materially affect the substance of this RFP.

EVALUATION CRITERIA AND SELECTION

Proposals will be reviewed and evaluated based upon the following factors:

- A. Experience and References
- B. Competitiveness of Price Proposal

The MPS shall select that responsible and responsive Proposer whose proposal is determined by the MPS to be best suited and most advantageous, and provides the greatest overall benefit to the MPS on the basis of the criteria and/or factors of evaluation listed. The MPS expressly reserves the right to negotiate with the selected Proposer prior to an award of any contract pursuant to the RFP.

SPECIFICATIONS FOR SUBSTITUTE TEACHER SERVICES

Scope of Services

Manchester Public Schools is seeking to engage a contractor(s) to provide Substitute Teacher Services on an as-needed basis throughout the various schools in the City of Manchester, CT.

This contract shall **not** be utilized as a regular source of staff for MPS. Rather, it is intended to offer temporary substitute teacher support as needed.

Pricing submitted shall reflect NET pricing PER DAILY RATE. This would include the mark-up % above the current pay rate for MPS substitutes. Any payment for travel time, mileage to and from any jobsite, and/or miscellaneous expenses, will not be allowed.

The current daily rate for substitutes is \$77.00 per day;

For certified Long-term substitutes is \$122.00 per day.

Pricing submitted shall be % mark-up above these rates.

(Long term is 40 consecutive days or longer)

All proposals are subject to public inspection upon award.

Bid prices will remain firm for the first two (2) years of the contract period with no wage adjustment(s) allowed. Thereafter, vendors may submit a request for adjustment on the yearly anniversary date of the contract. Any request for price adjustment (s) must be submitted thirty (30) days in advance, and in writing to:

Manchester Public Schools
Attn: Patricia Brooks
45 North School Street
Manchester, CT 06042

Working hours

Payment will be paid for half or full days worked. Payment for Holidays observed by MPS, will not be covered.

Permanent Employment of Temporary Services Personnel

MPS shall be permitted to hire any temporary employee for permanent employment with MPS. MPS shall not be held liable for any fee, penalty, liquidated damages, etc... paid to the contractor resulting from the placement of the individual into MPS service.

Union Agreement

All services performed under this contract shall not violate any established union contract that the MPS has with its employees and unions.

Responsibility

Manchester Public Schools

MPS reserves the right to interview any potential candidate for temporary placement to determine their ability to perform the required services.

MPS shall provide all necessary supplies, equipment and work space for substitute teachers.

MPS shall pay the contractor a minimum of four (4) hours of work time when a contractor provides personnel on a specified date and time, and the contractor's personnel appears on time to perform the specified services.

MPS reserves the right to accept or reject any individual provided by the contractor.

Contractor

Awarded contractor shall supply sufficient, competent, reliable, and properly licensed and/or certified personnel to provide adequate and satisfactory services under this contract.

Contractor must be able to provide substitute teacher positions for grades Pre K-12 regular and special education, certified staff positions only.

Contractor must require all substitute teachers be fingerprinted prior to accepting temporary assignment.

Contractor must conduct DCF and criminal background checks, and verify that the substitute teacher does not appear on any Sex Offender Registry prior to a substitute accepting an assignment.

Contractor must achieve daily fill rate of 90% or greater. Please provide fill rates for those districts that you current provide substitute services.

Contractor must provide automated reporting/billing system, daily staff coverage, as well as key contact person.

In cases where special licenses, accreditations and/or certifications are required by State, Federal and/or local law, statute, regulation, or MPS BOE Policy, contractors are required to provide a copy upon request of the MPS.

Contractors, if requested, shall also provide references, resumes, and/or test scores on individual substitute teachers.

The Contractor is solely responsible for payment of all salaries, wages, bonuses, Social Security, Worker's Compensation, taxes, Federal and State Unemployment Insurance, Liability and Worker's Compensation Insurance, employee benefits, and any and all taxes related to personnel furnished under FICA taxes and shall provide Worker's Compensation for its personnel.

The Contractor is solely responsible for compliance to all other applicable laws relating to its employees, such as wages and hour laws, safety and health requirements, and collective bargaining laws.

Confidentiality: In accordance with all applicable laws, regulations, and procedures, the contractors and the substitute teacher personnel provided by the contractor shall maintain strict confidentiality of all information and records which the contractor or the substitute teacher personnel provided by the contractor may come in contact with or be privy to in the course of providing services. Please affirm, in writing, that confidential information shall not be disclosed either during or after the provision of services or following the termination of an individual's employment with the contractor. Note: the person signing the statement shall be a company official (i.e. owner, partner, etc...)

Services must be provided within 24 hours of the request.

Rate must include all labor, travel, and miscellaneous expenses necessary to complete substitute teacher services as outlined throughout this Cost Proposal.

Proper Conduct

The contractor shall adhere to proper conduct at all times. Proper conduct is meant to include, but not be limited to the following:

1. There shall be no weapons, drugs or alcohol on the premises.
2. No smoking on the premises. No exterior doors are left opened or unlocked.
3. The contractor shall be polite and courteous at all times.
4. Contractor must adhere to any/all security standards, requirements and/or regulations of each school.

Subcontracting

Use of subcontractors is prohibited unless authorized in writing by the MPS Assistant to the Superintendent, Finance and Management, or Superintendent of Schools, or their duly authorized signatory authority.

Multiple awards

MPS reserves the right to award to multiple vendors.

CONTRACT PERIOD:

This contract shall be in effect from July 1, 2014 through June 30, 2016 with the right to extend this contract for a period up to the full original contract term or parts thereof upon mutual written agreement.

Bid prices will remain firm for the first two (2) years of the contract period with no wage adjustment(s) allowed. Thereafter, vendors may submit a request for adjustment on the yearly anniversary date of the contract. Any request for price adjustment (s) must be submitted thirty (30) days in advance, and in writing and will be reviewed and approved by the Assistant to the Superintendent, Finance and Management, or Superintendent of Schools, or their duly authorized signatory authority.

SUBMITTAL REQUIREMENTS:

For consistency on all bid responses, bidders must organize their bids as follows:

1. Referrals:

Bidders should provide a minimum of three (3) references of relevant and consistent experience in similar services. Bidders are asked to verify current contacts. Information provided shall include:

Client name;

Project description;

Project dates (starting and ending);

Contact name and telephone number.

2. Experience:

Bidders must have at least 2 years of experience in providing substitute services described within these special bid and contract terms and conditions and must explain in detail their experiences.

3. Cost for Substitute Services.

Bidders are advised that the intent in having requirement 1 – 3 above is to ensure that only a qualified and reliable vendor performs the work of the contract.

Manchester Public Schools retains the right to request any additional information pertaining to the ability, qualifications, and procedures used to accomplish all work under this contract, as it deems necessary to ensure that services are provided in a satisfactory manner.

**REQUEST FOR PROPOSALS
SUBSTITUTE TEACHER SERVICES
MANCHESTER PUBLIC SCHOOLS
45 North School Street
Manchester, CT 06042**

July 1, 2014 through June 30, 2016

I/WE, the undersigned, hereby agree to furnish and deliver the requested services at the prices named herein, subject to and in accordance with the Cost Proposal and Specifications, all of which are made a part of this Proposal.

Pricing submitted shall reflect NET pricing PER DAILY RATE. Any payment for travel time, mileage to and from any jobsite, and/or miscellaneous expenses, will not be allowed.

Substitute Teacher services PER DAILY RATE which includes a % mark-up over the current daily rate of \$77.00 for substitute teachers and \$122.00 for certified long-term substitute teachers (long term is 40 consecutive days or longer):

Daily Rate, Substitute Teacher: \$ _____ Mark-up: _____ %

Daily Rate, Long-Term Substitute: \$ _____ Mark-up: _____ %

PROPOSER INFORMATION

PROPOSER: _____
(Print Business, Partnership or Corporate Name)

ADDRESS: _____

SIGNED BY: _____ TITLE: _____
(Authorized Signature)

NAME: _____ DATE: _____
(please print)

TELEPHONE: _____ FAX: _____

FEDERAL TAX IDENTIFICATION NUMBER (FEIN): _____

E-MAIL: _____

NOTE: Proposals may not be withdrawn for a period of 90 days after bid opening.