

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

**ROMEO COMMUNITY SCHOOLS
316 N. Main Street
Romeo, Michigan 48065**

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I. OVERVIEW

Romeo Community Schools (the “School District”) currently provides custodial services sought under this RFP for all its Facilities on a year-round basis through a third-party contracted service provider. The purpose of this Request For Proposals For Custodial Services (the “RFP”) is to solicit proposals under which a contractual relationship(s) may be established with one or more experienced and qualified entity(ies) to provide the Custodial Services requested herein to the School District in the most efficient and cost-effective manner possible while, at the same time, ensuring that the staff, students and community users of the School District’s Facilities have a safe, healthy, functional and legally compliant environment that makes a positive contribution to the educational processes, business processes and community uses conducted within those Facilities.

1.1. OBJECTIVES OF RFP

The primary objective of this RFP is to offer experienced professional custodial services providers the opportunity to present a Proposal that thoroughly details their scope of services, staffing plans and cost structures for, along with their **qualifications** and **experience** in, providing and performing comprehensive custodial services and defined maintenance services for the School District and its Facilities.

The secondary objective of this RFP, subject to the terms and conditions of the Contract, is to establish a mutually beneficial relationship with one or more experienced professional services providers under which the Custodial Services will be performed. Each Proposal must detail the Contractor’s experience and expertise in order to allow the School District to properly and promptly evaluate each Proposal and the scope of services to which the Proposal pertains, and the failure to do so may cause the School District to reject said Proposal.

NOTE: Throughout this RFP, a prospective custodial services entity is referred to as the “Contractor.”

1.2. RFP PROCESS

The RFP and related documents will be issued and available through the School District’s website at:

<http://romeok12.org/departments/business-services/>

Following the issuance of the RFP, a **mandatory in-person** Pre-Proposal Conference will be held by the School District at the location on the date and time set forth in Section 1.4 herein. During the Pre-Proposal Conference, the School District will address current operational information and the desired scope of Custodial Services, and Contractors will be given the opportunity to ask questions regarding this RFP and the scope of the Custodial Services. As part of this Pre-Proposal Conference, Contractors will be given an opportunity to tour select Facilities. Any questions or issues from prospective Contractors prior to or following the Pre-Proposal Conference will be addressed by the School District in accordance with Sections 1.5.9 and 1.5.11 of this RFP.

Following the receipt of Proposals, the School District will review and evaluate the scope of, and methods and procedures for, the Custodial Services, as well as staffing plans and cost structures proposed to provide effective Custodial Services for the School District within the scope of this RFP and the Contract. Past experience will also be reviewed through the references of each company, and accordingly, staffing and experience with public school district facility operations should be included in the company's qualifications as these references will be a component of the School District's review of each Proposal.

The School District may select one or more experienced and qualified companies to proceed with the interview and negotiation process from those submitting Proposals. The School District, in its sole and absolute discretion, will select the Proposal(s), if any, that it deems most qualified to serve the best interests of the School District, and may elect to move forward with all, some or none of the Services contemplated herein. The School District, in its sole and absolute discretion, reserves the right to request post-Proposal interviews from all, some or none of the companies submitting Proposals. A major portion of the negotiations will include the financial terms of the Contract. The School District reserves the right to select different/multiple vendors to perform the Custodial Services contemplated under this RFP.

1.3. **SCHOOL DISTRICT PROFILE**

The School District has a current enrollment of approximately 5,300 students in grades K-12. The School District operates ten (10) school buildings that will be subject to the Services, which include early childhood, elementary, middle and high school buildings, as well as two (2) educational support building (each a "Facility" and collectively the "Facilities"). These Facilities contain approximately 865,000 gross square feet of space which must be cleaned and maintained daily. In addition to regular weekday uses for educational and co-curricular activities, scheduled use of the Facilities regularly occurs after school and on weekends during the school year. **Please refer to the accompanying information and attachments for requisite operational information relative to the School District's Custodial Services.**

1.4. **RFP TIMELINE**

The School District's anticipated timeline for its RFP process is:

Issuance of this RFP	January 22, 2026
<u>Mandatory</u> Pre-Proposal Conference & Tour <i>Held In-Person: Croswell Early Childhood Center 175 Croswell Street Romeo, MI 48065</i>	9 a.m. – January 27, 2026
Deadline for Intent To Respond	5:00 p.m. – January 30, 2026
Deadline for written Requests For Clarifications	1:00 p.m. – February 5, 2026
DUE DATE FOR PROPOSALS	1 p.m. – February 13, 2026
Contractor Interviews and Presentations	Week of February 23, 2026
Consideration of Contract Award by Board of Education	March 23, 2026

PLEASE NOTE: The School District reserves the right, in its sole and absolute discretion, to make modifications to the RFP timeline set forth above as it determines to be in its best interest.

1.5. PROPOSAL SUBMISSION DEADLINE AND REQUIREMENTS

The Due Date for receipt of Proposals is:

February 13, 2026 at 1:00 p.m. local time (the “Due Date”)

- 1.5.1. Proposal Delivery:** The Proposal and all other required information must be delivered in a sealed box or other appropriate sealed packaging marked in the lower left-hand corner as follows:

SEALED PROPOSAL ENCLOSED
ROMEO COMMUNITY SCHOOLS
CUSTODIAL SERVICES
[Contractor’s Name]
[Contractor’s Address]
[Contractor’s Telephone Number]
[Type of Service(s) included in Proposal]

The Proposal package must also be addressed and delivered on or before the Due Date as follows:

ROMEO COMMUNITY SCHOOLS
Attention: Chris Storm
316 N. Main Street
Romeo, Michigan 48065

- 1.5.2. Signed Original Proposal:** Each Proposal must be submitted as an original hard copy and signed by an authorized member of the Contractor’s firm. This member should be the highest-ranking officer at the local level. NO ORAL, FAX or E-MAILED Proposals will be accepted or considered. Each Proposal must be submitted on the Proposal Forms attached to this RFP. The *Pricing Forms, Staffing Forms and Affidavits* **must** be submitted in a separate sealed envelope as set forth in Section 1.5.3 below. *Moreover, see Section 1.6 regarding format of Proposal.*
- 1.5.3. Separate Envelope for Pricing and Staffing Forms and Affidavits:** The Contractor **must** submit all *Pricing Forms, Staffing Forms and Affidavits* in a separate sealed envelope as part of its overall Proposal Package. The envelope should be marked in the same manner as set forth in Section 1.5.1 above, but also include “PROPOSAL FORMS” in the lower right-hand corner of the envelope. This will enable to School District to efficiently conduct the Proposal Opening process.

- 1.5.4. Copies of Proposal:** The Contractor shall also submit four (4) complete copies of the signed original Proposal (with all Proposal Forms and Affidavits) and one (1) copy of the entire Proposal (including Proposal Forms and Affidavits) on a flash drive. If there is any discrepancy between the hard copy Proposal and the electronic version, the hard copy shall control.
- 1.5.5. Late Proposals:** Each Contractor is responsible for submission of its Proposal. Proposals or Proposal revisions received after the Due Date will not be accepted or considered. The School District is not liable for any delivery or postal delays.
- 1.5.6. Returned Proposals:** All Proposals received after the Due Date will be unopened and made available to the respective Contractor for pick-up, at their sole cost and expense, for a period of two (2) weeks following the Due Date.
- 1.5.7. Opening of Proposals:** At approximately 1:15 p.m. on the Due Date stated above, the School District will acknowledge receipt of and open all timely submitted Proposals publicly at the location listed for Proposal submission in Section 1.5.1 above. No immediate decision will be rendered.
- 1.5.8. Intent to Respond:** Each Contractor who intends to submit a Proposal in response to this RFP is asked to submit an “Intent To Respond” by e-mailing operations@romeok12.org on or before **5 p.m., January 30, 2026** (Subject Line: Custodial RFP Intent To Respond). The Intent To Respond shall include the name of the Contractor, the name of a contact person and that person’s e-mail address, and any other information requested in the form. Failure to submit an Intent To Respond by the aforementioned deadline does not preclude a Contractor from submitting a Proposal; however, Contractors who do not submit an Intent To Respond by the aforementioned deadline will not receive notifications of Requests For Clarification and Addenda and it shall be the Contractor’s sole responsibility to check the School District’s website for the same.
- 1.5.9. Additional Requests For Clarification:** Prospective Contractors may request that the School District clarify information contained in this RFP. All such requests must be made in writing via e-mail and must be directed to operations@romeok12.org (Subject Line: Custodial RFP Request For Clarification). The Pre-Proposal Conference will be used to address questions asked during the Pre-Proposal Conference. Following the Pre-Proposal Conference, the School District will accept, and will attempt to provide a written response to additional written Requests For Clarification within three (3) business days after the final date for Requests For Clarification. The School District will not respond to any Request For Clarification received after **1 p.m. on February 5, 2026**. The response to any Request For Clarification will be posted to the School District’s website and notification of such posting will be provided to all Contractor’s that submitted an Intent To Respond. No response will be made to any oral questions. It is each Contractor’s responsibility to check the School District’s website prior to the RFP Due Date to ensure that it has received all of

the information, including, but not limited to, all clarifications of and Addenda to this RFP.

- 1.5.10. Restrictions On Communication:** From the issue date of this RFP until a Contractor is selected and the selection announced, a prospective Contractor shall **not** communicate about the subject of this RFP or a Contractor's Proposal with: the School District, its Board of Education, or any individual member, administrators, faculty, staff, students, contractors or employees of the School District; except for the Mandatory Pre-Proposal Conference/Facility Walk-through, the Intent To Respond or additional Requests For Clarification in accordance with Paragraphs 1.5.8 and 1.5.9 above, or as otherwise required by applicable law.
- 1.5.11. Addenda to the RFP:** If it becomes necessary to revise any part of this RFP, all addenda will be issued through the School District's website and all addenda shall become a part of this RFP. Each Contractor must in its Proposal, to avoid any miscommunication, acknowledge all addenda which it has received, but the failure of a Contractor to receive, or acknowledge receipt of, any addendum shall not relieve the Contractor of the responsibility for complying with the terms thereof.
- 1.5.12. RFP/Proposal Information Controlling:** The School District intends that all Contractors shall have equal access to information relative to this RFP, and that this RFP contains adequate information. No information communicated, either verbally or in writing, to or from a Contractor shall be effective unless confirmed by written communication contained in an addendum to this RFP, a Request For Clarification or other written response thereto, or in the Proposal. The School District may utilize e-mail to communicate with prospective Contractors and except for delivery of the Proposal itself, references in this RFP to "written" form of communication include e-mail.
- 1.5.13. Finality of Decision:** Any decision made by the School District, including the Contractor selection, shall be final.
- 1.5.14. Reservation of Rights:** The School District reserves the right, in its sole and absolute discretion (for this provision and all other provisions contained in this RFP), to accept or reject, in whole or in part, any or all Proposals with or without cause. The School District further reserves the right to waive any irregularity or informality in the RFP process or any Proposal, and the right to award the Contract to other than the Contractor(s) submitting the best financial Proposal (low bidder). The School District reserves the right to request additional information from any or all Contractors. The School District reserves the right to negotiate with the Contractors concerning their Proposals. Although the School District is seeking to consolidate the Custodial Services with one Contractor, the School District reserves the right to select, if any, one or more Contractors to perform the Custodial Services on behalf of the School District. In the event a Contractor's Proposal is accepted by the School District and Contractor asserts exceptions, special considerations or conditions after acceptance, the School

District, in its sole and absolute discretion, reserves the right to thereafter nullify its acceptance, to reject the Proposal and award the Contract to another Contractor.

1.5.15. Release of Claims: Each Contractor by submitting its Proposal releases the School District from any and all claims arising out of, and related to, this RFP process and selection of a Contractor.

1.5.16. Contractor Bears Proposal Costs: A recipient of this RFP is responsible for any and all costs and liabilities incurred by it or others acting on its behalf in preparing or submitting a Proposal, or otherwise responding to this RFP, or any negotiations incidental to its Proposal or this RFP.

1.5.17. Irrevocability of Proposals: All Proposals submitted shall not be withdrawn and shall be irrevocable for a minimum period of one hundred twenty (120) calendar days following the Due Date for receipt of Proposals set forth above.

1.5.18. Collusive Bidding: The Contractor certifies that their Proposal is made without any previous understanding, agreement or connection with any person, firm or corporation making a Proposal for the same Services and is in all respects fair, without outside control, collusion, fraud or otherwise illegal action.

1.5.19. Sunshine Laws: By submitting a Proposal, each Contractor acknowledges that after the opening of Proposals on the Due Date for Proposals set forth above, all Proposals submitted for the Services contemplated under this RFP will be subject to disclosure under Michigan Freedom of Information Act (the "FOIA"). The School District must disclose Proposals except to the extent disclosure is exempt under the FOIA.

1.6. PROPOSAL REQUIREMENTS AND FORMAT.

This outlines the information that must be provided by each Contractor and the required format for its Proposal. Any Proposal not providing the required information, or not conforming to the format specified, may be disqualified on that basis. Please also refer to Sections 1.5, 4.2, 5.1 and 5.2 of this RFP for additional Proposal requirements. Proposals must: (i) demonstrate an understanding of the scope of services requested under this RFP; (ii) demonstrate the ability to accomplish the Custodial Services (as defined below) set forth in this RFP and the Contract (as described below and in Section III of this RFP); and (iii) include all necessary information to enable the School District to thoroughly evaluate each Contractor's overall experience, expertise, qualifications and ability to deliver the Custodial Services in accordance with the requirements and obligations of this RFP and the Contract. Each Proposal shall also include any other information or explanations that the Contractor feels is/are significant with respect to the School District making an informed decision relative to its Proposal.

Attached to this RFP is a form of contract under which the Custodial Services (hereinafter these may be referred to as the "Services") requested under this RFP shall be provided by the successful Contractor (the "Contract") (*See also* Section 3.1 of this RFP). The Contract contains many details relative to the Services requested by the School

District, the terms and conditions under which the Services shall be provided by the Contractor and should be reviewed carefully by each Contractor prior to submitting a Proposal.

Any exceptions to the terms and conditions contained in this RFP or the form of Contract attached to this RFP, or any other special considerations or conditions requested or required by the Contractor MUST be specifically enumerated by the Contractor and be submitted as part of its Proposal, together with an explanation as to the reason such terms and conditions of the RFP or form of Contract cannot be met by, or, in the Contractor's opinion, are not applicable to, the Contractor. The Contractor shall be required and expected to meet the specifications and requirements as set forth in this RFP and the form of Contract in their entirety, except to the extent exceptions or special considerations or conditions are expressly set forth in the Contractor's Proposal and those exceptions or special considerations or conditions are expressly accepted by the School District. All Pricing factors must be clearly indicated in the manner required on the Proposal Forms provided as part of this RFP.

Additionally, each Proposal must include, at a minimum, the following:

- 1.6.1 An "Executive Summary" of the Proposal, providing general background information regarding the Contractor, such as years in business, size of company, the services it offers etc., in addition to focusing on the services, staffing and cost structures proposed.
- 1.6.2 A list of references of the Contractor, including contact names, addresses, phone numbers and type and scope of services provided. The School District is particularly interested in detailed evidence if the Contractor is currently providing similar services for K-12 public school districts or educational institutions of similar size and scope as the School District. Include a list of K-12 public school districts served in the past five years that are no longer being served because they changed contractors or went back in-house, if any.
- 1.6.3 Documentation of sufficient financial resources and capacity to provide the Services and carry out the Contractor's requirements and obligations under this RFP and the Contract.
- 1.6.4 Background and qualifications of the management/supervisory personnel who will be involved in carrying out the Services required under this RFP and the Contract. Describe the chain of command and reporting relationships. Include a proposed organization chart to demonstrate how the Contractor personnel will carry out the required Services.
- 1.6.5 A detailed list setting forth any exceptions to this RFP and/or the Contract, or other special considerations or conditions of the Contractor, including explanations of such exceptions or the reason such terms and conditions of the RFP or form of Contract cannot be met by, or on the Contractor's opinion are not applicable to, the Contractor.

- 1.6.6** Evidence of the Contractor's ability to provide adequate insurance coverages as required by this RFP and the Contract to protect the interests of the Contractor and the School District. The Contractor must also provide a worker's compensation experience modification factor on a document from the Contractor's worker's compensation insurance carrier.
- 1.6.7** Demonstrate that the Contractor understands and will comply with all regulatory laws, codes, and requirements of any Local, State, and Federal law that apply to the requirements and obligations under this RFP and the Contract, including, but not limited to, the Michigan Revised School Code (MCL 380.1 *et seq.*), and any rules and regulations promulgated thereunder.
- 1.6.8** List all litigation or regulatory proceedings, for the past five years, within the State of Michigan, and if the Contractor also maintains service contracts that are performed outside the State of Michigan, the State(s) where the Contractor's custodial/facility services contracts are performed. These litigation and regulatory proceedings are to be limited to contract disputes and negligence actions for: (i) school districts in which the Contractor has been a party providing any type of custodial or facility services; (ii) supplies, equipment or services of the type which are the subject of the proposed Contract; (iii) non-compliance of the Contractor's reporting or documentation requirements, supplies, equipment and services or the Contractor's working conditions and employment practices with the Occupational Safety and Health Act and other applicable state and federal requirements; (iv) any suits whereby an employee of the Contractor was found to have mistreated pupils in any manner; or (v) any suit or regulatory proceeding wherein the Contractor failed to comply with applicable law. It is contemplated under this RFP that workers' compensation and unemployment proceedings are not to be deemed part of this requirement.
- 1.6.9** Fully describe, and provide evidence and scope of, Contractor's formalized in-service training and educational programs for all of its employees.
- 1.6.10** A detailed transition plan/implementation schedule which demonstrates what steps/processes the Contractor will take to ensure a timely and effective transition.
- 1.6.11** A detailed schedule indicating the wages and benefits to be offered to the various classifications of employees of Contractor. Proposals must be detailed as to the specific salary and/or hourly wage rates that will be paid to Contractor personnel. Proposals must also be detailed as to the specific health benefits (i.e., medical/dental/vision options) and fringe benefits (paid vacation, sick days, PTO days, retirement plan options etc.) that will be provided and/or available to the Contractor's personnel. For example, the School District is interested in receiving Proposals which detail the type and quantity of paid vacation, paid sick days and/or PTO days, if any, which would be provided to Contractor personnel.
- 1.6.12** A detailed overview of the proposed consumable and cleaning supplies and equipment to be supplied and used to perform the Services.

- 1.6.13 A completed Proposal Pricing Form (See **APPENDIX E**), provided that the Proposal Pricing Forms must be submitted in a separate sealed envelope as set forth in Section 1.5.3 above.
- 1.6.14 A detailed Staffing Plan (See **APPENDIX F**) showing how the Contractor will staff its services program, including management personnel and the number of staff and hours of coverage per shift and/or per Facility. **The staffing plan must also detail how the Contractor will address absence and have adequate substitute staffing available.** This staffing plan must also indicate the minimum wages and benefits per position, as well as the qualifications, certifications and/or licenses each position will hold. If resumes and/or qualifications of proposed management personnel are available, please provide.
- 1.6.15 A completed Familial Disclosure Affidavit (See **APPENDIX G**) and a completed Iran Linked Business Affidavit (See **APPENDIX H**).
- 1.6.16 A list of the types and quantities of equipment the Contractor will provide to perform the Services.
- 1.6.17 Any other resources to be provided by the Contractor, not listed above, which would demonstrate or enhance the Contractor's ability to carry out the Services required under this RFP and the Contract.
- 1.6.18 A signed letter setting forth the Contractor's agreement to be bound by the terms and conditions of this RFP and the Contract.

For ease of reference and accessibility, please include a section in the Proposal which includes all required Proposal Forms, which include the Proposal Pricing Forms, the Proposed Staffing Plans and required Affidavits.

1.7. **PROPOSAL EVALUATION**

Each Contractor submitting a Proposal should understand that the nature of the School District's current Custodial Services are complex, and although the School District has attempted to provide comprehensive detail and information relative to the desired services, each and every facet of the School District's operations may not be detailed in this RFP. The Contractor must document their expertise, experience, and approach based on their understanding of the School District's requirements. The **mandatory** Pre-Proposal Conference and RFP process will give each Contractor an opportunity to ask the necessary questions regarding this RFP, the Contract and the Services. The Proposal must be complete, clear and concise. The following non-exhaustive categories, not listed by rank, are the principal criteria by which Proposals may be evaluated:

- ◆ **Services Capability** as reviewed through Contractor's expertise, site visits, and references.
- ◆ **Business Stability** checked through various sources, as well as the Proposal.
- ◆ **School Facility Management Capability** as reviewed through safety records, training, transition plans, facility management protocol, proposed staffing plans, and by checking other sources.

- ◆ **Human Resources Management** as determined by a review of references, and by reviewing staffing capability and protocol, as well as other sources. A key component of this facet of the evaluation will include the overall wage and benefit levels that are included in the Contractor's Proposal as it relates to Contractor's ability to retain qualified staffing at the levels set forth in the Proposal and required under the Contract.
- ◆ **Cost** as indicated in the Proposal and through the negotiation process.

The School District will evaluate the Proposals based upon the above criteria, as well as other methods. The School District will select the Contractor(s), if any, that it deems most qualified to serve the interests of the School District to proceed to the negotiation process.

1.8. **CONTRACTOR INTERVIEWS**

The School District may require selected Contractors to participate in an oral interview and negotiation process to discuss their Proposal and to answer any questions the School District may have regarding the RFP and Contractor's Proposal. In that case, the School District will notify the Contractor's contact name as listed in its Proposal. In accordance with the RFP selection timeline, it is anticipated that interviews will be scheduled during the times set forth in Section 1.4 of this RFP.

1.9. **SCOPE OF SERVICES**

Each Contractor should understand that it is the intent of this RFP that the Custodial Services shall be performed year-round at all Facilities listed in this RFP and the Contract. The Contractor will be responsible for selection, evaluation, training, compensation, and retention of its personnel and employees, including all labor, supervision, record keeping and management, necessary to clean and maintain the Facilities in accordance with this RFP and the Contract and applicable laws, regulations and ordinances.

1.9.1 Generally, the "Custodial Services" encompass and include the following:

- 1.9.1.1** All janitorial services necessary to clean and sanitize all spaces of the School District's Facilities in accordance with this RFP, the School District's requirements and industry standards. *At a minimum, all Facilities shall be maintained at an Association of Physical Plant Administrators ("APPA") Level 2.*
- 1.9.1.2** Responsibility to clean, maintain, provide set ups and tear downs, and related services the Facilities and occupants of the Facilities.
- 1.9.1.3** Perform minor maintenance at each Facility, which generally includes those maintenance duties that do not require licensed or skilled tradespersons and can be completed with the use of ladders, hand tools (powered or manual) and equipment.
- 1.9.1.4** Perform snow removal from, and salt/ice melt application to, the entrance areas, sidewalks and areas adjacent thereto at each Facility. This generally

includes those duties that require powered and manual snow removal equipment. This snow removal is only required when snow events occur or Facilities are open or need to be available when Contractor is required to have staffing at the respective Facility(ies).

- 1.9.1.5** Effective communication with the School District including, but not limited to, the School District administration and Board of Education, building administrators, teachers and students.
- 1.9.1.6** All duties and tasks set forth in the Attachments to this RFP, which are incorporated herein by reference, as well as those set forth in the Contract (as described in Section III of this RFP). These shall include both daily cleaning and summer cleaning programs.
- 1.9.1.7** Collection/emptying of outdoor trash receptacles and pick-up of trash on grounds outside of Facilities.
- 1.9.1.8** Cleaning of School District's swimming pool deck and seating areas and cleaning and daily testing/maintenance of School District swimming pool and related equipment.
- 1.9.1.9** Utilization of the School District's "Work Order System" to input, receive and assign "Work Orders" for both custodial work as well as necessary maintenance for the School District's Facilities in cooperation with the School District's Designee. The Contractor shall utilize the Work Order System for all necessary projects so that appropriate records and tracking of the projects are maintained.
- 1.9.1.9** Assisting the School District with accepting deliveries and assisting with routine moving of School District property within Facilities, as requested by the School District, to accommodate scheduled functions at the Facilities.

In addition to these general specifications, a detailed scope of the Custodial Services and other obligations of the Contractor are set forth in the remainder of this RFP, the Attachments to this RFP which are incorporated herein by reference, and the Contract (as described in Section III of this RFP)(collectively the "Services"). It is the intent of these specifications that the Facilities are kept neat, clean, safe and in a condition that enhances the School District's educational environment at all times. These specifications should, therefore, be referred to as a minimum guide for, rather than a limitation to, the Contractor to clean, maintain, service and safeguard the Facilities.

1.10. INDEPENDENT CONTRACTOR

It must be understood that this RFP provides for the selection of a professional contractor to provide a turn-key program for the designated Services to the School District under an independent contractor basis. The School District currently secures the Services contemplated under this RFP through a third-party contracted service provider and all personnel, staff and additional services are provided by the current service provider as part of its scope of services.

II. SCHOOL DISTRICT OPERATIONAL INFORMATION

This information is provided to assist each Contractor in evaluating the School District and submitting a Proposal and should neither supplant the terms and conditions of the Contract (as described in Section 3.1 below) nor a careful review of the Contract by the Contractor. The following information and appendices to this RFP are a summary of the School District's current and/or desired operations and scope of requested Services and are provided so that the Contractor can sufficiently and effectively evaluate the School District in submitting its Proposal. As a starting point, Contractors are to base their Proposal projections on at least providing the same type and frequency of these services and hours of Facility operation within the requirements of this RFP and the Contract. Going forward, the awarded Contractor is expected to use their expertise to further optimize the current operations and improve services, provided the level, frequency and coverage of services does not diminish. Unless specifically agreed to in writing, the successful Contractor is expected to meet or exceed all tasks outlined in this RFP and the Contract.

2.1. SCHOOL DISTRICT FACILITIES INFORMATION

Included in APPENDIX A is the following information about the School District's Facilities:

- a. An overview of the areas subject to the Custodial Services, including areas subject to snow removal at each Facility.

NOTE: Will be made available only at the Pre-Proposal Conference for security purposes.

2.2. FACILITY USAGE HOURS AND EVENTS

The School District's Facilities are used daily for both educational and extra-curricular activities. The Facilities are also used for various after-school and weekend activities. This is especially prevalent in the high school Facility. The Contractor should understand that coverage and services will be needed throughout the day and in the evening during the weekdays, and on weekends (especially Saturdays) for these events in addition to normal cleaning duties. These events generally consist of School District clubs and athletic practices/events, as well as some community usage and rental of the Facilities.

2.3. DESIRED STAFFING AND COVERAGE INFORMATION

This information is provided for the purposes of detailing the School District's current and intended future operations in order to better demonstrate the scope, manner and frequency of the desired services provided to, and the expectations of, the School District. Currently, the School District current utilizes an everyday cleaning schedule at all Facilities. *Proposals shall clearly articulate the Contractor's substitute custodial program it will have in place, including the number of dedicated substitute (fill-in) staff that will be available for Services at the School District.* While these set forth the desired minimum expectations of the School District, these are not requirements as to how the Contractor must operate and Contractor's may submit Proposals which may

enhance the Custodial Services requested. Included in **APPENDICES B and C** is the following information about the School District's current operations and personnel:

- a. Desired staffing and coverage information regarding the Services.

2.4. REQUIRED DUTIES OF CONTRACTOR

The Contractor must perform the Services in accordance with the terms and conditions of this RFP and the Contract. In addition to the specifications set forth in this RFP and in the form of Contract, the information contained in **APPENDICES B and C** includes the specific parameters for the tasks and duties currently performed by the School District and is provided to demonstrate what will be expected to be performed by the Contractor as part of the Services:

- a. Custodial Duties Detail and Frequency Schedules and Procedures.

2.5. SCHOOL DISTRICT SUPPLIES AND EQUIPMENT INFORMATION

2.5.1. Consumable Supplies. The School District will provide all consumable supplies and materials (e.g., paper towel, toilet paper, trash liners, soap, sanitary products, tissue, air fresheners, floor wax) (the "Consumable Supplies") necessary for the provision of the Services in Facilities through a School District-approved supplier. All Consumable Supplies used to perform the Services must be approved by the School District. All invoices for approved Consumable Supplies will be paid directly by the School District. All costs and expenses for excessive quantities of Consumable Supplies that are used by Contractor shall be reimbursed by the Contractor. The Contractor shall be responsible to manage the inventory and ordering new Consumable Supplies. The Contractor shall submit to the School District a monthly report detailing all consumption of Consumable Supplies (including type and quantity of each Consumable Supply for each School District Facility). For "core" supplies, the Contractor will be required to only use products approved by the School District Liaison. If the Contractor requests any product deviation from core supplies, the Contractor must prove to the School District Liaison that the alternate supply meets or exceeds the School District's current specifications. The Contractor shall continue the School District's "green cleaning" initiatives. Prior to any such changes in supplies, the Contractor must receive approval in advance and in writing from the School District Liaison. The Contractor will be required to keep an adequate inventory of Consumable Supplies at each Facility. The Contractor shall be responsible to procure any necessary fuel/oil for any mowers or snow blowers used to perform the Services. All necessary salt/ice melt will be procured by the School District.

2.5.2. Cleaning Supplies.

The Contractor shall provide, as part of the Contract Price, all cleaning supplies and materials (e.g., mops, buckets, brooms, brushes, dusters, pads, chemicals and solutions)(the "Cleaning Supplies") necessary for the perform of the Services in Facilities assigned to the Contractor in accordance with this Contract. The Contractor shall be responsible to manage the inventory and ordering new

Cleaning Supplies. Additionally, the Contractor shall submit to the School District a monthly report detailing all consumption of such Cleaning Supplies (including type and quantity of each Cleaning Supply for each School District Facility). For “core” supplies, the Contractor may be required to only use products approved by the School District Liaison. For these “core” supplies, the Contractor may choose to use the existing supplier or utilize their own. If the Contractor requests any product deviation from core supplies, the Contractor must prove to the School District Liaison that the other supply meets or exceeds the School District’s current specifications. Prior to any such changes in supplies, the Contractor must receive approval in advance and in writing from the School District Liaison. All disinfectants used by the Contractor must meet all applicable EPA and CDC guidelines. The Contractor shall be responsible for maintaining all requirement safety data sheets (“SDS”) for all chemicals brought into School District Facilities as part of the Services. The Contractor shall continue the School District’s “green cleaning” and enhanced safety and cleaning initiatives. The Contractor will be required to keep an adequate inventory of Cleaning Supplies at each Facility.

2.5.3. Equipment: The Contractor shall supply all necessary equipment and small hand tools necessary to perform the Services as part of the Contract Price. Title to this equipment and any subsequent replacement equipment shall remain with the Contractor. All general and customary maintenance for the Equipment will be performed by the Contractor and the Contractor shall maintain and repair said equipment at its sole cost and expense. The Contractor shall maintain all equipment so that all equipment is available for use on a daily basis, except for equipment that may be unavailable for a reasonable time period to period routine maintenance or repair. *The Contractor shall submit a monthly report to the School District Liaison detailing what Contractor equipment is not available due to repairs.* Should the Contractor fail to have available sufficient equipment to perform the Services, the Contractor shall secure additional equipment to ensure the Services are able to be performed timely. The Contractor must submit with its Proposal a list of equipment the Contractor will maintain, including the types and quantities of equipment, to perform the Services. Notwithstanding the foregoing, the School District will make available designated snow blowers.

2.6. SCHOOL DISTRICT BOARD OF EDUCATION POLICIES

The School District’s Board of Education has adopted various policies and procedures applicable to the usage of the School District’s Facilities. The Contractor will be required to abide by and comply with all applicable School District Board of Education policies and procedures, which can be found on the School District’s website: <https://romeok12.org/board-of-eduction/>.

III. CONTRACTUAL OBLIGATIONS

3.1. FORM OF CONTRACT

3.1.1. Form of Contract: This is a Request For Proposals only. Proposals will be treated as offers to enter into the Contract (as defined above) with the School District. The School District and successful Contractor shall memorialize their contractual relationship and obligations using the form of Contract attached hereto as **APPENDIX D**. The Contract contains many details relative to the scope of Services required under this RFP, as well as the terms and conditions under which the respective Services shall be provided by the successful Contractor. The Contract should be reviewed carefully by each Contractor prior to submitting a Proposal. Any exceptions to the terms and conditions contained in the Contract, or any other special considerations or conditions requested or required by the Contractor relative to this RFP or the form of Contract shall be expressly/specifically enumerated by the Contractor and be submitted as part of its Proposal, together with an explanation as to the reason such terms and conditions cannot be met by, or, in the Contractor's opinion are not applicable to, the Contractor, provided however, that exceptions or special conditions of the Contractor will not be binding upon the School District unless those exceptions or special conditions are expressly accepted by the School District, and incorporated into the final Contract. Following the selection of the successful Contractor by the School District, the Contract will be finalized by the parties. The final Contract shall be subject to the review and approval by the School District's legal counsel. The below sections contain information relative to selected provisions of the Contract and/or the expectations of the School District relative to the provision of the Services. This information is provided to assist the Contractor in evaluating the School District and submitting a Proposal and should neither supplant the terms and conditions of the Contract nor a careful review of the Contract by the Contractor.

(NOTE: To the extent Capitalized terms are used throughout this RFP, those terms shall have the same meaning as defined in the Contract.)

3.2. CONTRACT CHARACTERISTICS

3.2.1. Contract Start-Up, Term and Termination: The Contract shall commence as of July 1, 2026, and the initial term of the Contract shall be for three (3) years, ending June 30, 2029 (the "Initial Term"). The School District shall have the option, in its sole and absolute discretion, to renew the Contract by up to two (2) additional years on a year-to-year basis, subject to the written approval of the School District (each a "Renewal Term" and collectively the "Renewal Terms"). The Contract may be terminated in accordance with the terms contained therein.

3.2.2. Insurance Certificates:

3.2.2.1. Insurance Certificates: An Insurance Certificate evidencing all insurance coverage required by the Contract shall be provided by

the Contractor to the School District within fifteen days of the award of the Contract.

3.2.2.2. Failure to Furnish Insurance: If the Contractor refuses or fails to submit the required Insurance Certificates prior to or within the applicable fifteen (15) day period, the School District will consider the Contractor to have abandoned all rights and interests in the Contract award, and the Services may be awarded to another Contractor who submitted a Proposal in response to this RFP.

3.2.3. Services: The Contractor shall perform all of the Services awarded by the School District in accordance with the terms and conditions of this RFP and Contract. Additionally, the Contractor, by submitting a Proposal, expressly acknowledges that it is the intent of these RFP specifications and the Contract that the Facilities are kept neat, clean, safe and in a condition that **enhances the** School District's educational environment at all times. These RFP and Contract specifications should, therefore, be referred to as a minimum guide for, rather than a limitation to, the Contractor to clean and maintain the Facilities.

3.2.4. Personnel/Staffing Levels: Throughout the Initial Term, and any Renewal Term(s) which is/are exercised, the Contractor shall provide all personnel (including management, supervision, related administrative personnel and custodial personnel) necessary for the provision of the Custodial Services for the Facilities assigned under the Contract and shall not reduce the level of staffing or coverage agreed upon in the Contract without the express written consent of the School District. The Contractor shall also recruit, background check (as required under the Contract), employ, train, compensate, and supervise all personnel (including any substitute personnel) necessary for the Contract.

Although the School District is looking to obtain a similar level of staffing/coverage in the Facilities, the personnel information provided by the School District is for the purposes of detailing the School District's **desired** operations and scope of services the School District currently provides. While these set out of the minimum expectations of the School District relative to the Services, these are not requirements as to how the Contractor must operate provided that the Contractor continuously provides the agreed upon staffing levels and continuously performs the Custodial Services in accordance with the Contract. However, if any Contractor believes that the Services required under this RFP and the Contract will require more, or less, Contractor employee FTEs or coverage, the Contractor must clearly indicate any alternate staffing with the corresponding price and FTE difference. Regardless of the minimum specified hours and staffing, it is the Contractor's responsibility to maintain the standard of cleanliness and its operational function specified in this RFP and the Contract and to provide a sufficient number of employees as agreed upon to ensure that the requirements of this RFP and the Contract are met and that each Facility is effectively cleaned and maintained and operational on a daily basis in a manner

satisfactory to the School District, and that all Facilities are cleaned, open, fully staffed and operational during all hours of operation for the Facilities.

Contractors shall familiarize themselves with the extent of the School District's activities (both daily and weekend usage) and make preparations to provide staffing necessary to cover these events. Weekend coverage for non-School District sponsored events, if requested by the School District, will be covered in accordance with the Contract.

- 3.2.5. Fingerprinting and Background Checks:** The Contractor and all of its employees and agents providing Services for the School District shall meet the requirements of the School Safety Initiative Legislation, being MCL 380.1230, 380.1230a, 380.1230c, 380.1230d and 380.1230g, in accordance with the terms and conditions set forth in the Contract.
- 3.2.6. Hold Harmless/Indemnification:** The Contractor shall indemnify, defend and hold the School District harmless pursuant to the terms and conditions of the Contract.
- 3.2.7. Compliance with Laws:** The Contractor shall comply with any and all federal, state, or local laws, rules, ordinances, policies and regulations, including any licensing and permitting requirements, applicable to providing the Services anticipated in this RFP and the Contract, including, but not limited to, commercial driver's license, driver's licenses, etc. The Contractor, including all employees and agents shall perform all Services in accordance with all State licensing laws including: the Electrical Administrative Act, PA 217 of 1956, as amended; the Forbes Mechanical Contractors Act, PA 192 of 1984, as amended; the State Plumbing Act, PA 733 of 2002; the Boiler Act, PA 290 of 1965, as amended; and the Elevator Safety Act, PA 227 of 1967. The Contractor, including its employees and agents, shall be responsible for knowing the School District's policies and procedures concerning appropriate behavior of persons in its Facilities and, on its properties, including for example, the prohibitions of sexual harassment and smoking, and shall comply with all such policies and procedures. The School District shall use its best efforts, as reasonably requested by the Contractor, to assist the Contractor to comply with any and all applicable federal, state or local laws, rules and regulations. The Contractor by providing its Proposal to the School District represents and warrants that it shall at all times be in compliance with any and all applicable federal and state laws, rules, ordinances, policies and regulations and licensing and permitting requirement applicable to providing the Services anticipated in this RFP and the Contract. The Contractor shall in the performance of such Services pursuant to this RFP, its Proposal and the Contract, fully comply with any and all applicable federal, state, or local laws, rules and regulations, and shall indemnify, defend and hold the School District harmless from any liability from its failure to so comply. Additionally, all Custodial Services must be in compliance with OSHA/MIOSHA, and the Right-to-Know laws. The Contractor shall be

responsible and liable for the safety, injury and health of its personnel/employees while its personnel/employees are performing the Services for the School District.

IV. PRICING QUOTES

4.1. COST INDEXING

The Contractor's fee for all Services described in this RFP **MUST** be submitted for the Initial Term of the Contract. Moreover, the Contractor, by submitting its Proposal, agrees to convene at least twice annually with representatives of the School District, for the purpose of evaluating the efficiency of the performance of the Contract, so that further efficiencies may be uncovered and implemented into the Contract. As part of this process, and by submitting their Proposal, the Contractor agrees to pass along any savings to the School District.

4.2. PRICING

The School District is seeking proposal pricing for the Services as set forth below. The Contractor must submit its pricing on the Proposal Pricing Forms attached hereto as **APPENDIX F**.

4.2.1. Custodial Services Pricing: The School District is seeking Proposals that include the staffing plan, costs and pricing quotes for the Custodial Services as broken down and set forth in the Pricing Forms included in **APPENDIX E**. The pricing for each category shall be based upon the proposed staffing schedule, proposed wage scales, number of total man hours, as well as the total number of Full Time Equivalent ("FTE") personnel, included under the quoted pricing. This pricing shall be based upon an **everyday cleaning** schedule at all Facilities. This pricing must be expressed as not-to-exceed amounts, and must be inclusive of all costs and expenses of Contractor for all costs and fees for the component of the Services being quoted. Except to the extent the pricing is broken down into specific categories, the pricing shall include all wages, benefits (including medical/health benefits), supplies, equipment and uniforms necessary to perform the Services at these Facilities. These prices are to include Custodial Services coverage Monday through Friday at all Facilities, plus Weekend Coverage in accordance with the desired staffing plan set forth in **Appendix C** and the Contract.

4.2.2. Substitute Staffing Program: The School District is seeking the amount that would be charged for the substitute (fill-in) staffing program that Contractor will have dedicated to the School District to provide the Services that will be provided by the Contractor under the Contract.

4.2.3. Consumable Supplies Pricing: The School District is seeking the amount that would be charged for the Consumable Supplies that will be provided by the Contractor under the Contract (and not provided by the School District).

4.2.4. Cleaning Supplies Pricing: The School District is seeking the amount that would be charged for the Cleaning Supplies that will be provided by the Contractor under the Contract.

- 4.2.5. Equipment Pricing:** The School District is seeking the amount that would be charged for the Equipment (including maintenance, repairs and replacement) that will be provided by the Contractor under the Contract.
- 4.2.6. Mark-Up on Pass-Through Services:** For those components of the Services that the Contractor may request to engage an outside contractor (such as carpet cleaning or gym floor refurbishing), the School District is seeking the percentage mark-up that will be charged on these services.
- 4.2.7. Overhead & Profit:** The School District seeking amount the Contractor will charge the School District for overhead & profit for the Services under the Contract.
- 4.2.8. Pricing for Modification of Space:** The School District is seeking pricing on a “cost per square foot” basis to be used to develop the increase or decrease in Contractor’s Custodial Services pricing under the Contract if a modification to the Facilities is implemented. This cost per square foot pricing should include all costs for management, labor, etc.
- 4.2.9. FTE Pricing:** Proposals should also include the amount the pricing would be increased/decreased if the School District requested the addition/removal of ½ of an FTE, and/or 1 FTE, for each type of service.
- 4.2.10. Hourly Pricing:** The School District is also seeking the per/hour charge for any services requested by the School District, but outside of the scope of the Services. This shall include the straight hourly pricing, holiday, weekend and emergency pricing. The hourly pricing would be utilized for requested services at Facilities that do require non-regular/periodic coverage.
- 4.2.11. Service Credit:** The School District is also seeking the per/hour amount that would be credited to the School District for any hours of work not performed (and not hours worked by Contractor) during the scheduled shifts set forth in the Staffing Plan. This amount would be credited to the School District for such hours monthly.
- 4.2.12. Cost Increases:** The School District has the option, in its sole and absolute discretion, to extend the Contract on an annual basis for up to two (2) additional Renewal Terms. The Contractor shall provide its proposed pricing schedule for the upcoming Renewal Term at least 120 days prior to the end of the Initial Term, or respective Renewal Term. Notwithstanding the foregoing, compensation for any Renewal Term of the Contract shall be adjusted by the percentage increase or decrease, if any, between the index number, as established by the Consumer Price Index, All Items, for the Detroit Metropolitan Area, published by the United States Department of Labor, Bureau of Labor Statistics, provided however, any such increase shall not exceed three percent (3%) in any Renewal Term or extension of said Contract.

V. PROPOSAL

5.1. PROPOSAL FORMS

Each Contractor shall submit its Proposal using the forms set forth in the appendices of this RFP, along with any other information required by this RFP or deemed necessary and appropriate by the Contractor for evaluation of its Proposal.

5.2. PROPOSAL CHECKLIST

In addition to the Proposal Pricing Form and Proposal Staffing Form and any information required under Section 1.6 above, please attach copies of the following documents to your Proposal:

- 5.2.1.** Introduction of Contractor's Background and Qualifications and Executive Summary of the Proposal.
- 5.2.2.** A detailed list setting forth any exceptions to the RFP and/or Contract, or other special considerations or conditions of the Contractor, including explanations of such exceptions or the reason such terms and conditions of the RFP or form of Contract cannot be met by, or are not applicable to, the Contractor.
- 5.2.3.** List of Contractor's References.
- 5.2.4.** Contractor's Verification of addenda to the RFP, if any.
- 5.2.5.** Contractor's In-Service training and Staff Educational Programs.
- 5.2.6.** Contractor's Insurance Certificate(s) and worker's compensation experience modification factor on a document from the Contractor's worker's compensation insurance carrier.
- 5.2.7.** Contractor's List of any and all Litigation or Regulatory Proceedings.
- 5.2.8.** Transition Plan/Implementation Schedule.
- 5.2.9.** Contractor Equipment List.
- 5.2.10.** Familial Disclosure Affidavit.
- 5.2.11.** Iran Linked Business Affidavit.
- 5.2.12.** Detailed staffing plan for each Facility showing the number of staff and hours of coverage per shift per Facility proposed by the Contractor.
- 5.2.13.** Detailed information regarding the wage scales and benefits (health/medical/fringe) to be offered by the Contractor to its personnel, designated by classification of personnel.

ROMEO COMMUNITY SCHOOLS
REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES
INDEX OF APPENDICES

The following appendices set forth the School District's background and operational information and are provided to assist Contractors in understanding the School District's current operations, as well as provide examples of the procedures the School District has in place to assist Contractors in formulating their Proposal in response to the above-referenced RFP.

Appendix A – School District Facilities Information

Sec 1 – Overview of Cleanable Areas and Square Footage of each Facility¹

Sec 2 – Snow Removal Maps¹

Appendix B – Current Custodial Tasks & Supplies

Sec 1 – Current Custodial Tasks/Duties and Frequency Schedules

Appendix C – Desired Staffing Information

Sec 1 – Desired Custodial Staffing Detail

Appendix D – Form of Contract

Appendix E – Proposal Pricing Form

Appendix F – Proposal Staffing Form

Appendix G – Familial Disclosure Affidavit

Appendix H – Iran Linked Business Affidavit

¹ Floor Plans & Maps will be provided only at the Pre-Proposal Conference for security purposes.

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX A

ROMEO COMMUNITY SCHOOLS
REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES

APPENDIX A-1

To Be Provided at Pre-Proposal Conference

ROMEO COMMUNITY SCHOOLS
REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES

APPENDIX A-2

To Be Provided at Pre-Proposal Conference

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX B

ROMEO COMMUNITY SCHOOLS

REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES

APPENDIX B-1

GENERAL CLASSROOM	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Check Light fixtures to ensure proper function	X				Report issues in a timely manner through FMX
Light fixtures cleaned				X	
Electrical Outlets are Safe and Maintained	X				
Empty Trash	X				Replace liner as needed.
Empty Pencil Sharpener / Maintain	X				
Dust Horizontal Surfaces - High		X			Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low		X			Keep free of dust and dirt accumulation.
Unit Ventilation Cleaned				X	
Clean and Maintain Furniture			X		
*Clean Chalkboards/ Whiteboards			X		Do not clean any areas indicating "SAVE".
Clean Erasers (if applicable)	X				Use a wet cloth or vacuum.
Clean/Wipe Student Desks	X				
Clean Counter Areas	X				
Sinks Cleaned (Stainless Polished)	X				
Check Dispensers	X				Replenish supplies as needed.
Clean Entrance Door Glass	X				
Clock Operating Properly	X				
Windows and Windowsills Cleaned	X			X	
Spot Clean Walls/ Doors			X		
Clean Door Handles	X				
Vacuum Carpeted Areas	X				
Dust Mop Floor	X				
Spot Mop Floor	X				

Floor Drains (if applicable) Cleaned and Maintained			X	
Spot Clean Carpeting and Base Molding		X		
Deep Clean Carpeting (Scrubber)			X	At least annually
Replace Burned Out Bulbs			X	
Disinfect Desks, Table Tops, Counter Tops	X			
Disinfect Touch Points	X			
Notes: COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL				

OFFICE, MEDIA CENTER, LARGE SPACE	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Empty Trash	X				Replace liner as needed
Empty Pencil Sharpener / Maintain	X				
Dust Horizontal Surfaces - High		X			Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low		X			Keep free of dust and dirt accumulation.
Unit Ventilators Cleaned				X	
Clean Vents / Exhaust Fans				X	
Clean Chalkboards / Whiteboards	X				Do not clean any areas indicating "SAVE".
Clean Erasers (if applicable)	X				Use a wet cloth or vacuum.
Clean Desks / Tables	X				Do not touch or remove anything.
Clean and Maintain Furniture				X	
Clean Office Phones	X				
Clean Counter Area	X				
Clean Sinks / Drinking Fountains	X				
Check Dispensers	X				Replenish supplies as needed.
Spot Clean Walls / Doors			X		
Clean Door Handles	X				
Clean Windows & Windowsills / Glass	X			X	
Clock Operating Properly	X				Report any problem to Technology
Vacuum Carpeted Areas	X				
Dust Mop Floor	X				
Spot Mop Floor	X				
Spot Clean Carpeting	X				
Base Molding Cleaned and In Place				X	

Showcases Cleaned			X	X	
Restrooms	X				Refer to restroom procedures.
Clinic Areas	X				Disinfect beds and mop floor daily.
Shut Off Lights	X				
Secure Windows / Lock Doors	X				
Light Fixtures Cleaned	X			X	
Light Fixtures Functioning Properly	X				
Report Burned Out Bulbs / Repairs	X				Submit FMX Maintenance Request.
Electrical Outlets are Safe and Maintained	X				
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				
Ceiling Cleaned and Maintained/Tiles Replaced					
Storage Areas Cleaned				X	
Office Areas Cleaned	X				
Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

EARLY CHILDHOOD, KINDERGARTEN	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Empty Trash	X				Replace liner as needed.
Empty Pencil Sharpener / Maintain	X				
Dust Horizontal Surfaces - High		X			Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low		X			Keep free of dust and dirt accumulation.
Clean Chalkboards / Whiteboards	X				Do not clean any areas indicating "SAVE".
Clean Erasers (if applicable)	X				Use a wet cloth or vacuum.
Clean / Wipe Student Desks	X				Remove graffiti, tape, glue, gum, etc.
Clean Sinks / Drinking Fountains	X				Wipe with stainless steel cleaner/polish
Clean Counter Areas	X				
Check Dispensers	X				Replenish supplies as needed.
Clean Entrance Door Glass	X				
Spot Clean Walls / Doors			X		
Clean Door Handles	X				
Vacuum Carpeted Areas	X				
Dust Mop Floor	X				
Mop Floor Completely			X		
Spot Clean Carpeting	X				
Shut Off Lights	X				
Secure Windows / Lock Doors	X				
Report Burned Out Bulbs / Repairs	X				Submit FMX Maintenance Request.
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				

Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). **COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL**

KITCHEN & CAFETERIAS	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Empty Trash	X				Replace liner daily.
Empty Recyclables		X			Empty into proper waste or recycling dumpster.
Clock Operating Properly	X				
Dust Horizontal Surfaces - High		X			Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low		X			Keep free of dust and dirt accumulation.
Clean Vents / Exhaust Fans		X			Keep free of dust and dirt accumulation.
Refrigerator/Freezer Grills Dust Free			X		
Ceiling Tiles Maintained and in Place	X				
Clean/Maintain Lunch Tables	X				After the last lunch clean and disinfect all tables.
Chairs or Benches Cleaned / Maintained	X				
Clean Sinks / Drinking Fountains	X				Disinfect hand sinks only.
Clean / Sanitize Restrooms	X				
Check Dispensers	X				Replenish supplies as needed.
Milk Coolers Cleaned	X			X	
Grease Traps Cleaned				X	
Drinking Fountains Cleaned and Maintained	X			X	
Light Fixtures Cleaned				X	
Spot Clean Walls/ Doors		X			
Clean Door Handles	X				
Clean Windows / Glass	X				
Dust Mop / Sweep / Wet Mop Floor	X				Sweep and mop under all portable equipment.
Mop Entire Floor or Auto Scrub	X				Use a degreaser.
Base Molding Cleaned and Intact				X	

Clean Matting	X				
Floor Drains / Add Water	X				This procedure prevents sewer gas odors.
Secure Windows / Lock Doors	X				
Electrical Outlets are Safe and Maintained	X				
Shut Off Lights	X				
Light Fixtures Functioning Properly	X				
Report Burned Out Bulbs/ Repairs	X				Submit FMX Maintenance Request.
Extinguisher Boxes Cleaned and Maintained				X	
Fire Extinguishers Fully Charged and In Place				X	
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				
Notes: Boxes must be broken down and dispensed of (Daily). Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

RESTROOMS, LOCKER ROOMS	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Sweep Floor / Flush Toilets & Urinals	X				
Empty Trash / Sanitary Receptacles	X				Replace liner as needed.
Disinfect / Clean Toilets & Urinals	X				Use a "Red" Johnny Mop.
Disinfect / Clean Sinks	X				Use a "Blue" Johnny Mop.
Clean Walls and Shower Heads	X				Use tile and grout cleaner as needed.
Check Dispensers (Soap & Paper)	X				Replenish supplies as needed.
Entrance Doors Maintained (Clean Kick Plates)	X				
Clean Mirrors and Door Handles	X				
Hair Dryers Cleaned and Working	X				
Clean Partitions	X	X			Remove graffiti / marks. Graffiti must be removed daily.
Dust and Clean Horizontal Surfaces	X				
Spot Clean Walls/ Doors	X				
Clean Locker Tops	X				
Clean Locker Fronts	X				Remove graffiti / marks.
Clean Vents / Exhaust Fans				X	Keep free of dust and dirt accumulation.
Drinking Fountain and Cuspidor Cleaned	X			X	
Ceiling Tiles Clean and In Place	X			X	
Floor Drains Clear & Operating / Add Water	X				This procedure prevents sewer gas odors.
Mop Floors / Sanitize As Necessary	X			X	
Vacuum Pool	X				
Base Molding Cleaned and Intact				X	
Auto Scrub and Mop Pool Deck				X	Support as needed with appropriate personnel
Bleachers Maintained and Operable				X	

Clean Bleachers/Benches	X				Sweep / dust mop and wet mop. Clean under bleachers weekly.
Shut Off Lights	X				
Light Fixtures Cleaned				X	
Light Fixtures Functioning Properly				X	
Emergency Lighting in Operating Order			X		
Exit Lights in Place and in Operating Order	X				
Electrical Outlets are Safe and Maintained	X				
Report Burned Out Bulbs / Repairs	X				Submit FMX Maintenance Request
Secure Windows / Lock Doors	X				
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				
Safety/Testing Equipment Stored Properly and Maintained	X			X	
Storage Areas Cleaned				X	
Office Areas Cleaned	X				
Fire Extinguishers Fully Charged and In Place				X	
Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

GYM, WRESTLING, WEIGHT ROOMS	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Empty Trash	X				Replace liner as needed.
Clock Operating Properly	X				Inspect and report issues through FMX Technology
Dust Horizontal Surfaces - High	X				Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low	X				Keep free of dust and dirt accumulation.
Unit Ventilators Cleaned				X	
Clean Vents / Exhaust Fans	X				Keep free of dust and dirt accumulation.
Dust Mop / Sweep / Vacuum Floor	X				Remove gum and black marks.
Spot Clean Walls / Doors	X				Remove graffiti and scuff marks.
Stairway Walls Maintained	X				
Clean Door Handles	X				
Clean Mirrors	X				
Check Dispensers	X				Replenish supplies as needed.
Bleachers Cleaned				X	
Bleachers Maintained and Operable	X			X	
Wet Mop Wrestling Mats	X				Use a disinfecting solution.
Wet Mop Floor	X				Use a disinfecting solution.
Auto Scrub (if applicable)	X				
Base Molding Cleaned and Intact				X	
Exit Lights in Place and Operable	X				
Emergency Lighting in Operating Order			X		
Shut Off Lights	X				
Light Fixtures Cleaned and Functioning Proper	X			X	
Secure Windows / Lock Doors	X				

Report Burned Out Bulbs / Repairs	X				Submit FMX Maintenance Request
Equipment Storage Room Cleaned and Organized			X		
Overhead Structures Clean and Free of Obstacles				X	
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				
Fire Extinguishers Fully Charged and in Place				X	
Extinguisher Boxes Cleaned and Maintained				X	
Drinking Fountains Cleaned and Maintained	X			X	
Electrical Outlets are Safe and Maintained	X				
Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

AUDITORIUMS	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Empty Pencil Sharpener / Maintain	X				
Empty Trash	X				Replace liner as needed.
Dust Horizontal Surfaces - High		X			Keep free of dust and dirt accumulation.
Dust Horizontal Surfaces - Low		X			Keep free of dust and dirt accumulation.
Clean Chalkboards / Whiteboards	X				Do not clean any areas indicating "SAVE".
Clean Erasers (if applicable)	X				Use a wet cloth or vacuum.
Clean Desks / Table Areas	X				Remove graffiti, tape, glue, gum, etc.
Spot Clean Seats			X	X	
Seats Inspected/In Good Working Condition				X	
Remove Debris from Seats	X				
Sweep and Spot Mop Stage	X				
Stage Curtains Inspected and Maintained				X	
Stage Lights Clean and Maintained			X		
Stage Storage Areas Are Cleaned			X		
Stage Material Stored Properly			X		
Dressing Rooms are Cleaned and Maintained				X	
Spot Clean Walls / Doors	X				
Clean Entrance Doors & Handles	X				
Vacuum Carpeted Areas	X				
Drinking Fountains Cleaned and Maintained	X				
Electrical Outlets Inspected for Safety/Maintenance	X				
Base Molding Cleaned and Intact				X	
Dust Mop / Sweep Floor	X			X	

Spot Mop Floor	X			X	
Spot Clean Carpeting	X				
Clean Restrooms	X				
Shut Off Lights	X				
Secure Area / Lock Doors	X				
Light Fixtures Functioning Properly	X				
Exit Lights in Place and in Operating Order	X				
Projection Room Cleaned and Maintained				X	
Report Burned Out Bulbs / Repairs	X				Submit FMX Maintenance Request
Disinfect Table Tops & Counter Tops	X				
Disinfect Touch Points	X				
Fire Extinguishers Fully Charged and In Place				X	
Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

Notes: Custodians shall replace missing, stained, or damaged ceiling tiles (As Needed). COMPUTER MONITORS AND SMARTBOARDS SHOULD NEVER BE CLEANED BY CUSTODIAL					

[illegible]

EXTERIOR AREAS	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED	NOTE....Refer to procedures
Flag Pole/Rope Maintained	X				
Check Grounds for Trash	X				
Playground Equipment Inspection			X		Fill out appropriate Playground Inspection Report (District provided)
Cover Any Exposed Concrete Around Equipment				X	
Main Entrance Cleared/Cleaned	X				
Check for Graffiti	X				
Play Pads/Parking Lot(s) Free of Glass				X	
Exterior Glass Cleaned and Maintained				X	
Sidewalks Maintained				X	
Sweep Ramp/ Salt and Shovel					Pending weather conditions. Custodians will be responsible for snow removal from the building entrances to the sidewalk. They will also be responsible for salting all walkways. Custodians will also assist with walkway snow removal as needed. A district contractor or other designee will be responsible for normal walkway snow removal. All doors need to be cleared so
Notes:					

ROUTINE CLEANING	DAILY	EVERY OTHER DAY	WEEKLY	AS NEEDED
Head custodian completes visual inspection around the building each morning identifying trash, broken glass, outside water leaks, etc.	X			
Head custodian completes visual inspection inside each building, confirms HVAC is working and buildings have been cleaned properly.	X			
Custodians shall be responsible for accepting and unloading supply deliveries.				X
Custodians shall be responsible for delivering supplies within building, moving furniture, and event setups and takedowns.				X
Custodians shall be responsible for minor repairs such as assembling furniture, adjusting desks and tables, etc.				X
Custodians shall replace missing, stained or damaged ceiling tiles				X

ADDITIONAL MAINTENANCE DUTIES	DAILY	EVERY OTHER DAY	WEEKLY	MONTHLY	NOTE....Refer to procedures
Maintain Interior Courtyards*			X		Mowing and edging
Inspect Playground Equipment	X				Inspect for damage/wear. Submit FMX Maintenance Request if repairs are needed.
Inspect Fire Extinguishers				X	Initial tags, report any extinguishers out of charge range.
Empty Exterior Trash Bins	X				

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX C

ROMEO COMMUNITY SCHOOLS
REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES

APPENDIX C-1

Romeo Community Schools Desired Staffing Levels			
<u>Location/Building</u>	<u># of Staff (FTE)</u>	<u>Shift</u>	<u>Hours of Shift</u>
Romeo High School*	8 Staff		Hours
	1	Day	5:00a – 1:30p
	2	Mid Shift	8:00a – 4:30p
	1	Lead	2:30p – 11:00p
	4	Afternoon	3:00p – 11:30p
Romeo Middle School*	6 Staff		
	1	Day	5:00a – 1:30a
	2	Mid Shift	8:00a – 4:30p
	1	Lead	2:30p – 11:00p
	3	Afternoon	3:00p – 11:30p
9th Grade Academy	3.5 Staff		
	1	Day	6:00a - 2:30p
	1	Lead	2:00p – 10:30p
	1	Afternoon	2:30p – 11:00p
	.5	Nights	7:00p – 11:00p
Amanda Moore Elementary	2.5 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	.5	Nights	7:00p - 11:00p
Hamilton-Parsons Elementary	2.5 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	.5	Nights	7:00p - 11:00p
Hevel Elementary	3 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	1	Nights	2:30p - 11:00p
Indian Hills Elementary	3 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	.5	Nights	2:30p - 11:00p
Washington Elementary	2.5 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	1	Nights	2:30p - 11:00p
Croswell ECC	2.5 Staff		
	1	Day	6:00a – 2:30p
	1	Lead	2:30p – 11:00p
	.5	Nights	7:00p - 11:00p

Administration	.5 Staff		
	.5	Nights / Flexible	6:00p -10:00p
Transportation	.5 Staff		
	.5	Nights/Flexible	3:00p -7:00p
Supervision	2 Staff	Shifts	Hours
		Day Manager	1 st shift / Flexible
		Night Supervisor	2 nd shift
Supervisory staff to be available for 3 rd shift staff as needed.			
* - NOTE: One Shift at High School (HS) and the Middle School (MS) should be schedule for Tues-Sat. so that the HS and MS has coverage from 7-3 on Saturdays during the school year.			

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX D

CUSTODIAL SERVICES CONTRACT

This **CUSTODIAL SERVICES CONTRACT** (the “Contract”) is entered into as of this _____ day of _____, 2026 (the “Effective Date”) by and between the **ROMEIO COMMUNITY SCHOOLS**, a Michigan general powers school district, whose address is 316 N. Main Street, Romeo, Michigan 48065 (the “School District”) and _____, a _____, whose address is _____ (the “Contractor”). The School District and Contractor may each be referred to herein as a “Party” and collectively as the “Parties.”

Recitals

A. The School District issued a Request For Proposals for Custodial Services Contract dated January 22, 2026, as amended (collectively the “RFP”), the purpose of which was to solicit proposals from qualified entities with the ability to deliver a turnkey solution to provide the custodial, cleaning and related services for the School District’s Facilities, as well as the provision of supplies, equipment and other services requested by the School District for the School District’s Facilities.

B. In response to the RFP, the Contractor submitted to the School District a Proposal dated _____, 2026 (the “Proposal”) to provide the Custodial Services contemplated by the RFP.

C. Pursuant to the terms of the RFP, the Contractor is required to enter into a written contract in accordance with the School District’s written acceptance of its Proposal.

D. The Parties agree that certain terms, conditions and provisions of the RFP and the Proposal must be further clarified, and that certain additional terms and conditions need to be expressly set forth by way of this Contract.

NOW THEREFORE, in consideration of the foregoing and the mutual covenants set forth herein, the Parties agree as follows:

I. RESTATEMENT CONSTITUTES THE CONTRACT

A. Incorporation by Reference. The object of this Contract is to formalize in one document the complete agreement between the Parties, and to do so by specifically incorporating by reference into this Contract, the RFP, all Addenda to the RFP, the Proposal and other related documents, and by including certain additional necessary or appropriate Contract terms, particularly where the Contract terms agreed to by the Parties during the RFP negotiation process do not correspond with the RFP and/or the Proposal.

B. Order of Precedence. The Contract Documents, which are all incorporated herein by reference, include the following:

1. This Contract, including all Attachments hereto;
2. The RFP, as amended; and
3. Contractor’s Proposal.

To the extent that the terms and conditions of the Contract Documents are in conflict, the terms and conditions shall be interpreted in the above-referenced order from 1 to 3. However, the Parties also agree that where there is not a conflict between any of the terms and conditions contained in the above-referenced Contract Documents, all of the Contract Documents shall be binding upon both Parties; provided however: (i) in the event of a conflict, the Contractor will provide the greater quantity or quality of Services; and (ii) for the avoidance of doubt, to the extent the Contractor's Proposal contains provisions, terms or conditions that are less protective of the School District than those in this Contract, those provisions are not applicable unless they are expressly accepted by the School District in writing and incorporated into this Contract.

II. CONTRACT DURATION AND TERMINATION

- A. Initial Term.** The term of this Contract shall be for a period of three (3) years, commencing July 1, 2026 and ending June 30, 2029 (the "Initial Term").
- B. Renewal Term(s).** The School District shall have the option to extend this Contract by up to two (2) additional years on a year-to-year basis (each a "Renewal Term"), subject to the written approval of the School District, in its sole and absolute discretion. Nothing in this Contract requires the School District to exercise its option for a Renewal Term and Contractor has no expectation of a contract beyond the Initial Term, or a Renewal Term if any are exercised.
- C. Termination for Cause by the School District.** In the event the Contractor fails, at any time, to comply with, fully perform and strictly adhere to any covenant, condition or representation contained in this Contract and the other Contract Documents, whether it be performed by the Contractor, its agents or employees, the School District shall have the right to provide written notice to Contractor of such failure. If such failure is not cured to the School District's satisfaction, within ten (10) days from the time of receipt of such notice, the School District shall have the right to terminate this Contract, immediately without the requirement of any further written notice. Furthermore, in addition to the rights of the School District under Section III.B., if the School District must regularly request that the Contractor cure breaches of this Contract, such circumstances shall be grounds for termination of this Contract for cause, in accordance with the terms hereof, even if each breach on its own would not be material. Notwithstanding the foregoing, if any actions or inactions of the Contractor, its agents or employees, poses a serious or imminent i) threat to the health and safety of any person, or ii) loss to any real or tangible property of the School District, the School District may terminate this Contract immediately if such default is not cured by Contractor within twenty-four (24) hours of Contractor's receipt of written notice of such default. Furthermore, if Contractor becomes insolvent, or seeks protection of any bankruptcy court, the School District may immediately terminate this Contract.
- D. Termination for Convenience.** Notwithstanding Section II.C. above, the School District, on at least six (6) months advanced written notice to the Contractor, may

terminate this Contract, or any portion thereof, for any reason, including convenience, without incurring any penalty, expense or liability to the Contractor except the obligation to pay for Services actually performed under the Contract prior to the effective date of the termination.

- E. **Effect of Termination.** If this Contract is terminated in accordance with any of the provisions contained herein, all rights of the Contractor under this Contract shall cease. Regardless of the basis for termination, the School District shall neither be liable to, nor obligated to pay, the Contractor for any incidental or consequential damages or lost profits, or costs incurred for Services not actually performed.

III. SCOPE OF SERVICES

The Contractor shall perform the Custodial Services (as defined herein and may also be referred to herein as the “Services”) for those School District facilities set forth in **Attachment A** (each a “Facility” and collectively the “Facilities”). The Services provided by Contractor for the Facilities shall include the full scope and manner of Services as set forth in the RFP this Contract, including the responsibility of the Contractor to provide the designated labor, personnel, supplies and equipment necessary to fully perform the Custodial Services at the Facilities.

- A. **Scope of Custodial Services.** The Contractor shall manage and provide the Custodial Services as described in the RFP and this Contract for the Facilities listed in **Attachment A**. The Custodial Services include the manner, scope and frequency of duties/tasks set forth in **Attachment B-1** of this Contract, including those duties/tasks that may not be specifically described in this Contract, but are a component of or necessary to perform the Custodial Services (the “Custodial Services”). The Custodial Services also include the performance of certain snow removal from areas adjacent to certain Facilities as further described in Section III.D. below and in the manner, scope and frequency set forth in **Attachment B-2** of this Contract. The Contractor agrees that it will maintain an up-to-date checklist of all Custodial Services that must be performed for each Facility and associated areas and these checklists will be maintained in all custodial closets and attached to all custodial carts.
- B. **Standards of Services.** The Contractor shall perform all Services in a professional and workmanlike manner, utilizing properly trained and licensed (when legally required) personnel in accordance with the terms and conditions of this Contract. The Contractor agrees to supply and perform all Services in accordance with the terms and conditions of this Contract and shall re-perform any Services, at no additional cost or expense to the School District, that do not meet the quality standards of the School District or terms and conditions of this Contract. The Contractor expressly acknowledges that the Contractor’s failure to perform the Services and maintain the level of staffing coverage set forth in this Contract and/or the quality, cleanliness and operational standards of the School District and this Contract, including Attachments hereto, shall be grounds for termination of part or all of this entire Contract by the School District. The Contractor agrees to schedule its personnel for all designated shifts to ensure all

Facilities are open and operational each day and the Contractor has assigned its personnel to provide the designated coverage and perform all the required Services each day at all Facilities in accordance with this Contract, even if the School District has a snow day or “calamity” day or if the School District is on a scheduled break. *At a minimum, all Facilities shall be maintained at an Association of Physical Plant Administrators (“APPA”) Level 2.*

- C. Services During Scheduled Breaks and Summer Vacation.** The performance of Services during the School District’s scheduled breaks and summer vacation is required under this Contract and must be coordinated with the School District Liaison. The Contractor’s schedule and duties during scheduled breaks and summer vacation must not be altered and also must be developed with the goal of minimizing interference with any scheduled instructional or extra-curricular activities, or with contracted work being performed by the School District or others. The Contractor may utilize “team cleaning” during any scheduled breaks and the summer vacation to address the School District’s Facility usage and energy conservation initiatives, provided the School District Liaison is notified in advance, and further provided the team cleaning does not render a Facility without all coverage unless agreed to in writing by the School District Liaison. In any event, the Contractor shall not modify or reduce its staffing plan, scheduled coverage hours and/or levels of service from that provided for in this Contract unless otherwise consented to by the School District in writing.
- D. Snow Removal Services.** For those Facilities listed in Attachment A, the Contractor shall be responsible for all routine snow and ice removal from, and application of salt/ice melt to all entrances of, and sidewalks and walkways and all other areas listed/identified in Attachment B-2. The Contractor agrees that if weather conditions require, Contractor will ensure all necessary personnel are available to clear all snow and apply salt/ice melt prior to the start of school and will also have personnel properly staffed for all regularly scheduled shifts throughout the day. When snow continues to fall, it is expected that Contractor personnel will re-clear the designated areas as needed to assure maximum safety for visitors/users of the Facilities. All necessary salt/ice melt will be procured in accordance with Section VI.A. of this Contract.
- E. Emergency Services.** The Contractor agrees to respond to any emergency requests made necessary by rain, plumbing failure, mechanical failures, leaks, accidents or as otherwise requested by the School District; 24 hours per day, 7 days per week, 365 days per year. Any Services of this nature must be pre-approved by the School District Liaison or other designated administrator on-call. Any additional charges for these Services shall be in accordance with the Emergency Rate set forth in Attachment C of this Contract. The Contractor will be expected to answer any after-hours security calls and to respond to “after-hours” issues at the Facilities during designated periods. The Contractor shall notify the School District Liaison immediately when it receives after-hours security calls and all responses to after-hours issues Monday through Friday shall be at no additional charge to the School District. If such response is due to the acts or omissions of the Contractor or its employees or agents, there shall be no

additional charges to the School District. Any invoice for these Services must include the Facility, date, area(s) affected, scope of work performed, hours expended by contract personnel, and name of person authorizing the work.

- F. Holiday Services.** The Contractor is not required to provide Services on the holidays listed below; however, Contractor employees and work crews must be scheduled in such a way as to ensure that all Facilities are clean and ready to open the next business day. If work is requested by the School District Liaison for a observed holiday listed below, the Contractor may charge the School District for these Services at the Holiday Rate provided in **Attachment C** of this Contract. Except for those holidays listed below, the Contractor will be required to provide the Services in all School District Facilities during all break periods at no additional charge. If an observed holiday falls on a weekend or other day in which school is in session, the Parties agree to negotiate a mutually agreeable alternative day to observe the respective holiday. The Contract Pricing includes Contractor employees receiving pay for these holidays. The observed holidays are as follows:

New Year's Day	Good Friday	Memorial Day
Independence Day	Labor Day	Thanksgiving Day & day after Thanksgiving Day
Christmas Eve	Christmas Day	New Year's Eve

- G. Weekend Services.** The Contractor will be required to provide coverage for events at various Facilities on Saturdays and/or Sundays potentially on very short notice at all Facilities. The School District will endeavor to provide the Contractor with as much advanced notice as possible to ensure all activities and events are covered. The Contractor shall be responsible for reviewing the School District's facility scheduling to ensure the Contractor has coverage for up-coming Weekend Services. Moreover, the School District Liaison and Contractor Manager will convene weekly to review up-coming weekend coverage needs and review on-going Weekend Services usage so that all Weekend Services needs are adequately met. The Contract Pricing includes the performance of services on the weekends (Saturday and Sunday) to the extent set forth in the Staffing Plan attached hereto as **Attachment D** during each year of the Initial Term and Renewal Term(s) if exercised (the "Weekend Services"). If the School District requests services on weekends in addition to that set forth in the Staffing Plan in **Attachment D**, the Contractor may charge the School District at the Weekend Rate set forth in **Attachment C** of this Contract. If weekend coverage as set forth in the Staffing Plan is not provided at the Facilities, the Contractor agrees credit the School District for the shifts not provided based upon the Service Credit hourly rate set forth in **Attachment C** of this Contract.

IV. CONTRACTOR PERSONNEL

- A. Management Personnel.** The Contractor shall provide the personnel necessary for the efficient management of the Services consistent with Contractor's Staffing Plan and attached hereto as **Attachment D**. The Contractor agrees all

Management Personnel will be dedicated to performing the Services at the School District. The Contractor also agrees to designate one (1) full-time on-site manager (the “Contractor Manager”) who will act as the Contractor’s representative for Contractor’s day-to-day performance of the Services and will be the direct point-of-contact with the School District Liaison on a daily basis regarding the performance of the Services. Once assigned to work under the Contract, the Contractor must provide written notification to the School District Liaison if the Contractor Manager is replaced or removed from working under this Contract by the Contractor. The Contractor shall provide the School District Liaison with a list of all other Management Personnel, including the number for the Contractor-provided cellular telephone where all Management Personnel may be reached at all times in the event the Contractor Manager is unavailable. Unless otherwise designated on the Staffing Plan attached hereto as **Attachment D**, all Management Personnel must be non-cleaning supervisory staff dedicated to ensuring proper performance of the Services in accordance with the terms and conditions of this Contract. The Contractor Manager will be the individual called from the School District’s security phone. The Contractor Manager, or the Contractor’s designated alternate, will be required to answer each call from the School District Liaison within thirty (30) minutes of the time the call is placed and failure to answer the call within said thirty (30) minutes will be considered non-compliance and will be subject to a Deduction under Section XII of this Contract. Furthermore, the Contractor Manager must:

1. Be authorized by the Contractor to act as the Contractor’s agent in all communications with the School District Liaison.
2. Have full authority from the Contractor to schedule working hours, Facility staff assignments and cleaning/custodial procedures.
3. Be able to inspect Facilities at times other than during normal working hours as necessary, and must respond to security calls for doors not being secured etc.

B. Service Personnel. It is the Contractor’s responsibility to maintain the standard of cleanliness, appearance and operational functions of the Facilities specified in this Contract. Accordingly, it is the responsibility of the Contractor to provide sufficient personnel in the amounts set forth in Contractor’s Staffing Plan attached hereto and incorporated herein by reference as **Attachment D**, including all necessary substitute employees to ensure all scheduled shifts are fully covered, who are properly trained and licensed (when legally required) to ensure that the requirements and standards are met and that each Facility is effectively cleaned, maintained and operational on a daily basis in accordance with the terms and conditions of this Contract. The Contractor agrees to require its service personnel to be responsible for their designated area to ensure it is cleaned daily as required under this Contract. The Contractor shall provide all employees (both regular and substitutes) and agents it deems necessary for the efficient provision of the Services; provided that the quantity of Contractor personnel shall at all times be, at a minimum, equal to the amount of personnel set forth in Contractor’s Staffing

Plan, and further provided that the following coverage parameters are maintained at all times:

1. The Services shall be provided twelve (12) months each year at all Facilities.
2. All Contractor employees and agents are staffed so that all Facilities are staffed to perform all Services and accommodate all daily weekday without delay or obstruction in accordance with the Contractor's Staffing Plan attached hereto and incorporated herein by reference as **Attachment D**, provided that, at a minimum, each Facility has coverage during the times mutually agreed to by the Parties and provided to the School District in writing, unless the Contractor receives the prior written consent of the School District Liaison.
3. All Facilities used for daily, after-school or weekend activities or events (including all curricular, extra-curricular, athletic and rental/outside activities and events) are cleaned and prepared, and activities or events are set-up and broken down, at or before the scheduled times identified by the School District.
4. All necessary efforts are made to ensure that the routine cleaning of, or performance of Services for, the Facilities do not interfere with any scheduled activity/event in a Facility.
5. All Facilities are cleaned, prepared and operational prior to the beginning of each school day.
6. All Summer Cleaning tasks/duties are performed, and during the Summer months, the Contractor agrees to modify its coverage schedules for certain Facilities in order to cooperate with the School District's energy conservation policies and practices, under which certain Facilities are open for limited hours, or closed, during portions of the Summer months.

C. Compensation of Contractor Personnel. The Contractor shall be responsible for all salaries, wages, benefits (including health/medical insurance), payroll and other taxes, fees, and other charges or insurance required by any federal, state and local law, statute or regulation (including, but not limited to, unemployment taxes, Social Security contributions, worker's compensation premiums and all similar taxes and payments), attributable to each Contractor employee or agent.

D. Scheduling and General Coverage of Services. The Contractor agrees to perform the Services set forth in this Contract during the coverage hours set forth herein or as otherwise approved by the School District Liaison in writing. The Contractor agrees to **NOT** modify the coverage hours detailed in Section IV.B.2. and **Attachment D** for the Services without the prior written consent of the School District Liaison. The Contractor shall schedule, assign duties for, and make appropriate Facility assignments for its employees and agents to promote flexibility in the cleaning and maintenance functions and performance of the Services to ensure the unimpeded delivery of the instructional and extra-curricular programs and general operations of the School District. Furthermore, the Contractor's schedules and assignment of responsibilities and duties shall be structured in a manner which allows the same to be shifted (flexed) to

accommodate the daily changing needs of the School District Facilities. On a monthly basis, or as otherwise reasonably requested by the School District, the Contractor shall provide an organization chart showing lines of communication, as well as copies of the Facility assignments to the School District Liaison so that the School District's administration, staff and personnel may be adequately informed of the schedules and assignments for both operational and safety purposes. If any Contractor employee Facility assignments and/or duties are modified by the Contractor, the Contractor shall immediately inform the School District Liaison via electronic mail, and the Contractor shall provide copies of the updated organizational chart, work schedules, duties and/or Facility assignments to the School District Liaison within three (3) business days of such modification.

E. Substitute Scheduling. It is expected that the Contractor will provide coverage to perform all Services in accordance with the terms and conditions of this Contract. Accordingly, the Contractor should maintain a pool of trained, licensed (as required under this Contract or where otherwise legally required) and qualified substitutes with the required fingerprinting and criminal background checks, available on short notice, to ensure that the Facilities are staffed by Contractor on a daily basis in accordance with the Staffing Plan attached hereto as **Attachment D** in order to perform the Services without any lapses in coverage. For example, if the absence of a Contractor employee or agent renders a designated shift at a Facility without coverage, the Contractor must provide substitute coverage to accommodate the lapse in coverage created by such absence or be subject to the applicable Contract Pricing adjustment as set forth in Section XIII.B.9 of this Contract. Moreover, the Contractor agrees that its Management Personnel are intended to provide necessary supervisory/management functions for the Services and they will not be used to fill staffing shift vacancies and the Contractor further agrees that if Management Personnel are used to fill staffing vacancies, Contractor may be subject to the applicable Contract Pricing adjustment as set forth in Section XIII.B.9 of this Contract. The Contractor shall be responsible for all costs and expenses (including compensation) for all substitute employees or personnel required by the Contractor to perform the Services as part of the Contract Pricing. For safety and Facility operational purposes, the Contractor is required to promptly inform respective Facility administrator and the School District Liaison via e-mail on the affected day when there will be a change of Contractor employees due to absenteeism or if the Contractor personnel will be unable to fill a designated shift. If the Contractor Manager is unavailable under the Contract, the Contractor shall immediately inform the School District Liaison of the absence and how the Contractor will ensure completion of the respective duties and work. Additionally, Contractor agrees to encourage its personnel to use allotted vacation time during non-student days and if this occurs, the Contractor will not be required to fill substitutes for these shifts provided that no Facility is left without any staff and that all break specifications are completed and/or each Facility is ready for the next school day.

F. Designation of Contractor Personnel. The Contractor acknowledges and agrees that it is of utmost importance to the School District to maintain stability and

continuity of the Services and positions within the School District and the Contractor agrees to maintain stability in its workforce throughout the Initial Term and any Renewal Terms of this Contract. However, upon reasonable written notice, the School District may request replacement of Contractor personnel.

V. PRICING AND PAYMENT TERMS

- A. Contract Pricing.** The Contractor shall perform all Services for the annual sums and/or charges as set forth on Contractor's Contract Pricing for the Initial Term, attached hereto and incorporated herein by reference as **Attachment C** (the "Contract Pricing"). The Contract Pricing includes all costs and expenses for the Services for Monday through Friday staffing coverage at all Facilities and coverage for Weekend Services to be charged as set forth in Section III.G, and Snow Removal Services shall be available 7 days a week to ensure all Facilities are opened at their scheduled times. The Contract Pricing shall not be increased unless mutually agreed to in writing by the Parties. Additionally, the Contractor agrees to convene at least every six (6) months with representatives of the School District, for the purpose of evaluating the efficiency of the performance of this Contract, so that further efficiencies may be uncovered and implemented into the Contract. As part of this process, the Contractor agrees to pass along any savings to the School District.
- B. Additional Services.** If the Contractor is requested by the School District to perform any Emergency Services (*see* Section III.E.), Holiday Services (*see* Section III.F.) or any other services which are outside the scope of the Services set forth in this Contract (collectively the "Additional Services"), the Contractor must receive prior written approval from the School District Liaison before rendering or invoicing for such Additional Services. Any Additional Services which are not specifically addressed in this Contract shall be charged at the respective rate set forth below or based upon a mutually negotiated price agreed upon in writing prior to the commencement of such Additional Services. If the School District requests, in writing, that the Contractor perform Additional Services, the Contractor may charge the School District at the rates set forth in **Attachment C**.
- C. Invoicing.** The Contractor shall invoice the School District as follows:
- Contract Pricing Invoicing.** Contractor shall invoice the School District for the Contract Pricing in monthly installments on a once-per-month basis for all Services rendered under the Contract and the invoice shall be itemized on a Facility-by-Facility basis. Monthly invoices shall itemize charges for labor (including a reconciliation of hours actually worked as compared to that required under **Attachment D**), equipment, and any additional charges, if applicable, for each Facility. For all staffing hours missed and not filled with appropriate substitute staffing, the Contractor shall reduce the monthly invoice in accordance with Section XIII.B.9. of this Contract. Invoices shall be submitted electronically to the School District to the attention of _____ at _____.

2. **Additional Services Charges.** Invoices for approved Additional Services shall include the date and times the Additional Services were completed, the name of the Facility, the type of Additional Services performed and the number of hours (or ¼ hour fraction thereof) worked. Invoices for Additional Services shall be separate from the Contract Pricing invoice but shall be sent to the School District together with the Contract Pricing invoice. Charges for these Additional Services shall be in accordance with rates set forth above.
 3. **Charges for Services Not Performed.** The School District shall not be charged nor liable for payment for any Services not performed. Moreover, if the Contractor fails to perform the required Services or provide the number of personnel as set forth in the Contractor's Staffing Plan, the Contract Pricing, and the amount owed by the School District shall be adjusted on a pro-rata daily or comparable equitable basis.
- D. Payments.** Payment of undisputed amounts in each invoice shall be made within forty-five (45) days of receipt of the invoice. The School District will issue one (1) payment per month. Disputes regarding amounts contained in any invoice will be communicated to the Contractor Manager by the School District Liaison, in writing, within fifteen (15) days of receipt of the disputed invoice. Payments of disputed amounts will be delayed unless Contractor is able to resolve the matter to the School District's satisfaction within ten (10) business days prior to payment due date. The School District will not be assessed any late payment penalties, fines or charges for disputed amounts not timely paid due to Contractor's failure to timely resolve the matter as set forth above.
- E. Rate Adjustment.** Adjustments to the Contract Pricing for the Services or rates for the Additional Services beginning with the first Renewal Term, if exercised, will be effective July 1 of that contract year. The rates for the first Renewal Term, if exercised by the School District, shall be determined by adjusting the rates for the third year of the Initial Term by the lesser of: i) the percentage increase or decrease, if any, between the index number, as established by the Consumer Price Index, All Items, for the Detroit Metropolitan Area, published by the United States Department of Labor, Bureau of Labor Statistics for the prior calendar year; or ii) three percent (3%). The rates for any subsequent Renewal Term(s) or extensions of the Contract shall be determined by the above formula. Rates may not otherwise be modified unless upon the mutual written agreement of the Parties.
- F. Rate Reductions.** If the School District reduces the level of Services by more than 5,000 square feet, the Contract Pricing will be reduced proportionately (on an FTE equivalent basis or other pro-rata basis mutually agreed to by both Parties in writing) to account for all aspects of the reduced level of Services. Furthermore, the School District reserves the right to reduce the frequency or scope of the Services. Such reductions shall be agreed upon by both Parties in writing.
- G. Rate Modifications for School Closures or Modifications in Level of Services.** The School District reserves the right to reduce/increase the frequency or scope of

the Services at any or all Facilities during the Initial Term, or Renew Term(s), if any, of this Contract. If the School District reduces/increases the level of Services due to, by way of example and not limitation, a change in level of school operations that require a modification to the Services, a Facility closure (including partial closure), or the closure, modification or cessation of school operations, such reduction/increase will be communicated to the Contractor in writing and from the effective date of such modification, the Contract Pricing will be adjusted proportionately (on an FTE equivalent basis or other pro-rata basis mutually agreed to by both Parties in writing) to account for all aspects of the modified level of Services.

- H. Rates for Alteration of School District's Facilities.** In accordance with Contractor's Contract Pricing, the amount per square foot set forth in Contractor's Contract Pricing will be utilized to develop the increase or decrease in the Contract Pricing to account for the modified scope of Facilities and Services required by the School District. The Parties agree to negotiate in good faith to develop a mutually agreeable increase or decrease to the Contract Pricing when the number of Facilities is modified.
- I. Services and Pricing Audits.** The Contractor acknowledges and agrees that the Contract Pricing and scope of Services are based upon the Contractor's representations to the School District that Contractor personnel will be staffed in accordance with Attachment D and all Contractor personnel will be paid by Contractor at the level of wages and fringe benefits set forth in Attachment D. The Contractor further acknowledges and agrees that these staffing and wage components of Contractor's Proposal, as clarified during the RFP process, were material components of the School District's engagement of the Contractor and the School District's initiatives to ensure the Contractor's Services have a positive impact on the School District's educational and Facility operations. In order to ensure that the Contractor maintains compliance with these staffing and wage components, the Contractor shall submit to the School District upon request by the School District a copy of all payrolls for the most recent two (2) months, accompanied by a signed & notarized "Statement of Compliance" indicating that the payrolls are correct and complete and that each Contractor personnel has worked the designated shifts and have been paid not less than the designated wage rate for the work performed as set forth in Attachment D. If it is determined that the Contractor has failed to comply with these staffing and wage components of this Contract, in addition to any other charges or deductions authorized by this Contract, the Contractor shall promptly reimburse the School District the difference between the actual wage and the designated wage (as weighted to include all charges for taxes and benefits, etc.) or value of benefits not paid by Contractor for all Services performed. Additionally, the Contractor agrees to provide a credit to the School District for each hour of Services the Contractor does not perform under the Contract and Staffing Plan. Such hourly credit shall be based upon the hours of work not performed (and not hours worked by Contractor) during the scheduled shift set forth in Attachment D and in the amount of per hour set forth in Attachment C ("Service Credit"). These Service Credits for

hours not worked shall be shown as a separate line item on each monthly invoice and shall be credited to the School District off the then current monthly invoice amount of the Contract Pricing.

VI. SUPPLIES AND EQUIPMENT

- A. Consumable Supplies.** The School District will provide all consumable supplies and materials (e.g., paper towel, toilet paper, trash liners, soap, sanitary products, tissue, air fresheners, floor wax) (the “Consumable Supplies”) necessary for the provision of the Services in Facilities through a School District-approved supplier. All Consumable Supplies used to perform the Services must be approved by the School District. All invoices for approved Consumable Supplies will be paid directly by the School District. All costs and expenses for excessive quantities of Consumable Supplies that are used by Contractor shall be reimbursed by the Contractor. The Contractor shall be responsible to manage the inventory and ordering new Consumable Supplies. The Contractor shall submit to the School District a monthly report detailing all consumption of Consumable Supplies (including type and quantity of each Consumable Supply for each School District Facility). For “core” supplies, the Contractor will be required to only use products approved by the School District Liaison. If the Contractor requests any product deviation from core supplies, the Contractor must prove to the School District Liaison that the alternate supply meets or exceeds the School District’s current specifications. The Contractor shall continue the School District’s “green cleaning” initiatives. Prior to any such changes in supplies, the Contractor must receive approval in advance and in writing from the School District Liaison. The Contractor will be required to keep an adequate inventory of Consumable Supplies at each Facility. The Contractor shall be responsible to procure any necessary fuel/oil for any mowers or snow blowers used to perform the Services. All necessary salt/ice melt will be procured by the School District.
- B. Cleaning Chemistry Supplies and Laundry.** The Contractor shall provide, as part of the Contract Price, all cleaning supplies and materials (e.g., mops, buckets, brooms, brushes, dusters, pads, chemicals and solutions)(the “Cleaning Supplies”) necessary for the perform of the Services in Facilities assigned to the Contractor in accordance with this Contract. The Contractor shall be responsible to manage the inventory and ordering new Cleaning Supplies. Additionally, the Contractor shall submit to the School District a monthly report detailing all consumption of such Cleaning Supplies (including type and quantity of each Cleaning Supply for each School District Facility). For “core” supplies, the Contractor may be required to only use products approved by the School District Liaison. For these “core” supplies, the Contractor may choose to use the existing supplier or utilize their own. If the Contractor requests any product deviation from core supplies, the Contractor must prove to the School District Liaison that the other supply meets or exceeds the School District’s current specifications. Prior to any such changes in supplies, the Contractor must receive approval in advance and in writing from the School District Liaison. All disinfectants used by the Contractor must meet all applicable EPA and CDC guidelines. The Contractor shall be responsible for maintaining all requirement safety data sheets (“SDS”) for all

chemicals brought into School District Facilities as part of the Services. The Contractor shall continue the School District’s “green cleaning” and enhanced safety and cleaning initiatives. The Contractor will be required to keep an adequate inventory of Cleaning Supplies at each Facility.

- C. **Equipment.** The Contractor shall supply all necessary equipment and small hand tools necessary to perform the Services as part of the Contract Price. Title to this equipment and any subsequent replacement equipment shall remain with the Contractor. All general and customary maintenance for the Equipment will be performed by the Contractor and the Contractor shall maintain and repair said equipment at its sole cost and expense. The Contractor shall maintain all equipment so that all equipment is available for use on a daily basis, except for equipment that may be unavailable for a reasonable time period to period routine maintenance or repair. ***The Contractor shall submit a monthly report to the School District Liaison detailing what Contractor equipment is not available due to repairs.*** Should the Contractor fail to have available sufficient equipment to perform the Services, the Contractor shall secure additional equipment to ensure the Services are able to be performed timely. The School District expects that the Contractor will maintain, at a minimum, the types and quantities of equipment to perform the Services as set forth in Attachment E. Notwithstanding the foregoing, the School District will make available designated mowers and snow blowers.

VII. COMPLIANCE WITH LAWS AND SCHOOL DISTRICT POLICIES

- A. **Compliance with Laws.** While performing the Services or while in or on the Facilities, the Contractor and its employees and agents shall comply with all applicable federal, state and local laws, rules, regulations and ordinances, including all licensing and permitting requirements applicable to providing the Services required under this Contract, including, but not limited to, pesticide applicator license, pool operator’s license, drivers’ licenses and boiler operator licenses, etc. The Contractor, including all employees and agents, shall perform all Services in accordance with all applicable State and local licensing laws including, but not limited to: the Electrical Administrative Act, PA 217 of 1956, as amended; the Forbes Mechanical Contractors Act, PA 192 of 1984, as amended; the State Plumbing Act, PA 733 of 2002; the Boiler Act, PA 290 of 1965, as amended; and the Elevator Safety Act, PA 227 of 1967. The School District shall use its best efforts, as reasonably requested by the Contractor, to assist the Contractor to comply with any and all applicable federal, state or local laws, rules, regulations and ordinances. The Contractor represents and warrants to the School District that it shall at all times be in compliance with any and all applicable federal, state and local laws, rules, ordinances, policies and regulations and licensing and permitting requirements, applicable to providing the Services. The Contractor shall indemnify, defend and hold the School District harmless from any liability arising from Contractor’s failure to so comply.
- B. **Compliance with School District Policies.** While performing the Services or while in or on the Facilities, the Contractor, its employees and agents shall be

responsible for knowing and shall be subject to, and adhere to, all the rules, regulations, policies and procedures of the School District. These include, but are not limited to, all policies concerning the use of the Facilities and appropriate behavior of persons in the Facilities, such as the prohibitions of sexual harassment or the use or possession of tobacco or alcohol.

- C. Fingerprinting and Criminal Background Checks.** The Contractor acknowledges and agrees that in accordance with Michigan Public Act 84 of 2006, as amended, the Contractor shall be required to have all on-site personnel such as managers, clerical staff, custodial/cleaning staff (including substitutes), as well as any and all of its agents, employees or representatives who will regularly and continuously be on any School District premises to carry out the Services contemplated by the Contract Documents, fingerprinted and subjected to criminal history and background checks through the Michigan State Police and Federal Bureau of Investigation, as detailed in Public Act 84 of 2006, as amended, prior to commencing any work under this Contract. These criminal background checks must be completed through the School District by having all applicable Contractor personnel present themselves, or any of its agents, employees or representatives, for proper fingerprinting and criminal backgrounds checks, as directed by the School District, or if permitted by law, having said Contractor personnel provide written notification to the School District that said individual has previously completed fingerprinting and a criminal history and background check as a Contractor employee or agent in connection with contracting or working for another Michigan school district, intermediate school district, public school academy or nonpublic school (each an “Agency”) and indicating that the individual consents to the sharing or transferring of the appropriate fingerprinting and criminal history background report from the other Agency. If such transfer is not permissible under applicable law, the Contractor acknowledges and agrees that the Contractor personnel will be required to undergo the full fingerprinting and background check process. If Contractor wishes to receive a copy of any report that may be provided to the Contractor under applicable law, it shall have the Contractor employee provide written consent to the School District acknowledging its consent to provide Contractor with a copy of the report at the time fingerprinting and background checks are initiated. Additionally, unless notified it is not subject to Michigan Public Act 84 of 2006, as amended, the Contractor represents and warrants to the School District that it will at all times during the Initial Term or any Renewal Term of this Contract be in compliance with the provisions of Michigan Public Act 84 of 2006, as amended, including, but not limited to, requiring all its personnel to report to the School District within three (3) business days of when any of its agents, employees or representatives who will regularly and continuously be on the School District’s premises to carry out the Services contemplated by the Contract Documents, is/are charged with a crime listed in Section 1535a(1) or 1539b(1) of the Revised School Code, being MCL 380.1535a(1) and 380.1539b(1), or a substantially similar law, and to immediately report to the School District if that person is subsequently convicted, plead guilty or plead no contest to that crime. The Contractor shall indemnify, defend and hold the School District, its employees, Board of Education, and each

member thereof, agents and consultants, harmless from and against any and all claims, counter-claims, suits, debts, demands, actions, judgments, liens, liabilities, costs, expenses, including actual attorneys' fees and actual expert witness fees, arising out of or in connection with any violation of, or the Contractor's (or its employees' or agents') failure to comply with, the requirements of Michigan Public Act 84 of 2006, as amended, or this paragraph. The Contractor shall be responsible for all costs and expenses associated with the above-required fingerprinting and background checks. The Contractor shall supply all necessary data and information, as requested by the School District, to enable the School District to properly submit Contractor and its employees and agents for inclusion in the State of Michigan Department of Education's list of "registered educational personnel." The Contractor acknowledges and agrees that all background checks must be completed through the School District and the School District will not accept any background checks conducted through the Contractor.

- D. OSHA Compliance.** All Services to be furnished by the Contractor and the Contractor's working conditions and employment practices shall comply with all applicable state and federal requirements, including, but not limited to, the Federal and State Occupational Safety and Health Acts. If the School District or Contractor is/are fined for any such violations, the Contractor shall be liable for all costs and expenses associated with responding to, or paying, any such non-compliance issues or fines.
- E. Nondiscrimination and No harassment.** The Contractor shall comply with all Federal and State laws, rules and regulations pertaining to Equal Employment Opportunity and non-discrimination and non-harassment, including all subsequent amendments thereto and applicable orders. If any discrimination or harassment issue arises as part of the Services, the Contractor shall notify the School District within 24 hours of the Contractor's knowledge of the same.

VIII. INSURANCE, INDEMNIFICATION AND DAMAGE TO PROPERTY

- A. Insurance Requirements.** The Contractor shall maintain the following insurance in force at all times during the Initial Term, and any Renewal Term(s), of the Contract, with an "A" rated Best insurance carrier acceptable to the School District. The Contractor shall not commence any Services under the Contract until the Contractor has obtained all insurances stated in these requirements, all insurances have been reviewed and approved by the School District and the Certificates of Insurance have been provided to the School District. All policies must be endorsed to require the insurance carrier to notify the School District and the Contractor at least thirty (30) days prior to the expiration, termination or material change of such insurance coverage. The School District shall be named as additional insured for the minimum limits listed below and these coverages and limits are to be considered minimum requirements under this Contract and shall in no way limit the liability or obligations of the Contractor under any other provision of this Contract.

<u>Policy Type</u>	<u>Minimum Limits</u>
Workers' Compensation	Statutory
Commercial General Liability*	
Bodily Injury	\$1,000,000 each person \$1,000,000 each occurrence
Property Damage	\$1,000,000 each occurrence
Products – Comp/Op Agg.	\$1,000,000 each occurrence
Commercial Automobile Liability	
Bodily Injury	\$1,000,000 each person \$1,000,000 each occurrence
Property Damage	\$1,000,000 each occurrence \$1,000,000 each occurrence
Excess Umbrella Liability	\$5,000,000 each occurrence
Employer's Liability	\$1,000,000 each occurrence

*Note: Commercial General Liability to include: "Contractual Obligations" coverage and Negligent Hiring coverage.

The Contractor shall not commence any Services under this Contract until it has secured the aforementioned insurance coverages and provided the School District with the appropriate certificates of insurance evidencing the same.

- B. General Indemnification.** Contractor shall indemnify, defend and hold harmless the School District, its Board of Education, its Board Members, in their official and individual capacities, its administrators, employees, agents, contractors, successors and assignees, from and against any and all claims, counter claims, suits, debts, demands, actions, judgments, liens, costs, expenses, damages, and liabilities, including actual attorney's fees and actual expert witness fees arising out of or related to Contractor's performance of the Services pursuant to this Contract and/or from Contractor's violation of any of the terms of the Contract, including, but not limited to: (i) the negligent acts or willful misconduct of the Contractor, its officers, directors, employees, successors, assignees, contractors, subcontractors and agents; (ii) any breach of the terms of this Contract by the Contractor, its officers, directors, employees, successors, assignees, contractors, subcontractors and agents; (iii) any violation or breach of any applicable Federal, State or local law, rule, regulation, ordinance, policy and/or licensing and permitting requirements applicable to providing the Services; or (iv) any breach of any representation or warranty by the Contractor, its officers, directors, employees, successors, assignees, contractors and agents under this Contract. The Contractor shall notify the School District by certified mail, return receipt requested, immediately upon actual knowledge of any claim, suit, action, or proceeding for which the School District may be entitled to indemnification under this Contract. This paragraph shall survive the expiration or earlier termination of this Contract.

- C. Environmental Indemnification.** Throughout the Initial Term, or any Renewal Term of this Contract, Contractor shall not permit itself or any third party to use, generate, handle, store or dispose of any Hazardous Substances in, on, under, upon or affecting any School District property in violation of any applicable law or regulation. Without limiting any other provisions of this Contract or the other Contract Documents, Contractor shall indemnify, defend and hold harmless the School District, its Board of Education, its Board Members in their official and individual capacities, administrators, employees, agents, contractors, successors and assignees, from and against all liabilities, claims, losses, costs and expenses (specifically including, without limitation, attorneys', engineers', consultants' and experts' fees, costs and expenses) arising from or related to (i) any breach of any representation or warranty made in this paragraph and/or (ii) environmental conditions or noncompliance with any applicable law or regulation that result, in the case of Contractor, from operations or the Services in or about any School District property by Contractor or its agents or employees. As used herein, the term "Hazardous Substances" shall mean (i) any hazardous or regulated substance as defined by all federal, state and local environmental laws, including, but not limited to, Federal Water Pollution Control Act (33 U.S.C. §§ 1251 et seq.) ("Clean Water Act"), the Resource Conservation & Recovery Act (42 U.S.C. §§ 6901 et seq.) ("RCRA"), Safe Drinking Water Act (42 U.S.C. §§ 300f-j-26), Toxic Substances Control Act (15 U.S.C. §§ 2601 et seq.), Clean Air Act (42 U.S.C. §§ 7401 et seq.), the Comprehensive Environmental Response, Compensation and Liability Act (42 U.S.C. §§ 9601 et seq.) ("CERCLA"), the Emergency Planning and Community Right to Know Act, 42 U.S.C. §§ 11001 et seq. ("EPCRA"), the Michigan Natural Resources and Environmental Protection Act (MCL § 324.101 et seq.) the administrative rules and regulations promulgated under such statutes, or any other similar federal, state or local law or administrative rule or regulation of similar effect, each as amended and as in effect and as adopted as of the date of execution of this Contract, (ii) any other pollutant, contaminant, hazardous substance, solid waste, hazardous material, radioactive substance, toxic substance, noxious substance, hazardous waste, particulate matter, airborne or otherwise, chemical waste, medical waste, crude oil or any fraction thereof, radioactive waste, petroleum or petroleum-derived substance or waste, asbestos, PCBs, radon gas, all forms of natural gas, or any hazardous or toxic constituent of any of the foregoing, whether such substance is in liquid, solid or gaseous form, or (iii) any such substance the release, discharge or spill of which requires activity to achieve compliance with applicable law. This paragraph shall survive the expiration or earlier termination of this Contract.
- D. Repairs to Property Damage.** Damage to any School District Facilities or properties caused by the Contractor, its agents or employees shall be repaired so that Facilities or properties are in as good condition as before entering into the Contract. All repairs shall be accomplished at no cost to the School District.

IX. FACILITIES ISSUES

- A. Facility Security.** Exterior doors and gates are to be unlocked and locked at the times specified by the School District Liaison. Contractor is responsible, to the extent set forth in this paragraph, for the security of each Facility during the cleaning and maintenance operations. Contractor shall secure each Facility at the end of each shift (secure all doors, turn off all but designated lights, turn off ceiling fans, and close all windows, secure equipment rooms and storage buildings) and set the alarm. Office, classroom, storage buildings and other doors are to be unlocked or opened only during the time that cleaning is actually being done or those are in use by Contractor and all are to be re-locked as soon as the Services have been completed. For the safety of students and the public at large, storage buildings, maintenance equipment rooms and custodial closet doors are to be kept shut and locked when not in use. The School District shall provide Contractor with alarm codes for each Facility. A set of security codes for all Facilities shall be issued to the Contractor Manager. Alarm codes must not be traded between or shared among Contractor employees and agents. Previously assigned alarm codes must not be forwarded by Contractor to new employees. Notification to the School District Liaison shall be immediate with the reassignment or termination of any individual who has been assigned an alarm code. The Contractor shall respond to any night calls.
- B. Keys and Key Fobs/Cards.** Keys and key fobs/cards to the Facilities will be supplied by the School District to the Contractor Manager. All keys will be issued to, and must be signed out by, the Contractor's Manager. The School District will provide the Contractor Manager with appropriate keys for all Facilities. At no time shall Contractor or its employees or agents make copies of any keys or key fobs/cards issued by the School District; if additional keys or key fobs/cards are needed, the Contractor Manager must submit a request to the School District Liaison. There will be a \$50.00 charge for the replacement of any lost or stolen key or key fob/card and a \$25.00 charge to re-issue entrance keys to a new Contractor Manager. The School District reserves the right to inventory the keys and key fobs/cards issued to Contractor at any time. All lost keys assigned to Contractor or to any of Contractor's employees or agents, (whether interior or exterior keys), must be reported, via the School District's lost key report form, to the School District Liaison within 24 hours of discovery of the loss. If the School District must re-key any locks due to Contractor's breach of this provision, the cost will be deducted from the monthly payment. Contractor is prohibited from lending School District keys or key fobs/cards to anyone. Contractor and its employees and agents are also prohibited from leaving key rings/fobs in janitor closets or from lying on carts or equipment, or otherwise out of their possession. Each instance of School District-observed noncompliance will result in non-compliance deduction of \$50. All keys assigned to Contractor Manager and/or Contractor employees or agents shall be returned to the School District Liaison when his/her services in the assigned Facility end. All keys shall be returned to the School District Liaison at the expiration or earlier termination of this Contract. Keys and key fobs/cards shall not be traded between Contractor employees or

agents, nor forwarded to new employees; instead, the keys must be returned to the School District Liaison to be re-issued to the Contractor.

C. Quality Control Inspections and Meetings.

1. **Inspections.** The Contractor agrees to perform quality control inspections on a regular basis and make such inspection reports available to the School District upon request. The Contractor Manager, the School District Liaison and other personnel as deemed appropriate by the School District Liaison will perform periodic **full building** inspections of each Facility to: (1) ensure tasks are completed according to the cleaning frequency requirements, maintenance and repair requirements, (2) ensure that the quality of the Services are satisfactory, and (3) to ensure Contractor's compliance with other terms of this Contract. These inspections will be conducted at least once per month in each Facility, however, the School District's Superintendent, the School District Liaison and/or the respective Facility administrator may also periodically inspect the Facilities, which deficiencies and all unsatisfactory performance will be reported to the Contractor Manager by the School District Liaison. In addition, an inspection of all Facilities will be conducted prior to each school year. An inspection may also be conducted in conjunction with the School District's insurance carrier during the term of this Contract. These requirements are not intended to limit Contractor's responsibility to inspect or control its own work, nor does it limit the School District's right to inspect any Facility at any time. The Contractor Manager will use the required inspection forms or pre-printed forms provided to Contractor by the School District or forms mutually agreed upon between the School District and Contractor. Upon completion of each inspection, Contractor will provide a copy of the inspection form to the School District Liaison present during the inspection before leaving the Facility. Additionally, the Contractor shall provide the School District Liaison and the respective building administrator with copies of the quality check reports via-email on a monthly basis. Contractor will be granted a reasonable time to correct the deficiencies. Where it is necessary, in the School District Liaison's opinion, to correct unsatisfactory performance to conduct activities and events in a clean and safe environment, the School District shall give written notice to Contractor and Contractor shall have two (2) days to correct any unsatisfactory performance, and if not corrected by Contractor, all reasonable costs incurred by the School District to correct the deficiencies will be deducted from the monthly Contract Pricing invoice payment to Contractor.
2. **Meetings.** The Parties agree to meet and discuss, on at least a bi-weekly basis to address the performance of the Services, any issues, problems or other matters related to the provision of the Services, and prioritization of existing issues and work orders. Either Party may request a special meeting by notifying the designated representative of the other Party. The Parties agree that as part of these meetings, if any efficiencies in the

performance of this Contract are uncovered, the Parties will work to implement them into the Contract.

- D. Manufacturer’s Recommendations.** Contractor shall ensure that all applicable supplies, materials and equipment manufacturers’ recommendations on cleaning and maintenance are followed. Some examples include wood floor care in gyms, new furniture cleaning, pool equipment and equipment maintenance, etc.
- E. Energy Conservation.** Every effort shall be made to conserve energy whenever possible as Contractor is performing the Services. Only areas in use shall have lights on and doors and windows shall remain closed whenever the heating or cooling systems are operating. The Contractor shall not adjust or otherwise modify any School District energy/utility systems and shall ensure its employees and agents comply with the School District energy policies or directives.
- F. Hazardous Substances – Pesticide Application.** The School District, pursuant to the Natural Resources and Environmental Protection Act, Michigan Public Act 451 of 1994, is subject to strict regulations relative to the application of any pesticides, herbicides or fertilizers on School District property, and persons are prohibited from doing so unless there is strict compliance with certain provisions of the PA 451 of 1994, as amended. The Contractor shall not spray, permit the spraying of, or use any pesticides, herbicides or fertilizers in, on or around School District property without the prior written consent of the School District Liaison.
- G. School Closings.** Contractor is required to work on all “calamity days” and certain activities and events may still take place (*e.g.*, athletic events). In addition to snow removal around Facility entrances, Contractor must perform those other tasks as are necessary to ensure each Facility is cleaned and prepared for the events and activities taking place and for next school day.
- H. Renovations to Facilities.** During times of any construction, the School District Liaison may request Contractor to re-assign the work normally performed in the areas affected by such construction/renovation.
- I. Asbestos.** Like many older schools, the School District’s Facilities include some asbestos containing building materials. Some of the most common locations include old floor tile, old HVAC pipe wrap, some old ceiling tile, and some old glue holding chalkboards to classroom walls. Each Facility has, and the School District Liaison has, a copy of the School District’s asbestos management plan for each school. These are available for public inspection. All of the Contractor’s employees assigned to the School District should familiarize themselves with the various sources of asbestos in the Facilities to which they are assigned. Some of the asbestos management restrictions are as follows:

 - 1. Do not remove or otherwise disturb asbestos wrapped pipes
 - 2. Do not grind or remove asbestos containing floor tile.
 - 3. Do not disturb asbestos containing ceiling tile.
 - 4. Do not remove chalkboards without the School District’s Designee’s pre-approval, for some of these have asbestos glue.
 - 5. Do not disturb any other asbestos.

X. RECORD KEEPING AND SAFETY ISSUES

- A. Safety Data Sheets.** In accordance with applicable laws, before bringing any new chemicals onto a Facility, the Contractor must provide one copy of the Safety Data Sheets (“SDS”) to the School District Liaison. The Contractor must maintain a complete and up-to-date inventory of SDS for all chemicals used in each Facility. This inventory must be stored in two duplicate notebooks labeled “SDS,” one stored in the principal’s office and one stored in the appropriate custodial or maintenance office area(s). In addition, a master SDS notebook with a section for each Facility in the School District must be provided to and kept current for the School District’s Operations Department office. The SDS notebook must also include Michigan’s Right-To-Know procedures.
- B. Injuries to Contractor Personnel.** The Contractor shall be responsible and liable for the safety, injury and health of its personnel while its employees and agents are performing the Services for the School District.
- C. Procedures.** The Contractor should maintain, in each Facility, a Procedures Manual specific for that Facility which may include the following:
1. Emergency and safety procedures.
 2. Contractor’s standard policies and procedures.
 3. List of Contractor personnel assigned to the Facility.
- D. Other Record Keeping.** The Contractor shall report, in writing, any damage that occurs as a result of one or more of the Contractor’s employees or agents. The Contractor shall inform the applicable Facility Administrator and the School District Liaison of any vandalism, evidence of attempts to force entry, and all other damages to persons or property at any Facility. The Contractor’s employees and agents shall report, in writing, any items that require maintenance or repair that are discovered during the Initial Term or any Renewal Term(s) of the Contract.
- E. Contractor Personnel Expectations.** All of Contractor’s employees and agents are to present themselves in an appropriate manner and attire consistent with the terms and conditions of this Contract. The Contractor must have safety procedures in place for its employees and agents while performing the Services. For example, it is anticipated that such procedures would address the following:
1. Prohibit custodial closets, mechanical rooms or maintenance facilities to stand open and unattended.
 2. Prohibit Contractor employees or agents from congregating or having food/drink in unauthorized areas.
 3. Prohibit Contractor employees or agents from copying, distributing or loaning any key or key fob/card to School District Facilities.
 4. Prohibit Contractor employees or agents from disturbing papers on desks, opening drawers or cabinets, using telephones or computers or tampering with personal property owned by the School District or its employees, students or occupants.

5. Prohibit custodial products and/or equipment/supplies to remain unattended.
6. Prohibit leaving custodial carts unattended in corridors for more than a few minutes (for safety, security, and aesthetic reasons).
7. Prohibit leaving any vehicle or machine/equipment unattended that is not properly disabled/secured.
8. Prohibit leaving lights on or doors open in unattended sections.
9. Prohibit the playing of radios, or other similar devices, at a volume that is audible in other areas of a Facility.
10. Prohibit the use of any School District or Contractor equipment that is not required to perform duties or Services.
11. Prohibit the transport of any School District-owned equipment or supplies to another School District Facility without the prior express written permission of the School District Liaison.
12. Prohibit visitors, spouses or children of the Contractor's employees or agents in any Facilities during working hours unless they are bona fide employees of the Contractor, they receive prior approval from the School District Liaison or are bona fide students of the School District.

F. Uniforms and ID Badges. For safety reasons, at all times while performing the Services, all Contractor employees and agents are required to wear attire/uniforms that are agreed upon by Contractor and School District in writing. Uniforms shall be provided by Contractor or its employees or agents at no cost to the School District. Furthermore, at all times while on or in the Facilities to perform the Services, all Contractor employees shall wear a Contractor-issued identification badge for security purposes. All identification badges must include a picture and name of the individual, be worn above the waist, and be clearly visible at all times for safety purposes.

G. Personal Protection Equipment & Training Requirements. The Contractor shall provide all necessary personal protection equipment ("PPE") necessary to perform the Services and to be in compliance with all Federal, State and Local laws, rules, regulations, orders, or ordinances, as well as such PPE uses must comply with all School District policies, procedures or plans. All Contractor employees and agents performing any Services shall be properly trained to following all School District protocol regarding safety and in the use of PPE and duties and functions they are performing to ensure they are performed in accordance with the terms and conditions of this Contract and with all applicable laws. The Contractor shall also provide orientation/training on all School District protocol, policies and procedures. The Contractor must show proof that it has provided blood-borne pathogen training and sexual harassment prevention training to its employees and agents as required by applicable codes and laws.

H. Communication. Effective communication between the Contractor and the School District is necessary for effective delivery of the Services across all Facilities. Accordingly, it will be necessary for the Contractor Manager to maintain regular and open communication with the School District Liaison, School District administration, as well as the respective Facility administrators.

Furthermore, it is expected that it may be necessary for respective Facility administrators to communicate emergency work orders/tasks to other Contractor employees or agents in order to maintain safety and operational functions of the Facility. The School District will require a cell phone system, a radio system, or other acceptable communication system to be in place to contact personnel at all School District Facilities. For example, the Contractor may provide one cell phone for each Facility that is rotated between shifts that that any necessary communications may be easily facilitated.

1. **Emergency Contacts.** The Contractor will be responsible to provide the School District Liaison with an emergency contact person and cellular telephone number for each Facility.
2. **Daily Communication.** A daily log shall be maintained at each Facility office where authorized staff may enter suggestions or complaints on areas of Services. The Contractor will write the corrective action taken and sign the log book daily. Additionally, all communications regarding issues with, or deficiencies in, the Services should be made in writing via e-mail from/to the School District Liaison and from/to the Contractor Manager.
3. **Work Order Systems.** The Contractor will be responsible for monitoring and communicating with School District staff and personnel regarding on-going repairs and daily reporting that are facilitated through the School District's Work Order Systems.

XI. RELATIONSHIP OF THE PARTIES

- A. **Independent Contractor.** It is expressly agreed between Contractor and the School District that Contractor will act as an independent contractor in the performance of all Services under the Contract and under no circumstances shall any of the employees of one Party be deemed the employees of the other Party for any purpose. Accordingly, Contractor shall meet all of its obligations and responsibilities for payment of all taxes including Federal, State and Local taxes arising out of Contractor's Services in accordance with the Contract, including by way of illustration but not limitation, Federal and State income tax, FICA, FUTA, Social Security tax, Unemployment Insurance taxes, Workers' Compensation Insurance and any other taxes or business license fees as required and Contractor will indemnify, defend and hold the School District harmless for the payment of such sums, interest, penalties, or cost of collection of same, including reasonable attorney fees. The Contract shall not be construed as authority for either Party to act for the other Party in any agency or other capacity or to make commitments of any kind for the account of, or on behalf of, the other Party, except to the extent, and for the purposes, expressly provided for and set forth herein, and no partnership or joint venture is created hereby. Nothing in this Contract shall be construed to interfere with or otherwise affect the rendering of Services by Contractor in accordance with its independent and professional judgment. The Contract shall be subject to Contractor's performance of the Services substantially in accordance with generally accepted practices and principals. No tenure or other

rights/benefits typically arising out of an employee-employer relationship shall arise out of this Contract on behalf of Contractor, its employees or agents.

XII. SCHOOL DISTRICT LIAISON AND NOTICES

- A. School District Liaison.** For purposes of this Contract, the School District Liaison shall be the School District's Director of Facilities Management and Transportation; provided, however, the School District may at any time designate another individual to serve in this capacity upon written notice to the Contractor Manager.
- B. Notices.** Unless otherwise provided in this Contract, all notices, requests, demands and other communications shall be in writing and are effective three (3) days after deposit in the U.S. mail, certified and postage paid, one (1) business day after sent via electronic transmission, or upon receipt if personally delivered or sent by next-business-day delivery via a nationally recognized overnight courier to the addresses set forth below. The School District or the Contractor may from time to time designate any other address for this purpose by providing written notice to the other Party.
1. **To the School District.** All required notices to the School District shall be delivered to the Superintendent, Romeo Community Schools, 316 N. Main Street, Romeo, Michigan 48065, with a copy to Jeremy S. Motz, Esq., Clark Hill PLC, 220 Park Street, Suite 200, Birmingham, Michigan 48009.
 2. **To the Contractor.** All required notices to the Contractor shall be delivered to: _____.

XIII. DEDUCTIONS AND INCENTIVES

- A. Temporary Closures.** In addition to those reductions allowed under Section V. of this Contract, if one or more Facilities are closed for more than three (3) consecutive days for "calamities," Facility renovations, and/or a problem with a Facility, the School District Liaison may request that Services be temporarily suspended in the applicable Facility(s). If this occurs, the School District's invoice for that month will be reduced by 1/20th for each day of work that Services are cancelled in the applicable Facility. If any such service reductions can be reasonably anticipated by the School District, the School District Liaison will provide as much lead time to the Contractor Manager as possible.
- B. Performance Incentives.** The following financial non-compliance assessments shall be applied and will be deducted from the next Contract Pricing invoice. The School District Liaison has the authority to waive up to \$1000 per contract year.
1. **Excessive Turnover.** Past experience has demonstrated that excessive turnover in the Contractor Manager or custodian positions per Facility causes additional and significant burdens upon the School District and to off-set these burdens, the Contractor may be assessed a \$250 assessment per instance at the School District's discretion if any management position or a day/lead custodian position is turned over more than twice in a three

- (3) month period. This assessment will be waived during the first ninety (90) days of the Initial Term.
2. **Uniforms/ID Badges.** If a Contractor employee or agent is observed at a Facility without wearing the proper ID badge or uniform, the Contractor may be charged a \$25 assessment on the next Contract Pricing invoice.
 3. **Fines for OSHA/MIOSHA Violations.** If the School District is assessed any fines for OSHA/MIOSHA violations arising out of these Services and attributable to the Contractor, the Contractor shall reimburse the School District for these fines by commensurately reducing the charges on the next Contract Pricing invoice.
 4. **Improperly Securing Buildings.** If the Contractor fails to properly secure any Facility, a non-compliance assessment may be deducted for the next Contract Pricing invoice to pay the local police department or the School District Maintenance Department for their charge to respond to calls. Additionally, the Contractor shall be responsible for any and all damage or loss to School District Facilities or equipment arising from the failure to properly secure all Facilities in accordance with this Contract.
 5. **No Answer of Calls/Pages.** Calls placed by the School District's Superintendent, the School District Liaison, or the Facility administrator to the Contractor Manager that are not answered or returned within 30 minutes after the call is placed will be assessed a \$25 assessment per incident. In the event of an emergency, any subsequent damage incurred to School District Facilities as a result of the failure of Contractor to supply adequate personnel to control such damage will be reimbursed by the Contractor. The deduction will be made on the next Contract Pricing invoice.
 6. **Non-Compliant Contractor Personnel.** If a Contractor employee or agent is observed working in a School District Facility and in not in compliance with the terms and conditions of this Contract (for example, does not have proper fingerprinting and criminal background checks completed), the Contractor will be charged a \$50 assessment which will be made on the next Contract Pricing invoice. The non-compliance Contractor employee or agent shall immediately vacate the School District's property.
 7. **Non-Inspection.** Failure to complete any required inspections and failure to re-schedule and complete the inspection within three business days will result in the issuance of compliance assessment of \$100 per instance and will be deducted on the next Contract Pricing invoice.
 8. **Pricing Adjustment for Unfilled Shifts.** The Contract Pricing agreed to by the School District is based upon the Contractor providing assured staffing on a daily basis in accordance with coverages and hours set forth in **Attachment D**. Whenever any Contractor employees or agents are absent from part or all of their Contractor assigned shift at a Facility and

the Contractor does not provide coverage for the Facility, the Contractor must deduct \$200 per shift missed and \$500 per entire Facility if all shifts are missed in a day and Services not provided as a Contract Pricing adjustment. Additionally, if the Contractor utilizes a Management Personnel to fill an unfilled shift during the Management Personnel's designated shift, the Contractor must deduct \$200 per instance from the next Contract Pricing invoice. These assessments are intended to reflect the Contractor's savings by not providing the Services required and to provide an "assured staffing" incentive. Any portion of a shift not covered by a Contractor substitute will be assessed a pro-rated assessment based upon \$200 per day. The Contractor shall provide a reconciliation of hours worked on a monthly basis, and within 10 days of the end of the Initial Term if this Contract is not renewed or extended. If the Contractor provides Additional Services that have not been approved by the School District, no such charges may be applied to the School District.

9. **Operating a Vehicle Without Licensure.** If a Contractor employee or agent is observed operating a vehicle without the proper licensure, the Contractor will be charged a \$200 assessment which will be made on the next Contract Pricing invoice.
10. **Damage to School District Facilities and/or Equipment/Property.** If the acts or omissions of a Contractor employee or agent causes damage to any School District property or equipment, the Contractor shall be responsible for the full cost to repair or replace such property or equipment to a condition as good or better than prior to such damage.

XIV. MISCELLANEOUS

- A. **Governing Law.** The Contract shall be governed by and construed in accordance with the laws of the State of Michigan. The parties hereby agree to the exclusive jurisdiction and venue of courts sitting in Oakland County, Michigan.
- B. **Taxes.** Contractor is responsible for sales taxes and any other applicable taxes related to the Services provided under the Contract.
- C. **No Assignment or Sub-Contracting.** This Contract shall not be assigned, transferred, or subcontracted, in whole or in part, by the Contractor without the prior written consent of the School District.
- D. **No Waiver.** No waiver of any term or condition of this Contract shall be valid or binding on either Party unless the same shall have been mutually assented to in writing by both Parties. The failure of either Party to enforce at any time any of the provisions of this Contract, or the failure to require at any time performance by the other Party of any of the provisions of this Contract, shall in no way be construed to be a present or future waiver of such provisions, nor in any way affect the validity of either Party to enforce each and every such provision thereafter.
- E. **Severability.** In the event any provision(s) of this Contract shall be illegal or invalid for any reason, said provision(s) shall be deemed to be fully severable

without affecting the remaining provisions of this Contract and this Contract shall be construed and enforced as if said illegal or invalid provision(s) had never been inserted herein.

- F. Counterparts.** This Contract may be executed in two or more counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument.
- G. Entire Agreement.** This instrument contains the entire Contract entered into between the Parties hereto, its terms may not be modified except in writing signed by the Contractor and the School District. This Contract supersedes and takes the place of all prior contracts, and/or understandings, whether written or oral between the School District and the Contractor.
- H. Non-Appropriation of Funds.** The School District represents (1) that it has adequate funds to meet its obligations under this Contract during the 2026-2027 fiscal year, (2) that it intends to maintain this Contract from the full period set forth herein and has no reason to believe that it will not have sufficient funds to enable it to make all payments due hereunder during such period, and (3) that it will use its best effort to obtain the appropriations and that the availability of funds is contingent upon varied sources. If the School District determines, in its sole and absolute discretion, that it lacks adequate funds to pay part or all of the payments for the Services described in this Contract, the School District's obligation under this Contract will terminate as of the date that the funding expires without further obligation to the Contractor.
- I. Force Majeure.** In the event Contractor is unable to provide Services herein specified because of any act of God (excluding inclement weather), civil disturbance, fire, flood, riot, war, picketing, strike, pandemic, quarantine, lockout, labor dispute, oil or fuel shortage or embargo, governmental action or any condition or cause beyond the Contractor's control, the School District shall excuse the Contractor from performance under this Contract. A change in market condition does not constitute force majeure for the Contractor. The School District shall have the right to take over the Services if the Contractor is prevented from operating for the reasons described above, and may provide such Services with school employees or other persons, as the School District may deem appropriate until Contractor is able to resume its regular operations and the School District shall receive a credit from Contractor for the days the Contractor failed to provide such Services on a pro-rata basis. Notwithstanding the foregoing, in the event of a strike, the Contractor shall procure replacement personnel necessary to perform the Services. If the Contractor does not procure such replacement personnel, the School District may procure the same and deduct the associated costs and expenses from any amounts owed to the Contractor or terminate the Contract. Additionally, in the event the School District is unable to carry out its obligations under this Contract, or does not require Services because of any act of God, civil disturbance, fire, flood, riot, war, picketing, strike, pandemic, quarantine, lockout, labor dispute, oil or fuel shortage or embargo, governmental action or any condition or cause beyond the School

District's control, the School District shall be excused from performance under this Contract.

J. Insolvency. In the event that Contractor becomes insolvent or seeks the protection of the U.S. Bankruptcy Court, then the School District, at its option, may immediately terminate this Contract.

K. Advertising. The Contractor shall not use this Contract as part of any commercial advertising without the prior written consent of the School District.

WHEREAS, the Parties have executed this Custodial Services Contract as of the Effective Date.

ROMEO COMMUNITY SCHOOLS

[NAME OF CONTRACTOR]

By: _____

By: _____

Its: _____

Its: _____

Date: _____

Date: _____

ATTACHMENT A

List of School District Facilities

<u>Facility Name</u>	<u>Minimum Coverage Hours</u>
Romeo High School	
9 th Grade Academy	
Romeo Middle School	
Amanda Moore Elementary School	
Hamilton-Parsons Elementary School	
Hevel Elementary School	
Indian Hills Elementary School	
Washington Elementary School	
Croswell Early Childhood Center	
Administration Building	
Transportation Building	

ATTACHMENT B

Custodial Services

This Attachment B is not intended to specify the manner in which the tasks must be performed, but rather to demonstrate the minimum expectations of the School District so that the Facilities are cleaned and maintained as necessary for the School District's educational mission, operations and expectations. In addition to the specifications set forth in the RFP, at a minimum, the Contractor shall perform the following duties as part of the Custodial Services:

1. All tasks and duties set forth in **Attachment B-1**, and the Contractor agrees all such Custodial Services shall be performed at the frequencies set forth therein.
2. Contractor will monitor, communicate with School District staff and perform tasks entered through the School District's Work Order Systems.
3. In addition to the tasks and duties set forth in **Attachment B-1**, and the Contractor agrees to clean all athletic facility buildings and restrooms regularly, as well as before and after each scheduled event/contest.
4. Snow removal and shall be completed in all areas set forth in **Attachment B-2**.

ATTACHMENT B-1

Custodial Services

ATTACHED

Romeo - DRAFT

ATTACHMENT B-2
Snow Removal Services
ATTACHED

Romeo - DRAFT

ATTACHMENT C

Contractor's Pricing

CONTRACT PRICE – ALL SERVICES

The Custodial Services Contract Pricing is based upon the Contractor securing, as part of the Contract Pricing, all labor, Consumable Supplies, Cleaning Supplies, and all necessary Equipment in accordance with the terms and conditions of the Contract.

<u>ALL SERVICES – ALL FACILITIES</u>				
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>	<u>3-year Total</u>
Contract Price – Total All Services				

<u>ALL SERVICES PRICING BREAKDOWN</u>				
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>	<u>3-year Total</u>
Substitute Staffing Program Cost				
Consumable Supplies Cost				
Cleaning Supplies Cost				
Equipment Cost				
Custodial Services – Total Man Hours - Management				
Custodial Services – Total Man Hours - Labor				
Total Weekend Hours Per Year				
Total Weekend Staff - FTEs				
Custodial Services – Total FTEs – Management				
Custodial Services – Total FTEs - Labor				
Overhead & Profit				
Mark-Up on Pass-Through Services				

ADDITIONAL PRICING – Applicable under Proposal Pricing

<u>PRICING INCREASE/DECREASE FOR PERMANENT ADDITION/REMOVAL OF PORTION OF THE SERVICES</u>		
<u>Pricing Parameter</u>	<u>½ FTE</u>	<u>1 FTE</u>
Day Custodian		
Afternoon Custodian		
Night Custodian		

CUSTODIAL SERVICES HOURLY PRICING – For Additional Services Requested under Contract			
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>
Hourly Rate			
Weekend Services Rate			
Holiday Rate			
Emergency Rate			

MISCELLANEOUS PRICING ITEMS			
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>
Price Per Square Foot if Scope of Custodial Services Reduced			
Price Per Square Foot if Scope of Custodial Services Added			
Hourly Service Credit for Hours of Services Not Performed (Section V.I.)			

ATTACHMENT D
Contractor's Staffing Plan
ATTACHED

Romeo - DRAFT

ATTACHMENT E
Contractor's Equipment
ATTACHED

Romeo - DRAFT

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX E

ROMEO COMMUNITY SCHOOLS**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES****PROPOSAL PRICING FORM**

<u>Contractor Information</u>	
<u>Contractor Name:</u>	
<u>Business Address:</u>	
<u>Contact Person:</u>	<u>Telephone:</u>
<u>E-Mail:</u>	<u>Fax:</u>

A. ALL SERVICES PRICING – ALL FACILITIES

This pricing is to reflect an award by the School District of all Services contemplated in the RFP (i.e., Custodial Services and related snow removal services) for **ALL FACILITIES** set forth in the RFP and based upon an **everyday cleaning** schedule at these Facilities with full staffing for 12 months each year. *The Proposal pricing shall be based the Custodial Services frequencies and duties in the RFP and the Contractor providing all staffing (both daily and substitute staffing) and wages and benefits set forth in the Contractor's Proposal. The Custodial Services Proposal pricing shall also be based upon the School District securing the Consumable Supplies and the Contractor securing all Cleaning Supplies in accordance with the terms and conditions of the RFP and the Contract, and the Contractor providing all Equipment in accordance with the terms and conditions of the RFP and the Contract.* Accordingly, the below Contractor pricing for these Services as all Facilities must be inclusive of all costs and expenses for all Services and related personnel, supplies and equipment necessary to perform the Custodial Services, and are to be expressed as not-to-exceed amounts and all amounts are to include wages (both daily and substitute personnel), benefits (both health and other benefits offered or required), overhead and profit to perform all Services. These prices are to include Custodial Services coverage Monday through Sunday at all Facilities in accordance with the terms and conditions of the RFP and the Contract.

<u>ALL SERVICES – ALL FACILITIES</u>				
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>	<u>3-year Total</u>
Contract Price – Total All Services				

PROPOSAL PRICING FORM

ROMEO COMMUNITY SCHOOLS

B. ALL SERVICES PRICING BREAKDOWN

From the Total All Services Pricing set forth in Section A above, identify the amount of cost, manpower or other pricing parameter break down as request below. These below components would be part of the overall Total All Services pricing and not additional costs to the School District. If a pricing component set forth below is included in another pricing component, please still include the pricing component information below. If a pricing component is not included in the Total All Services Pricing and would be charged to the School District as a pass-through cost, please indicate and explain the pricing for that component in the Proposal.

<u>ALL SERVICES PRICING BREAKDOWN</u>				
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>	<u>3-year Total</u>
Daily Staffing Cost Per Staffing Plan				
Substitute Staffing Program Cost				
Consumable Supplies (Not Provided by School District)				
Cleaning Supplies & Materials Cost				
Equipment Cost				
Overhead				
Profit				
Custodial Services – Total Man Hours - Management				
Custodial Services – Total Man Hours - Labor				
Total Weekend Hours Per Year				
Total Substitute Staffing Hours Per Year				
Total Substitute Staffing - FTEs				
Total Weekend Staff - FTEs				
Custodial Services – Total FTEs – Management				
Custodial Services – Total FTEs - Labor				
Mark-Up on Pass-Through Services				

PROPOSAL PRICING FORM

ROMEO COMMUNITY SCHOOLS

C. SUMMER STAFFING – Applicable if accepted by School District

If the Contractor desires to reduce its staffing in the Summer Months when school is not in session, provide the number of FTE that will be reduced from the full staffing provided in above pricing and the amount of the annual price deduction association with such summer FTE reduction.

<u>PRICING DECREASE IF REDUCE STAFFING PROPOSED IN SUMMER MONTHS</u>	
Number of FTE Reduced from School Year Staffing	
Price Deduction for Reduced Summer Staffing	

D. ADDITIONAL PRICING – Applicable under Proposal Pricing

<u>PRICING INCREASE/DECREASE FOR PERMANENT ADDITION/REMOVAL OF PORTION OF THE SERVICES</u>		
<u>Pricing Parameter</u>	<u>½ FTE</u>	<u>1 FTE</u>
Day Custodian		
Afternoon Custodian		
Night Custodian		

<u>CUSTODIAL SERVICES HOURLY PRICING – For Additional Services Requested under Contract</u>			
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>
Hourly Rate			
Weekend Services Rate			
Holiday Rate			
Emergency Rate			

<u>MISCELLANEOUS PRICING ITEMS</u>			
<u>Pricing Parameter</u>	<u>2026-2027</u>	<u>2027-2028</u>	<u>2028-2029</u>
Price Per Square Foot if Scope of Custodial Services Reduced			
Price Per Square Foot if Scope of Custodial Services Added			
Hourly Service Credit for Hours of Services Not Performed			

PROPOSAL PRICING FORM

ROMEO COMMUNITY SCHOOLS

E. WAGES AND BENEFITS OFFERED BY CONTRACTOR

As set forth in the RFP, the Contractor's rates and pricing shall include the wages and benefits offered to its employees, including health benefits and/or other benefits offered to Contractor's employees. The Contractor shall include in its Proposal the wages (hourly and/salary amount per position) and benefits that will be offered to its employees who perform the Services.

F. ACKNOWLEDGEMENT OF ADDENDA TO THE RFP

The Contractor acknowledges the following addenda that were issued to the RFP:

<u>Addendum Number</u>	<u>Date</u>
1	_____
2	_____
3	_____

G. ACKNOWLEDGMENT OF TERMS & AUTHORIZATION

The undersigned Contractor acknowledges and agrees that the School District reserves, in its sole and absolute discretion, the right: (i) to accept or reject, in whole or in part, any and all Proposals received in response to this RFP; (ii) to waive informalities and irregularities in the RFP process; (iii) to award the Contract to other than the Contractor with the lowest financial Proposal; and (iv) to award the Contract to one (1) or more Contractors. If awarded the services, the Contractor agrees to enter into the form of Contract with the School District, and to furnish the services in strict accordance with, this RFP and the Contract. By submitting a Proposal, the Contractor certifies that its Proposal, as submitted, complies with all terms and conditions as set forth in this RFP, unless specifically enumerated as an exception as part of its Proposal.

Additionally, the Contractor certifies that it has not communicated about the subject of the RFP or a Contractor's Proposal with the School District, its Board of Education, or any individual member, administrators, faculty, staff, students, contractors or employees of the School District except as permitted under the RFP, or as otherwise required by applicable law.

Contractor Name: _____

Authorized Individual Name: _____

Position/Title: _____

Signature: _____

Date: _____

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX F

ROMEO COMMUNITY SCHOOLS						
SCHOOL FACILITY	POSITION	SCHEDULED DAILY SHIFT	DAYS/WEEK	HOURS/DAY	HOURS/YEAR	WAGE RATE
District-Wide Management						
Romeo High School						
9th Grade Academy						
Romeo Middle School						
Amanda Moore Elementary School						

Hamilton-Parsons Elementary School						
Hevel Elementary School						
Indian Hills Elementary School						
Washington Elementary School						
Croswell Early Childhood Center						
Administration Building						
Transportation Building						
Substitute Staffing						
Total Hours						
Position = Title (i.e., Supervisor) or Scheduled Shift (i.e., Day Custodian or Evening Custodian)						
Scheduled Daily Shift = Start and End Times of Shift (i.e., 6:00 am - 2:00 pm)						
Days/Week = Days the shift performs duties (i.e., M-F or T-Sat or Sat-Sun)						
Hours/Day = # of hours shift is scheduled daily (i.e., 8 hours)						
Hours/Year = # of hours the position will work each Contract Year (e.g., 2080 hours)						
Wage Rate = The starting/minimum wage of the position (i.e., \$17.00/hour). If salaried employee, may use annual salary.						

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX G

Familial Disclosure Affidavit

The undersigned, the owner or authorized officer of the below-named contractor (the “Contractor”), pursuant to the familial disclosure requirement provided in the Romeo Community Schools’ (the “School District”) Request for Proposals for Custodial Services, hereby represents and warrants that, except as provided below, no familial relationships exist between the owner or any employee of the Contractor, and any member of the Board of Education of the School District or the Superintendent of the School District. A list of the School District’s Board of Education Members and its Superintendent may be found at <https://romeok12.org/>.

List any Familial Relationships:

CONTRACTOR:

Print Name of Contractor

By: _____

Its: _____

STATE OF _____)
)ss.
COUNTY OF _____)

This instrument was acknowledged before me on the ____ day of _____, 2026, by _____.

_____, Notary Public
_____, County, _____
My Commission Expires: _____
Acting in the County of : _____

ROMEO COMMUNITY SCHOOLS

**REQUEST FOR PROPOSALS
FOR
CUSTODIAL SERVICES**

APPENDIX H

AFFIDAVIT OF COMPLIANCE – IRAN ECONOMIC SANCTIONS ACT
Michigan Public Act No. 517 of 2012

The undersigned, the owner or authorized officer of the below-named contractor (the “Contractor”), pursuant to the compliance certification requirement provided in the Romeo Community Schools’ (the “School District”) Request For Proposals for Custodial Services (the “RFP”), hereby certifies, represents and warrants that the Contractor (including its officers, directors and employees) is not an “Iran linked business” within the meaning of the Iran Economic Sanctions Act, Michigan Public Act No. 517 of 2012 (the “Act”), and that in the event Contractor is awarded a contract as a result of the aforementioned RFP, the Contractor will not become an “Iran linked business” at any time during the course of performing any services under the contract.

The Contractor further acknowledges that any person who is found to have submitted a false certification is responsible for a civil penalty of not more than \$250,000.00 or 2 times the amount of the contract or proposed contract for which the false certification was made, whichever is greater, the cost of the School District's investigation, and reasonable attorney fees, in addition to the fine. Moreover, any person who submitted a false certification shall be ineligible to bid on a request for proposal for three (3) years from the date the it is determined that the person has submitted the false certification.

CONTRACTOR:

Name of Contractor

By: _____

Its: _____

Date: _____

STATE OF _____)
)ss.
COUNTY OF _____)

This instrument was acknowledged before me on the _____ day of _____, 2026,
by _____.

, Notary Public

County, _____

My Commission Expires: _____

Acting in the County of :