Data Cable RFP - Crestview Middle School

Nov 3rd 2026, 5:00PM CST - Jan 8th 2027, 12:00AM CST

Table of Contents

Contents	Page #
Project Details	3
1. NOTICE OF REQUEST FOR BID	4
2. IMPORTANT DATES	5
3. RFP INSTRUCTIONS AND CONDITIONS	6
3.1. Bid Submission Requirements	9
4. SCOPE	11
5. CONTRACT TERMS AND CONDITIONS	13

Project Details

Project	Data Cable RFP - Crestview Middle School
Ref. #	26-13102
Type	RFP
Description	Rockwood School District is seeking to obtain bids from qualified and experienced individuals, organizations, companies, or firms to provide and install cat6a drops, IDF racks and cabinets, and a fiber campus backbone for multiple school buildings within the District.
Open Date	Nov 3rd 2026, 5:00PM CST
Questions Due Date	Dec 1st 2026, 12:00AM CST
Close Date	Jan 8th 2027, 12:00AM CST

Events

Event Name	Duration	Description
Open Date	Nov 3rd 2026, 5:00PM CST	Posting date for the Opportunity
Questions Due Date	Dec 1st 2026, 12:00AM CST	Deadline to submit Questions
Close Date	Jan 8th 2027, 12:00AM CST	Deadline for Submissions

1. NOTICE OF REQUEST FOR BID

RFP No.: 26-13102

Title: Data Cable RFP - Crestview Middle School

Issue Date: November 3, 2026

This document constitutes Rockwood School District's (hereafter called the "District" or "RSD") Request for Bids ("RFB") soliciting bids from qualified individuals, firms, or organizations to provide and install a new compressor at Lafayette High School as described in this RFB.

Rockwood R-VI School District posts bids and receives bid responses through an online bidding portal. Through this portal, vendors receive notifications of competitive procurement opportunities as well as submit bids and proposals to the District digitally. In order to be invited and able to participate in District bid opportunities, vendors must register through the Rockwood School District Euna portal.

Registration is free. Vendors must follow all instructions on the portal for registering and responding to bid opportunities. For questions and technical support, please refer to the "Help" or "Technical Support" links on the portal.

The portal will be used for the following activities:

- Post RFPs
- Receive and respond to questions or inquiries
- Issue associated addenda
- Submit proposals
- Post award notices

To contact the District or ask questions in relation to this RFP, Proposers must initiate the communication electronically through the "Vendor Discussions" or "Ask a Question" features. The District will not accept any respondent's communications by any other means, except as specifically stated in this RFP.

No contact with any members of the Rockwood School Board, any administrators, staff, or employees of the District is permitted before or after the completion of the RFB 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 Bid.

Any and all responses to written requests for information and questions will be in writing and will be sent to all known interested parties.

2. IMPORTANT DATES

RFP Issue Date	**November 3, 2026**
Bid Due Date	**January 8, 2027**
Award Recommendation Submitted to BOE	**January 20, 2027**
BOE Approval Date	**February 4, 2027**
Purchase Order Commencement Date	**February 5, 2027**

3. RFP INSTRUCTIONS AND CONDITIONS

1. **INTRODUCTION**

The District is a nationally recognized, diverse community of learners. Currently the District serves nearly 20,000 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 nearly 3,500 people and covers 150 square miles in much of western St. Louis and northern Jefferson counties. The District has consistently earned the accreditation of Distinction in Performance by the Missouri Department of Education. Additional detailed information about the District may be found at www.rsdmo.org.

The Rockwood School District invites you to submit a bid according to the requirements contained herein.

2. **BID PREPARATION AND SUBMISSION REQUIREMENTS**

A. Bidders must register, log in, and follow the instructions on the Rockwood School District Bonfire portal. Registration is free and is the only method by which vendors may submit responses for this bid.

B. Sealed bids must be SUBMITTED ON THE ROCKWOOD SCHOOL DISTRICT BONFIRE PORTAL only (no other location permitted), no later than the date and time specified in the RFP. NO EXCEPTIONS. The portal will not permit late submissions of bids.

C. Your submission must be uploaded, submitted, and finalized prior to the deadline **on January 8, 2027**. We strongly recommend that you give yourself
sufficient time and at least ONE (1) day before the deadline to begin the uploading process and to finalize your submission.

D. To contact the District or ask questions related to this RFB, Bidders must initiate the communication electronically through the “Vendor Discussions” or “Ask a Question” features. The District will not accept any respondent’s communications by any other means except as specifically stated in this RFB.

E. This RFP may be amended only by addendum in accordance with this section. If the District, for any reason, determines that it is necessary to provide additional information relating to this RFP, such information will be communicated to all respondents by addendum posted on Rockwood School District’s Bonfire portal. Each addendum forms an integral part of this RFP and may contain important information, including significant changes to this RFP. Respondents are responsible for obtaining all addenda issued by the Rockwood School District.

F. Vendor questions regarding this opportunity must be submitted electronically through the “Vendor Discussions” or “Ask a Question” features.

G. Bids 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, bids should be as thorough and detailed as possible so that the District may properly evaluate the Bidder's capabilities to provide the required services.

H. Bidders must include at least the following information, data, and responses labeled accordingly in their bids:

(1) Bidder'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 Bidder is incorporated, include the state in which it is incorporated and list the name and occupation of those individuals serving 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 RFB and the bid.

(4) Description of the manner by which Bidder proposes to be compensated for the products to be provided, including a listing or schedule of fees, commissions, costs, and expenses, including reimbursable costs and Bidder's total cost for the products to be provided.

I. Bidder must provide a Certificate of Good Standing indicating they have filed all reports and paid the necessary fees to the Secretary of State's office in the state where they are licensed.

J. Bidders must provide a minimum of five (5) references with names, addresses, phone numbers, and email addresses, including specifically any governmental entities and school districts for which each Bidder has provided services.

3. **PRE-BID MEETING**

A PRE BID MEETING MUST BE ATTENDED PRIOR TO BIDDING. BIDS WILL NOT BE ACCEPTED IF YOU DO NOT PARTICIPATE IN THE PRE BID MEETING.

Pre Bid Meeting Details and Location:
November 16th at Selvidge Middle School, then walkthroughs at each school after that.

Selvidge Middle School: 12:00pm-1pm 235 New Ballwin Rd, Ballwin, MO 63021
Wildwood Middle School: 1:20pm -1:50pm 17401 Manchester Rd, Wildwood, MO 63038
Pond Elementary School: 2pm - 3pm 17200 Manchester Rd, Grover, MO 63040
Crestview Elementary School: 3:15pm-4:30pm 16025 Clayton Rd, Ballwin, MO 63011

4. **AWARD**

Award(s) will be made to the responsive and responsible Bidder(s) whose bid(s) is deemed to be most advantageous to the District, taking into account the overall content of the bid, cost, overall bid, 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 bid. The District may request additional information and/or an interview with some or all Bidders as part of the selection process. In no event shall the District be required to explain the evaluation process or award selection to any Bidder.

5. **RIGHT TO REJECT**

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

6. **BIDS FINAL**

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

7. **COST OF PREPARATION**

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

8. **OWNERSHIP OF SUBMITTALS**

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

9. **RFP INTERPRETATION**

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

10. **PRICE**

Bidders are cautioned that services must be furnished at the fees, costs, and/or rates submitted and proposed unless otherwise stated. No increase in costs will be permitted during the term of the contract.

11. **CONTRACT**

The Rockwood Board of Education must formally approve the award of any contract(s) or agreement to purchase. The successful Bidder may 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 that the contract term will commence on February 5, 2027, and continue through completion of the project.

12. **BILLING AND PAYMENT**

Invoices shall be submitted directly to the Rockwood School District via email at accountspayable@rsdmo.org or mailed to the District's Finance Office at 111 E. North St., Eureka, MO 63025. Each invoice should contain the District purchase order number, date of shipment, quantity, price, and items(s) shipped. Invoices will not become due and payable until all times listed on the invoice are received complete.

Rockwood School District's payment terms are Net 45.

13. **INSURANCE**

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

Comprehensive General Liability	$ 1,000,000 per person per occurrence (Including Contractual Liability) $ 1,000,000 property damage per occurrence $ 1,000,000 aggregate all claims per occurrence
Workers' Compensation	As required by applicable law
Employer's Liability	$ 1,000,000 per occurrence
Automotive Liability	$ 1,000,000 per occurrence

14. **TAXES**

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

15. **NO PARTICIPATION**

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

16. **EXCEPTIONS**

If a Bidder takes exception to any part of these specifications as written or as amended by any addenda subsequently issued or the Agreement, they must do so in writing. Said exceptions must be submitted with the bid. Failure to do so will be construed as acceptance of all items of the specification and the Agreement.

17. **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 RFB, or as the result of this RFB, shall remain the property of the District and, when in tangible form, all copies of such information shall be returned to the 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 the District or a third party, it shall be held in confidence by such party, shall be used only for the purposes of this RFB, 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, sketches, 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 RFB shall be considered to be confidential or proprietary.

18. **TOBACCO-FREE DISTRICT**

The Rockwood School District Board of Education has adopted a policy to provide a tobacco-free environment within Rockwood School District's boundaries, including buildings, facilities, grounds, parking lots, etc. The use of any tobacco products by any visitor, including employees of Contractors and Subcontracts, is prohibited at all times.

3.1 Bid Submission Requirements

3.1.1 Acknowledgement Form (Must be Completed and Signed) **[Required]** **[PDF]**
(Vendor file uploads)

3.1.2 Bid Submission Requirements, Section H **[Required]** **[PDF]**
(Vendor file uploads)

3.1.3 Certificate of Good Standing, Section I **[Required]** **[PDF]**
(Vendor file uploads)

3.1.4 References (Minimum of 5), Section J **[Required]** **[PDF]**
(Vendor file uploads)

4. SCOPE

The successful Proposer will undertake and provide:

1. Fully compliant data network cabling (structured cabling system) in the form of **four-hundred-ten(410) Cat6A drops** within the following school: **Crestview Middle School**
2. Label and mount hardware within existing or new data cabinets.

3. Fully compliant campus fiber backbone in the form of **ten**(11) Single Mode OS2 fiber runs capable of 10gig speeds within the following school: Crestview Middle School
4. Provide an alternate bid to install new fiber to the Early Childhood Building
5. Provide **fifty** (86) 1ft bootless plenum rated patch cables to the district
6. Provide **thirty**(30) OS2 rated LC-LC fiber patch cables to the district at 1m and 2m lengths

All Services within this RFP will be performed at one (1) Location: Crestview Middle School with the following address 16025 Clayton Rd, Ballwin, MO 63011

Cat6a drops (Part I)

- Four Cat6A data drops will be installed (run) from an IDF or MDF network closet to the agreed upon locations in each of the **eighty-six(86)** classrooms. (Projector, 2@Access-Point, Switch). **See Appendix B** for a list of rooms.
- **sixty-six(66)** Cat6A data drops will be installed from a designated IDF or MDF network closet to an agreed location. **See Appendix C** for list
- Service loops are required: 10 inches at classroom and 10 feet at IDF/MDF
- Wires must be fished through the wall for classrooms.
- Approximate Locations of Classroom Data Drops
- One data drop at the existing fiber drop/or switch location
- two data drop terminated in a box in the middle of the room for an access point in the ceiling. Drop to be installed in a biscuit box (plenum rated).
- One Data drop terminated and installed on the same wall as the Smart-Board. (within 18' of A/V Plate) or designated location
- Exact locations can be determined during a walk-through
- Contractor will be required to install new cable path in the ceiling using j-hooks or conduit that are Cat6a compliant. The path shall be twice the size as needed to allow for future growth. Plenum rated velcro (cable straps) should be used to secure cables.
- All components must meet the District's standards. **See Appendix A for components**
- All finished copper drops must be tested to meet Cat6A specifications, recorded and results provided to the district. Must be tested using the Fluke Networks DSX-5000Qi or equivalent.
- All terminations labeled (classroom, patch panel and ceiling-grid (if terminated in ceiling))
- Cleanup of work area in each room and closet at the end of each work shift
- See PDF Maps and Excel spreadsheet for more detail regarding building layout and classroom numbering.
- Contractor to provide as built drawings on a clearly marked map of exactly where everything goes and labeled to make it easy later to analyze and diagnose any issue that may arise.
- Cat6a Drops should only terminate in IDF A, IDF B, IDF C, IDF D, or IDF E. Unless otherwise approved,

IDF Racks and Cabinets (Part II)

- Patch Panels Must be labeled with the appropriate letter for each. (ex: Patch-Panel-A)
- Label All IDF Closets on the Rack or Cabinet with a minimum 1" Label
- Install an Open Frame Rack in the IDF A on the wall to hold the CCH-04U in IDF-A
- In IDF J Install a new 2 Post Rack with cable management. (CCH-04U in new Rack)
- In IDF J install Ladder Rack across the room for cable management.

Fiber Campus BackBone (Part III)

- Tie main distribution framework (MDF) closet to each intermediate distribution framework (IDF) closet with a new fiber run.
- Install fiber, terminate, and land into specified enclosures (Appendix A) from MDF to each IDF listed
- Terminate SingleMode Strands per closet based on Appendix B
- Test fiber, record and provide test results to the District electronically.
- Will provide as built drawings clearly marked map of exactly where everything goes and labeled to make it easy later to analyze and diagnose any issue that may arise.
- Minimum Fiber Service Loops of 25'
- Label Fiber in each network closet
- Use Parts from Appendix A or equivalent
- If the existing conduit is used between MDF J and MDF A. This Single mode fiber can be removed from service but should not remain out of service for more than 48 continuous hours.
- MDF A and IDF J a CCH-04U is to be used as the fiber enclosure

- All fiber between buildings to be installed in existing or new conduits
- Fusion Splice into CCH splice Cassettes
- Use Armored Fiber cable

Early Child Hood Campus BackBone (Part VIII - Alternate Bid)

- Install and Terminate 12 strands of single mode Fiber to the building located at 2730 Valley Rd, Wildwood, MO 63005 from IDF D
- If the Existing Conduit is damaged and will not allow for a new fiber to be installed. Please list a return charge if applicable once the conduit is repaired.

The parts list (Appendix A) specifying acceptable structured data cabling/data wiring components is at the end of this document and the expectation of the bidder is to provide and utilize the specified components. Any deviation from the specifications must be clearly noted and fully explained on the bid document. Rockwood School District shall determine in its sole discretion whether substitution or modifications of the requested specifications are comparable to those contained within the Request for Proposal. If Rockwood School District determines that the modifications or deviations from the specifications are not in compliance, the District may reject the bid.

All proposers are expected to comply fully with all local building and safety codes and obtain all required permits before work begins. Examples of code requirements may include but are not limited to, utilizing J- Hooks attached at specified intervals or use of cable trays to support the above the ceiling wiring, utilizing proper cable housing for exposed wiring, etc.

Scheduled work hours are required to be after school releases (3:30pm) to 11:30 p.m. When school is not in session, hours may be adjusted to begin as early as 7:00am; weekend hours may be available.

It is anticipated that a contract contingent upon award of a funding commitment by USAC will be made with the provider whose proposal is determined to be in the overall best interest of the District. The main evaluation considerations are price, industry experience, and qualifications. The evaluation criteria include, but are not necessarily limited to, the following:

- Overall best pricing for product and services
- Total cost of implementation
- Proposer’s experience with Rockwood and other school districts
- Vendor’s proximity (business location) to the District
- Vendor’s overall performance record, including responsiveness and reputation based upon feedback from available references
- Perceived quality of the vendor’s response, including completeness, accuracy and appropriateness
- Stability/risk of the vendor, including assessment of risk that they may not be able to fulfill responsibilities
- Billing Operations (SPIN Method Prefered)

In awarding the bids, price, availability, past vendor experience, qualifications, references, and compliance of the bid with specifications and requirements, will be determining factors.

If after the award of the bid there is a decrease in the price of a product from the manufacturer or a rebate, the successful bidder will pass that price decrease and/or rebate on to Rockwood School District.

Form of payment will be negotiated at time of contract acceptance and may be full payment by Rockwood School District and/or partial payment by Rockwood School District and assignment of USAC funds to vendor through USAC assignment forms. Payment will not be made until after inspection and approval by the authorized representative of Rockwood School District.

The successful vendor will be required to supply original invoices and to reference all invoices to the purchase order to which they pertain.

No invoice will be processed for payment until such time as all contractual obligations have been met and/or items ordered have been received and approved by the District’s authorized representative.

Rockwood School District is exempt from Federal Excise Tax and Missouri Sales and Use Tax and Local Sales Tax. Tax Exemption Certificates will be furnished upon request.

5. CONTRACT TERMS AND CONDITIONS

INTRODUCTION TO THIS SECTION

The successful Bidder 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 bid, the Bidder 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 Bidder would be expected to commence the services on or about February 5, 20267, 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 ON PRODUCTS

Contractor warrants that all Products covered by this Agreement will conform to each and every specification, drawing, sample, or other description which is furnished to or is adopted by the District and that they will be fit and sufficient for the purpose intended, merchantable, of good material and workmanship, and free from defect. Such warranty shall survive delivery and shall not be deemed waived either by reason of the District's acceptance of said materials or goods or by payment for them.

INSPECTION AND ACCEPTANCE

No Products received by the District pursuant to this Agreement shall be deemed accepted until the District has had reasonable opportunity to inspect said Products. All Products which are discovered to be defective or which do not conform to any warranty of the Contractor herein upon initial inspection, or at any later time if the defects contained in the Products were not reasonably ascertainable upon the initial inspection, may be returned at the Contractor's expense for full credit or replacement at the District's option. Such right to return defective Products shall not exclude any other legal, equitable, or contractual remedies the District may have.

INSURANCE

A. Contractor shall maintain occurrence-based insurance, including comprehensive general liability, automotive liability, and, if applicable, workers' 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 Workers' 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

District may terminate this Agreement and cease payment of all or a portion of the remaining payments not dispersed to date if (i) District, in its sole discretion, is not satisfied with the quality of the work achieved under this Agreement; (ii) Contractor fails to meet the conditions set forth in this Agreement; or (iii) District or any reason, provides seven (7) business days advance written notice to Contractor of its intention to terminate this Agreement. If this agreement is terminated in accordance with this paragraph, the District shall only be required to pay the Contractor for goods or services delivered to the District prior to the termination and not otherwise returned in accordance with the District's

return policy. If the District has paid Contractor for goods or services not yet provided as of the date of termination, Contractor shall immediately refund such payments.

FORCE MAJEURE

In the event either party is unable, as a result of a Force Majeure Event, to perform Services as set forth in this Agreement, neither party shall have any liability under this Agreement with respect to one another. Neither party shall be liable to the other for any additional costs, expenses, or damages arising out of the rescheduling or cancellation of the Services pursuant to this Section. "Force Majeure Event" means unforeseeable causes beyond the parties' control and without their fault or negligence, including but not limited to governmental action or inaction, war, acts of God or of the public enemy, riots, fires, floods, earthquakes, pandemics, epidemics, coronavirus, COVID-19, or any other deadly and communicable virus or disease, quarantines, strikes, lockouts, freight embargoes, electrical outage, computer or communication failures.

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.

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 County 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 Transportation 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.

Contractor agrees that any employee acting on behalf of the contractor and performing duties on District property will adhere to District policies related to staff conduct, including but not limited to: banning the use of tobacco on District property, a drug-free workplace, and activities that could be viewed as unethical or a conflict of interest. Contractors whose staff will regularly enter school buildings will perform background screening on each staff member to ensure that they are not on a sexual offender or predator list. A complete list of District policies can be found at:

https://go.boarddocs.com/mo/rsdpa/Board.nsf/goto?open&id=C49N95589EBA.

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.

NON-DISCRIMINATION

The District actively follows a policy of nondiscrimination on the basis of age, race, color, religion, sex, national origin, sexual orientation, marital status, disability, and Vietnam-Era-veteran status. The District also complies with the following laws and implementing regulations: Title VI and Title VII of the Civil Rights Act of 1964 regarding race, color, national origin, religious and sex discrimination; Title IX of the Education Amendments Act of 1972 regarding sex discrimination; the Americans with Disabilities Act, as amended by the ADA Amendments Act; the Missouri