

**HALE COUNTY SCHOOL DISTRICT
Request for Proposal (RFP)
Network Technical Support Services
Bid Opening Date & Time: June 11, 2024 at 10:00 a.m. (CST)**

I. MISCELLANEOUS

A.	<p>The Hale County School District/Board of Education intends to contract for Network Technical Support Services supporting all district locations on an hourly and as needed basis with the most responsive bidder offering a proposal deemed the most acceptable and advantageous to the Hale County School District.</p> <p>Hale County School District will accept sealed bids to provide the specified services beginning July 1, 2024 to June 30, 2029.</p>
B.	<p>Vendors with questions regarding bid specifications must submit their questions <i>in writing</i> to Dianne Colburn at email: dcolburn@halek12.org not later than 2:00 p.m. CST on Tuesday, June 4, 2024. Questions received in any other manner will not be accepted.</p>
C.	<p>Any changes, additions, or modifications to the bid request and any questions, if received, and their answers (Q&A) related to this solicitation will be posted to the Hale County School District website: www.halek12.org Click on the "Network Tech Support Bid/RFP 2024" link.</p> <p>It is the responsibility of the vendor to check the website for any changes to the bid request periodically and before submitting a bid.</p>
D.	<p>No consideration will be given to any claims based on a lack of knowledge of existing conditions. For this reason, vendors may request a site visit/survey prior to submitting a response to the bid to ensure the bidder has an understanding of the current state of the equipment and cabling for which basic maintenance network support services are required. To schedule a site visit, contact Nick Seale, Technology Support Coordinator, at email: nseale@halek12.org or via phone at (334) 675-3885.</p>
E.	<p>Sealed bids must be submitted in one (1) printed copy and one (1) electronic exact copy (.doc or .pdf) prior to the bid opening, at 10:00 a.m. (CST), on June 11, 2024, at the Hale County School District Board of Education, 1115 Powers Street, Greensboro, Alabama 36744.</p> <p>The envelope/container must be marked "Bid No. HCS-BM-24" on the front. Mailed or hand delivered bids must be sent to Attention: Dianne Colburn at the address listed above.</p> <p>Any late bids will not be considered. No faxed or electronic bids will be accepted.</p> <p><i>Failure to provide the information requested in this RFP in the requested format is reason for disqualification, without consideration.</i></p>
F.	<p>Specifications or qualifications are not intended to eliminate any reputable manufacturer, brand, or bidder. Reference to manufacturers, brand names, suppliers' itemization numbers, specification of qualifications, etc. is intended to set quality and feature standards and does NOT exclude bids from others. Any bid containing the referenced products/services "or equivalent" will be accepted as long as the quality and features standards are met. When quoting equivalent products/services, the bidder should provide information substantiating the standards have been met.</p>
G.	<p>If a bid differs in any way from the bid specifications, the bidder must list the differences on the Bid Response Form in the Exceptions to Specifications and/or Comments section explaining exactly where and how the bid deviates from said specifications. If no exceptions are listed on the bid, it will be presumed the bidder proposes to meet all specifications in every respect; and if awarded the contract, performance on this basis will be required.</p>

H.	<p>All bidders must complete and submit the Bid Response Form included with this document, as a minimum, for submitting their bid pricing and company information, as well as all other requested documentation.</p> <p>The vendor’s bid may include additional quote pages in the vendor’s preferred format. However, all pricing must be entered in the Bid Response Form, as a minimum, to enable the district to compare pricing from all bidders using the same form. Reference statements, such as “See Page XX,” “Refer to Page XX,” etc. should not be entered in the Bid Response Form.</p> <p>Prices shall be good for the length of this contract.</p>
I.	<p>It is the bidder’s responsibility to comply with all local, state and federal laws applicable within the context of this bid.</p>
J.	<p>Hale County School District is exempt from all sales and use taxes under the provisions of Title 40, Chapter 23, Section 4 (15), Code of Alabama, 1975.</p>
K.	<p>Bid price is to be all-inclusive (including taxes, fees, etc.) with no allowable additional costs to Hale County School District.</p>
L.	<p>Contracts over \$10,000 require compliance with Equal Employment Opportunity Regulations, The Clean Air Act, The Clean Water Act and Environmental Protection Agency Regulations.</p>
M.	<p>The Hale County School District is an equal educational opportunity agency and prohibits discrimination in any of its educational programs, including employment, on the basis of sex, race, religion, national origin, color, age or any handicapping condition. The Board of Education complies fully with the provisions of Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the appropriate Department of Education regulations.</p>
N.	<p>E-Verify Requirement. Beason-Hammon Alabama Taxpayer and Citizen Protection Action (Act No. 2011-535) requires that, as a condition for the award of a contract by a school board to a business entity or employer with one or more employees working in Alabama, the business entity or employer must provide documentation of enrollment in the E-Verify program. During the performance of the contract, the business entity or employer shall participate in the E-Verify program and shall verify every employee that is required to be verified according to the applicable federal rules and regulations. The contractor's E-Verify Memorandum of Understanding MUST be included with the bid. If you do not believe these requirements are applicable to your entity, include an explanation justifying such exemption. An entity can obtain the E-Verify Memorandum of Understanding upon completion in the E-Verify enrollment process located at the federal web site www.uscis.gov/everify. The Alabama Department of Homeland Security (http://immigration.alabama.gov) has also established an E-Verify employer agent account for any business entity or employer with 25 or fewer employees that will provide a participating business entity or employer with the required documentation of enrollment in the E-Verify program. An Employer Identification Number (EIN), also known as a Federal Tax Identification Number, is required to enroll in E-Verify or to establish an E-Verify employer agent account.</p>
O.	<p>The final awarding of this bid will be made by the Hale County School District/Board of Education based on a recommendation from the Superintendent.</p>
P.	<p>If you choose not to bid, please return the invitation to Hale School District and state the reason. Failure to respond may cause your company to be removed from the bid list file.</p>
Q.	<p>The Hale County School District reserves the right to reject any and all bid proposals, waive any technicalities, and award all or part of the contract in a manner that is in the best interest of Hale County School District.</p>
R.	<p>Prices shall be good for the length of this contract. The cost of adding sites during the contract term and any extensions will be charged according to the contracted rate.</p>
S.	<p>Hale County School District reserves the right to cancel the contract with the vendor for nonperformance at any time during the contract period. Nonperformance includes, but is not limited to, failure to supply good quality service, failure to provide services for the full term of the contract, installation performance, poor billing and customer service services, and failure to maintain status as an authorized representative of services.</p>

T.	Vendor must have been in continuous business for a minimum of three (3) years.
U.	The vendor and his representatives shall follow all applicable school district regulations while on Hale County School District property, including the no smoking, no weapons, and drug free policies. No work shall interfere with school activities or environment unless permission is given by the Principal or person in charge. All vendor personnel shall be easily identified by the use of identification badges and uniforms or shirts with the vendor's logo clearly visible.
V.	The vendor shall protect all buildings, furniture, equipment, personal items, trees, shrubs, lawns and all landscaping on school property from damage. Any damaged property shall be repaired or replaced at the vendor's expense.
W.	In the event vendor equipment, software, materials, etc. are necessary to provide services, they must be compatible with existing equipment, software, material, etc. The school system is not required to make any purchase of equipment, software, material, etc. to accept the vendor's services.
X.	This bid and any resulting contract/s do not restrict Hale County School District from purchasing the requested services from other vendors.
Y.	All requirements specified in this RFP and the vendor's bid become a part of any awarded contract.

II. REQUIREMENTS SPECIFICATIONS

<p>A.</p>	<p>Background and Description of Requirement: Hale County School District has local area networks (LANs) at each location comprised of the Cat5e, Cat6e, and fiber cabling, primarily Cisco network equipment, and software needed for the network and equipment to operate. These networks, in combination with the leased fiber WAN services, enable the district to communicate, conduct educational activities and have access to the Internet.</p> <p>Hale County School District is seeking bids for the following basic maintenance time and materials support, at an hourly rate, to supplement existing district support activities, on an as-needed basis.</p> <p>1) Network Technical Support Services - proactive support such as installing equipment or cabling, monitoring, controlling, and/or managing the network or components, and support to data/application servers.</p> <p>Purchase Levels. Hale County School District does not guarantee any purchase levels. The Technology Coordinator will determine what support is needed, if any, each year and will purchase some, none, or all support, whatever is in the best interest of the Hale County School District each year of the contract.</p>
<p>B.</p>	<p>Network Support Requirements (Time & Materials): Vendor must provide qualified personnel to deliver Basic Maintenance network support on an as-needed basis for the network components (equipment, software, cabling, etc.) at the locations identified in these specifications.</p> <p>1) Technical Requirements: Must be able to diagnose and resolve network-layer issues related to passive and active network hardware (hubs, converters, switches, routers, etc.), servers, IP address problems, network connection problems, and network-centered system configuration issues. Apply current software upgrades and patches, including bug fixes and security patches for network hardware (servers, switches, routers, distance learning equipment, etc.) and software components, as required. Services include support for the repair, or if the problem is beyond repair, replacement, of the networking equipment listed herein.</p> <p>2) Be able to install, troubleshoot, maintain and integrate the following type of hardware and software products (on an as-needed, break-fix basis):</p> <ul style="list-style-type: none"> - Switches - VPNs - VLANs - Quality of Service (QoS) - Routed Networks - Switched Networks - Static and Dynamic Routes Configuration - Ethernet Topology - Wireless Access Points and Controllers - Microsoft Windows Operating System (on eligible servers – not desktops) - DHCP & Domain Name Server - Support for Cisco 7940 and 7960 phones unity and call manager servers - Cistera server support - Network Troubleshooting - NVR/DVR Camera Troubleshooting - Troubleshoot, repair, install if needed as part of a repair, and terminate Category 5e, 6e, and multimode fiber cables and components.

Supported Locations and Equipment: The following equipment, facilities, and materials will be covered by this basic maintenance agreement:

Locations

- Greensboro Elementary School
- Greensboro High School
- Greensboro Middle School
- Hale County Board of Education
- Hale County College & /Career Academy
- Hale County High School
- Hale County Middle School
- Moundville Elementary School
- S.O.A.R. Academy
- Transportation Department (Bus Shop)

Equipment (quantities vary by location)
WS-C2960-24TC-L Network Switches
WS-C2960-24TT-L Network Switches
WS-C2940-8TF-S Network Switches
WS-C3850-48XS-S Network Switches
WS-C2960X-24PS-L Network Switches
WS-C2960X-48LPS-L Network Switches
WS-C2960X-48FPS-L Network Switches
WS-C2960X-24PS-L Network Switches
WS-C3850-12XS-S Network Switches
WS-C3560CX-12PC-S Network Switches
Meraki MS120-8FP Network Switches
Meraki MS120-24P NW Switches
Meraki MS120-48P NW Switches
Cisco StackWise 1M Stacking Cables
N318-01M Tripp Lite Patch Cables
GE SFP, LC connector SX Transceivers
GLC-SX-MMD 1000Base-SX SFP Transceivers
EnGenius ECW230 Wireless Access Points
Meraki MR44-HW Wireless Access Points
Multimode Fiber Drops
Cat5e and Cat6e Network Data Drops

	<p>In addition to the products and sites listed above, the vendor will be required to support any new site not listed that is purchased by the schools or district during the term of this contract. The cost of adding sites or equipment during the contract term will be charged according to the contracted rate.</p> <p>The district may or may not require support for all locations listed above in any given year.</p>
<p>C.</p>	<p>Vendors must provide services on an hourly rate basis for work that is actually performed. The vendor’s bid must include hourly rates for the following labor categories (specific pricing). If specified skill categories are not available, state this in your response on the Bid Response Form:</p> <ol style="list-style-type: none"> 1. Senior Communications Network Specialist. Troubleshoots LAN/WAN and other network related problems, provides technical expertise for configuration of networks. Performs general LAN maintenance. Highly skilled in troubleshooting all aspects of complex networks. Minimum 10 years’ experience preferred but not required in the Telecommunications Field. 2. Network Maintenance Technician. Troubleshoots LAN/WAN and other network related problems (switches, servers, & cabling infrastructure), provides technical expertise for configuration of networks. Skilled in troubleshooting of all aspects of complex networks and able to repair network components. Minimum 5 years’ experience is preferred but not required in the Telecommunications Field. 3. Support Technician. Troubleshoots LAN/WAN and other network related problems (switches, servers, & cabling infrastructure), provides technical expertise for configuration of networks. Skilled in troubleshooting of most aspects of networks and able to repair most network components. Minimum 3 years’ experience is preferred but not required in the Telecommunications Field.
<p>D.</p>	<p>Tools and Materials: The vendor must provide their own tools needed to perform the required diagnosis and repair of the network cabling infrastructure, equipment, or software. Hale County School District will, however, provide any required equipment components, materials or licenses needed to complete the repair and upkeep of Hale County School District equipment or software (does not include tools).</p> <p>For repairs requiring replacement materials/components (i.e. Cat 5e cable, a fiber connector, a GBIC, switch, etc.), the vendor will utilize materials and spare equipment provided by the district, if available. If the required materials are not available, the vendor will provide the cost of the required materials needed to complete a repair, to the District Technology Coordinator and seek approval to obtain the required materials/component. Prior to starting services each year, the vendor may provide a list of common materials and components and their pricing to the Technology Coordinator for pre-approval and the preapproved list and pricing will be used for the length of the contract and any and all extensions.</p> <p>The vendor will invoice for approved materials used to complete repairs, with item level detail, in the same invoice provided for the hourly technical support.</p>

<p>E.</p>	<p>Configuration Control. While performing support services, under no circumstances will the vendor make changes to the network beyond repair actions, software updates, and bug fixes without the prior approval or knowledge of the Technology Coordinator. This includes both hardware and software changes.</p> <p>The method for communicating the proposed changes to the Technology Coordinator should be via e-mail or fax. The vendor should include any necessary supporting documentation and drawings with the request, including expected effect and rollback procedures should the proposed change fail.</p> <p>The Technology Coordinator shall approve any changes done by the vendor that could or would result in an outage of the network in advance.</p> <p>The Technology Coordinator will provide the vendor with a list of additional district employees authorized to approve or request changes, if any.</p> <p>The vendor will not make any customer requested changes unless they are requested by the Technology Coordinator or a person on the list of additional authorized employees, if any, authorized to request /approve changes to the network provided to the vendor.</p>
<p>F.</p>	<p>Support Services Documentation Requirements: All documentation related to the support activities provided to Hale County School District must be maintained in the vendor’s records for a period of 5 years from the last day services are provided under this contract and any extensions.</p> <ol style="list-style-type: none"> 1) Trouble Ticketing and Monthly Support Activity Logs/Reports: Vendor must maintain and provide a trouble ticketing system for authorized district personnel to report problems requiring resolution and support. This system must be accessible through a web interface and must document the problem, the date submitted, the date support was provided, the labor hours used to resolve the problem, the travel time to reach each customer location, the trouble shooting steps taken to isolate the cause of the problem, model number of the equipment or component experiencing the problem (do not use generic terms such as end point, etc.), serial number of any equipment moved or replaced, and the corrective action/s taken/resolution. Vendor must provide <i>detailed</i> activity logs/reports of the services provided identifying this information to the District Technology Coordinator on a monthly basis. See Attachment 1 for a Sample Detailed Network Support Activity Log containing the minimum information required in the monthly support activity logs/reports. 2) Movement of Equipment during Repair/Maintenance Activities: Vendor support personnel must prepare an equipment transfer form (developed by Hale County School District) to be completed for each equipment/component that is moved or replaced during maintenance support. Each completed form shall be provided to the District Asset Inventory Bookkeeper within 24 hours of the replacement action or movement. When equipment is moved or replacement equipment is installed, the vendor must: <ol style="list-style-type: none"> a) Identify the model and serial number of the bad equipment and the replacement in the support activity log. b) Ensure all replacement equipment is tagged with the E-rate Funding Request Number (FRN) (for equipment purchased with E-rate funding) and Hale County School District asset tag at a minimum. c) Identify on the transfer form the problem, the location (room and building number) the equipment was removed from and/or replaced and the following information: <ol style="list-style-type: none"> i. For Removed/Irreparable Equipment/Component – Problem, Manufacturer, Model, Serial Number, E-rate FRN, if applicable, Hale County asset tag number, disposition/location of the equipment, and date of removal. ii. For Replacement Equipment/Component – Manufacturer, Model, Serial Number, E-rate FRN, if applicable, Hale County asset tag number, location equipment/component was obtained from (i.e. spare storage, new purchase, etc.), and date of installation/replacement.

	d) Return all irreparable/removed equipment/components to the Technology Coordinator along with a copy of the completed equipment transfer form.
G.	Travel time required for vendor personnel to travel to Hale County School District locations to provide necessary services may be invoiced up to a maximum of one (1) hour per day at the hourly rate. Vendor must have technicians located within a 2 hour response time of Hale County School District in order to maximize response time for services when required.
H.	The vendor is required to provide a description of on staff personnel experience and qualifications for each labor category proposed.
I.	<p>Company Certifications and Experience: Since Hale County School District has significant Cisco solutions in place, it is preferred but not required that the vendor providing the technical support services be a Cisco Partner (any level) with Cisco certified personnel (i.e. CCNA, etc.) on staff, or equivalent. It is also preferred but not required that cabling personnel be either a BICSI Technician or Installer or equivalent qualification.</p> <p>A copy of any and all certifications deemed relevant by the vendor to be given consideration should be included in the bid package. If relevant certifications are not available vendor should provide a narrative description of the vendors' past experience with supporting the equipment in the specified requirements.</p> <p>These vendor certifications and narrative, if applicable, will assist Hale County School District in assessing the vendor's ability to provide personnel with the required skills and back office support necessary to support the required network environments and will help ensure the district will receive the required support throughout the contract period and any extensions.</p>
J.	Bidder must have verifiable accounts and provide references for a minimum of five (5) customers for whom company has provided similar size and scope of services. Provide a description of the services provided and phone and email contact information for each reference.
K.	Vendor must provide a toll free number for emergency technical support Monday-Friday 7:00 a.m. to 5:00 p.m. (CST) as a minimum.
L.	<p>Before the start of services, the vendor shall furnish to Hale County Schools a Certificate of Insurance showing compliance within the following limitations and is required to maintain this insurance for the duration of the contract:</p> <p>Below is a list of the insurance coverage that must be procured and maintained by the vendor at his own expense:</p> <ul style="list-style-type: none"> • Personal injury, including death. Limits of \$1,000,000.00 for each person and \$1,000,000.00 for each accident. • Property Damage limits of \$1,000,000.00 for each accident and \$5,000,000.00 for the aggregate.
M.	<p>Alabama Act No. 2012-491 now requires school boards to include the following clause in all contracts or agreements: "By signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the state of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom."</p> <p>Attached is a "Services Agreement Attachment" containing this information. Vendor must complete the vendor information, sign, and submit the completed attachment with their bid. Upon bid award, the Superintendent will sign the attachment and return a signed copy to the awarded vendor for inclusion as an attachment to the vendor's contract.</p>

III. BASIS OF AWARD

This contract will be awarded to the most cost effective provider who submits a complete and accurate submittal that meets the stated requirements. Price of the products and services will be the primary factor, but not necessarily the sole factor, in evaluating the bids. Other factors of consideration may be but are not limited to prior experience, including past performance; personnel qualifications, including technical excellence; management capability, including schedule compliance; environmental objectives; and flexibility of leasing terms and arrangements. Hale County School District does not guarantee award of a contract and reserves the right to reject any and all bids.

These factors as well as others may be utilized in weighing the RFP responses as follows:

Factor	Weight
Price of Services	40%
Prior Experience	25%
Personnel Qualifications/Experience	25%
Flexibility of Support Plan	10%
TOTAL	100%

IV. REQUIRED CONTENTS OF BID AND ATTACHMENTS

The following list is provided for information purposes only to assist bidders in the preparation of their bid response. **This list is only a guideline; it is the responsibility of each bidder to read and comply with the RFP in its entirety.**

- A) Completed Bid Response Form (2 pages)
- B) Any certifications and/or narrative description pertaining to vendor’s qualifications to provide the services offered
- C) Descriptions of staff personnel qualifications/experience
- D) References of a minimum of five (5) customers for whom company has provided similar size and scope of services
- E) Contractor's E-Verify Memorandum of Understanding (See Section I.N.)
- F) Signed Services Agreement Attachment (Attachment 2)

Failure to provide the required information in the specified manner will be a basis for disqualifying the bid and causing the bid to be thrown out without consideration.

**Request for Proposal (RFP)
Network Technical Support Services
Bid Opening Date & Time: June 11, 2024 at 10:00 a.m. (CST)**

Bid Response Form (Page 1 of 2)

Name of Firm: _____

Address of Firm: _____

Representative's Name (Type or Print): _____

*Authorized Signature: _____

Date: _____ Telephone: (____) _____

Email: _____

Number of Years in Business: _____

***Signature certifies the proposed solution and services meet all specifications and the vendor will comply with all specified requirements unless exceptions are noted below.**



EXCEPTIONS TO SPECIFICATIONS AND/OR COMMENTS
(Attach additional pages, if needed)

Bid Response Form (Page 2 of 2)

Network Technical Support Services Labor Hour Rates	
Skill Level	Labor Cost Per Hour
Senior Communications Network Specialist	\$
Network Maintenance Technician	\$
Support Technician	\$

The labor category/categories selected and the number of hours used each year during the contract period and any extensions may vary and will be based on that which is deemed in the best interest of Hale County School District to meet district needs.

ATTACHMENT 1

SAMPLE DETAILED NETWORK SUPPORT ACTIVITY TIME LOG

DATE	TECHNICIAN'S NAME	SCHOOL/ LOCATION	WORK COMPLETED (check one)		DETAILED DESCRIPTION OF WORK COMPLETED	TRAVEL TIME (Max. 1 hr can be charged)		WORK TIME		TOTAL HOURS
			ON-SITE SUPPORT	REMOTE SUPPORT		START	END	START	END	
9/1/2012	John Doe	ABC Elementary	X		-Connections on switch in Rm 4 experiencing intermittent outages. Troubleshoot switch & network cable & discovered connectivity loss on the cable due to possible damaged cable. Replaced fiber cable from IDF2 to Room 4, tested, & verified operational. -Users in Rm 8 lost connectivity. Troubleshoot problem & determined network switch (WS-C2940-8TF-S (S/N C8484567)) was bad. Contacted Tech Coordinator & requested authorization to obtain spare for replacement. Awaiting authorization.	7:30 a.m.	8:30 a.m.	8:30 a.m.	9:00 a.m.	2.50
								9:30 a.m.	9:45 a.m.	0.25
9/1/2012	John Doe	XYZ High School		X	-While at ABC Elementary, I received a call saying the ACCESS lab at XYZ High School was down. I remoted into network & checked connectivity. Problem was a configuration problem in the Codec which was corrected in software patch 23x. Applied patch, tested the repair and verified problem was corrected.			9:00 a.m.	9:30 a.m.	0.50
9/1/2012	John Doe	JKL Middle School	X		-Wireless connectivity problems reported in Room 10. I located a bad AP (S/N 45678) in the ceiling outside room 7. Replaced with a spare AP (S/N 321765) from Central Office spares. -Replaced bad network patch cord in Library.	9:45 a.m.	10:15 a.m.	10:15 a.m.	12:00 p.m.	2.25

HALE COUNTY BOARD OF EDUCATION
OFFICE OF THE SUPERINTENDENT
Michael C. Ryans, Superintendent



SERVICES AGREEMENT ATTACHMENT

Hale County Board
of Education

Chris Carter
District I
Vice Chairman

Keisha Thigpen
District II

Verlander Jones
District III
Chairman

Chad Payne
District IV

Brandi Lester
District V

Michael C. Ryans
Executive Secretary

This services Agreement (this "Agreement") is made effective as of _____ by and
(Date)

between Hale County Board of Education of 1115 Powers Street, Greensboro, Alabama, 36744,

and _____ of _____
(Vendor Name) (Vendor Address)

Beginning July 1, 2024, _____ will provide **Network Technical**
(Date) (Vendor Name)

Support Services to Hale County Board of Education and its affiliated sites in accordance with

the bid submitted by _____ on _____ and accepted
(Vendor Name) (Bid Opening Date)

by Hale County Board of Education on _____. This Agreement will
(Board Approval Date)

terminate automatically on June 30, 2029.
(Contract Expiration Date)

In accordance with Alabama Immigration Law – Act No. 2012-491, "by signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the state of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom."

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date first above written.

Service Recipient:

Hale County Board of Education

By: _____
Michael C. Ryans, Superintendent

Service Provider:

(Vendor Name)

By: _____
(Signature of Authorized Representative)

(Printed Name and Title of Authorized Representative)