

**BRIDGEPORT BOARD OF EDUCATION
AGENDA OF IN-PERSON SPECIAL MEETING OF THE BRIDGEPORT BOARD OF
EDUCATION**

**WEDNESDAY, JUNE 17, 2026 - 6:00 PM
CITY HALL ROOM 305
45 LYON TERRACE
BRIDGEPORT, CT 06604**

- 1. Public Speaking**
- 2. Approval of the Minutes - Special Meeting June 1, 2026**
- 3. *Discussion and Appointment of the Sr. Specialized Instruction Officer**
- 4. *Discussion and Possible Approval of Workers' Compensation Settlement of D. Jasko**
- 5. Approval of the Landscape Services Contract**
- 6. Approval of the Black Rock Exterior Door Replacement Contract**
- 7. Approval of the RFP for Solid Wast & Recycling Collection Services**
- 8. Discussion and Possible Action of Graduation Rain Date Options**
- 9. Discussion of Staffing Services RFP and Approval of District's Recommendation of Staffing Services Providers**
- 10. Approval to Participate with the City of Bridgeport in the Following RFPs:**
 - a. Medicare-Medical/Prescription
 - b. Active Employees-Medical/Prescription/Vision
 - c. Workers' Compensation
- 11. Adjourn**

Monday, June 1, 2026

MINUTES OF THE VIRTUAL SPECIAL MEETING OF
THE BRIDGEPORT BOARD OF EDUCATION, held June 1,
2026, via Microsoft Teams, Bridgeport, Connecticut.

Present were Chair Jennifer Perez, Vice Chair Joseph Sokolovic,
Secretary Maritza Estremera Jimenez, Robert Traber, Willie
Medina, Andre Woodson, and Lamond Daniels.

Interim Supt. Royce Avery was present.

The meeting was called to order at 5:30 p.m.

The agenda item was on a school executive search firm
specializing in K to 12 education leadership for superintendent, in
accordance with the Connecticut state Department of Education.

Ms. Perez said the board has met and reviewed six different
firms.

Mr. Medina moved *“to hire Zeal as our RFP process went through
safely and it seemed to be a great consensus for Zeal.”* The
motion was seconded by Mr. Sokolovic.

Mr. Traber said he was opposed to the firm for the reason that he
is concerned about them recommending that the head of
ConnCAN be one of our consultants in this search. He said they
have either exhibited an insensitivity to the history of Bridgeport or
they have some other alternative reason for having made that
suggestion.

The motion was approved by a 5-2 vote. Voting in favor were
members Perez, Sokolovic, Daniels, Woodson, and Medina.

Voting in opposition were members Estremera Jimenez and Traber.

Mr. Medina moved to adjourn the meeting. The motion was seconded by Mr. Sokolovic and unanimously approved.

The meeting was adjourned at 5:36 p.m.

Respectfully submitted,

John McLeod

Line Item

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Description

AQUACULTURE SCHOOL ,60 ST STEPHENS ROAD
BARNUM SCHOOL , 495 WATERVIEW AVENUE
BASSICK HIGH SCHOOL, 205 BROAD STREET
BEARDSLEY SCHOOL , 500 HUNTINGTON ROAD
BLACKHAM SCHOOL , 425 THORME STREET
BRYANT SCHOOL, 230 POPLAR STREET
CESAR BATALLA, 606 HOWARD AVENUE
CENTRAL HIGH SCHOOL (INCLUDING THE COURTYARD), 1 LINCOLN BOULEVARD
COLUMBUS SCHOOL, 275 GEORGE STREET
CURIALE SCHOOL, 300 LAUREL AVENUE
DUNBAR SCHOOL, 445 UNION AVENUE
DISCOVERY SCHOOL, 4510 PARK AVENUE
EDISON SCHOOL, 115 BOSTON TERRACE
FAIRCHILD WHEELER SCHOOL,840 OLD TOWN ROAD
GERALDINE CLAYTOR SCHOOL, 240 OCEAN TERRACE
GERALDINE JOHNSON SCHOOL, 475 LEXINGTON AVENUE
HALLEN SCHOOL, 68 OMEGA AVENUE
HARDING HIGH SCHOOL, 379 BOND STREET
HOOKER SCHOOL, 138 ROGER WILLIAMS ROAD
JFK CAMPUS, 700 PALISADE AVENUE
LUIS MUNOZ MARIN SCHOOL, 479 HELEN STREET
MADISON SCHOOL, 376 WAYNE STREET
PARK CITY MAGNET SCHOOL, 1526 CHOPSEY HILL ROAD
READ SCHOOL,130 EZRA STREET
ROOSEVELT SCHOOL, 680 PARK AVENUE
SKANESCHOOL, 2977 MADISON AVENUE
SOUTH END SCHOOL, 160 IRANISTAN AVENUE
TISDALE SCHOOL, 250 HOLLISTER AVENUE
WALTERSVILLESCHOOL, 150 HALLET STREET
WILBUR CROS SSCHOOL, 1775 RESERVOIR AVENUE
WINTHROPSCHOOL, 85 ECKART STREET (WHILE THIS SCHOOL IS UNDER
Total

Quantity	Unit of Measure	Unit Cost
1	PRICE PER CUT	\$100.26
1	PRICE PER CUT	\$111.40
1	PRICE PER CUT	\$129.05
1	PRICE PER CUT	\$123.35
1	PRICE PER CUT	\$222.53
1	PRICE PER CUT	\$424.00
1	PRICE PER CUT	\$220.73
1	PRICE PER CUT	\$472.59
1	PRICE PER CUT	\$183.74
1	PRICE PER CUT	\$171.85
1	PRICE PER CUT	\$119.63
1	PRICE PER CUT	\$248.20
1	PRICE PER CUT	\$243.85
1	PRICE PER CUT	\$250.78
1	PRICE PER CUT	\$139.86
1	PRICE PER CUT	\$230.39
1	PRICE PER CUT	\$206.48
1	PRICE PER CUT	\$507.29
1	PRICE PER CUT	\$129.08
1	PRICE PER CUT	\$423.36
1	PRICE PER CUT	\$252.83
1	PRICE PER CUT	\$166.57
1	PRICE PER CUT	\$329.73
1	PRICE PER CUT	\$216.10
1	PRICE PER CUT	\$211.83
1	PRICE PER CUT	\$164.92
1	PRICE PER CUT	\$177.36
1	PRICE PER CUT	\$206.58
1	PRICE PER CUT	\$111.40
1	PRICE PER CUT	\$139.42
1	PRICE PER CUT	\$246.38

Total

\$100.26
\$111.40
\$129.05
\$123.35
\$222.53
\$424.00
\$220.73
\$472.59
\$183.74
\$171.85
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\$206.58
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\$6,881.54

**CONTRACT TO BE EXECUTED WILL BE IN A FORM SUBSTANTIALLY SIMILAR
TO THIS AND MODIFICATIONS, IF ANY, SHALL AT THE CITY'S SOLE
DISCRETION**

**CITY OF BRIDGEPORT
CONTRACT FOR CONSTRUCTION SERVICES
WITH**

**FOR
BLACK ROCK SCHOOL – DOORS REPLACEMENT AND INSTALLATION
545 BREWSTER STREET, BRIDGEPORT**

[BID/PROJECT NO. XXXXX]

This Contract entered into this _____ day of _____, 2026 (the "Effective Date"), by the **CITY OF BRIDGEPORT**, a municipal corporation organized and existing under the laws of the State of Connecticut (hereinafter referred to as "**City**"), acting by and through the **BOARD OF EDUCATION OF THE CITY OF BRIDGEPORT**, 45 Lyon Terrace, Bridgeport, Connecticut 06604 (hereinafter referred to as the "**City**" and/or "**BOE**") and _____, a limited liability company organized and existing under the laws of the State of Connecticut with an office and principal place of business located at _____, acting herein by _____, its Owner, duly authorized (hereinafter, the "**Contractor**"). The Contractor or the City may individually be referred to herein as the "Party" or collectively as the "Parties."

ARTICLE 1. WORK TO BE DONE

1.1. The Contractor shall furnish all the materials, machinery, implements, tools, labor, services, and other items of every kind (the "Work") using its best skill and attention required to perform and complete in the most substantial and workmanlike manner the project generally identified as **furnishing and installation of doors, frames, hinges and hardware at Black Rock School Project** _____, **[BID/PROJECT NO. XXXXX]** (hereinafter, the "Project"). The Work shall be performed in strict compliance with the Contract Documents as that term is defined in Article 3 thereof.

1.2. The City will compensate the Contractor for the satisfactory completion of the Project and of all of the Contractor's duties, obligations and responsibilities under this Contract, subject to additions and deductions as herein provided, the total sum not to exceed _____ **DOLLARS AND 00/100 CENTS (\$ _____)** annually, in the manner set forth herein and the Contract Documents. Notwithstanding the foregoing, the Unit Pricing and Allowance set forth in the Contractor's Proposal (defined below) shall be applied to all Work performed by the Contractor and compensation shall at all times be limited to quantities of units actually used in the performance of the Work by the Contractor and accepted by the City. The City reserves the right to use any combination

of the Base Bid and Alternates to compose the scope of the Work.

1.3. The Project shall be performed in accordance with the true intent and meaning of the Contract Documents without any expense of any nature whatsoever to the City exceeding the compensation stated herein. The Contractor's Work hereunder shall be overseen by _____, its duly authorized representative.

1.4. The Contractor hereby represents that it has carefully examined and understands all of the terms and requirements of the Contract Documents, has investigated the nature, localities and location ("Site") of the Project and the conditions and difficulties under which it is to be performed and that it enters into this Contract on the basis of its own diligent examination, investigation and evaluation of such and not in reliance on any opinions or representations of the City or any third party, including any officer, agent, servant or employee thereof.

ARTICLE 2. ADMINISTRATION OF CONTRACT BY CITY

2.1. The Work to be performed under this Contract shall be overseen on behalf of the City by _____ of the **BOE**, or his designee, referred to as the "Director." The Contractor acknowledges and agrees that any instructions, reviews, advice, approvals or directives rendered to it by the Director or his designated representative consistent with the Contract Documents are authorized on behalf of the City. However, notwithstanding the above, no advice, directive or other recommendation or request by the City shall give rise to liability or responsibility on the City's part for any portion of the Work, nor shall it relieve the Contractor of its responsibilities hereunder.

ARTICLE 3. DOCUMENTS FORMING THE CONTRACT

3.1. This Contract, together with the other Contract Documents are all intended to supplement and complement each other and shall, to the fullest extent possible, be so construed and interpreted. If, however, any provision of this Contract irreconcilably conflicts with any provision of the other Contract Documents, the provision imposing a greater obligation on the Contractor shall govern.

3.2. The Contract Documents shall be deemed to include the following:

3.2.1. City/BOE's Invitation to Bid dated _____ with Scope of Work, Addendum __ dated _____, Addendum __ dated _____, and Addendum __ dated _____, copies of which are respectively annexed hereto and incorporated herein as **Exhibits** , _____, **and** _____ (collectively referred to as the "Bid Solicitation"); and

- 3.2.2. Contractor's Bid Response dated _____ and received on _____, a copy of which is annexed hereto and incorporated herein as **Exhibit** ("Contractor's Proposal"); and
- 3.2.3. Insurance Rider, a copy of which is annexed hereto and incorporated herein as **Exhibit**; and
- 3.2.4. This written Contract, including all bonds and insurance certificates; and
- 3.2.5. City of Bridgeport General Conditions for Construction, Rev. February 10, 2026 ("General Conditions"), as amended; and
- 3.2.6. Any addenda to the general, special, technical or other specifications and conditions for the Project subsequently issued by the City; and
- 3.2.7. State Labor Department minimum wage rates (if applicable); and
- 3.2.8. All provisions required by law to be inserted in this Contract, whether or not physically inserted.

3.3. The term "Specifications" as used herein shall refer to the **[Special Specifications and Notes, and Special Provisions and Technical Specifications, General Conditions, and the Drawings]**. The term "Site" as used herein shall refer to **Black Rock School 545 Brewster Street, Bridgeport, Connecticut** which shall be identified in the Bid Solicitation.

ARTICLE 4. EXAMINATION OF DOCUMENTS AND SITE

4.1. The Contractor confirms that it has carefully examined the Site, as well as its surrounding territory. As a result, the Contractor acknowledges that it is fully informed regarding all existing conditions, both natural and man-made, as well as all such above grade, at grade and subsurface conditions that may in any way affect the Work to be done for the proper completion of the Project, including, by way of example, the existence of poles, wires, pipes, ducts, conduits and other facilities and structures of municipal and public service corporations on, over or under the Site. The Contractor further acknowledges that it has secured such information by personal investigation, research, and inquiry into all reasonably available data concerning the actual Site and has not relied upon the estimates or records of the City; and that it will make no claim against the City by reason of reliance on any such estimates, tests, information, data or representations made by any officer, agent, representative or employee of the City, or for costs incurred as a result thereof.

4.2. In addition, the Contractor agrees that, prior to starting any part of the Work, it shall carefully study and compare the Contract Documents, including without limitation, the Specification set forth therein, relative to that portion of the Work in order to facilitate

construction and determine whether inconsistencies or conflicts exist.

ARTICLE 5. DATE OF COMPLETION AND LIQUIDATED DAMAGES

5.1. The Contractor further agrees that the Project will begin on the date specified in the Notice to Proceed issued by the City ("Commencement Date"). The Contractor shall diligently and continuously prosecute and complete the same and coordinate its Work with all other work being performed on the Project according to any schedules that may be issued from time to time during the Project, so as not to delay, impede, obstruct, hinder or interfere with the commencement, progress or completion of any part of the Project and so that the Project shall be entirely completed in _____ days/months after start.

5.1.1. The Contractor shall contribute to and cooperate with the development of the Project schedules and other efforts to achieve timely completion of the Work. The Contractor shall be required to provide information for the scheduling of the times and sequence of operations required in order for its Work to meet the City's overall schedule requirements and it shall continuously monitor the Project schedule and the performance of the Work, so as to be fully familiar with the timing, phasing and sequence of operations of the Work and of any other work performed by others on the Project. The Contractor shall diligently execute the Work in accordance with the requirements of the Project schedule including any revisions thereto.

THE CONTRACTOR ACKNOWLEDGES THAT TIME IS OF THE ESSENCE IN TERMS OF COMPLETION OF THE CONTRACTOR'S WORK HEREUNDER BY THE STATED COMPLETION DATE.

5.2. Extension of Agreement. No extension beyond the completion date shall be effective unless in writing signed by the Director. Any extension shall be for such time and upon the terms and conditions set by the Director, which may include charges for professional services, engineering and inspection expenses incurred, (including expenses incurred by railroad companies on contracts which affect a railroad right of way) as a result. Notice of application for any extension shall be filed with the Director at least **[fifteen (15) days prior to the date of completion]** set forth above.

5.2.1. The Contractor shall work during such days and times agreed to by the City so as not to interfere with its use or operation of any particular site. However, if the City deems it necessary, it may direct the Contractor to work overtime. If so directed, the Contractor shall work overtime and, provided that it is not in default under any of the terms or provisions of this Contract or of other Contract Documents, the City will pay the Contractor for such actual additional wages paid directly for such overtime work, if any, at rates which have been approved by the City.

5.3. Excused Delay. In the event the Contractor is delayed, obstructed, hindered or interfered with in the commencement, prosecution or completion of the Work by any cause including, but not limited to, any act, omission, neglect, negligence or default of the

City or of anyone employed by it, or by any other contractor or subcontractor on the Project, or by damage caused by fire or other casualty or by any other cause beyond the control of and not due to any fault, neglect, act or omission of the Contractor, its officers, agents, employees, subcontractors or suppliers, the Contractor's exclusive remedy shall be an extension of time for a period equivalent to the time lost by reason of any and all of the aforesaid causes. Provided, however, that the Contractor shall not be entitled to any such extension of time unless the Contractor (1) notifies the City in writing of the cause or causes of such delay, obstruction, hindrance or interference within **forty-eight (48) hours of the commencement thereof** and (2) demonstrates that it could not have anticipated or avoided such delay, obstruction, hindrance or interference and has used all available means to minimize the consequences thereof. Notwithstanding the foregoing, if any of the Contract Documents are at variance with granting such time extension, then the provisions of such documents shall control.

5.3.1. In no event shall the Contractor be entitled to money damages or an adjustment to the sum payable hereunder by virtue of any such delay.

5.4. Unexcused Delay and Liquidated Damages. In the event of a delay in the progress of the Work or disruption of, hindrance, obstruction, or interference with the Work due to any fault, neglect, action or omission of the Contractor or any of its officers, agents, servants, employees, subcontractors or suppliers which results in any additional cost, expense, liability or damage to the City including disbursements incurred by the City (whether incurred in defending claims arising from such delay or in seeking reimbursement or indemnity from the Contractor and/or its surety hereunder or otherwise) or any damages or additional costs or expenses for which the City may or shall become liable, no extension of time shall be granted and the Contractor (and its surety) shall be liable to compensate the City for and indemnify it against all such costs, expenses, damages and liability. In addition, the Contractor shall not only fulfill all of its obligations imposed by this Contract at its own cost and expense, but also work such overtime as may be necessary to make up for all time lost in the performance of the Work and of the Project. Should the Contractor fail to make up for the time lost by reason of such delay, the City shall have the right to hire other contractors to work overtime, if needed, and to take whatever other action it deems necessary to avoid delay in the completion of the Work and of the Project. The cost and expense of such overtime and/or such other action, including all other consequential damages and expenses, shall be borne by the Contractor hereunder.

5.4.1. It is understood by the parties that timely completion of the Project is essential. Failure of the Contractor to complete the Project by the date stated in the Project will result in the City and the public incurring damages, additional costs and inconveniences that would be impossible or extremely difficult to accurately quantify at the time. Therefore, the parties agree that, if the Contractor fails to satisfactorily complete the Project hereunder within the time specified or within any extension of time that may have been allowed, there shall be deducted from any monies due or that may become due the Contractor, the sum of **Five Hundred Dollars and 00/100 (\$500.00)** for each and every calendar day, including Saturdays and holidays, that the Project remains

incomplete in accordance with Article 5 of this Contract. This sum shall not be imposed as a penalty, but as liquidated damages due the City from the Contractor by reason of the damages incurred, inconvenience and additional costs and expenses to the public together with other problems suffered as a result of any such delay thereby occasioned.

ARTICLE 6. CONTINGENCIES, EXTRA WORK, AND CHANGES

6.1. Whenever the City determines that, for any reason deemed to be in the best interests of the Project, the Contract Document, including without limitation, the Specifications set forth therein, should be revised to provide for changes, deletions, contingencies, additional or extra work, it may issue a Change Order to the Contractor. Once the City has issued and signed a written Change Order in its standard form, the Contractor shall forthwith comply with the specifications of such Change Order. In such event, allowances for additions and/or deductions to the prices listed in the bid documents will be made commensurate with such changes in the scope or extent of the Work. Any such action by the City shall not constitute grounds for a claim by the Contractor for damages, loss of anticipated profits, or for costs resulting from any variations between the approximate quantities and quality of Work contemplated in the bid documents and as built.

6.2. All changes, additions or omissions in the Work ordered in writing by the City shall be deemed to be a part of the Work hereunder and shall be performed and furnished in strict accordance with all of the terms and provisions of the Contract Documents based on a negotiated cost for the Work and materials. The Contractor shall be responsible for keeping its surety informed of all such modifications to this Contract. The obligations of Contractor's surety shall not be reduced, waived or adversely affected by the issuance of such Change Orders, additions or deductions and the City shall not be required to inform the surety of the same or to obtain the consent of the surety to such modifications.

ARTICLE 7. MEANS AND METHODS

7.1. The Contractor shall supervise and direct the Work using its best skill and attention in order to perform and complete the Project according to the Contract Documents in a timely and workmanlike manner. The Contractor shall be responsible for safeguarding the Site and all adjacent property from damage and for implementing all reasonable and necessary construction means, methods, techniques, sequences and procedures for safety precautions, protection against vandalism, and compliance with fire insurance rating bureau procedures, in connection with the performance of the Work. Contractor further assumes responsibility for all actions and omissions of its agents, employees, subcontractors, suppliers and all of their respective agents, employees and any other person performing any part of the Work.

ARTICLE 8. NO COLLUSION OR FRAUD

8.1 The Contractor hereby agrees that all persons interested as principal or principals in the bid or proposal submitted by the Contractor for this Project are named therein; that this Contract has been secured without any connection with any person or persons other than those named; that this Contract was secured without collusion or fraud; and that neither any officer nor employee of the City, nor any member of the immediate family of any such person, has or will have a financial interest in the performance of this Contract, in the supplies, Work or business to which it relates, or in any portion of the profits thereof.

ARTICLE 9. ESTIMATES AND PAYMENT

9.1 As the Project progresses in accordance with the Contract and in a manner that is satisfactory to the City, the City hereby agrees to make payments to the Contractor based on **Unit Pricing and Allowances set forth in the Contractor's Proposal**. The procedure for processing payments is as follows: on or before the last day of each month the Contractor shall submit to the BOE, in the form required by the BOE, a written Application For Payment showing the units completed and in place as of that date. From this amount shall be deducted all previous payments and all charges for services, materials, equipment and other items chargeable to the Contractor. The balance of such Application must be approved by the BOE and should represent the unit pricing work completed in accordance with the terms and conditions of this Contract during the preceding month. The Contractor shall be paid ninety-five (95%) percent of such amount. The five (5) percent retained shall be held by the City until final completion and acceptance of all Work covered by this Contract; compliance by the Contractor with all of its responsibilities hereunder including the provision of signed waivers of lien from Contractor, its subcontractors and suppliers; the posting of a (25%) maintenance bond by the Contractor insuring the Project for a period of **two (2) years** from the date of final acceptance; and the making of all payments due all subcontractors and material suppliers in connection with the Project. Nothing herein shall modify or limit detailed payment provisions contained in the Contract Documents and approved by the Director.

9.2. Prior to commencing the Work, the Contractor shall submit to the City a detailed Schedule of Values showing the breakdown of the total contract price into its various parts for approval. The City may modify the Schedule of Values or may require additional information or a more detailed breakdown of costs, subject to their final approval. All Applications for Payments will thereafter be submitted according to the approved payment Schedule.

9.3. The City reserves the right to advance the date of any payment (including the final payment) under this Contract if, in its judgment, it becomes desirable to do so.

9.4. The Contractor agrees that, if and when requested to do so by the City, it shall furnish such information, evidence and substantiation as the City may require with respect to the nature and extent of all obligations incurred by the Contractor for or in

connection with the Work, all payments made by the Contractor thereon, and the amounts remaining unpaid and the reasons therefor.

9.5. The Contractor warrants that: (1) title to Work, materials and equipment covered by an Application for Payment will pass to the City either by incorporation in construction or upon receipt of any payment for the same by the Contractor, whichever occurs first; (2) Work, materials and equipment covered by Applications for Payment shall be free and clear of liens, claims, security interests or encumbrances; and (3) no Work, materials or equipment covered by an Application for Payment shall be acquired by the Contractor, or any other entity or person performing any Work at the Site or furnishing materials or equipment for the Project, subject to an Contract or arrangement under which any interest therein or an encumbrance thereon is retained by the seller of such or is otherwise imposed by the Contractor or such other entity or person.

9.6. With each Application For Payment the Contractor shall (i) certify to the City that the Work, for which payment is requested, (1) has been fully completed in accordance with the Contract Documents; (2) that all amounts owed to any subcontractor and subconsultant for Work or materials covered by all previous progress payments have been paid in full; and (3) that the Contractor has no claim outstanding against the City related to this, or any previous progress payment, except any such claim as has been previously served by way of a detailed, verified statement upon the City prior to the filing of such Application For Payment, and (ii) shall submit weekly certified payrolls for the Project in compliance with **Conn. Gen. Stat. 31-53** prevailing wages laws. If requested to do so, the Contractor will file signed Waivers of Lien with each Application for Payment in a form satisfactory to the City.

9.7. The Contractor's refusal to accept any payment as tendered shall constitute a waiver of any right to interest thereon.

9.8. It is further agreed that so long as the Contractor fails to comply with any lawful or proper direction concerning the Work or material given by or on behalf of the Director, the Contractor shall not be entitled to have any estimate made for the purpose of payment. No such estimate shall be rendered until the Contractor fully and satisfactorily complies with all such directions.

9.9. If any of the following occurs: (1) a claim or lien is made or filed with or against the City, the Project, or the Project funds by any person claiming that the Contractor or any subcontractor or other person under subcontract has failed to make payment for any labor, services, materials, equipment, taxes or other items or obligations furnished or incurred for or in connection with the Work; (2) there is evidence of such nonpayment or of any claim or lien for which, if established, the City might become liable and which is chargeable to the Contractor; (3) the Contractor or any subcontractor or other person under subcontract causes damage to the Work or to any other work on the Project; (4) or if the Contractor fails to perform or is otherwise in default under any of the terms or provisions of this Contract, the City shall have the right to retain from any payment then due or thereafter to become due an amount which it deems sufficient to (i)

satisfy, discharge and/or defend against any such claim or lien or any action which may be brought or judgment which may be recovered thereon, (ii) make good any such nonpayment, damage, failure or default, and (iii) compensate the City for and indemnify and hold it harmless against any and all actual or potential losses, liabilities, damages, costs and expenses, which may be sustained or incurred in connection therewith. The City shall have the right to apply and charge against the Contractor so much of the amount retained as may be required for the foregoing purposes. If the amount is insufficient therefor, the Contractor shall be liable for the difference and promptly pay the same to the City. No person shall have any right or claim by reason of the City's failure or refusal to withhold monies. No interest shall be payable by the City on any amounts withheld under this provision.

9.10. This provision is not intended to limit or in any way prejudice any other right of the City.

9.11. No payment (final or otherwise) made under or in connection with this Contract shall be conclusive evidence of the proper performance of the Work or of this Contract, in whole or in part, and no such payment shall be construed to be an acceptance of defective, faulty or improper work or materials nor shall it release the Contractor from any of its obligations under this Contract; nor shall entrance upon and use of the Site by the City constitute acceptance of the Work or any part thereof.

9.12. If, in the judgment of the Director, the Project is "substantially," although not entirely, completed, and in this event the withholding of the retained percentage would be an injustice to the Contractor, the Director may, provided that he receives certification that the essential items in the Contract have been completed in accordance with the terms of the Contract, include in the final account such uncompleted items. The City will pay the Contractor therefor at the item prices in the Contract upon the Contractor's depositing with the Director a certified check drawn upon a legally incorporated bank or trust company equal to at least double the value of such uncompleted Work. The deposit may be used by the Director to complete the uncompleted portion of the Contract and any unused portion may be returned to the Contractor upon its satisfactory completion of the uncompleted Work within a specified number of working days after it has been notified to proceed.

ARTICLE 10. PAYMENT TO SUBCONTRACTORS AND SUPPLIERS

10.1. The Contractor shall, within **thirty (30) days** after its receipt of payment from the City, pay all amounts due any supplier or subcontractor, whether for labor performed or materials furnished hereunder, when such labor or materials have been included in a requisition submitted by the Contractor and paid by the City.

10.2. The Contractor shall include in each of its contracts and subcontracts hereunder a provision requiring each contractor or subcontractor to pay all amounts due any of its own subcontractors (second tier subcontractors), whether for labor performed or materials furnished, within **thirty (30) days** after such contractor or subcontractor is

paid by the Contractor an amount that includes payment for labor or materials furnished by such second tier subcontractor.

ARTICLE 11. FINAL PAYMENT

11.1. Final payment and payment of any amounts retained shall not become due until the following conditions precedent have been met: (1) the City accepts the Project and approves of all the Work performed hereunder; (2) the Contractor submits the following documents satisfactory to the City (a) certification that all payrolls, bills for materials, labor and equipment, and all other indebtedness connected with the Project, for which the City or City's property might be liable, have been paid or otherwise satisfied and that there are no claims, obligations, or liens outstanding or unsatisfied for labor, services, materials, equipment or other items performed, furnished or incurred for or in connection with the Work; (b) written consent of surety, if applicable; (c) a certificate confirming that insurance required by the Contract Documents is to remain in force for the required period of time following completion of the Work; (d) a satisfactory maintenance bond posted with the City ensuring the Project is in compliance with **Section 109-15** of the General Conditions for a period of **two (2)** year from the date of final acceptance (e) the Contractor provides all required certifications that all Work, products and materials comply with Contract Document, including without limitation, the Specifications set forth therein, and have been properly installed and/or incorporated into the Project in accordance with all applicable manufacturers' warranties; (f) all warranties for products, materials and equipment incorporated into the construction of the Project have been transferred assigned to the City; (g) any other information and documentation establishing payment or satisfaction of all outstanding obligations, to the extent and in such form as may be designated by the City, such as, by way of example only, receipts, releases and waivers of liens, including the execution and delivery by the Contractor, in a form satisfactory to the City, of a general release running to and in favor of the City; (h) all required Certified Payrolls acceptable to the City and the State of Connecticut Department of Labor; (i) final punchlist items have been completed to the satisfaction of the City; (h) a certificate of occupancy for the Project has been issued by the Building Department; and (j) all Change Orders with sufficient backup/documentation acceptable to the City. Should any claim be made or other obligation arise after final payment is made, the Contractor shall refund to the City all expenses paid by the City to satisfy, discharge or defend against any such claim, obligation or lien or any action brought or judgment recovered thereon and all costs and expenses, incurred in connection therewith.

11.2. If the Contractor cannot, for reasonable cause not of its own fault, furnish any such information or documentation required by the City, the Contractor may furnish a bond satisfactory to the City promising to indemnify the City against any Project related, outstanding obligation. If any lien remains unsatisfied after final payments are made by the City, the Contractor shall reimburse the City for moneys the City may be compelled to pay in discharging such lien.

11.3. Acceptance by the Contractor, or anyone claiming by or through it, of any

interim or final payment hereunder shall constitute and operate as a release of the City from any and all claims of any liability or responsibility to the Contractor for anything done to, furnished for, relating to or in connection with the Project hereunder, and for any act, neglect, default on the part of the City or any of its officers, agents, or employees unless the Contractor serves a detailed and verified statement of claim upon the City prior to the acceptance of such payment. Such statement shall specify the items and details upon which the claim is based and any claim shall be limited to such items. The Contractor's refusal to accept the final payment as tendered shall constitute a waiver of any right to interest thereon.

ARTICLE 12. FINAL ACCEPTANCE OF WORK

12.1. When, in the opinion of the Director, the Contractor has fully performed all the required Work under this Contract and any Change Orders issued for the Project to the Contractor, the Director shall recommend the acceptance of the Work so completed. If the recommendation is accepted, the City shall thereupon notify the Contractor in writing of such acceptance, and copies of such acceptance shall be sent to other interested parties. However, the City has the right to reject the whole or any portion of the Work should it be found or known to be inconsistent with the terms of the Contract Documents or otherwise improper. All certifications upon which partial payments may have been made, being merely estimates, are subject to correction in the final determination or upon final payment.

ARTICLE 13. SAFETY

13.1. The Contractor agrees that it is responsible for preventing accidents and ensuring safety of all persons engaged in the Project or in the vicinity of the Work including members of the general public. The Contractor shall comply with all laws, ordinances, rules, regulations, codes, standards, orders, notices and requirements concerning safety applicable to the Work, including, among others, the Federal Occupational Safety and Health Act of 1970, as amended, and all standards, rules, regulations and orders which have been or shall be adopted or issued thereunder, and with all safety standards established during the progress of the Work.

13.2. The Contractor shall at all times provide sufficient, safe and proper facilities for the inspection of the Work by the City and its authorized representatives in the field, at shops or at any other place where materials or equipment for the Work are in the course of preparation, manufacture, treatment or storage. The Contractor shall, immediately upon receiving written notice from the City, stop any part of the Work which is deemed unsafe and proceed to take down all portions of the Work and remove all materials whether worked or unworked, that may be noted as unsound, defective or improper or as in any way failing to conform to this Contract or other Contract Documents, including without limitation, the Specification set forth therein. The Contractor, at its own cost and expense, shall replace the same with proper and satisfactory Work and materials and make good all Work damaged or destroyed by or as a result of such unsound, defective, improper or nonconforming Work or materials or by the taking down, removal or

replacement thereof. The Contractor agrees that it shall not have nor make any claim for costs, damages, delays or extensions of time arising out of such stoppages. Should the Contractor neglect to take such corrective measures, the City may do so at the cost and expense of the Contractor and may deduct the cost thereof from any payments due or to become due to the Contractor.

13.3. Notwithstanding the foregoing, Contractor shall at all times be responsible for ensuring the safety of all persons and property at the Site, regardless of any action or failure to act on the part of the City. Nothing set forth herein, nor any action or failure to act by the City, shall relieve the Contractor of its obligations and responsibilities with regard to safety and safeguarding of the Site and all persons and property thereon or adjacent thereto.

ARTICLE 14. COMPLIANCE WITH GOVERNMENTAL LAW AND REGULATIONS

14.1. The Contractor shall comply with all applicable laws, codes and regulations governing the Work and the Project and shall require its Trade Contractor and Subcontractors to do the same.

14.2. Without limiting the generality of the foregoing, the Contractor shall comply with The Code of Ordinances of the City of Bridgeport. In addition, all trade contractors and subcontractors working on the Project shall have, throughout the period of the Work, valid State of Connecticut Department of Consumer Protection issued licenses to do business according to the current, applicable regulations.

14.3. Equal Employment Opportunity and Affirmative Action

14.3.1. The Contractor for itself and all subcontractors and subconsultants employed in connection with the Project shall agree to abide by the provisions of State of Connecticut Executive Orders Numbers 3 and 17 and Vice-Presidential Executive Orders Numbers 11246, 11375 and 11063.

14.3.2. The Contractor or its subcontractors and subconsultants further agree and warrant that in the performance of this Contract it will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religion, age, sex, gender identity or expression, marital status, national origin, sexual orientation, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability including, but not limited to blindness, unless it is proven that the disability or characteristic prevents proper performance of the Work involved - in any manner prohibited by the laws of the United States or of the State of Connecticut. The Contractor further agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, intellectual disability, mental disability or physical disability including, but not limited to, blindness -unless it is shown by the Contractor that such disability prevents performance of the work involved. The

terms stated in this paragraph shall be defined as set forth in Connecticut General Statutes Section 4a-60(d).

14.3.3. The Contractor shall not permit any coercion, intimidation, threatening or interference with any individual in the exercise or enjoyment of, or on account of his or her having exercised or enjoyed, or on account of his or her having aided or encouraged any other individual in the exercise or enjoyment of, any right granted or protected by state or federal laws, including without limitation, the Americans with Disabilities Act.

14.3.4. The Contractor agrees to comply with any request of the City of Bridgeport or the Connecticut Commission on Human Rights and Opportunities to provide information and permit access to pertinent books, records and accounts concerning its employment practices and procedures.

14.3.5. For purposes hereof, discrimination in employment shall include, but need not be limited to, employment advertising, recruitment, layoff, termination, rates of pay or other forms of compensation, conditions or privileges of employment and selection for apprenticeship.

14.3.6. The Contractor agrees and warrants that it will make good faith efforts to employ minority business enterprises as contractors, subcontractors and suppliers of materials on or related to the Project. For purposes of this paragraph the term "minority business enterprise" shall be defined as set forth in Connecticut General Statutes Section 4a-60(e).

14.3.7. The Contractor will cause the foregoing provisions to be inserted in all trade contracts and subcontracts for any Work related to the Project or covered by this Contract so that such provisions will be binding upon each trade contractor and subcontractor.

14.4. In addition, Contractor shall comply and shall require its trade contractors and subcontractors who perform any Work in connection with the Project to comply with all current, applicable terms of the following, as the same may be amended from time to time:

- The Civil Rights Act of 1964, as amended;
- Federal Labor Standards (29 CFR Parts 3, 5 and 5a);
Davis Bacon Act;
- Copeland "Anti-Kickback" Act (18 USC 874), as supplemented in the Department of Labor Regulations (20 CFR - Part 3);
- Flood Disaster Protection Act (PL 93-291);
- Hatch Act (Title 4 USC Chapter 15);
- Section 504 of the Rehabilitation Act of 1973;
- The Americans With Disabilities Act;

14.5. Prevailing Wage Requirements

14.5.1. The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in subsection (i) of C.G.S. §31-53, shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day.

14.5.2 This Contract shall be subject to the Connecticut State Prevailing Wage regulations and requirements and applicable prevailing wage rates- as such may be amended or revised from time to time; and

14.5.3. The Contractor shall comply, at its own cost, with all such applicable prevailing wage rate regulations, as the same may be revised or amended from time to time. Under no circumstances shall the Contractor be entitled to any additional payment or any increase in the costs, fees or expenses payable by the City hereunder, based on any increase in the cost of compliance with applicable regulations, requirements or any increase in the applicable, prevailing wage rates.

14.6. State Labor and Employment Regulations

14.6.1. Pursuant to the Connecticut General Statutes, the following provision shall be incorporated into this Contract and each subcontract hereunder insofar as this Contract or any such subcontract relates to a public works project, including, but not limited to, construction, remodeling or repairing of any public facility or structure (except public buildings covered by Section 31-52), site preparation or improvement, appurtenances or highways, or the preparation or improvement of any land or waterway on or in which a structure is situated or to be constructed:

In the employment of mechanics, laborers or workmen to perform the work specified herein, preference shall be given to persons who are residents of the State who are, and continuously for at least **six (6) months** prior to the date hereof have been, residents of this State, and if no such person is available then to residents of other states.

14.6.2. Nothing herein shall abrogate or supersede any provision regarding residence requirements in a collective bargaining agreement to which the contractor is a party. Any contractor who knowingly and willfully employs any person in violation of any provision of this section is subject to fines based on current laws.

14.6.3. Pursuant to Connecticut General Statutes, the following provision shall be incorporated into this Contract and each subcontract hereunder for work relating to the construction of a public works project where the combined total cost of all Work to be performed by all contractors and subcontractors in connection with the new construction of a Public Works Project is **One Million Dollars (\$1,000,000.00)** or more, or for work relating to the remodeling, refinishing, refurbishing, rehabilitation, alteration or repair of any public works project if the total combined cost of all Work to be performed in connection with such project is **One Hundred Thousand Dollars (\$100,000.00)** or more:

The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the Work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in the Connecticut General Statutes, shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the City of Bridgeport. Any contractor who is not obligated by Contract to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day.

14.6.4 In the event that the City and/or the State of Connecticut determines that any mechanic, laborer or workman employed by the Contractor or any subcontractor directly on the Site for the Work contemplated hereunder has been or is being paid a rate of wages less than that required to be paid, as stated herein, the City may, in addition to all other rights and remedies provided by this Contract and the other Contract Documents or by law, terminate the Contractor's right to proceed with the Work hereunder or such part of the Work for which there has been a failure to pay the required wages. In the event of such termination, the City may prosecute the Work to completion by contract or otherwise and the Contractor and its sureties shall be liable to the City for all costs incurred thereby in excess of the compensation to be paid under this Contract.

14.6.5. Each employer subject to the provisions of Section **31-53** of the Connecticut General Statutes shall comply with the applicable requirements at its own cost and expense and shall not be entitled to any additional payment or increase in its fees payable hereunder as a result of or due to the cost of compliance.

ARTICLE 15. RIGHT TO SUSPEND WORK OR TERMINATE CONTRACT

15.1. If, at any time, the City determines that the Work hereunder is not being performed according to the Contract or for the best interest of the City or should the Contractor at any time refuse or neglect to supply a sufficient number of skilled workers or materials of the proper quality and quantity; or fail in any respect to prosecute the Work with promptness and diligence; or cause by any act or omission the stoppage, impede, obstruct, hinder or delay of or interference with or damage to the Work of any other contractors or subcontractors on the Project; or fail in the performance of any of the terms

and provisions of this Contract or of the other Contract Documents; or should there be filed by or against the Contractor a petition in bankruptcy or for an arrangement or reorganization; or should the Contractor become insolvent or be adjudicated a bankrupt or go into liquidation or dissolution, either voluntarily or involuntarily or under a court order, or make a general assignment for the benefit of creditors, or otherwise acknowledge insolvency -- then in any of such events, each of which shall constitute a default hereunder on the Contractor's part, the City shall have the right, in addition to all other rights and remedies provided by this Contract and the other Contract Documents or by law, to temporarily suspend the execution of the Work by the Contractor and proceed with the Work under its own direction in accordance with the Contractor Documents and in such manner as the Director determines to be in the best interests of the City or, the City may terminate the Contractor's employment under this Contract while it is in progress, and thereupon proceed with the Project in such manner and by such process as it determines to be in the best interest of the Project.

15.2 In any of the foregoing events, the Contractor shall not be entitled to receive any further payment under this Contract until the Work shall be wholly completed to the satisfaction of the City, as evidenced by written acceptance signed by the Director. All costs, expenses, losses and damages, and all other charges incurred by the City for the completion of the Work as a result shall be charged to the Contractor and deducted by the City from any monies due or payable or to become due or payable hereunder. Such costs and expenses shall include not only the cost of completing the Work to the satisfaction of the City and of performing and furnishing all labor, services, materials, equipment, and other items required therefor, but also all losses, damages, costs and expenses, (including disbursements incurred in connection with reprocurement, in defending claims arising from such default and in seeking recovery of all such costs and expenses from the Contractor and/or its surety), and disbursements sustained, incurred or suffered by reason of or resulting from the Contractor's default. If such costs and expenses and other charges exceed the amount stated herein, such excess amount shall be charged to and promptly paid by the Contractor to the City. In computing the amounts chargeable to the Contractor, the City shall not be held to a basis of the lowest prices for which the completion of the Project or any part thereof might have been accomplished, but the Contractor shall be liable for all sums actually paid or expenses actually incurred in affecting prompt completion of the Project hereunder. The rights described herein are in addition to any other rights and remedies provided by law.

15.3. Should the City reactivate the performance of the Project, in whole or in part, within **one (1) year** from the time of suspension, any fees paid to the Contractor pursuant to this Contract shall be applied as payment on the fees as set forth in the Contract at the time of reactivation. Should reactivation occur after a period of suspension exceeding **one (1) year** but not sooner, the Contractor and the City may renegotiate the Contract based upon current conditions or may unilaterally elect to terminate the Contract.

15.4. Termination or suspension under this section shall not give rise to any claim against the City for damages or compensation in addition to that provided hereunder.

ARTICLE 16. INTERPRETATION OF PLANS/SHOP DRAWINGS

16.1. The Work shall be performed and furnished under the direction and to the satisfaction of the City and, where appropriate, its Architect or Engineer. The Contractor shall be responsible for identifying any ambiguity in, or difference in interpretation of the Contract Documents and shop drawings, or between or among any of them, and immediately submitting the issue to the City, which will transmit the same to the responsible professional designer (i.e., Professional Engineer or Architect) who shall resolve the same. Any decision in relation thereto shall be final and conclusive upon the parties. The City will furnish to the Contractor any additional information and plans as may be prepared to further describe the Work and the Contractor shall conform to and abide by the same.

16.2. Notwithstanding the dimensions on the any of the Contract Documents and/or shop drawings, it shall be the obligation and responsibility of the Contractor to take such measurements as will insure the proper matching and fitting of the Work covered by this Contract with contiguous work.

16.3. The Contractor shall prepare and submit to the Director such shop drawings as may be necessary to describe completely the details and construction of the Work. Approval of such shop drawings shall not relieve the Contractor of its obligation to perform the Work according to the Contract Documents, including without limitation, the Specifications set forth therein, nor of its responsibility for the proper matching and fitting of the Work with contiguous work and the coordination of the Work with other work being performed on the Site, which obligation and responsibility shall continue until completion and acceptance of the Project.

16.4. The Contractor's submission of a shop drawing shall constitute the Contractor's representation that it has reviewed the submission for accuracy and compliance with all Contract Documents and that, wherever engineering is required to be performed, same has been performed by a qualified and licensed engineer which shall have responsibility therefor.

16.5. Should the proper and accurate performance of the Work hereunder depend upon the proper and accurate performance of other work not covered by this Contract, the Contractor shall carefully examine such other work, determine whether it is in fit, ready and suitable condition for the proper and accurate performance of the Work hereunder, use all means necessary to discover any defects in such other work, and before proceeding with the Work hereunder, report promptly any such improper conditions and defects to the City in writing and allow the City a reasonable time to have such improper conditions and defects remedied.

ARTICLE 17. REJECTED WORK AND MATERIAL

17.1. In the event the City finds that the materials furnished, the finished Project or the Work performed hereunder by the Contractor, for any reason, does not conform with the requirements of the Contract Documents including without limitation any performance and Project Specifications and has resulted or will result in an inferior or unsatisfactory product, the materials or Work shall be removed and replaced or otherwise corrected, to the satisfaction of the City, by and at the expense of the Contractor.

17.2. The Contractor agrees that it shall at once remove from the Site at its own expense all Work or material which may be rejected by the City and replace the same with Work or material satisfactory to the City. All Work shall be in a first class and satisfactory condition at the time of final acceptance.

ARTICLE 18. LAWS, PERMITS, AND LICENSES

18.1. The Contractor shall observe all Federal, State, and local laws and regulations and shall procure all necessary licenses and permits, pay all charges and fees, and give all notices necessary and incident to the due and lawful prosecution of the Work hereunder without any additional charge or expense to the City. Contractor shall be responsible for and shall correct, at its sole cost and expense, any violation thereof resulting from or in connection with the performance or failure to perform the Work.

18.2. The Contractor shall at any time upon demand furnish such proof as the City may require showing such compliance and the correction of such violations. The Contractor agrees to save harmless and indemnify the City, its officers and employees, from and against any and all loss, injury, claims, actions, proceedings, liability, damages, fines, penalties, costs and expenses caused or occasioned directly or indirectly by the Contractor's failure to comply with any of said laws, ordinances, rules, regulations, standards, orders, notices or requirements or to correct such violations therefor in connection with the performance of Work.

18.3. INTENTIONALLY OMITTED

ARTICLE 19. EQUAL EMPLOYMENT OPPORTUNITY

19.1. The Contractor shall agree to provide the Commission on Human Rights and Opportunities with such information requested by the Commission concerning its employment practices and procedures. The Contractor will cause the foregoing provisions to be inserted in all subcontracts for any of the Work covered by this Contract so that such provisions will be binding upon each subcontractor.

ARTICLE 20. SUCCESSORS AND ASSIGNS

20.1. This Contract shall bind the successors, assigns and representatives of the parties hereto. Notwithstanding the foregoing, this Contract may not be assigned by the

Contractor nor shall the Contractor's rights, title or interest herein or hereto be assigned, transferred, conveyed, sublet, or disposed of without the previous written consent of the Director.

ARTICLE 21. RESPONSIBILITY FOR THE SITE

21.1. At all times throughout the performance of this Contract and until final acceptance of the Work hereunder, the Contractor shall be in control of and responsible for the Site and for any loss or damage to the Work to be performed and furnished under this Contract, however caused. This shall include responsibility for loss of or damage to materials, tools, equipment, appliances or other personal property owned, rented or used by the Contractor or anyone employed by it in the performance of the Work, however caused. Accordingly, the Contractor shall, at its own cost and expense, (1) keep the Site free at all times from all waste materials, packaging materials and other rubbish accumulated in connection with the execution of its Work, (2) clean and remove from its own Work and from all contiguous work of others any soiling, staining, mortar, plaster, concrete or dirt caused by the execution of its Work and make good all defects resulting therefrom, (3) at the completion of its Work in each area, perform such cleaning as may be required to leave the area "broom clean," and (4) at the entire completion of its Work, remove all of its tools, equipment, scaffolds, shanties and surplus materials. Should the Contractor fail to perform any of the foregoing to the City's satisfaction, the City shall have the right to perform and complete such Work itself or through others and charge the cost thereof to the Contractor.

ARTICLE 22. INSURANCE

22.1. The Contractor agrees to obtain at its own cost and expense all insurance required by the Insurance Rider attached hereto and incorporated herein as **Exhibit ____**, and to keep the same in continuous effect for a period of **two (2) years** following the date on which the Director indicates the termination of the Contractor's responsibilities hereunder. Before commencing the Project, the Contractor shall furnish the City a certificate of insurance, and shall thereafter provide renewal certificates, as appropriate, evidencing such coverage written by a company or companies acceptable to the City. Each insurance certificate shall be endorsed to name the City of Bridgeport as an additional insured party and shall provide that the insurance company providing coverage shall notify the City by certified mail at least **thirty (30) days** prior to the effective termination of or any change in the policy or policies coverage. No change in the coverage provided hereunder shall be made without the prior written approval of the Director.

Waiver of Subrogation: Contractor hereby waives the right to subrogate or seek recovery from City of Bridgeport and its insurance carriers.

ARTICLE 23. INDEMNIFICATION

23.1. The Contractor expressly agrees to at all times indemnify, defend and hold harmless the City of Bridgeport, and its respective officers, employees, servants, agents and representatives, on account of any and all demands; claims; damages; losses; litigation; financial costs and expenses; and compensation arising out of personal injuries (including death), any damage to property, real or personal, and any other loss, expense or aggrievement directly or indirectly arising out of, related to or connected with the Project and the Work to be performed hereunder by the Contractor, its employees, agents, subcontractors, material suppliers, or anyone directly or indirectly employed by any of them. The Contractor shall and does hereby assume and agree to pay for the defense of all such claims, demands, suits, proceedings and litigation. The provisions of this paragraph shall survive the expiration or early termination of this Contract; shall be separate and independent of any other provision or requirement of this Contract; and shall not be limited by reason of any insurance coverage provided hereunder.

23.2. The City may withhold from any payment due or to become due to the Contractor an amount sufficient in its judgment to protect and indemnify the City, its officers, employees, servants, agents and representatives from and against any and all such claims and liabilities described above.

23.3. Nothing in this provision, or elsewhere in this Contract, shall be deemed to relieve the Contractor of its duty to defend the City or other indemnified party, as specified in this Contract, pending a determination of the respective liabilities of the Contractor, the City, or any other indemnified party, by legal proceeding or Contract.

23.4. In furtherance to but not in limitation of the indemnity provisions in this Contract, Contractor hereby expressly and specifically agrees that its obligation to indemnify, defend and hold harmless as provided in this Contract shall not in any way be affected or diminished by any statutory or constitutional immunity it enjoys from suits by its own employees or from limitations of liability or recovery under workers' compensation laws.

ARTICLE 24. BONDS

24.1. The Contractor shall deliver to the City the following bonds: (i) a performance bond securing the Contractor performance of its obligations hereunder in accordance with the terms of the Contract, including, without limitation, in accordance with the Contract Documents; (ii) a labor and materials bond guaranteeing prompt payment of all monies due all persons supplying the Contractor or a subcontractor with labor and materials employed or used in carrying out this Contract; and (iii) a maintenance bond guaranteeing the Work pursuant to the Contract for a period of **two (2) years** from the date of written acceptance by the City. The amounts of the foregoing bonds shall each be **100%** of the amount of the contract price set forth in Article 1 except for the maintenance bond which shall be **25%** of said amount. All bonds shall be submitted to the office of the City Attorney for review prior to execution of this Contract.

ARTICLE 25. SUBCONTRACTING AND ASSIGNMENTS

25.1. The Contractor shall not subcontract any portion of the Work to be performed hereunder unless the prior written consent of the Director is given for both the Work to be subcontracted and the subcontractor to perform the same.

25.2. In the event that the City approves of the hiring of subcontractors or subconsultants to pursue the Project, the Contractor agrees to cooperate as fully as possible with the City and any and all such subcontractors and subconsultants in the interests of the Project. The Contractor shall be as fully responsible to the City for the acts and omissions of its subcontractors and subconsultants as it is for the acts and omissions of its direct employees and shall require any subcontractor or subconsultant approved by the City to agree in a written contract to observe and be bound by all obligations and conditions of this Contract to which Contractor is bound hereby including the requirements regarding insurance and indemnification.

25.3. Each subcontract contract shall preserve and protect the rights of the City and the Project Architect/Design Engineer under the Contract Documents with respect to the Work to be performed by the subcontractor so that the subcontracting thereof will not prejudice such rights, and shall allow the subcontractor, unless specifically provided otherwise, the benefits of all rights, remedies and redress against the Contractor that the Contractor has against the City pursuant to the Contract Documents.

25.4. Nor shall Contractor assign, sell, transfer, delegate or encumber any rights, duties or obligations arising under this Contract including, but not limited to, any right to receive payments hereunder, without the prior written consent of the City in its sole discretion. The giving of any such consent to a particular assignment shall not dispense with the necessity of such consent to any further or other assignments. In the event Contractor assigns, sells, encumbers or otherwise transfers its rights to any monies due or to become due under this Contract as security for any loan, financing or other indebtedness (herein "Assignment"), notification to the City of such Assignment must be sent by certified mail, return receipt requested, and the Assignment shall not be effective as against the City until the City provides its written consent to such Assignment. Contractor agrees that any such Assignment shall not relieve the Contractor of any of its Contracts, duties, responsibilities or obligations under this Contract and the other Contract Documents and shall not create a contractual relationship or a third party beneficiary relationship of any kind between the City and assignee or transferee. Contractor further agrees that all of the City's defenses and claims arising out of this Contract with respect to any Assignment are reserved unless expressly waived in writing by a duly authorized corporate officer. Contractor hereby agrees to indemnify, defend and hold harmless the City from and against any and all loss, cost, expense or damages that the City has or may sustain or incur in connection with such Assignment.

ARTICLE 26. WARRANTY

26.1. The Contractor hereby warrants to the City that all of the Work shall be performed in conformance with Contract Documents, including without limitation, the Specification set forth therein, and shall be of good quality and free from any faults and defects.

26.2. The Contractor shall remove, replace and/or repair at its own expense and at the convenience of the City any portion of the Work, materials or equipment which, at any time up until **two (2) years** from the date of final acceptance of the Work hereunder, the Architect or the City shall condemn as unsound, defective or improper or as in any way failing to conform to this Contract or other Contract Documents, and the Contractor, at its own cost and expense, shall replace the same with proper and satisfactory Work, materials and/or equipment.

26.3. Without limiting the generality of the foregoing, the Contractor warrants to the City that all materials and equipment furnished under this Contract will be of first class quality and new, unless otherwise required or permitted by the Contract Documents; that the Work performed and materials used pursuant to this Contract will be free from any defects and that the Work will conform with the requirements of the Contract Documents. Work not conforming to such requirements, not of the prescribed quality, or not capable of meeting the City's performance specifications, including substitutions not properly approved and authorized, shall be considered defective and must be removed and replaced by Contractor at its own cost and expense. All warranties contained in this Contract and in the other Contract Documents shall be in addition to and not in limitation of all other warranties or remedies required and/or arising pursuant to applicable law.

ARTICLE 27. NOTICE OF CLAIMS

27.1. Claims by the Contractor must be in writing and sent within **thirty (30) days** following the occurrence of an event giving rise to the claim or within **thirty (30) days** after the Contractor first acquires knowledge of or information concerning the claim, whichever occurs later to the extent that such knowledge or information could not have been reasonably obtained earlier. Claims must be made in writing and sent to the City at the address(es) listed herein and shall describe the nature of the claim, the events or circumstances that gave rise to the claim with reasonable detail, and the amount thereof to the best of the Contractor's information.

ARTICLE 28. GENERAL PROVISIONS

28.1. This Contract shall be deemed binding only to the extent that sufficient funds are available and appropriated to the City for payment in accordance with the terms hereof and no liability on account of this Contract shall be incurred by the City beyond such moneys as are properly made available and appropriated for the Project.

28.2. The relationship of the Contractor to the City is that of an independent

Contractor. The Contractor covenants and agrees that it will conduct itself consistent with such status; that it will neither hold itself nor any of its employees or agents out as nor claim to be an officer, agent, or employee of the City by reason hereof; and that it will not, neither for itself nor on behalf of any of its employees, agents, or subcontractors, by reason hereof, make any claim, demand or application to or for any right or privilege applicable to an officer or employee of the City, including, but not limited to, workers' compensation coverage, unemployment insurance benefits, social security coverage, or retirement membership or credit.

28.3. The Contractor hereby certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal or state department or agency. Should the Contractor be unable to certify the above statement, it shall attach a certified statement explaining such to this Contract. The Contractor further agrees to include the foregoing certification in any subcontract or purchase order, which it may enter into in furtherance of the Work contemplated hereunder.

28.4. No member of the governing body of the City, and no other officer, employee, or agent of the City, shall have any personal interest, direct or indirect, in this Contract, except as permitted by the Code of Ethics of the City of Bridgeport; and the Contractor covenants that no person having such interest shall be employed in the performance of this Contract.

28.5. This Contract shall be construed in accordance with the laws of the State of Connecticut, and any action at law in connection herewith shall be brought in the Superior Court of the State of Connecticut, Judicial District of Fairfield at Bridgeport.

28.6. The Contractor shall comply with all applicable laws, ordinances and codes of any governmental body having jurisdiction over any matter related to this Contract or the services to be performed hereunder, and shall commit no trespass on any private property in performing any of the Work embraced herein.

28.7. This Contract incorporates all the understandings of the parties hereto, supersedes any and all Contracts and negotiations reached and all commitments made by the parties prior to the execution of this Contract, whether oral or written, and shall not be released, amended or modified in any way unless by a written instrument signed by the parties hereto.

28.8. If any provision of this Contract is held invalid, the balance of the provisions of this Contract shall not be affected thereby if the balance of the provisions of this Contract would then continue to conform to the requirements of applicable laws.

28.9. Each and every provision and clause required by law to be inserted in this Contract shall be deemed to be inserted herein and the Contract shall be read and enforced as though such provisions and clauses were included herein. If, through mistake or otherwise, any such provision is not inserted or is not correctly inserted, then

upon the written consent of the parties, this Contract shall forthwith be physically amended to make such insertion.

28.10. All notices of any nature referred to in this Contract shall be in writing and sent by registered or certified mail, postage prepaid, to the respective addresses set forth below or to such other addresses as the respective parties hereto may designate in writing:

To the BOE:

Bridgeport Board of Education
45 Lyon Terrace
Bridgeport, Connecticut 06604

With copies to:

Office of the City Attorney
City of Bridgeport
999 Broad Street
Bridgeport, Connecticut 06604

To the Contractor:

28.11. The City/BOE's hiring practices strive to comply with all applicable federal regulations regarding employment eligibility and employment practices. Thus, all individuals and entities seeking to do work for the City are expected to comply with all applicable laws, governmental requirements and regulations, including the regulations of the United States Department of Justice pertaining to employment eligibility and employment practices. The City reserves the right at its discretion, but does not assume the obligation to require proof of valid citizenship or, in the alternative, proof of a valid green card for each person employed in the performance of work or services for the City of Bridgeport. By reserving this right the City does not assume any obligation or responsibility to enforce or ensure compliance with the applicable laws and/or regulations.

28.12. The Contract and its attached exhibits include applicable State of Connecticut and federal governmental requirements that the Contractor must comply with and must require its subcontractors and consultants to comply with. The Contractor hereby acknowledges that such requirements are subject to revision by the state or federal governmental authorities from time to time during the Contract term and that, by entering into a Contract with the City, the Contractor agrees to be subject to such revised requirements and changes in law or regulations as in effect at any given time and, as a result thereof, shall perform any additional obligations with respect to the particular Project, throughout the term of this Contract. The Contractor shall observe all federal, state and

local laws, Ordinances, policies, practices and regulations. In addition, the Contractor agrees to promptly procure all necessary approvals, licenses and permits, pay all charges and fees, and give all notices necessary and incident to the due and lawful prosecution of the Work.

28.13. In case of a conflict between the provisions of the Contract any state and federal requirements, or any specification, guide, manual, policy, or requirement of the Contract Documents, or other publication referenced herein, the provision containing additional details or more stringent requirements will control. In case of the Contractor's inability to determine the controlling provision or where it is not possible to comply with the requirements of multiple provisions, the City shall have the right to determine, in its sole discretion, which provision applies. The Contractor shall promptly request in writing the City's determination upon the Contractor's inability to determine the controlling provision or upon becoming aware of any such conflict. This provision shall survive the expiration or termination of the Contract.

28.14. With respect to any referenced guide, manual, policy, document, or other publication noted in the Contract and noted to be subject to revision throughout the term of the Contract, the Contractor agrees to comply with the version of the document or publication that is in effect on the date effective of the Contract.

28.15. The Contractor shall cooperate fully with the City and permit the City, or other state or federal authority, as applicable, to review, at any time during the Work, all activities performed by the Contractor with respect to any Work under this Contract. Upon request of the City, the Contractor shall timely furnish all documents related to the Work so that the City may evaluate the Contractor's activities with respect to the Project, including, but not limited to, its performance of the Work pursuant to this Contract, and applicable law.

28.16. The Contractor hereby represents to the City as follows:

28.16.1. That it is a legally existing corporation under the laws of its state of incorporation and has not previously filed, nor is presently contemplating filing, nor has received notice of a petition of, nor contemplates receiving notice of a petition of, bankruptcy, liquidation, receivership or any other action for the protection of creditors or debtors;

28.16.2. that it has the financial resources to perform this Contract and that it is not the subject of any litigation or action, pending or threatened, regarding this Contract or which, if resulting in an adverse decision, would affect its ability to perform its duties under this Contract;

28.16.3. that it has, and has exercised, the required corporate power and authority and has complied with all applicable legal requirements necessary to adopt, execute and deliver this Contract and to assume the responsibilities and obligations created hereunder;

28.16.4. that this Contract is duly executed and delivered by an authorized corporate officer, in accordance with such officer's powers to bind the Contractor hereunder, and constitutes a valid and binding obligation enforceable in accordance with its terms, conditions and provisions; and

28.16.5. that it is in compliance with all applicable regulations and laws governing employment practices.

ARTICLE 29. TERMS AND CONDITIONS OF SOLICITATION INCORPORATED AND ORDER OF PRECEDENCE

29.1. If this Contract was awarded as the result of a solicitation, the Parties agree that, by this reference, this Contract incorporates all material specifications in the underlying solicitation documents and any and all written representations, warranties, terms, and conditions, set forth in the bid or proposal that became the basis of this Contract award, which representations, warranties, terms, and conditions continue in full force and effect unless amended by this Contract or by a written agreement of the Parties. Accordingly, the provisions of this Contract should be read as being consistent therewith and supplementary thereto to the extent reasonably possible. However, in the event of a conflict between the provisions of this Contract and the provisions of the bid or proposal that was the basis of award, such conflict shall be resolved by giving priority to the documents in the order listed below, including but not limited to conflicting order of precedence provisions.

- A. This Contract, as may be amended in a writing signed by the Parties.
- B. The Bid Solicitation including all Addenda.
- C. Contractor's response to the solicitation.

ARTICLE 30. ELECTRONIC SIGNATURE

30.1. This Contract may be executed and delivered via facsimile or electronic mail by either of the parties and the receiving party may rely on the receipt of such document so executed and delivered via facsimile or electronically as if the original had been received.

IN WITNESS WHEREOF, this Contract has been executed by the City, acting by and through its mayor, who has caused the seal of his office to be affixed hereto, and the Contractor has duly executed this Contract on the day and year first above written.

BRIDGEPORT BOARD OF EDUCATION

By: _____
Dr. Royce Avery
Its Acting Superintendent
Duly Authorized
Date Signed: _____

[VENDOR]

By: _____

Its _____
Duly Authorized
(Affix corporate seal of
contractor if a corporation)

Date Signed: _____

**APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY**

By: _____ Date: _____

Associate City Attorney



City of Bridgeport
999 Broad Street
Bridgeport, CT 06604
(203) 576-7755

EQUAL OPPORTUNITY POLICY STATEMENT

Project Name:

Bid Number:

General Contractor:

Contract Amount:

Date of Award:

The City of Bridgeport requires that all contractors engaged in the construction, demolition, renovation or rehabilitation of City projects shall take affirmative action to provide equal opportunity for employment.

The general contractor agrees that it shall not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religion, creed, age, marital status, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States, the State of Connecticut and the City of Bridgeport. Further, the general contractor agrees that it shall not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.

No contract shall be awarded to any contractor until the City is satisfied with the general contractor's Equal Employment Opportunity policies and practices.

No general contractor shall be permitted on the Project site until the necessary pre-construction compliance information has been submitted and reviewed.

During the performance of any contract, the undersigned general contractor further agrees:

1. The General contractor represents that its policy and practice is to ensure that no person will be discriminated against, or be denied the benefit of any activity, program or employment process, in areas including but not limited to recruiting, advertising, hiring, promotion, transfer, demotion, layoff, termination, rehiring, employment, rates of pay and/or other compensation or any other terms and conditions of employment on the basis of race, color, religion, creed, age, marital status, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, unless such disability, even with reasonable accommodation, prevents performance of the work involved.
2. The general contractor agrees to adopt and use such appropriate and applicable prevailing wage rate determinations and labor standards requirements as they become applicable by the Connecticut Department of Labor and/or the Secretary of Labor of the United States under the provisions of the Davis-Bacon Act and related Acts, as amended.
3. The general contractor agrees that, on HUD-assisted projects, it will abide by Section 3 of the HUD Act of 1968, as amended, and shall include provisions for compliance with respect to employment and other economic opportunities to low-income persons within the City of Bridgeport.
4. The general contractor shall keep, maintain, and provide access for a minimum of three (3) years to records relating to the wages and hours worked by each employee and a schedule of the occupation or work classification at which each mechanic, laborer or worker on the Project is employed during each work day and week in such manner and form as the City of Bridgeport, State and federal labor departments establish, to assure the proper payment due to such employees or employee welfare funds as prescribed by law.
5. The general contractor shall keep and maintain weekly payroll reports including the appropriate State and/or federal statement of compliance signed by a company official and shall provide certified monthly employment utilization reports that demonstrate actual performance among minorities, women, apprentices and other targeted workforce members as may be required by the City of Bridgeport, State or federal law or funding sources. The timely submission of complete and accurate payroll reports shall be a pre-condition for payment of invoices.

The undersigned understands that failure to adhere to these responsibilities may result in the City of Bridgeport exercising its right to (a) withhold payment until the undersigned's EEO compliance obligations are met; (b) cancel the contract; (c) refuse of award future bids on the grounds that the undersigned is a non-responsible contractor; (d) recover specified monetary penalties as provided in the contract; and/or (e) seek debarment of the undersigned.

I hereby agree and accept these terms and conditions for accepting a contract award.

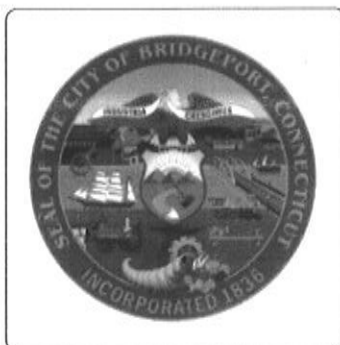
Company Name Ien Home Improvement LLC

By: Ikechukwu Nwagwu

Name:

Title: Owner

Date: 5-20-26



OPEN

Black Rock School Door Replacement

📅 Invitation To Bid

🏛️ BOE Maintenance

💎 15021, 15024, 15025, 15027, 33500... show all

Project ID: BMB038265

Release Date: Tuesday, April 28, 2026

Due Date: Wednesday, May 20, 2026 2:00pm

📅 Posted 📅 Tuesday, April 28, 2026 1:45pm

All dates & times in Eastern Time

✎ Draft Response

📅 Events RSVP ▼

🚫 No Bid

Time Remaining: 5 days, 2 hours, 54 minutes

📘 To respond to this project, please click the **"Draft Response"** button above.

5. Bid Sheet

FURNISH AND INSTALLATION OF DOORS, FRAMES, HINGES AND HARDWARE

Contractor shall include all monies and fees to complete the Work, including permits, bonds, equipment, standard warranty, freight, shipping and delivery charges, labor, installation, and or set-up costs, safety checks and all related materials. Contractor must obtain and pay for all permits. All sub-contractors must be identified and their labor rates submitted with bid, if

applicable.

Line Item	Description	Quantity	Unit of Measure	
1	Base Bid	1	Lump Sum	~~\$50,000~~ \$43,450
2	ALTERNATE 1- Replace Boiler Room Doors	1	Lump Sum	~~\$6,500~~ \$6,500
Total		~~\$56,500~~ 49,950		

Columns

CONTRACTOR'S DESIGNATION OF COMPLIANCE OFFICER

Project Name: Black Rock School Door Replacement

Bid Number: BMB038265

Contractor: Ten Home Improvement LLC

Contract Amount: ~~\$56,500~~ \$49,950

Date: 5-20-26

THE UNDERSIGNED hereby certifies:

THAT it is the general contractor for the Ten Home Improvement LLC (trade) in connection with the above Project and that it has appointed Ikechukwu Nwagwu, whose signature appears below, to supervise the payment of the contractor's employees for the duration of the Project;

THAT the Undersigned is in a position to have full knowledge of the facts set forth in all payroll-related documents and compliance documents (Compliance Officer); and

THAT the Undersigned has full power and authority, until such time as the contractor submits a notice that it has appointed a new Compliance Officer.

CONTRACTOR

By: Ikechukwu Nwagwu
Name:
Title: Owner
Duly-authorized

Compliance Officer:

Ikechukwu Nwagwu
Name:
Title: Owner

CONTRACTOR'S WAGE CERTIFICATION FORM

THE UNDERSIGNED, Ten Home Improvement LLC (Company) does hereby certify that the Company and all of its subcontractors will pay all workers on the Black Rock School Door Replacement (Project) the wages listed in the **attached** schedule of prevailing wage rates in effect at the time the work of the Project commenced.

Date: 5/20/26

CONTRACTOR

0-669-6
4-6-34

By: Ifechukwu Nwagwu
Name: _____
Title: Owner.
Duly-authorized

STATE OF CONNECTICUT)
COUNTY OF Fairfield) ss. Bridgeport At:

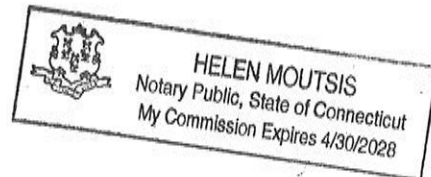
On 5-19, 2026, before me personally appeared _____, to me known, who, being by me duly sworn, did depose and say that s/he is the duly authorized _____ of, and that s/he executed this instrument as her/his free act and deed in such capacity.

IFECHUKWU NWAGWU

[Signature]

Commissioner of the Superior Court
Notary Public
My Commission expires:

[Attach DOL wage rates]



CONTRACTOR'S GOOD STANDING CERTIFICATION

Project Name: Black Rock School Door Replacement

Bid Number: BMB038265

Contractor: Ten Home Improvement LLC

Contract Amount: ~~\$55,500~~ \$49,950

Date: 5-20-26

THE CONTRACTOR, including its owners/members, officers and directors, hereby certify, jointly and severally:

THAT he/she/it is not now debarred from public bidding or contracting or subject to a debarment proceeding (or the equivalent) in any federal, State or local jurisdiction.

THAT the he/she/it has not been disqualified or deemed a non-responsible contractor or bidder (or the equivalent) in any federal, State or local jurisdiction.

THAT he/she/it is not delinquent in any real or personal property taxes, fines or other obligations to the City of Bridgeport.

CONTRACTOR

By: Ikechukwu Nwagwu

Name:

Title: Owner

Duly-authorized

CHP
6696
4-6-34-

STATE OF CONNECTICUT)

COUNTY OF fairfield)

) ss. Bridgeport

At:

On 5-19, 2026, before me personally appeared _____, to me known, who, being by me duly sworn, did depose and say that s/he is the duly authorized _____ of _____, and that s/he executed this instrument as her/his free act and deed in such capacity.

Ikechukwu Nwagwu



HELEN MOUTSIS
Notary Public, State of Connecticut
My Commission Expires 4/30/2028

Commissioner of the Superior Court

Notary Public
My Commission expires

NO CONFLICTS / DISCLOSURE FORM

EVERY BUSINESS OR INDIVIDUAL THAT IS ISSUED A NOTICE OF INTENT TO AWARD PURSUANT TO THE CITY'S PURCHASING ORDINANCE (Section 3.08.070, AS AMENDED), MUST FULLY AND ACCURATELY COMPLETE THIS DISCLOSURE FORM. IF THERE IS INSUFFICIENT SPACE FOR ANY ANSWER, ATTACH ADDITIONAL SHEETS.

Name of Individual or Business: Ten Home Improvement LLC

Person signing this form: Ikechukwu Nwagwu

Title: Owner

Phone Number: (203) 685 - 5680 Email: Tykenervous@yahoo.com

The undersigned hereby represents and warrants that the following statements are true, correct and complete, to the best of his/her knowledge and belief, and that the City of Bridgeport is entitled to rely thereon:

1. Business is (check one)

- | | |
|---|--|
| ☐ a corporation | ☐ a general partnership |
| ☒ a limited liability company | ☐ a sole proprietorship |
| ☐ a limited liability partnership | ☐ other _____ |

2. Business Address: 260 Valley Avenue
Bridgeport Ct 06606

3. State of incorporation or organization: ☒ Connecticut
☐ Other _____

4. What other trade names does the Business use, if any?

5. Fed. ID or SS # 90-0663668
DUNS # _____
CT Contractors # _____

CT State ID # _____
SAM # _____
Other pertinent license #s (if any)
HIC-0635576

6. (a) Identify all officers, directors, managing or general partners, or managing members.

<u>Name</u>	<u>Address</u>	<u>Title</u>
N/A		
N/A		

(b) Identify owners of 5% or more interest in the Business:

N/A		

7. Identify any parent, affiliate or subsidiary organization of the Business.

(a) Company's name _____, a

- | | |
|---|--|
| ☐ a corporation | ☐ a general partnership |
| ☒ a limited liability company | ☐ a sole proprietorship |
| ☐ a limited liability partnership | ☐ other _____ |

State of Incorporation or organization: _____

Relationship to your company: _____

(b) Company's name _____, a

- | | |
|--|--|
| ☐ a corporation | ☐ a general partnership |
| ☐ a limited liability company | ☐ a sole proprietorship |
| ☐ a limited liability partnership | ☐ other _____ |

State of Incorporation or organization: _____

Relationship to your company: _____

8. Has the Business, any parent, affiliate or subsidiary company, or any of their respective officers, directors, owners, general partners, managing members, within the past three (3) years been convicted of, entered a plea of guilty, entered a plea of *nolo contendere*, concluded or served a sentence imposed for, or otherwise admitted to:

- | | <u>Yes</u> | <u>No</u> |
|---|--------------------------|-------------------------------------|
| a) the commission of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract or subcontract? | ☐ | ☒ |
| b) the violation of any state or federal law for embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property or any other offense indicating a lack of business integrity or business honesty which affects responsibility as a municipal contractor? | ☐ | ☒ |
| c) the violation of any state or federal antitrust, collusion or conspiracy law arising out of the submission of bids or proposals to a public or private contract or subcontract? | ☐ | ☒ |
| d) fraudulent, criminal or other seriously improper conduct while participating in a joint venture or similar arrangement. | ☐ | ☒ |
| e) willfully failing to perform in accordance with the terms of one or more public contracts, agreements or transactions? | ☐ | ☒ |
| f) having a history of failure to perform or a history of unsatisfactory performance of one or more public contracts, agreements or transactions? | ☐ | ☒ |
| g) willfully violating a statutory or regulatory provision or requirement applicable to a public contract, agreement or transaction? | ☐ | ☒ |

**IF YOU ANSWER YES TO ANY PART OF SECTION 8,
PLEASE EXPLAIN IN DETAIL ON AN ATTACHED SHEET.**

9. Initial as appropriate below:

None of the persons listed herein is related by blood or marriage to any City of Bridgeport government official or employee. J. N. (Initial)

OR

One or more of the persons listed herein is related by blood or marriage to a City of Bridgeport government official or employee. (Explain in detail below or attach additional sheet if necessary). J. N. (Initial)

10. Does the Business, any parent, affiliate or subsidiary company, or any of their respective officers, directors, owners, general partners, managing members, employees, or agents have any business or familial relationship, through ownership, directorship, contractual arrangement, control, or other arrangement with any of the subcontractors to be used on the work involved in the bid for which this form is being submitted? _____ YES or ✓ NO

**IF YOU ANSWER YES TO ANY PART OF SECTION 10,
PLEASE EXPLAIN IN DETAIL ON AN ATTACHED SHEET.**

11. Read and initial at the end of the following paragraph:

BY INITIALING BELOW, THE UNDERSIGNED REPRESENTS THAT THERE EXISTS NO KNOWN OR SUSPECTED CONFLICTS OF INTEREST BETWEEN THE BUSINESS, ITS PARENT, AFFILIATES OR SUBSIDIARIES AND THE CITY OF BRIDGEPORT. 1. N (Initial)

12. Read and initial at the end of the following paragraph:

BY INITIALING BELOW, THE UNDERSIGNED UNDERSTANDS THAT THE DUTY TO PROVIDE THE INFORMATION REQUESTED IN THIS FORM IS A CONTINUING OBLIGATION AND THAT THE INFORMATION REQUIRED BY THIS FORM MUST AND WILL BE PROMPTLY UPDATED UPON ANY CHANGE. 1. N (Initial)

WARNING: Falsifying information on this form, or failing to promptly notify the City of changes to the information contained in it during the course of the Business' performance of the work will constitute a default under any contract or purchase order awarded to the Business, and will permit the City to terminate its contract with the Business and pursue its legal rights and remedies as to such Business or persons associated therewith.

Dated: 5-20-26

Ikechukwu Nwagwu

Name:

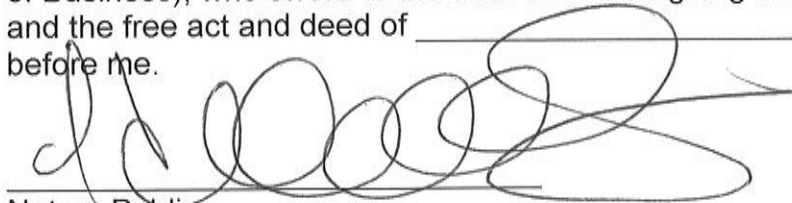
Title:

duly-authorized

NOTARIZE NEXT PAGE PLEASE

STATE OF Connecticut
COUNTY OF Safield } ss. Bridgeport 5-19, 2026

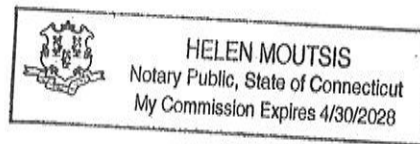
Personally appeared before me, Ikechukwu Nwagwu (name), the
(title) of _____ (name
of Business), who swore to the truth of the foregoing as his/her free act and deed
and the free act and deed of _____ (name of Business)
before me.



Notary Public:

My commission expires on:

Commissioner of the Superior Court



STATE OF CONNECTICUT ♦ DEPARTMENT OF CONSUMER PROTECTION
Be it known that

IEN HOME IMPROVEMENT LLC
260 VALLEY AVE
BRIDGEPORT, CT 06606-3753

has satisfied the qualifications required by law and is hereby registered as a

HOME IMPROVEMENT CONTRACTOR

Registration #: HIC.0635576

Effective: 04/01/2026

Expiration: 03/31/2027



Bryan T. Cafferelli, Commissioner



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

02/26/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Moran Insurance Agencies 3900 Main St Bridgeport CT 06606	CONTACT NAME: Alejandro Ahumada PHONE (A/C, No. Ext): 203-923-8588 E-MAIL ADDRESS: info@moranagencies.com FAX (A/C, No): INSURER(S) AFFORDING COVERAGE INSURER A: NCCI Holdings, Inc. INSURER B: Tapco INSURER C: INSURER D: INSURER E: INSURER F:	NAIC # 18368 25895
--	---	---------------------------------

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
☒	COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☐ LOC OTHER:			GL1298625	06/17/2025	06/17/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED ☐ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☐	N/A	NVWV009001022500	02/06/2026	02/06/2027	PER STATUTE ☐ OTH-ER ☐ E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
B							

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

The Subrecipient shall indemnify, defend and hold harmless the City of Bridgeport, its agents, servants and employees from and against all claims, damages, losses and expenses including, but not limited to reasonable attorney's fees arising out of or resulting directly or indirectly from the performance of any obligations of the Subrecipient, its contractors and any and all subcontractors and their respective representatives, agents and/or employees set forth under this agreement.

CERTIFICATE HOLDER**CANCELLATION**

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Andy Suqui

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BPP PACKET TABLE OF CONTENTS

RFP: BEX024261

SOLID WASTE & RECYCLING COLLECTION SERVICES

Contracting Officer & Department: Tony Pires, BOE Business Operations

Department of Public Purchases Buyer (BOE): Laura DeMoura

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Bridgeport Board of Education
Business Office
45 Lyon Terrace
Room 320
Bridgeport, CT. 06601

Tony Pires

Manager, Business Operations

Dr. Royce Avery

Interim Superintendent of Schools

May 27, 2026

To: Lisa Farlow
Purchasing Agent
Board of Public Purchasing
City of Bridgeport

From: Tony Pires
Manager, Business Operations
Bridgeport Public Schools

Dear Ms. Farlow,

This letter serves to recommend the approval of Enviro Express Inc. as the selected vendor to provide collection of Solid Waste and Recycle Materials for the Bridgeport Board of Education. Enviro Express Inc was one of three entities to respond to RFP BEX 024261.

After careful review of all candidates, Enviro Express Inc. was selected in accordance with the criteria established in the RFP and individual consideration of quality of service and additional stops provided.

Enviro Express Inc. is also a Bridgeport based company.

The selection committee is recommending the approval of Enviro Express Inc.

Thank you,

Tony Pires

**Application For Approval
Concerning Quality-Based Selection Process**

For: Enviro Express Inc
[Name of Vendor]

Goods or Services Involved: Collection of Solid & Recycle Waste

TO: City of Bridgeport Board of Public Purchases

The undersigned respectfully requests that the Board consider and approve the following selection process:

1. Provide Ownership Information of Selected Vendor and Vendor's Team (attach Ownership Disclosure and No Conflicts Form)
2. Date of Publication and Media Used For Public Advertisement (attach ad):

Open Gov Procurement

3. Type of Selection (QBS as final selection, request for proposals, request for qualifications, etc.)

Request For Proposal

4. Composition of Selection Committee (preserve member anonymity by assigning numbers to each on scoresheets and summary sheets) (for professionals include job title and qualifications, e.g., engineer, planner, department head, foreman, etc.; for other indicate status as community member, stakeholder, legislator, etc.):

Superintendent

Chief Informations Officer

Chief Operations Officer

Asst. Manager Data Management

5. **Published Selection Criteria (describe primary criteria and order of importance), Form of Score sheet Used, and Copy of Final Tally (Note: Do not reveal identities of selection team members.) (attach copies of all)**

6. **Brief Description of Selection Process in Conformance With Official Policy (e.g., describe review of qualifications, preparation of short list, if any, interview process, determination of most qualified respondent (use additional sheet if needed):**

Review of all responses.

Scoring of responses.

Interview with top 2 candidates.

7. **Submit Information that Vendor has no conflicts of interest (attach signed "Ownership Disclosure and No Conflicts" Form)**

8. **The following items should not be attached, but should be available for review by the Board at the time the matter comes before it:**

- ☐ **bid package**
- ☐ **proposal submitted by selected vendor**
- ☐ **signed original scoresheets and summary forms (edited to preserve selection committee member anonymity)**
- ☐ **copy of proposed form of contract in bid documents (or good reason why contract form was not included)**

Submitted by:

Dated: 5/27/2026

Tony Pires

Name:

Title:

cc: Purchasing Agent

NO CONFLICTS / DISCLOSURE FORM

EVERY BUSINESS OR INDIVIDUAL THAT IS ISSUED A NOTICE OF INTENT TO AWARD PURSUANT TO THE CITY'S PURCHASING ORDINANCE (Section 3.08.070, AS AMENDED), MUST FULLY AND ACCURATELY COMPLETE THIS DISCLOSURE FORM. IF THERE IS INSUFFICIENT SPACE FOR ANY ANSWER, ATTACH ADDITIONAL SHEETS.

Name of Individual or Business: Enviro Express, inc.

Person signing this form: Lauren Clough

Title: Office Manager

Phone Number: (203) 339-3210 Email: lauren@enviroexpress.com

The undersigned hereby represents and warrants that the following statements are true, correct and complete, to the best of his/her knowledge and belief, and that the City of Bridgeport is entitled to rely thereon:

1. Business is (check one)

- ☒ a corporation ☐ a general partnership
☐ a limited liability company ☐ a sole proprietorship
☐ a limited liability partnership ☐ other _____

2. Business Address: 555 Wordin Ave.
Bridgeport CT, 06605

3. State of incorporation or organization: ☒ Connecticut
☐ Other _____

4. What other trade names does the Business use, if any?

N/A

5. Fed. ID or SS # 133384461
DUNS # 189147366
CT Contractors # _____

CT State ID # 0190854
SAM # T05TK1H8L6A5
Other pertinent license #s (if any)

Revised 10/2018

6. (a) Identify all officers, directors, managing or general partners, or managing members.

<u>Name</u>	<u>Address</u>	<u>Title</u>
Jaclyn Iannirello	5610 Ursula Lane Dallas, TX 75229	officer
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

(b) Identify owners of 5% or more interest in the Business:

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

7. Identify any parent, affiliate or subsidiary organization of the Business.

(a) Company's name _____, a

- | | |
|--|--|
| ☐ a corporation | ☐ a general partnership |
| ☐ a limited liability company | ☐ a sole proprietorship |
| ☐ a limited liability partnership | ☐ other _____ |

State of Incorporation or organization: _____

Relationship to your company: _____

(b) Company's name _____, a

- | | |
|--|--|
| ☐ a corporation | ☐ a general partnership |
| ☐ a limited liability company | ☐ a sole proprietorship |
| ☐ a limited liability partnership | ☐ other _____ |

State of Incorporation or organization: _____

Relationship to your company: _____

8. Has the Business, any parent, affiliate or subsidiary company, or any of their respective officers, directors, owners, general partners, managing members, within the past three (3) years been convicted of, entered a plea of guilty, entered a plea of *nolo contendere*, concluded or served a sentence imposed for, or otherwise admitted to:

- | | <u>Yes</u> | <u>No</u> |
|---|--------------------------|-------------------------------------|
| a) the commission of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract or subcontract? | ☐ | ☒ |
| b) the violation of any state or federal law for embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property or any other offense indicating a lack of business integrity or business honesty which affects responsibility as a municipal contractor? | ☐ | ☒ |
| c) the violation of any state or federal antitrust, collusion or conspiracy law arising out of the submission of bids or proposals to a public or private contract or subcontract? | ☐ | ☒ |
| d) fraudulent, criminal or other seriously improper conduct while participating in a joint venture or similar arrangement. | ☐ | ☒ |
| e) willfully failing to perform in accordance with the terms of one or more public contracts, agreements or transactions? | ☐ | ☒ |
| f) having a history of failure to perform or a history of unsatisfactory performance of one or more public contracts, agreements or transactions? | ☐ | ☒ |
| g) willfully violating a statutory or regulatory provision or requirement applicable to a public contract, agreement or transaction? | ☐ | ☒ |

**IF YOU ANSWER YES TO ANY PART OF SECTION 8,
PLEASE EXPLAIN IN DETAIL ON AN ATTACHED SHEET.**

9. Initial as appropriate below:

None of the persons listed herein is related by blood or marriage to any City of Bridgeport government official or employee. TL (Initial)

OR

One or more of the persons listed herein is related by blood or marriage to a City of Bridgeport government official or employee. (Explain in detail below or attach additional sheet if necessary). _____ (Initial)

10. Does the Business, any parent, affiliate or subsidiary company, or any of their respective officers, directors, owners, general partners, managing members, employees, or agents have any business or familial relationship, through ownership, directorship, contractual arrangement, control, or other arrangement with any of the subcontractors to be used on the work involved in the bid for which this form is being submitted? _____ YES or 10 NO

**IF YOU ANSWER YES TO ANY PART OF SECTION 10,
PLEASE EXPLAIN IN DETAIL ON AN ATTACHED SHEET.**

11. Read and initial at the end of the following paragraph:

BY INITIALING BELOW, THE UNDERSIGNED REPRESENTS THAT THERE EXISTS NO KNOWN OR SUSPECTED CONFLICTS OF INTEREST BETWEEN THE BUSINESS, ITS PARENT, AFFILIATES OR SUBSIDIARIES AND THE CITY OF BRIDGEPORT. 10 (Initial)

12. Read and initial at the end of the following paragraph:

BY INITIALING BELOW, THE UNDERSIGNED UNDERSTANDS THAT THE DUTY TO PROVIDE THE INFORMATION REQUESTED IN THIS FORM IS A CONTINUING OBLIGATION AND THAT THE INFORMATION REQUIRED BY THIS FORM MUST AND WILL BE PROMPTLY UPDATED UPON ANY CHANGE. 10 (Initial)

WARNING: Falsifying information on this form, or failing to promptly notify the City of changes to the information contained in it during the course of the Business' performance of the work will constitute a default under any contract or purchase order awarded to the Business, and will permit the City to terminate its contract with the Business and pursue its legal rights and remedies as to such Business or persons associated therewith.

Dated: 1/20/26

Lauren Clough
Name: Lauren Clough
Title: Office manager
duly-authorized

NOTARIZE NEXT PAGE PLEASE

STATE OF Connecticut }

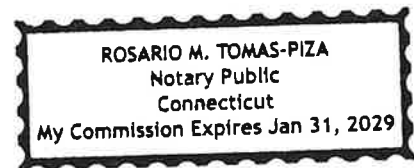
COUNTY OF Fairfield } ss. _____

1 20, 2020

Personally appeared before me, Lauren Clough (name), the
Office manager (title) of Enviro Express Inc (name
of Business), who swore to the truth of the foregoing as his/her free act and deed
and the free act and deed of Enviro Express Inc (name of Business)
before me.



Notary Public: ROSARIO TOMAS PIZA
My commission expires on: 01.31.2029
Commissioner of the Superior Court





City of Bridgeport

Purchasing

Lisa Farlow, Purchasing Agent
999 Broad Street, Bridgeport, CT 06604

EVALUATION TABULATION

RFP No. BEX024261

SOLID WASTE AND RECYCLING COLLECTION SERVICES

RESPONSE DEADLINE: January 20, 2026 at 2:00 pm

Report Generated: Wednesday, May 27, 2026

VENDOR QUESTIONNAIRE PASS/FAIL

Question Title	All American Waste LLC	Enviro Express, Inc.	Interstate Waste Services of Ct
No Conflicts/Disclosure Form (Signed and notarized)**	Pass	Pass	Pass
Costs/Fees	Pass	Pass	Pass
Bid Proposal Documents	Pass	Pass	Pass
10 % Bid Bond	Pass	Pass	Pass

PHASE 1

EVALUATION CRITERIA

Criteria	Scoring Method	Weight (Points)
Qualifications and Experience	0-100 Points	15 (15% of Total)

Description:

Reference Required Response Format Section

Criteria	Scoring Method	Weight (Points)
Quality of Past Success/ Experience	0-100 Points	20 (20% of Total)

EVALUATION TABULATION
RFP No. BEX024261
SOLID WASTE AND RECYCLING COLLECTION SERVICES

Description:
Reference Required Response Format Section

Criteria	Scoring Method	Weight (Points)
Organizational Structure	0-100 Points	20 (20% of Total)

Description:
Reference Required Response Format Section

Criteria	Scoring Method	Weight (Points)
Work Plan	0-100 Points	25 (25% of Total)

Description:
The work plan should detail any data and other information expected to be obtained through the Department, as well as specific tasks or activities expected to be completed by the Department.
For each staff person working on this project, provide the name, title, hourly rate, and status (employee/subcontractor).

Criteria	Scoring Method	Weight (Points)
Costs	0-100 Points	20 (20% of Total)

Description:

AGGREGATE SCORES SUMMARY

EVALUATION TABULATION

RFP No. BEX024261

SOLID WASTE AND RECYCLING COLLECTION SERVICES

Vendor	Evaluator 1	Evaluator 2	Evaluator 3	Evaluator 4	Total Score (Max Score 100)
All American Waste LLC	79	86.6	81.5	88.2	83.8
Enviro Express, Inc.	89	92	62	92.1	83.78
Interstate Waste Services of Ct	78	91.5	63.5	90.1	80.78

VENDOR SCORES BY EVALUATION CRITERIA

Vendor	Qualifications and Experience 0-100 Points 15 Points (15%)	Quality of Past Success/ Experience 0-100 Points 20 Points (20%)	Organizational Structure 0-100 Points 20 Points (20%)	Work Plan 0-100 Points 25 Points (25%)	Costs 0-100 Points 20 Points (20%)	Total Score (Max Score 100)
All American Waste LLC	89.3	82.8	86.5	80.3	82.5	83.8
Enviro Express, Inc.	85	84	89	83.5	77.8	83.78
Interstate Waste Services of Ct	81.3	78.8	78.8	77.8	88.3	80.78

INDIVIDUAL PROPOSAL SCORES

All American Waste LLC	
Qualifications and Experience 0-100 Points 15 Points (15%)	
Evaluator 1:	80
Evaluator 2:	93
Evaluator 3:	90
Evaluator 4:	94

EVALUATION TABULATION

Request For Proposal - SOLID WASTE AND RECYCLING COLLECTION SERVICES

EVALUATION TABULATION
RFP No. BEX024261
SOLID WASTE AND RECYCLING COLLECTION SERVICES

Quality of Past Success/ Experience 0-100 Points 20 Points (20%)	
	Evaluator 1: 80
	Evaluator 2: 85
	Evaluator 3: 75
	Evaluator 4: 91
Organizational Structure 0-100 Points 20 Points (20%)	
	Evaluator 1: 80
	Evaluator 2: 90
	Evaluator 3: 85
	Evaluator 4: 91
Work Plan 0-100 Points 25 Points (25%)	
	Evaluator 1: 80
	Evaluator 2: 80
	Evaluator 3: 80
	Evaluator 4: 81
Costs 0-100 Points 20 Points (20%)	
	Evaluator 1: 75
	Evaluator 2: 88
	Evaluator 3: 80
	Evaluator 4: 87

Enviro Express, Inc.	
Qualifications and Experience 0-100 Points 15 Points (15%)	
	Evaluator 1: 90
	Evaluator 2: 95
	Evaluator 3: 60
	Evaluator 4: 95
Quality of Past Success/ Experience 0-100 Points 20 Points (20%)	
	Evaluator 1: 85
	Evaluator 2: 95
	Evaluator 3: 60
	Evaluator 4: 96
Organizational Structure 0-100 Points 20 Points (20%)	
	Evaluator 1: 90
	Evaluator 2: 94
	Evaluator 3: 80
	Evaluator 4: 92
Work Plan 0-100 Points 25 Points (25%)	
	Evaluator 1: 90

EVALUATION TABULATION
RFP No. BEX024261
SOLID WASTE AND RECYCLING COLLECTION SERVICES

Evaluator 2: 91

Evaluator 3: 60

Evaluator 4: 93

Costs | 0-100 Points | 20 Points (20%)

Evaluator 1: 90

Evaluator 2: 86

Evaluator 3: 50

Evaluator 4: 85

Interstate Waste Services of Ct

Qualifications and Experience | 0-100 Points | 15 Points (15%)

Evaluator 1: 80

Evaluator 2: 93

Evaluator 3: 60

Evaluator 4: 92

Quality of Past Success/ Experience | 0-100 Points | 20 Points (20%)

Evaluator 1: 75

Evaluator 2: 90

Evaluator 3: 60

EVALUATION TABULATION
RFP No. BEX024261
SOLID WASTE AND RECYCLING COLLECTION SERVICES

Evaluator 4: 90

Organizational Structure | 0-100 Points | 20 Points (20%)

Evaluator 1: 75

Evaluator 2: 91

Evaluator 3: 60

Evaluator 4: 89

Work Plan | 0-100 Points | 25 Points (25%)

Evaluator 1: 80

Evaluator 2: 91

Evaluator 3: 50

Evaluator 4: 90

Costs | 0-100 Points | 20 Points (20%)

Evaluator 1: 80

Evaluator 2: 93

Evaluator 3: 90

Evaluator 4: 90



Laura DeMoura
City of Bridgeport
Department of Public Purchases
2nd Floor, 999 Broad Street
Bridgeport, CT 06604

Re: Bid/RFP:BEX024261 Solid Waste and Recycling Collection Services

I am pleased to submit the enclosed proposal materials in response to the Bridgeport Board of Education's referenced public Request for Proposals.

Enviro Express, Inc. is a Connecticut S Corp company established in 1986 to provide waste disposal services throughout the State of Connecticut.

Based upon our review of the RFP specifications, Enviro Express, Inc. is fully prepared to meet all requirements associated with a negotiated contract with the Bridgeport Board of Education. In consideration of the resources and commitments necessary to provide these services, our proposal reflects an initial one-year contract term with two anticipated one-year renewal options, contingent upon satisfactory performance.

We trust that the enclosed materials fully address the Board's RFP requirements, and we appreciate your consideration of our qualifications and proposal. We look forward to the opportunity to provide services to the Bridgeport Board of Education.

Should you have any questions or require additional information or clarification, please do not hesitate to contact me directly at (203) 339-3210.

Sincerely,
Enviro Express, Inc.



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- 1) Qualifications and Experience (Page 3)
- 2) Organizational Structure (Page 4)
- 3) Work Plan (Page 5)
- 4) Costs/Bid Sheet (Page 6)
- 5) References (Page 7)
- 6) No Conflicts/Disclosure Form (Page 8,9,10,11,12)
- 7) Bid Bond (Page 13)

1. Qualifications and Experience

(a) Enviro Express, Inc. was organized as a S Corporation company in the State of Connecticut in 1986. The Company has previously operated from facilities located in Wallingford, Fairfield, Westport, and Torrington Connecticut and is currently headquartered at 555 Wordin Ave, Bridgeport, CT 06605, which serves as its principal office and operational facility. Enviro Express, Inc. employs a total of 48 individuals in administrative support and field operations.

(b) Of the total number of employees, 13 are assigned specifically to refuse and trash collection services.

(c) Enviro Express, Inc. has established strong service relationships with a diverse range of organizations throughout Connecticut. Enviro Express, Inc. has extensive experience operating municipal transfer stations, including the Residential Transfer Station in Wallingford, as well as the Torrington, Fairfield, and Westport Transfer Stations. The Company provides trained and qualified operators at each transfer station to ensure safe, efficient, and compliant daily operations.

(d) Company's field driving staff collectively has 40 years of experience in waste management services, including collection, disposal, and recycling. David Douglas, who will serve as the designated front-load driver for this service contract, has more than 30 years of industry experience, including twelve (12) years with a Hamden-based refuse company and an additional nine (9) years with TrashMaster prior to joining Enviro Express, Inc. Kenute Thompson has 9 years of experience working for Enviro Express in all collection aspects.

2. Organizational Structure

Enviro Express, Inc. will designate a full-time Foreman to manage day-to-day operations under this contract. This individual will oversee all assigned drivers, coordinate service schedules, and ensure that contract requirements are consistently met. The Foreman will also act as the primary contact for the Board of Education with respect to service requests, operational issues, and customer concerns, and will be responsible for ensuring timely resolution of any matters that arise. To support these responsibilities, the Foreman will be provided with a Company-issued mobile phone and a dedicated service vehicle.

Enviro Express, Inc. maintains administrative personnel responsible for dispatch coordination, documentation, and ongoing communication necessary for effective contract administration. The Board of Education will be provided with direct contact information for the Foreman, the Company office, and designated after-hours emergency support.

Service routes and collection schedules will be established collaboratively with the Board of Education following contract award. All services will begin in accordance with the agreed-upon implementation plan.

3. Work Plan

Using the RFP list of service sites as a baseline, **Enviro Express, Inc.** will conduct a comprehensive review of the BBOE's locations and assess the individual needs of each site. Based on this evaluation, the Company will develop a flexible collection schedule that may include refuse collection two, three, or five times per week, as well as recycling collection on a weekly or twice-weekly basis, in accordance with established service requirements.

The proposed collection plan will be submitted to the Department for review and approval prior to implementation. Upon awarding the contract and finalization of service terms, Enviro Express, Inc. will request the names and contact information of designated BBOE personnel authorized to coordinate and oversee the contracted services. Additionally, the Company anticipates that the Department will provide timely notification of any supplemental site locations, corrections, adjustments, or additional requirements to the service site list included in the RFP.

The staff assigned to this service contract will include:

Name	Title	Hourly Rate	Status
David Douglas	Driver	\$30.00	Full Time
Kenute Thompson	Driver	\$31.00	Full Time



Costs/Bid Sheet

Enviro Express, Inc. would like to submit a proposal for eight (8) 8-yard containers for Municipal Solid Waste (MSW) to be serviced three (3) times per week, and four (4) 4-yard containers for single-stream recycling to be serviced one time per week as per the RFP.

At the locations referenced below, the eight (8) 8-yard MSW containers will be serviced five (5) times per week.

Elementary Schools

Blackham

Cesar Batalla

Geraldine Johnson

Read School

Luis Munoz Martin

John Winthdrop

Jettie Tisdale

Barnum/Waltersville

High Schools

Central High School

Harding High School

Bassick High School

Fairchild Wheeler Campus

1. Including containers, disposal tipping fees, and recycling processing fees and/or revenue.

\$590,616.00

2. Including tipping fees and recycling processing fees/revenue only:

\$590,616.00

5. References

1. Town of Wallingford

Mary Kenney

Department of Public Works

203-294-2105

29 Farm Town Rd. Wallingford, CT 06492

2. Town of Westport

Deborah L. Barbieri

Department of Public Works

203-341-1793

110 Myrtle Ave. Room 210

Westport, CT 06880

3. Town of Fairfield

John Cottell

Assistant Director of Public Works

203-256-3176

725 Old Post Road

Fairfield, CT 06824



4. Costs/Bid Sheet

1. Total cost factor $55,000 \times 12 = 660,000$
2. 18 stops per day for trash and 9 stops per day for recycling.
- 3.1 Crew Member
4. Location: Bridgeport
5. Type of vehicle: 2026 Mack Front End Loader
Spare: 2015 Mack Front End Loader

Document A310™ – 2010

Conforms with The American Institute of Architects AIA Document 310

Bid Bond

CONTRACTOR:

(Name, legal status and address)

Enviro Express, Inc.
555 Wordin Avenue
Bridgeport, CT 06605

SURETY:

(Name, legal status and principal place of business)

Great Midwest Insurance Company
800 Gessner
Suite 600
Houston, TX 77024

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

OWNER:

(Name, legal status and address)

City of Bridgeport
Department of Public Purchases
999 Broad Street
Bridgeport, CT 06604

BOND AMOUNT: \$ Ten Percent of Bid Amount

PROJECT:

(Name, location or address, and Project number, if any)

BEX024261 Solid Waste and Recycling Collection Services

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 20 day of January, 2026

Enviro Express, Inc.

(Principal)

(Seal)

(Witness)

By:

(Title)

Great Midwest Insurance Company

(Surety)

(Seal)

By:

(Title) Courtney W. Judge

Attorney-in-Fact

(Witness)

POWER OF ATTORNEY
Great Midwest Insurance Company

KNOW ALL MEN BY THESE PRESENTS, that **GREAT MIDWEST INSURANCE COMPANY**, a Texas Corporation, with its principal office in Houston, TX, does hereby constitute and appoint:
Michael B. Christian, Laura Scholze, Justin J. Silva, Courtney W. Judge, Lauren K. Burkhart, Melody S. Gist

its true and lawful Attorney(s)-In-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other writings obligatory in nature of a bond.

This authority is made under and by the authority of a resolution which was passed by the Board of Directors of **GREAT MIDWEST INSURANCE COMPANY**, on the 1st day of April, 2025 as follows:

Resolved, that the President, or any officer, be and hereby is, authorized to appoint and empower any representative of the Company or other person or persons as Attorney-In-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or other writings obligatory in nature of a bond not to exceed One-Hundred Million dollars (\$100,000,000.00), which the Company might execute through its duly elected officers, and affix the seal of the Company thereto. Any said execution of such documents by an Attorney-In-Fact shall be as binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-In-Fact, so appointed, may be removed in the Company's sole discretion and the authority so granted may be revoked as specified in the Power of Attorney.

Resolved, that the signature of the President and the seal of the Company may be affixed by electronic mail on any power of attorney granted, and the signature of the Secretary, and the seal of the Company may be affixed by electronic mail to any certificate of any such power and any such power or certificate bearing such electronic signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certificate so executed and sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS THEREOF, **GREAT MIDWEST INSURANCE COMPANY**, has caused this instrument to be signed by its President, and its Corporate Seal to be affixed this 8th day of April, 2025.



GREAT MIDWEST INSURANCE COMPANY

BY Mark W. Haushill
Mark W. Haushill
President

ACKNOWLEDGEMENT

On this 8th day of April 2025, before me, personally came Mark W. Haushill to me known, who being duly sworn, did depose and say that he is the President of **GREAT MIDWEST INSURANCE COMPANY**, the corporation described in and which executed the above instrument; that he executed said instrument on behalf of the corporation by authority of his office under the By-laws of said corporation.



BY Christina Bishop
Christina Bishop
Notary Public

CERTIFICATE

I, the undersigned, Secretary of **GREAT MIDWEST INSURANCE COMPANY**, A Texas Insurance Company, DO HEREBY CERTIFY that the original Power of Attorney of which the foregoing is a true and correct copy, is in full force and effect and has not been revoked and the resolutions as set forth are now in force.

Signed and Sealed at Houston, TX this 20 Day of January 2026



BY Patricia Ryan
Patricia Ryan
Secretary

"WARNING: Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

REQUEST FOR PROPOSAL

BEX024261

SOLID WASTE AND RECYCLING COLLECTION SERVICES



**CITY OF BRIDGEPORT
DEPARTMENT OF PUBLIC PURCHASES
999 BROAD STREET
BRIDGEPORT CT 06604**

**Submission Deadline:
Tuesday, January 20, 2026 by 2:00 pm**

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1. Introduction
2. Scope of Work
3. Submission Guidelines
4. Evaluations
5. Evaluation Criteria
6. Selection Process
7. Terms and Conditions
8. Required Response Format
9. Vendor Submissions/Uploads
10. Appendix A
11. Appendix B

Attachments:

A - CONTRACT BOE TRASH-RECYCLE 2025 DRAFT

D - NO CONFLICTS FORM 10-2018 and 02-2025

1. Introduction

The Bridgeport Board of Education (BBOE) seeks proposals for SOLID WASTE AND RECYCLING COLLECTION SERVICES.

The requirements of this project are outlined in greater detail under Scope of Work.

The selected awardee must meet all municipal, State and Federal practices and requirements.

The initial term for the contract will be three (3) years with two (2) one-year renewal options, for a potential total term of five (5) years. Written acknowledgement from vendor will be required.

1.1. City Background

There are 42 locations consisting of 29 elementary schools and 1 Annex, 7 (seven) high schools, Bridgeport Learning Center and the inter-district Vocational Aquaculture Center; plus the Nutrition Center and Adult Education Center [including the alternative high school].

1.2. Project Overview and Summary

The Bridgeport Board of Education (BBOE) is seeking proposals from knowledgeable refuse and recycling removal companies experienced in commercial refuse and recycling removal, to provide refuse/recycling collection and removal services for sites under the jurisdiction of the Bridgeport Public Schools District.

2. Scope of Work

2.1. Objectives

The objective is to obtain a clean, courteous, well-scheduled collection of acceptable solid waste (“solid waste” and “refuse”) and recyclable materials (“recyclable materials” and “recyclable”) items from schools and buildings for the Bridgeport Board of Education.

2.2. Services/Deliverables

- The Contractor shall/be required to provide an appropriate number of containers per site for both refuse and recycle materials.
- The Contractor shall collect from participating schools all solid waste and recyclable materials acceptable (in accordance with CGS Sec 22a-241) for collection on the day(s) specified by the schedule established in accordance with the general provisions of the contract.

The successful bidder shall dedicate one or more vehicles for the sole purpose of fulfilling the obligations of this Agreement during the performance of services under this Agreement, including but not limited to collection, transportation and/or disposal of refuse and recycling. Contractor may not utilize the dedicated vehicle for any other customer during the time it is used in performing under this Agreement; refuse and recycling collected from the BBOE locations shall not be combined with that of any other of Contractor’s customers, agents or associates.

- All solid waste shall be collected, at a minimum, **Three (3) days/ per week (MONDAY-**

FRIDAY) on a five (5) day per week basis, Monday through Friday. Recycling materials shall be collected, at a minimum of **once (1) per week** (on a five (5) day per week basis, Monday through Friday. It shall be the responsibility of the Contractor to evaluate each school's collection needs and recommend container size and frequency of collection. Any changes will be presented and discussed/approved with/by BBOE staff prior to implementation.

• **CONTRACTOR'S RESPONSIBILITIES:**

a) Collection shall be accomplished with as little noise or other nuisance as reasonable and practical. The Contractor shall pick up any material scattered during collection. Contractor shall use walks and paths and not cut through shrubbery or hedges or across lawns.

b) Service to schools shall not be interrupted because of streets closed temporarily. The Contractor will not be allowed to conduct a scavenging operation.

c) The Contractor shall provide a foreman who shall be employed on a full-time basis to supervise the collection of solid waste and recyclable materials in the City of Bridgeport, whose job will be to address all complaints relating to operations and services provided by the Contractor pursuant to the Contractor. The foreman must be available by pager during normal business hours and able to respond to complaints on the day filed or as soon as practical, but in no event more than 24 hours after filed. This foreman shall have a pick-up truck available for their use in attending to service. The vehicle furnished by the Contractor shall be equipped with a mobile telephone that is owned, furnished, installed and maintained by the Contractor. The mobile phone number shall be provided to the BOE. The Contractor may elect to have a separate foreman for refuse and recycling.

d) The Contractor shall provide and maintain all labor, equipment, including automotive equipment and fuel, reasonable necessary for carrying out this contract at its sole cost and expense.

e) The Contractor shall be responsible for all damage to private property and to City/BBOE property arising from or related to the collection operation. The BBOE shall be held free of any liability and shall be indemnified, defended and held harmless by the Contractor.

f) The Contractor shall operate collection vehicles in such a manner so as not to impede traffic flow on City streets. Loaded vehicles are not to be left standing on the streets.

g) The Contractor, when making a service and/or complaint investigation, shall notify the designated BOE authority personally or fill out and place a notice of violation on the school dumpster, whichever is appropriate. This notice shall be designed and printed by the BBOE and supplied to the Contractor at no cost to him.

h) The Contractor shall pick up acceptable waste and recycling as outlined in these Specifications

i) The Contractor shall provide, on a monthly basis, an accurate accounting of the tonnage for each day's service as specified in this bid. Tonnage accounts are to be provided separately for both refuse and recycling.

• **Each bid must be accompanied by a 10% Bid Bond.** The successful bidder shall, within ten (10) business days after award notice or at the signing of the contract, whichever comes first, furnish a Performance Bond for 100% of the first year's bid price. This procedure must be

followed in succeeding years. In lieu of a Performance Bond, the BBOE may consider a cash surety or other surety which, in the option of the BBOE and the BBOE Attorney, shall provide sufficient protection to the BBOE.

2.3. Pricing

All pricing must be valid for no less than one hundred and twenty (120) days from the RFP opening date. Services and materials for this project are exempt from State of Connecticut sales tax.

2.4. Payment Terms

Payment terms are Net 45 Days.

3. Submission Guidelines

3.1. Contacting the City of Bridgeport

The exclusive means by which all prospective respondents may obtain RFP packages, direct inquiries, request and receive addenda and supplemental information, and submit proposals shall be through the City of Bridgeport's bidding platform.

The City of Bridgeport has made it possible for vendors to view our solicitations, download bid packages and ask questions, **free of charge**.

Instructions to do so are as follows:

1. Go to <https://procurement.opengov.com/portal/bridgeportct>
2. Click on any bid you see. It will take you to that bid's page.
3. On the right-hand side of the page, click on ***Register now for free!***
4. After you register, you'll be able to view/download or ask questions on any bid you have interest in.

If you have any trouble registering, please contact OpenGov using the chat feature or send an email to procurement-support@opengov.com

Addenda Notification: Respondents are required to register on OpenGov. Once the respondent has completed registration, they will receive addenda notifications in their email. Ultimately, it is the sole responsibility of each respondent to periodically check the site for any addenda.

3.2. Electronic Submission Instructions

THIS METHOD IS PREFERRED.

Submissions are encouraged to be made electronically through the OpenGov site at <https://procurement.opengov.com/portal/bridgeportct> no later than 2:00 pm on Tuesday, January 20, 2026.

Questions and Answers: It is the responsibility of each firm to inquire about additional information or clarification as to any aspect of the RFP or the Project by submitting questions. The City of Bridgeport will receive questions until Monday, January 5, 2026 at 2:00 pm Eastern Standard Time (EST) and will promptly provide answers to such questions no later than Tuesday, January 13, 2026 at 4:00 pm by publishing them on the Procurement Portal and the All firms are obligated to become familiar with such questions and answers and to submit or revise their proposals accordingly. The City of Bridgeport assumes no responsibility for a firm's failure to read questions or answers and to revise their responses accordingly.

Late Submissions: City will not assume responsibility if a submission is misdirected, or its delivery is delayed. It shall be the sole responsibility of the submitter to pay for any type of delivery service charge, and to see that the Office of the Purchasing Agent receives his/her submission on time. The clock used shall be the Purchasing Agent's official date and time stamp clock. The City does not assume financial responsibility for late deliveries by the U.S. Postal System or any other delivery service.

Expenses: The City shall not be responsible for and/or shall not pay any costs associated with the preparation, submission, or presentation of any submission, or costs incurred by the responding firms during the interview and negotiations phase of the solicitation process

Information and Materials: Any information or materials submitted to this RFP shall become the property of the City of Bridgeport and will not be returned. All submitted materials will be available for public review.

Dates: Please keep in mind dates are estimates only and are subject to change.

3.3. Paper Submission Instructions

Submissions may also be made as follows:

ONE (1) ORIGINAL, THREE (3) COPIES AND ONE (1) ELECTRONIC VIA THUMBDRIVE MUST BE SUBMITTED.

Sealed submissions must be received and time-stamped by the Department of Public Purchases prior to RFP closing time. No submission received after closing time will be considered. The opening will be in the City of Bridgeport Department of Public Purchases' Conference Room. To ensure proper handling and avoid misdirected delivery, please mark your RFP envelope as follows:

BEX024261-SOLID WASTE AND RECYCLING COLLECTION SERVICES

Send your submissions to:

Laura DeMoura
City of Bridgeport
Department of Public Purchases
2nd floor, 999 Broad Street
Bridgeport, CT 06604

RFP submissions are due:

Tuesday, January 20, 2026 at 2:00 pm Eastern Standard Time (EST)

3.4. Timeline

Release Project Date:	December 11, 2025
Question Submission Deadline:	January 5, 2026, 2:00pm
Question Response Deadline:	January 13, 2026, 4:00pm
Response Submission Deadline:	January 20, 2026, 2:00pm

4. Evaluations

Proposals shall be evaluated and contracts awarded in the following manner:

1. All proposals shall be submitted to the Evaluation Committee, which shall evaluate and score the proposals. The Evaluation Committee may be comprised of, but is not limited to, the following members:

- Chief Financial Officer
- Superintendent/Designee
- Director of IT
- Director of Public Facilities/Designee
- Food Nutrition Manager
- Member of State Technical Support Team

2. All proposals meeting the requirements of the RFP will be rated using the evaluation criteria identified in Evaluation Criteria section. The Evaluation Committee may schedule interviews with the top candidates. Proposers will be notified of any additional required information or interviews after written proposals have been evaluated.

3. In the event that an agreement cannot be reached with the selected proposer, the Board of Education, at its sole discretion, shall have the right to negotiate with the next ranking proposer until an agreement can be reached.

4. The Board of Education reserves the right to reject any or all submittals; request clarification of any submitted information; waive any informalities or irregularities in any submittals or cancel all or any portion of the selection proceedings at any time.

5. Proposals that contain false or misleading statements or which provide a reference that do not support an attribute claimed by the proposer may be rejected. If, in the opinion of the Board of Education, such information was intended to mislead the Department in its evaluation, it will be the basis for the rejection of the proposal.

5. Evaluation Criteria

Proposals will be evaluated utilizing an evaluation matrix based on a City Selection Committee's project specific or weighted criterion. Typical decision criteria are listed in the chart below. The decision criteria in the chart below are for demonstration purposes, only. The decision criteria can vary based on project scope or request for proposal (RFP) type.

No.	Evaluation Criteria	Scoring Method	Weight (Points)
1.	Qualifications and Experience Reference Required Response Format Section	0-100 Points	15 (15% of Total)
2.	Quality of Past Success/ Experience Reference Required Response Format Section	0-100 Points	20 (20% of Total)
3.	Organizational Structure Reference Required Response Format Section	0-100 Points	20 (20% of Total)
4.	Work Plan The work plan should detail any data and other information expected to be obtained through the Department, as well as specific tasks or activities expected to be completed by the Department. For each staff person working on this project, provide the name, title, hourly rate, and status (employee/subcontractor).	0-100 Points	25 (25% of Total)
5.	Costs	0-100 Points	20 (20% of Total)

6. Selection Process

The City Selection Committee will review the responses to compliance with the required documentation to determine responsiveness.

The City Selection Committee, comprised of key internal stakeholders, will review, evaluate proposals, and score them and rank the responses on a 100-point scale with any evaluation credits awarded. Upon completion of the evaluation and scoring, the City Selection Committee may conduct post-evaluation interviews with the most qualified suppliers prior to a final decision. The City of Bridgeport reserves the right to reject any or all submissions and cancel this request for proposal (RFP), without liability.

7. Terms and Conditions

7.1. Terms and Conditions

Contractual terms and conditions are included in Attachment A of this RFP.

7.2. Payment Terms

The Contractor shall invoice the City for the Services performed under the Agreement no later than 30 days after such Services were rendered. The City shall review the invoice and pay all undisputed portions thereof within forty five (45) days of receipt of the same.

7.3. Warranty and Support

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7.4. Openness of Procurement Process

Written responses, other discussions, correspondence, and all other pertinent records shall be handled as public records in compliance with State and Federal open records statutes and regulations.

7.5. Errors and Omissions

Once a response is submitted, the City of Bridgeport may consider requests by any contractor to correct errors or omissions but shall retain sole discretionary authority to determine the outcome of such a request.

7.6. Collusion

By offering a response to this RFP the supplier certifies that no attempt has been made or will be made by the consultant to induce any other person or firm to submit or not to submit a proposal for the purpose of restricting competition. All persons interested in this project, principal or principals being named therein, and no other person have an interest in this project or in the Agreement which they may participate in. No person or agency has been employed or retained to solicit or secure this Agreement upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting legitimate employees or established commercial agencies maintained by the consultant for the purpose of doing business. All firms interested in this project (including the firm's employees, representatives, agents, lobbyists attorneys and subconsultants) will refrain, under penalty of disqualification, from direct or indirect contact for the purpose of influencing the selection or creating bias in the selection process with any person who may play a part in the selection process, including the evaluation panel and other administrative staff. The policy is intended to create a level playing field for all potential firms; assure that contract decisions are made in public and to protect the integrity of the selection process.

7.7. Suspension and Debarment

The City will not participate in contracts with parties that have been debarred, suspended or excluded from Federal assistance programs per 2 CFR part 180 and part 1532 and 40 CFR part 31.35. Further, the respondent is required to verify that the respondent, or its principals, as defined at 49 CFR 19.995, or affiliates, as defined at 49 CFR 29.905, are excluded or disqualified as defined at 49 CFR 29.40 and 29.945

The respondent is required to comply with 49 CFR 29, Subpart C and must include the requirement to comply with 49 CFR 29, Subpart C in any lower tier covered transaction it participates in.

By signing and submitting its bid or proposal, the respondent or proposer certifies as follows:

The certification in this clause is a material representation of fact relied upon by the City if it is later determined that the respondent or proposer knowingly rendered an erroneous certification, in addition to remedies available to the City the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment. The respondent or proposer agrees to comply with the requirements of 49 CFR 29, Subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The respondent or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

7.8. Contract & Insurance Requirements

The attached Professional Services Agreement with insurance rider, Exhibit A and Exhibit B, will govern the successful vendors engagement.

Any proposed modification to the agreement must be submitted with a proposal package. Note that proposed modifications may be taken into account when determining the best interest of the City during the evaluation process. The decision to accept any modifications will be at the sole discretion of the City.

7.9. City of Bridgeport Reservation of Rights

This solicitation is for a “Request for Proposal (RFP) only”. This request for proposal is not to be construed as a specific proposal or an offer to buy any products or services. Notwithstanding anything else herein to the contrary, the City expressly reserves all rights in its sole discretion and in the best interests of the City at any time prior to the selection of a preferred respondent and participating in a final contract, without any liability therefore, to:

- Modify any dates or other terms of the RFP upon posting notice,
- Waive any informality or non-material deficiencies in submissions,
- The consultant misstates or conceals any material fact in the proposal,
- Reject any and/or all proposals,
- Withdraw the RFP,
- Decline to select qualified vendors from the respondents to the RFP,
- Select one, more than one, or no respondents
- Not liable to any Respondent for damages of any type however arising.

8. Required Response Format

8.1. PROPOSAL FORMAT AND CONTENT

In order to be considered for an award, the proposer must supply all of the information requested in this section of the RFP. A proposal that fails to comply completely with these requirements may be deemed unresponsive by the Board of Education. The Board of Education, however, reserves the right to waive any immaterial noncompliance which in the Board's judgment does not compromise the overall purpose and intent of the RFP. The proposal must include the sections listed below and must be submitted in the following format and order.

The proposal should be prepared simply and economically providing straightforward and concise delineation of the proposer's capabilities to satisfy the requirements of this RFP. Fancy bindings, colored displays, and promotional materials are neither necessary nor desired. Emphasis in the proposal should be on completeness and clarity of content. The evaluation process will not provide credit for capabilities or advantages that are not clearly shown in the written proposal.

8.2. Proposal Cover Letter and Statement of Intent to Meet RFP Requirements

A proposal cover letter and Statement of Intent to Meet RFP requirements must be submitted to the Bridgeport Board of Education with the proposal.

8.3. Table of Contents

A table of contents must be provided which identifies all major sections of the proposal by page number. All exhibits and attachments must also be identified and referenced by page number.

8.4. Body of Proposal

1. Qualifications and Experience

- (a) Statements describing background, including date established, type of ownership, location of headquarters and offices, and number of employees engaged in company activities.
- (b) Total number of staff engaged in refuse/trash collection.
- (c) Statements describing work history on similar projects.
- (d) Statements that demonstrate knowledge and/or experience in performing the duties of refuse/trash collections.

2. Organization of Resources

The content of this section should describe how the Proposer intends to organize resources, as necessary to complete the project required by this RFP.

3. Workplan

The work plan should detail any data and other information expected to be obtained through the Department, as well as specific tasks or activities expected to be completed by the Department.

For each staff person working on this project, provide the name, title, hourly rate, and status (employee/subcontractor).

4. Costs/Bid Sheet

Proposers are asked to submit a total cost factor for delivery of all required services in the fiscal year (1) inclusive of containers, tipping fees and recycle revenues and (2) inclusive of tipping fees and recycle revenues only; as well as a breakdown of costs for any supplemental service/deliverables that could be requested during the course of the year and a per pick up fee inclusive of all the factors mentioned. (Tipping fees, containers and all labor)

Explain the derivation of the cost factors, based on the services associated with the performance of the Scope of Work as required in this RFP as follows with and without the rental of containers.

Number of Collection stops Per Day: a stop shall mean that area of the City serviced by one collection truck and one collection crew per day.

Number of Crew Members Assigned to EACH Collection: include all persons necessary to service school including the collection truck driver, but not including supervisory, office or garage personnel.

Type of Collection Vehicle(s) to be Used: indicate make, year, capacity, and planned replacement year of vehicles to be used on regularly scheduled routes.

Number of Spare Collection Vehicles: indicate number, make, year and capacity of spare units, not regularly scheduled for a particular route that will be used in the event of a collection unit breakdown. One spare vehicle is the minimum required.

Location of Collection Vehicle Storage: location where equipment and vehicles will be stored overnight and maintained must be in the City.

5. References

(a) Proposer must provide three (3) letters of reference from current and/or former clients for whom the proposer has provided services similar to those required herein.

(b) Letters of reference must include the name, address and telephone number of the individuals who provide the references.

(c) The Department will contact references. If references cannot be reached, the proposal shall be

deemed non-responsive and rejected. If references obtained by the Department are not favorable, the Department may reject the proposal.

(d) References will not be used as an evaluation criterion for scoring purposes.

9. Vendor Submissions/Uploads

1. No Conflicts/Disclosure Form (Signed and notarized)***

Every business or individual that is issued a notice of intent to award pursuant to the city's purchasing ordinance (section 3.08.070, as amended), must fully and accurately complete this disclosure form. If there is insufficient space for any answer, attach additional sheets.

No Conflicts/Disclosure Form are included in Attachment D of this RFP.

*Response required

2. Costs/Fees*

Proposers are asked to submit a total cost factor for delivery of all required services in the fiscal year (1) inclusive of containers, tipping fees and recycle revenues and (2) inclusive of tipping fees and recycle revenues only; as well as a breakdown of costs for any supplemental service/deliverables that could be requested during the course of the year and a per pick up fee inclusive of all the factors mentioned. (Tipping fees, containers and all labor)

*Response required

3. Bid Proposal Documents*

Please upload your response here,

*Response required

4. 10 % Bid Bond*

Upload here

*Response required

10. Appendix A

Professional Services Insurance Rider

As a provider of Professional Services, the Consultant shall provide and maintain insurance coverage related to its services in connection with the Project in compliance with the following requirements.

The insurance required shall be written for not less than the scope and limits of insurance specified hereunder, or required by applicable federal, state and/or municipal law, regulation or requirement, whichever coverage requirement is greater. It is agreed and understood that the scope and limits of insurance specified hereunder are minimum requirements and shall in no way limit or preclude the City from requiring additional limits and coverage to be provided under the Consultant's policies.

The insurance obligations under this agreement shall be (1) all the insurance coverage and/or limits carried by or available to the Consultant; or (2) the minimum insurance coverage requirements and/or limits shown in this agreement, whichever is greater.

Minimum Scope and Limits of Insurance:

Workers' Compensation: With respect to all operations the Consultant performs, it shall carry workers' compensation insurance in accordance with the requirements of the laws of the State of Connecticut, and Employer's Liability limits of One Hundred Thousand Dollars (\$100,000) coverage for each accident, One Hundred Thousand Dollars (\$100,000) coverage for each employee by disease, Five Hundred Thousand Dollars (\$500,000) policy limit coverage for disease.

Commercial General Liability: With respect to all operations the Consultant performs it shall carry Commercial General Liability insurance providing for a total limit of One Million Dollars (\$1,000,000) coverage per occurrence for all damages arising out of bodily injury, personal injury, property damage, products/completed operations, and contractual liability coverage for the indemnification obligations arising under this Agreement. The Annual Aggregate limit shall not be less than Two Million Dollars (\$2,000,000).

Automobile Liability: With respect to each owned, non-owned, or hired vehicles the Consultant shall carry Automobile Liability insurance providing One Million Dollars (\$1,000,000) coverage per accident for bodily injury and property damage.

Professional Liability: The Consultant shall provide Professional Liability Insurance covering errors and omissions. Such insurance shall be in an amount no less than \$1,000,000 for each claim and \$1,000,000 Aggregate. Such insurance coverage shall remain in place for seven years after City's acceptance of Consultant's work, and if Consultant's insurance coverage is written on a "claims made" basis, such seven-year requirement can be satisfied through a combination of an extended reporting period and tail coverage.

Acceptability of Insurers: The Consultant's policies shall be written by insurance companies licensed to do business in the State of Connecticut, with an AM Best rating of A-VII, or better. Additionally, all carriers are subject to approval by the City of Bridgeport.

Subcontractors: The Consultant shall require all subcontractors to provide the same "minimum scope and limits of insurance" as required herein. All Certificates of Insurance shall be provided to the City's Office of the City Attorney and to the City's Purchasing Department required herein

Deductibles and Self-Insured Retentions: Any deductible or self-insured retention must be declared to and approved by the city. All deductibles or self-insured retentions are the sole responsibility of the Consultant to pay and/or to indemnify.

Notice of Cancellation or Nonrenewal: Each insurance policy required shall be endorsed to state that coverage shall not be suspended, voided, cancelled, or reduced in coverage or in limits before the expiration date except after thirty (30) days prior written notice by certified mail, return receipt requested, has been given to the City. Notwithstanding this requirement, the

Consultant is primarily responsible for providing such written notice to the City thirty (30) days prior to any policy change or cancellation that would result in a change of the amount or type of coverage provided. In the event of any such change the Consultant shall provide comparable substitute coverage so that there is no lapse in applicable coverage or reduction in the amount of coverage available to the City related to the Consultant's Services.

Waiver of Governmental Immunity: Unless requested otherwise by the City, the Consultant and its insurer shall waive governmental immunity as defense and shall not use the defense of governmental immunity in the adjustment of claims or in the defense of any suit brought against the City.

Additional Insured: The liability insurance coverage, (excluding Workers' Compensation & Professional Liability, if included) required for the performance of the Services shall include the City as an Additional Insured with respect to the Consultant's activities to be performed under this Agreement. Consultant's insurance shall be primary and shall not seek contribution from any other insurance carried by the additional insured in the payment of a claim.

Waiver of Subrogation: Consultant hereby waives the right to subrogate or seek recovery from City of Bridgeport and its insurance carriers. This waiver of subrogation does not apply to Professional Liability coverage.

Certificate of Insurance: Prior to the commencement of services under this Contract, the Consultant shall furnish Certificate(s) of Insurance to the City. The Certificate(s) will specify all parties who are endorsed on the policy as Additional Insureds (or Loss Payees). The Certificates and endorsements for each insurance policy are to be signed by a person authorized by the insurer to bind coverage on its behalf. Renewals of expiring Certificates shall be provided prior to expiration but no more than fifteen (15) days after policy renewal.

Certificates shall designate the City in the following form and manner:

“City of Bridgeport, its elected officials, officers, department heads, employees, agents, servants, successors and assigns ATIMA
Margaret E. Morton Government Center
999 Broad Street, 2nd Floor
Bridgeport, Connecticut 06604”

All insurance documents required should be mailed to the Office of the City Attorney 999 Broad Street 2nd Floor Bridgeport, Connecticut 06604.

Waiver of requirements: The City Attorney may vary these insurance requirements at her sole discretion if it determines that the City's interests will be adequately protected by the provision of different types or other amounts of coverage.

11. Appendix B

Please see Attachment A - City of Bridgeport Contractor Agreement.

Section 4: Costs/ Bid Sheet



"It is my pleasure to provide this letter of recommendation for Delta T Group, specifically highlighting the exceptional service provided by their support team. In the demanding fields of social services and behavioral healthcare, finding reliable, qualified staffing is one of our greatest operational challenges. Delta T Group has proven to be an indispensable partner in helping us bridge these gaps, ensuring that our IDD (Intellectual and Developmental Disabilities) residential facilities remain safely staffed and fully functional."

Colleen Thomas, SHRM-CP
Mosaic

Sr. People Operations Partner
(860) 632-2814

www.deltatk12.com

A

Total costs
for the project

B

Total costs
for each service/deliverable

C

Breakdown
of costs by category

COSTS AND FEES

Substitute Teachers and Paraprofessional Services



Our transparent pricing includes everything you need - PLUS valuable **complimentary** services at no additional cost.

SUBSTITUTE TEACHER SERVICES 2026-2027 SCHOOL YEAR

	Occasional	Long-Term Days 1-10	Long-Term Days 11-20	Long-Term Days 21+
Daily Rate - Full Day (3.25+ hours)	\$195.00	\$227.50	\$273.00	\$305.50
Daily Rate - Half Day (less than 3.25 hours)	\$97.50	\$113.75	\$136.50	\$152.75

PARAPROFESSIOAL SERVICES 2026-2027 SCHOOL YEAR

Delta-T Group has REDUCED our Paraprofessional rates from the 2025-2026 school year.

	Pre-K -or- Kindergarten	Instructional -or- Bi-lingual	SPED Self-contained	SPED 1:1
Daily Rate - Full Day (3.25+ hours)	\$161.20	\$161.20	\$175.31	\$194.74
Daily Rate - Half Day (less than 3.25 hours)	\$80.60	\$80.60	\$87.66	\$97.37

2027-2028 School Year - no increase to these rates

2028-2029 School Year - 2% Cost-of-Living Adjustment/Increase to these rates

2029-2030 School Year - 2% Cost-of-Living Adjustment/Increase to these rates

2030-2031 School Year - 2% Cost-of-Living Adjustment/Increase to these rates

- These rates are ALL-INCLUSIVE of all charges.
- NO additional fees will be charged.
- There will be NO charges for travel time, mileage to and from any job site and/or miscellaneous expenses.
- Invoices shall be payable within forty-five (45) days of the date of the submission of a complete invoice.
- All pricing will be valid for no less than one hundred and twenty (120) days from the RFP opening date.
- Services and materials for this project are exempt from State of Connecticut sales tax.

REAL VALUE COMPARISON

Substitute Teachers and Paraprofessionals



Our complimentary services add significant cost savings and value to this contract:

\$3,382,025
in complimentary services

SERVICES 2026-2027 SCHOOL YEAR

Cost Category	Delta-T Group Proposal
Substitute Teachers Total Annual Cost for 2026-2027 School Year	\$12,825,536.00*
Paraprofessionals Total Annual Cost for 2026-2027 School Year	\$3,542,050.86*
Total Annual Cost for 2026-2027 School Year	\$16,367,586.86*
Red Rover Subsidy (up to 50%)	NO Charge -\$33,250.00
Complimentary Floater Pool	NO Charge - \$2,790,000.00
Complimentary Managed Service Provider, VendorSync Workforce Solutions	NO Charge - \$492,024.50
2 (minimum) Staffing Coordinators available at 5am	NO Charge - \$100,000.00
Actual Value of our Proposal	\$19,782,861.36

*Actual costs will be based on actual usage. Cost comparison calculated using estimated usage provided by BPS during the RFP process. Complimentary services are estimated based on projected usage and may vary once actual usage is determined.

REAL VALUE COMPARISON

Substitute Teachers



Our complimentary services add significant cost savings and value to this contract:

\$2,685,763
in complimentary services

SUBSTITUTE TEACHER SERVICES 2026-2027 SCHOOL YEAR

Cost Category	Delta-T Group Proposal
Substitute Teacher (Occasional) Daily Rate	\$195.00
80% same day needs	262
Substitute Teachers (Long-Term) Daily Rate	\$305.50
20% same day needs	66
Red Rover Subsidy (up to 50%)	(\$33,250.00)
Total Annual Cost for 2026-2027 School Year	\$12,825,536.00*
Complimentary Floater Pool	NO Charge - \$2,250,000.00
Complimentary Managed Service Provider, VendorSync Workforce Solutions	NO Charge - \$385,763.00
Staffing Coordinator available at 5am	NO Charge - \$50,000.00
Actual Value of our Proposal	\$15,511.299.00

*Actual costs will be based on actual usage. Cost comparison calculated using estimated usage provided by BPS during the RFP process.

REAL VALUE COMPARISON

Paraprofessionals



Our complimentary services add significant cost savings and value to this contract:

\$696,262

in complimentary services

PARAPROFESSIONAL SERVICES 2026-2027 SCHOOL YEAR

Please note the reduction on these rates over the 2025-2026 School Year

Cost Category	Delta-T Group Proposal
Paraprofessional Daily Rate	\$161.20
75% Pre-K, K, Instructional, Bi-lingual	88
Paraprofessional Daily Rate	\$175.31
15% SPED: Self-Contained	18
Paraprofessional Daily Rate	\$194.74
10% SPED: One-to-One	12
Total Annual Cost for 2026-2027 School Year	\$3,542,050.86*
Complimentary Floater Pool	NO Charge - \$540,000.00
Complimentary Managed Service Provider, VendorSync Workforce Solutions	NO Charge - \$106,261.50
Staffing Coordinator available at 5am	NO Charge - \$50,000.00
Actual Value of our Proposal	\$4,238,312.86

*Actual costs will be based on actual usage. Cost comparison calculated using estimated usage provided by BPS during the RFP process.

ADDITIONAL SERVICES

	Full Day (3.25+ hours)	Half Day (< 3.25 hours)	Hourly Rate
Occupational Therapist (OT)	\$637.00	\$318.50	\$98.00
Physical Therapist (PT)	\$637.00	\$318.50	\$98.00
Certified Occupational Therapy Assistant (COTA)	\$429.00	\$214.50	\$66.00
Physical Therapist Assistant (PTA)	\$429.00	\$214.50	\$66.00
Licensed Practical Nurse (LPN)	\$357.50	\$178.75	\$55.00
Registered Nurse (RN)	\$422.50	\$211.25	\$65.00
Certified Nursing Assistant (CNA)	\$234.00	\$117.00	\$36.00
Social Worker	\$471.25	\$235.63	\$72.50
Speech Language Pathologist (SLP)	\$637.00	\$318.50	\$115.00
Speech Language Pathology Assistant (SLPA)	\$429.00	\$214.50	\$66.00
Board Certified Behavior Analyst (BCBA)	TBD	TBD	\$125.00
Board Certified Assistant Behavior Analyst (BCaBA)	TBD	TBD	\$58.00
ABA Therapist	TBD	TBD	\$42.00
Behavior Technician (BT)	\$247.00	\$123.50	\$38.00
Behavior Technician – 40 Hour Study	\$273.00	\$136.50	\$42.00
Registered Behavior Technician (RBT)	\$338.00	\$169.00	\$52.00
Academic Tutor, Title I Grant Tutor	\$273.00	\$136.50	\$45.00
Academic Tutor – ELL, Title III Grant Tutor	\$292.50	\$146.25	\$47.00
Cafeteria Aide	\$162.18	\$81.09	\$24.95
Cafeteria Assistant / Utility	\$155.68	\$77.84	\$23.95
Clerical Specialist	\$194.68	\$97.34	\$29.95
Clerical Assistant	\$185.25	\$92.63	\$28.50
Attendance Monitor	\$208.00	\$104.00	\$32.00
In-School Suspension Officer	\$227.50	\$113.75	\$35.00
Custodian	\$178.75	\$89.38	\$27.50
Interpreter	\$195.00	\$97.50	\$30.00

- These rates are ALL-INCLUSIVE of all charges.
- NO additional fees will be charged.
- There will be NO charges for travel time, mileage to and from any job site and/or miscellaneous expenses.
- Invoices shall be payable within forty-five (45) days of the date of the submission of a complete invoice.
- All pricing will be valid for no less than one hundred and twenty (120) days from the RFP opening date.
- Services and materials for this project are exempt from State of Connecticut sales tax.



Presented to

**The City of Bridgeport
Department of Public Purchases**

BEX043265

Absence Management and Staffing Services

May 26, 2026

Presented by

ESS Northeast, LLC

Nhuy (New-e) Tran

Director of Business Development

603.391.8893 | NTran@ESS.com

Costs/Bid Sheet

An All-Inclusive, Transparent Partnership

When you partner with ESS, you can trust that your District is working with education experts who evaluate, evolve, and invest in your program daily. It's not just about staffing. It's about investing time, personnel, and resources so you can focus on your primary goal of delivering a quality education. Below are a few of the items that are included in the rate of this proposal:

- Customized program
- Onsite Account Managers with regional support
- Tailored implementation
- Talent pool management
- Comprehensive in-person training
- Additional training throughout the year
- Supplementary online training
- District & state compliance
- Incident portal
- Absence management systems, experts, training & management
- Employee time tracking & reporting
- ESS customized software
- Human resource tracking
- Credential checks
- Candidate screening
- Payroll disbursement
- General liability coverage
- Workers' compensation
- Recruiting 365 days a year
- Print & digital advertising
- District hiring events
- Community engagement
- Health benefits for substitutes
- Weekly pay for substitutes
- Substitute incentives
- Employee engagement
- Career guidance
- Unemployment for substitutes
- 401(k) for substitutes
- Building-based substitutes
- Last minute/same day absence filling
- Active assigning with text messages
- Daily, customized reporting
- Monthly meetings
- Weekly school visits
- Principal feedback
- Real-time reporting with QuickSight
- Financial reporting & analysis

Substitute Personnel and Management Pricing

Our bid rate is an “all-in” figure. All features in this proposal include the ESS Support Team, wage-associated taxes, substitute teacher and paraprofessional employee training, hiring, management, workers’ compensation, insurance, and all other features included in our markup. ESS is committed to providing the best value to the Bridgeport Public Schools. Your District reserves the right to change the pay rate, and ESS’ bid rate reflects a 24.27% markup. **There are no additional costs to the Bridgeport Public Schools.**

Cost Savings Through a Lower Markup and Full-Service Program Support

By partnering with ESS for full-service substitute and paraprofessional management, Bridgeport Public Schools can achieve meaningful savings by **reducing the current vendor markup from 28% to ESS’s proposed 24.27%**. This lower markup provides immediate financial relief while maintaining a comprehensive staffing solution that includes recruiting, onboarding, training, payroll administration, benefits, workers’ compensation, and dedicated program support. As a result, the District can direct more funds toward classrooms, student services, and other educational priorities without sacrificing service quality or daily fill rates.

ESS’s model also helps reduce the hidden costs that school districts often absorb internally. Through dedicated recruiting, onsite support, employee engagement, and streamlined management processes, ESS helps minimize the administrative burden on District staff, reduce the need for teachers to cover classes during prep periods, improve daily placement consistency, and decrease the time spent managing absences. Together, these efficiencies position ESS as a cost-effective, long-term partner focused on fiscal responsibility and continuity of learning for students across the District.

Red Rover Cost Reimbursement

ESS understands that Bridgeport Public Schools owns and currently uses Red Rover as its absence management system. To further reduce the District’s program costs, **ESS will reimburse Bridgeport Public Schools for its annual Red Rover cost of \$66,500**. This reimbursement allows the District to maintain control of its current absence management platform while benefiting from ESS’ full-service staffing program, dedicated onsite support, and lower proposed markup.

Half Day and Full Day Pay Rates by Category

Position	Pay Type	Pay Rate	Bill Rate
Daily Substitute Teacher - Full Day	Daily	\$150.00	\$186.41
Daily Substitute Teacher - Half Day	Daily	\$75.00	\$93.20
Long Term Substitute - Full Day	Daily	\$235.00	\$292.03
Long Term Substitute - Half Day	Daily	\$117.50	\$146.02
*Paraprofessional 1	Hourly	\$ 18.00	\$ 22.37
*Paraprofessional 2	Hourly	\$ 19.00	\$ 23.61
*Paraprofessional 3	Hourly	\$ 21.00	\$ 26.10
*Paraprofessional 4	Hourly	\$ 22.00	\$ 27.34

* Based on the Q&A, which identified the current paraprofessional pay range as \$18 to \$22 per hour, ESS has provided paraprofessional pay and bill rates that align with the District's current rate structure.

Total Costs Projections

The cost projections above are based on Q&A responses indicating that 45,596 substitute teacher positions were filled at a daily rate of \$150, and 19,320 paraprofessional positions were filled at an average hourly rate of \$20. Based on a 6.5-hour workday, the paraprofessional rate equals \$130 per day. These projections assume a 180-day school year.

Position	Filled Absences	Daily Pay Rate	Bill Rate	Total Cost Projection (180 days)
Substitute Teacher	45,596	150.00	\$186.41	\$ 8,499,550.36
Paraprofessional	19,320	130.00	\$161.55	\$ 3,121,165.32
				\$11,620,715.68

Pupil Personnel Support Rates

Position	Pay Type	Bill Rate
Speech Language Pathologist	Hourly	\$ 97.50
Psychologist	Hourly	\$110.00
Occupational Therapist	Hourly	\$ 95.00

Cost Proposal

Bridgeport Public Schools

BEX043265 Absence Management and Staffing Services

Due Date & Time: Tuesday, May 12, 2026, by 2:00 pm.



Contact:

Meg Bernhard

Director, Client Services, North Practice

Mobile: 860.333.7384

Email: Meg.bernhard@kellyeducation.com

Costs/Fees

All-Inclusive Pricing

We offer a comprehensive solution with a proven track record of getting results. We fully understand the cost pressures in public education. Our price reflects the value we bring to the district. It also reflects the level of screening, training, and engagement that goes into every employee we assign. We are incentivized as your partner to fill your schools with quality talent as your priorities become our priorities.

The total cost of a substitute staffing program is often invisible. Beyond the daily bill rate your district pays, there are other significant and often unbudgeted expenses that contribute to the overall cost, such as the school personnel managing substitute staff, worker's compensation, recruiting costs, lost learning days, coverage costs paid to teachers filling empty classroom roles or lunch duty, and much more.

Our pricing is all-inclusive. We will never charge additional fees to Bridgeport Public Schools or our employees. You will only pay for filled positions. Everything below is included in our pricing:

Financial Responsibility

- Employer State and Federal Taxes
- General Liability Coverage
- Workers' Compensation
- Unemployment
- Affordable Care Act Compliance

Recruiting, Screening, Hiring, and Onboarding

- Ongoing Targeted Recruiting Program
- Specialized Hiring/Assessment Process
- Education Verification
- Criminal Background Investigation
- National Sex Offender Registry Search
- Employee Drug Testing (as required)
- Fingerprint Facilitation (as required by state)
- Vaccinations & Tuberculosis Testing (as required by state)
- Behavioral Interviewing
- Reference Checks
- Orientation Program and Brochures
- Training and Professional Development Opportunities

Scheduling and Reporting

- Automated Scheduling System
- Automated Timekeeping
- Live Absence Filling (Last Minute/Same Day)

Management and Quality Control

- Local Customer Support Team
- Daily Local Branch Team Support
- High-Powered Data Analytics & Reporting
- Consultation on Absentee Management
- Employee Quality Assurance Process
- Usage Reporting by School Location
- Track Grant or Other Funding for Absences
- Partnership Reviews Each Semester
- Formal 24/7 Incident Reporting Process

Retention, Recognition, and Development

- Robust Benefit and Retention Packages
- Year-Round Candidate Engagement

Cost Breakdown

Occasional Substitute Teacher Assignments & Building Substitutes				
Position	Pay Rate	Pay Type	Markup	Bill Rate
Occasional Substitute: Full Day	\$ 150.00	Daily	1.259	\$ 188.85
Occasional Substitute: Half Day	\$ 75.00	Daily	1.259	\$ 94.43

Long Term Substitute (LTS) Teacher Assignments. Consecutive Days in the same assignment				
Position	Pay Rate	Pay Type	Markup	Bill Rate
Substitute Day 1-10	\$ 175.00	Daily	1.259	\$ 220.33
Substitute Day 11-20	\$ 210.00	Daily	1.259	\$ 264.39
Substitute Day 21+	\$ 235.00	Daily	1.259	\$ 295.87

Library/Media Specialist (Teacher) Hourly Rates**				
Position	Pay Rate	Pay Type	Markup	Bill Rate
Library/Media Specialist: Occasional Substitute	\$ 23.08	Hourly	1.259	\$ 29.06

Long-term Substitute (LTS) Teacher Assignments (consecutive days in the same classroom)				
Position	Pay Rate	Pay Type	Markup	Bill Rate
Library/Media Specialist Substitute Day 1-10	\$ 26.92	Hourly	1.259	\$ 33.89
Library/Media Specialist Substitute Day 11-20	\$ 32.31	Hourly	1.259	\$ 40.68
Library/Media Specialist Substitute Day 21+	\$ 36.15	Hourly	1.259	\$ 45.51

Substitute Paraprofessional				
Position	Pay Rate	Pay Type	Markup	Bill Rate
Pre-K Paraprofessional (3,4,5 year olds)	\$ 18.00	Hourly	1.259	\$ 22.66
Instructional Para-Bilingual	\$ 18.00	Hourly	1.259	\$ 22.66
Special Education Para Self Contained/Resource	\$ 20.00	Hourly	1.360	\$ 27.20
Special Education Individual 1:1 Para	\$ 22.00	Hourly	1.360	\$ 29.92

Rates for Kelly Pediatric Therapy Services

Kelly Pediatric Therapy offers a full range of therapy services. Below please find the proposed cost for the related services positions.

Our pricing is all inclusive. We do not charge additional recruiting, administrative or billing fees. All clinical oversight and program consultation by the Kelly Pediatric Therapy team is included.

The hourly rates quoted are for the actual hours worked by the provider.

Type of Position	Hourly Bill Rate
Occupational Therapist	\$110.00
Physical Therapist	\$110.00
Speech Therapist	\$120.00
Speech Therapist-Bilingual	\$135.00
Psychologist	\$140.00
Psychologist-Bilingual	\$165.00
Board Certified Behavior Analyst	\$125.00
Mental Health Counselor	\$95.00
Registered Behavior Technician	\$65.00
Special Education Teacher	\$95.00
Social Worker	\$95.00
Behavior Technician	\$40.00

**Thank you for the opportunity to
submit this proposal.**

Please contact us with any questions.

Meg Bernhard

Director, Client Services, North Practice

Mobile: 860.333.7384

Email: Meg.bernhard@kellyeducation.com

TAB 4: Price Proposal

RFP No. BEX043265 Absence Management and Staffing Services

SmartStart provides tiered pricing based on volume. See below for an overview of tiers for the 2026-2027 school year.

Tier 1: Between \$0 and \$1,000,000

Item	Half Day Rate (<3.5 hrs)	Full Day Rate (3.5 hrs > 6.5 hrs)
Occasional Substitute	\$182.54	\$304.23
Building Substitute	\$176.98	\$294.96
Longterm Substitute – K-5	\$192.20	\$320.34
Longterm Substitute – 6-12 (non-STEM)	\$200.07	\$333.45
Longterm Substitute – 6-12 STEM	\$212.86	\$354.76
Substitute Paraprofessional	\$123.83	\$206.38
Substitute Paraprofessional – Regular Education	\$116.92	\$194.86
Full-time Paraprofessional – Special Education	\$131.26	\$218.76
Substitute Certified Teacher (Virtual)	\$261.40	\$435.67

Tier 2: Between \$1,000,001 to \$2,500,000

Item	Half Day Rate (<3.5 hrs)	Full Day Rate (3.5 hrs > 6.5 hrs)
Occasional Substitute	\$173.41	\$289.02
Building Substitute	\$168.13	\$280.21
Longterm Substitute – K-5	\$182.59	\$304.32
Longterm Substitute – 6-12 (non-STEM)	\$190.07	\$316.78
Longterm Substitute – 6-12 STEM	\$202.22	\$337.02
Substitute Paraprofessional	\$117.64	\$196.06
Substitute Paraprofessional – Regular Education	\$111.08	\$185.12
Full-time Paraprofessional – Special Education	\$124.70	\$207.83
Substitute Certified Teacher (Virtual)	\$248.33	\$413.89

Tier 3: Between \$2,500,001 to \$5,000,000

Item	Half Day Rate (<3.5 hrs)	Full Day Rate (3.5 hrs > 6.5 hrs)
Occasional Substitute	\$164.29	\$273.81
Building Substitute	\$159.26	\$265.46
Longterm Substitute – K-5	\$172.98	\$273.89
Longterm Substitute – 6-12 (non-STEM)	\$180.06	\$300.11
Longterm Substitute – 6-12 STEM	\$191.57	\$319.28
Substitute Paraprofessional	\$111.45	\$185.74
Substitute Paraprofessional – Regular Education	\$105.23	\$175.37
Full-time Paraprofessional – Special Education	\$118.13	\$196.88
Substitute Certified Teacher (Virtual)	\$235.26	\$392.10

Tier 4: \$5,000,001+

Item	Half Day Rate (<3.5 hrs)	Full Day Rate (3.5 hrs > 6.5 hrs)
Occasional Substitute	\$155.16	\$258.60
Building Substitute	\$150.43	\$250.72
Longterm Substitute – K-5	\$163.37	\$272.29
Longterm Substitute – 6-12 (non-STEM)	\$170.06	\$283.43
Longterm Substitute – 6-12 STEM	\$202.22	\$301.55
Substitute Paraprofessional	\$105.26	\$175.42
Substitute Paraprofessional – Regular Education	\$99.38	\$165.63
Full-time Paraprofessional – Special Education	\$111.57	\$185.95
Substitute Certified Teacher (Virtual)	\$222.19	\$370.32

Prices will increase 3% per school year for the duration of the contract between SmartStart and BBoE.