REQUEST FOR PROPOSAL

Hartford School District, Radio System Project

Issued By: Hartford School District

Issue Date: November 23, 2026

OWNER:
Hartford School District
Jonathan Garthwaite, Buildings and Grounds Director
73 Highland Ave
White River Junction, VT 05001

OWNER'S REPRESENTATIVE:
PCI Consulting
Natty Jamison, Project Manager
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Burlington, Vermont 05401
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(802) 999-4764

KEY DATES:

- November 23 — Issue RFP bid packet
- December 1 — Mandatory Pre-Bid Site visit (11:00 AM)
- December 4 — Deadline (EOD) for contractor questions
- December 8 — Deadline (EOD) for response to contractor questions
- December 11 — Bids Due 2:00 PM due by email

Proposals shall be submitted electronically in PDF format to natty@pcivt.com no later than 2:00 PM Eastern Time on December 11, 2026. Email subject: Hartford School District Radio System RFP.

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Invitation to Bid and Instructions to Bidders

The Hartford School District (HSD) will accept proposals from qualified two-way radio communications contractors / integrators to furnish and implement a phased digital two-way radio communications system serving the District's schools, facilities, and grounds. Phase 1 will establish reliable local radio coverage at each required District location. Phase 2 will interconnect the participating local systems over the District's IP network to provide District-wide communications and multi-site functionality.

A mandatory pre-bid site visit will be held Tuesday, December 1, 2026 at 11:00AM. The meeting location is 37 Highland Ave, White River Junction, VT, 05001. Alternative site visits may be scheduled at the District’s discretion upon advance request. Firms intending to submit a proposal shall attend the site visit and are responsible for inspecting the facilities, existing conditions, potential equipment locations, network demarcation points, electrical conditions, and other conditions affecting the Work.

Questions shall be submitted in writing to the Owner's Representative by the deadline identified in the Key Dates. Responses and clarifications will be issued to bidders by addendum. Proposals shall be submitted using the Bid Form included in this RFP.

PROJECT OVERVIEW / PERFORMANCE INTENT

The ultimate project intent is to provide a reliable, two-slot TDMA, digital radio communications system that enables District staff to communicate within and between campuses. The completed system shall support multi-site operation and shall be capable of utilizing the District's existing network infrastructure to provide reliable communications between locations. The completed system shall include an all-call and emergency notification capability to facilitate rapid communication to designated users, groups, or locations throughout the District.

No specific manufacturer, frequency band, repeater count, or system architecture is prescribed. The Proposer shall be responsible for engineering a complete two-phase solution that meets the functional, coverage, resiliency, and acceptance requirements of this RFP. All core RF infrastructure and portable radios furnished under Phase 1 shall be selected to support the future Phase 2 multi-site system without replacement solely for the purpose of enabling Phase 2. Any additional Phase 2 hardware, software, licensing, gateways, controllers, or other system components shall be clearly identified and priced in the proposal. The successful Contractor shall act as the lead radio-system contractor and shall coordinate all labor, equipment, electrical work, data cabling, programming, licensing, testing, training, and subcontracted work necessary for the authorized phase(s).

PROJECT PHASING

The Project shall be implemented in two phases. The Base Bid shall consist of Phase 1 - Local Radio Coverage. Bidders shall also provide a required Phase 2 price for District-Wide Network Integration. The Owner may authorize Phase 2 with the initial award or at a later date. Pricing, equipment selection, and system design shall anticipate this phased implementation.

PHASE 1 - LOCAL RADIO COVERAGE (BASE BID)

1. Engineer and provide independent local two-way radio operation at each identified District facility / campus, using a two-slot TDMA digital radio system that meets the coverage and performance requirements of this RFP. Phase 1 shall not depend on inter-site WAN connectivity for normal local communications.
2. Provide all repeater / RF infrastructure and associated equipment necessary to meet the Phase 1 coverage requirements, including repeaters, duplexers or equivalent RF equipment, antennas, power supplies, mounting accessories, required system licensing, and related equipment. The Proposer shall determine the number, location, frequency band, and configuration of local RF sites. A single RF site may serve multiple nearby District facilities where the required coverage and local operating functionality can be achieved.
3. Provide a Base Bid quantity of 110 new portable radios fully compatible with both the Phase 1 local systems and the proposed future Phase 2 multi-site system. The Proposer shall identify the proposed manufacturer(s), model(s), radio classes, quantities, included batteries, belt clips, charging equipment, and other standard accessories.
4. Review the District's existing radio inventory, provided as Attachment A, and identify radios that are compatible with and may be incorporated into the proposed system. Identify any programming, firmware, licensing, or accessory changes required for reuse. Provide a buy-back / trade-in credit schedule for existing radios that are not compatible with the proposed system.
5. Provide all system, repeater, portable-radio, software, and feature licensing necessary for Phase 1 local operation. Separately identify all additional licensing, subscription, or support costs required to implement Phase 2.
6. Provide complete Phase 1 programming and configuration of repeaters / RF infrastructure, portable radios, local talkgroups, site / zone lists, emergency alert / notification functionality, user permissions, and other District-approved local radio functions.
7. Provide FCC frequency evaluation, coordination, and licensing services necessary for Phase 1, including modification or reuse of existing licenses where appropriate.
8. Provide all Phase 1 installation, electrical work, startup, commissioning, coverage testing, local functional acceptance testing, user training, and closeout documentation required for complete local radio operation at each required District location.

PHASE 2 - DISTRICT-WIDE NETWORK INTEGRATION (REQUIRED ADD ALTERNATE)

1. Interconnect the participating Phase 1 local radio systems using the District's existing IP network to provide communications within and between campuses, multi-site operation, automatic roaming / affiliation / reconnection between participating sites, District-wide all-call, and District-wide emergency notification functionality.
2. Provide all additional software, feature licenses, system licenses, gateways, controllers, programming, configuration, or other components required to implement the proposed Phase 2 architecture. Replacement of Phase 1 core RF infrastructure or portable radios solely to enable Phase 2 will not be accepted unless clearly identified as an exception in the proposal and separately priced.
3. Carry a qualified data / low-voltage contractor and provide all new network drops, data cabling, jacks, patching, pathway work, and related work required from District-designated network connection points to radio-system equipment. District IT will configure District-owned switches, VLANs, routing, firewall rules, switch ports, and IP addressing.

4. Reprogram and update Phase 1 infrastructure and portable radios as required to implement multi-site operation, roaming, District-wide talkgroups, all-call, emergency notification, and other District-approved Phase 2 functions.
5. Provide Phase 2 startup, commissioning, network / inter-site integration, roaming testing, District-wide all-call and emergency-function testing, degraded-mode / WAN-outage testing, supplemental training, and updated closeout documentation.
6. The Phase 2 proposal price shall identify its validity period and the basis for any escalation if Phase 2 is authorized after that period. The Owner is not obligated to authorize Phase 2 at the time of the Phase 1 award.

DISTRICT FACILITIES / REQUIRED COVERAGE LOCATIONS

The proposed radio system shall provide the required coverage and functionality at the following District facilities and associated campus grounds:

- Superintendent's Office (73 Highland Ave, White River Junction, VT, 05001)
- The Wilder School (160 Norwich Ave, Wilder, VT, 05088)
- Hartford Memorial Middle School (245 Highland Ave, White River Junction, VT 05001)
- Hartford High School & Hartford Area Career & Technology Center (HACTC) (37 Highland Ave, White River Junction, VT, 05001)
- Ottauquechee School (304 Dody Ln, Quechee, VT 05059)
- White River School (102 Pine St, White River Junction, VT 05001)
- Dothan Brook School (2300 Christian St, White River Junction, VT 05001)
- Maintenance Shop (64 Hebard Ave, White River Junction, VT, 05001)

The Proposer shall be responsible for the overall two-phase system architecture. The proposal shall identify the Phase 1 repeater / RF infrastructure locations, the facilities served by each local RF site, the proposed frequency band, and the local operating configuration. The proposal shall also identify the anticipated Phase 2 inter-site network architecture, including any additional hardware, software, licensing, or infrastructure required beyond the Phase 1 installation. The Contractor shall demonstrate compliance for each authorized phase through commissioning and acceptance testing.

EQUIPMENT / EXISTING RADIO INVENTORY

- Base Bid: 110 new portable radios, programmed, licensed, and ready for use with the proposed system.
- Each proposed portable-radio model shall support the required system features, including multi-site operation and emergency alert / notification functionality. The Proposer shall identify any feature differences between proposed radio classes.
- The District's existing radio inventory is provided for bidder review. The Proposer shall identify which existing radios can be reused, the work required for reuse, and any limitations of reused radios compared with new radios.
- Provide unit pricing for additional / deducted new radios, programming or relicensing of compatible existing radios, radio accessories, system licenses, and repeater-site equipment.
- Provide a buy-back / trade-in credit schedule by existing radio model, where applicable. The District reserves the right to retain, reuse, trade, or otherwise dispose of existing radios.

SITE / SYSTEM REQUIREMENTS

1. Field-verify all proposed Phase 1 repeater / RF infrastructure, antenna, electrical, and related equipment locations, and identify anticipated Phase 2 network demarcation points and data pathways, prior to installation.
2. Provide all antenna mounting, supports, grounding, surge / lightning protection, coaxial cable, connectors, weatherproofing, and related accessories required for a complete installation.
3. Coordinate all wall and roof penetrations. Seal penetrations weather-tight and firestop rated assemblies as applicable.
4. Provide and coordinate electrical power required by the authorized phase(s). The Contractor shall carry a qualified electrical subcontractor for new circuits, receptacles, disconnects, and related electrical work required by its design.
5. Identify any proposed UPS, battery backup, or emergency-power provisions and the expected operating duration. Any backup power required for the proposed system to meet stated performance requirements shall be included in the Base Bid.
6. Coordinate all work around occupied school operations. Contractor and subcontractor personnel shall comply with District access, security, and background-check requirements.
7. Protect existing finishes, equipment, and systems and repair damage caused by the Work at no additional cost to the Owner.

PHASE 2 - NETWORK / IT COORDINATION

- Phase 2 shall utilize the District's existing IP network for inter-site connectivity. The Proposer shall identify all network requirements associated with the proposed Phase 2 design as part of its proposal.
- For Phase 2, the radio-system Contractor shall provide District IT with required connectivity, IP addressing, VLAN, routing, switch-port, bandwidth, latency, firewall, Quality of Service, remote-access, and other network requirements sufficiently in advance of installation and commissioning.
- District IT shall be responsible for District-owned switches and for configuration of District network hardware, including VLANs, routing, firewall rules, switch-port configuration, and IP addressing.
- The Phase 2 price shall include a qualified data / low-voltage contractor and all new data cabling, network drops, jacks, patching, pathway work, and related work from District-designated network connection points to radio-system equipment. The Contractor shall also coordinate and include any additional electrical work specifically required for Phase 2.
- The Contractor shall not require administrative access to District network hardware except where specifically authorized by District IT. Remote vendor access, if required, shall be identified in the proposal and is subject to District IT approval.
- Following Phase 2 implementation, loss of WAN / inter-site network connectivity shall not eliminate the local Phase 1 radio functionality within an otherwise operational local RF coverage area. The Proposer shall describe the proposed system's degraded-mode operation, including which local, roaming, all-call, emergency, and cross-site functions remain available or become unavailable during loss of inter-site connectivity.

COVERAGE / PERFORMANCE

Phase 1 shall provide a minimum of 95% portable-radio coverage at each identified District facility and campus, measured by acceptance-test locations, including building interiors and the full associated exterior campus area within District property boundaries. Exterior coverage shall include, as applicable, parking lots, bus loops, primary and secondary access drives, athletic fields, maintenance areas, and other campus grounds.

Critical areas shall receive 100% portable-radio coverage. Critical areas include the Superintendent / District administrative offices and the principal / main administrative office areas at each school. The final test plan shall clearly identify these critical areas.

- Continuous RF coverage while traveling between geographically separate District campuses is not required. Phase 2 shall provide automatic roaming, affiliation, or reconnection between participating sites such that compatible radios reconnect to the District-wide system when entering coverage of another participating site, without routine user intervention.
- The proposal shall include the Proposer's recommended Phase 1 coverage-testing methodology and objective pass / fail criteria. Prior to Phase 1 installation, the Contractor shall submit a final coverage acceptance test plan for review by the Owner and the District's radio consultant.
- Following Phase 1 installation, the Contractor shall perform documented local functional and coverage acceptance testing with District and PCI representatives. At least 95% of test locations at each facility / campus and 100% of test locations in designated critical areas shall pass the approved test criteria.
- If acceptance testing demonstrates that the installed system does not meet the specified coverage or functional requirements, the Contractor shall make modifications necessary to achieve compliance at no additional cost to the Owner, except for limitations clearly identified in the proposal and expressly accepted by the Owner prior to award.

RADIO PROGRAMMING / OPERATIONS

- Phase 1 shall provide appropriate local / site-wide calling capability. Phase 2 shall provide a District-wide all-call function capable of reaching users at all participating sites. The District will identify the users authorized to initiate District-wide all-call during Phase 2 programming / implementation.
- Emergency alert / notification functionality shall be available as a system and portable-radio feature in Phase 1 and shall be capable of District-wide implementation in Phase 2. A dedicated physical emergency button is not specifically required. The Proposer shall describe available activation methods, alert behavior, priority, and recipient / monitoring options. Final user permissions and configuration will be established by the District during programming for each phase.
- The District will establish final talkgroup structure and user access during implementation. Phase 1 programming shall support required local / school-specific communications. Phase 2 programming shall add the District-wide and cross-site talkgroups approved by the District. Anticipated groups may include District-wide, school-specific, Administration, Facilities / Maintenance, and emergency / priority communications.
- Proposer shall identify available privacy / encryption, GPS / location, text messaging, Wi-Fi, Bluetooth, and related features and any incremental license or subscription costs. Features not selected by the District shall be disabled or left unconfigured as appropriate.

- Provide a consistent radio naming, asset identification, and programming standard approved by the District.

TESTING, TRAINING & CLOSEOUT

1. Provide complete commissioning of all repeaters / infrastructure, portable radios, licenses, talkgroups, network links, and selected system features.
2. Conduct Phase 1 local functional, emergency-feature, and coverage acceptance testing. If Phase 2 is authorized, conduct additional network-link, roaming / reconnection, District-wide all-call, emergency-notification, cross-site, and degraded-mode / WAN-outage acceptance testing.
3. Provide administrator / facilities training and basic end-user training for Phase 1. If Phase 2 is authorized, provide supplemental training addressing multi-site operation, roaming, District-wide all-call / emergency functions, and any new administrative functions. The proposal shall identify the training format, number of included sessions for each phase, and available training materials or recordings.
4. At completion of each authorized phase, provide updated portable-radio programming / codeplug files where applicable, system configuration backups, administrator credentials necessary for District ownership and future servicing, license and entitlement documentation, FCC records, equipment inventory, serial numbers, applicable talkgroup / site / roaming matrices, network requirements, test reports, and as-built system information.
5. Provide manufacturer and installer warranty documentation and instructions for obtaining warranty and service support for each authorized phase.

WARRANTY / ONGOING SERVICE

The Contractor and its subcontractors shall provide a minimum one-year warranty on workmanship and materials associated with each authorized phase, commencing upon completion / acceptance of that phase, consistent with the General Conditions. Manufacturer warranties longer than one year shall be passed through to the District.

The proposal shall include a separate ongoing service / maintenance agreement. Identify the Year 1 cost and scope applicable to the Phase 1 system, including response times, remote and on-site support, labor / travel coverage, software support, and exclusions. Separately identify any incremental service, software, licensing, subscription, or hosted-service cost that would apply after Phase 2 implementation. The proposal shall also identify renewal terms, pricing or escalation methodology, and material changes in coverage for subsequent years.

SCHEDULE

The final procurement and implementation schedule will be established following award and confirmation of equipment lead times. Bidders shall provide schedule information for both Phase 1 and Phase 2 with their proposal:

1. Earliest mobilization / installation date.
2. Current lead times for Phase 1 portable radios, repeater / RF infrastructure, antennas, licenses, and major accessories, together with any Phase 2-specific hardware, software, or license lead times.
3. Estimated Phase 1 duration for site installation, including electrical work.
4. Estimated duration for Phase 1 programming, commissioning, acceptance testing, training, and closeout, and a separate estimated duration for Phase 2 network / data work, system integration, testing, training, and closeout.

5. Identification, by phase, of work requiring school shutdowns, after-hours access, scheduled network outages, or other special coordination.

PROJECT GENERAL SERVICE

1. Attend preconstruction / coordination meetings with the Owner, PCI Consulting, District IT, the District's radio consultant, and other parties as required.
2. Prepare and maintain a phased procurement, installation, programming, testing, and closeout schedule identifying Phase 1 and Phase 2 activities separately.
3. Coordinate all subcontractors and specialty trades, including electrical and data / low-voltage contractors, required for a complete installation.
4. Provide a single project manager and technical point of contact throughout the project.
5. Submit product data and detailed system design information appropriate to each authorized phase. Phase 1 submittals shall include RF infrastructure locations, antenna / mounting information, electrical requirements, and the coverage-test plan. Phase 2 submittals shall include the final network / inter-site architecture, data requirements, licensing, programming changes, and Phase 2 acceptance-test plan.
6. Maintain safe, clean work areas suitable for occupied school facilities and coordinate daily access with the District.

PROPOSAL REQUIREMENTS AND CONDITIONS

1. Submit the proposal on the Bid Form included in this RFP.
2. Provide a lump-sum Phase 1 Base Bid inclusive of all Phase 1 equipment, 110 new portable radios, Phase 1 licenses, programming, labor, electrical work, installation, coverage / functional testing, training, permits / FCC licensing, bonding, travel, freight, and other costs required for complete local radio operation at all required District locations.
3. Provide a separate required Phase 2 price inclusive of all additional software, licensing, system components, data / low-voltage work, programming, network / inter-site integration, testing, supplemental training, travel, freight, and other costs required to implement District-wide networked operation.
4. Provide a conceptual two-phase system architecture with the proposal identifying Phase 1 repeater / RF infrastructure sites, facilities served by each site, frequency band, major equipment, and key design assumptions, together with the anticipated Phase 2 network interconnections and any additional Phase 2 hardware, software, or licensing.
5. Provide a detailed equipment schedule identifying manufacturer, model, quantity, unit price, included standard accessories, and licensing. Clearly identify equipment / licensing included in Phase 1 and any additional equipment / licensing required for Phase 2.
6. Provide an existing-radio compatibility schedule identifying radios proposed for reuse, required programming / licensing work, limitations, and buy-back / trade-in credits for radios not compatible with the proposed system.
7. Provide unit add / deduct pricing for new portable radios, programming / relicensing of compatible existing radios, accessories, software / system licenses, and complete repeater / RF infrastructure sites.
8. Identify all exclusions, assumptions, Owner-furnished work, District IT prerequisites, and any requirement of this RFP the Proposer cannot meet. Requirements not specifically excepted in the proposal shall be deemed included in the applicable Phase 1 or Phase 2 price.
9. Describe Phase 2 system operation during loss of WAN / inter-site network connectivity and confirm that local Phase 1 radio functionality will remain available at otherwise

operational local RF sites. Identify functionality retained and unavailable in degraded mode.

10. Provide the proposed Phase 1 coverage-testing methodology and objective pass / fail criteria.
11. Provide a proposed schedule and equipment / software lead times for each phase, together with a training plan for each phase.
12. State the validity period of the Phase 2 price and the proposed adjustment / escalation methodology if Phase 2 is authorized after that validity period.
13. Provide warranty information, the Year 1 Phase 1 service / maintenance price, any incremental Phase 2 service / maintenance price, subsequent-year service terms, and all recurring software / licensing / subscription costs by phase.
14. Pricing shall be free of sales tax. HSD is tax exempt and will provide the applicable certificate.
15. Provide evidence of required insurance and bonding as described in this RFP and the General Conditions.

BONDING / CONTRACT REQUIREMENTS

- Bid Bond: Each proposal shall include a bid bond equal to five percent (5%) of the Base Bid amount, using AIA A310 or an Owner-approved equivalent form.
- Performance and Payment Bonds: The successful Bidder shall provide performance and payment bonds, each in the amount of one hundred percent (100%) of the Contract Sum, from a surety acceptable to the Owner. Bond premiums shall be included in the Base Bid.
- The successful Bidder shall execute the Owner's form of agreement and provide required insurance certificates and bonding prior to commencement of Work.

BID FORM

Bidder: _____

Business / Company: _____

PHASE 1 BASE BID - Local Radio Coverage (including 110 new portable radios):

$_____

Phase 1 Written Amount: _____

PHASE 2 REQUIRED ADD ALTERNATE - District-Wide Network Integration:

$_____

Phase 2 Written Amount: _____

Phase 2 Price Valid Through: _____

Phase 2 Escalation / Adjustment basis if Authorized Later: _____

TOTAL IF PHASES 1 AND 2 ARE AUTHORIZED TOGETHER: $_____

PROPOSED SYSTEM / EQUIPMENT:

System Manufacturer / Architecture: _____

Frequency Band: _____

Number of Proposed PHASE 1 Repeater / Infrastructure Sites: _____

Primary Portable Radio Model(s): _____

SCHEDULE:

Phase 1 Earliest Mobilization Date: _____

Phase 1 Overall System Lead Time: _____ weeks

Phase 1 Substantial Completion Duration: _____ weeks

Phase 2 Implementation Duration: _____ weeks

UNIT / ALTERNATE PRICING:

Additional new portable radio, programmed and licensed: $_____ / each

Deduct new portable radio from Base Bid quantity: $_____ / each credit

Programming / licensing of compatible existing radio: $_____ / each

Additional radio accessory package: $_____ / each

Additional complete phase 1 repeater / infrastructure site, installed and commissioned: $_____ / each

Deduct phase 1 complete repeater / infrastructure site: $_____ / each credit

Year 1 ongoing service / maintenance agreement: $_____

Annual recurring Phase 1 software / license / subscription cost: $_____ / year

Incremental Year 1 service / maintenance cost after Phase 2 implementation: $_____

Incremental annual recurring software / license / subscription cost after Phase 2: $_____ / year

Change Order mark-up percentage: _____ %

Buy-back / trade-in credit schedule for existing radios: ATTACHED / NOT APPLICABLE (circle one)

SUBSEQUENT-YEAR SERVICE / MAINTENANCE TERMS:

_____

_____

ADDENDA ACKNOWLEDGED: _____

AUTHORIZED SIGNATURE: _____ Date: _____

GENERAL CONDITIONS OF THIS CONTRACT

1. General

1.1 The Work of the Contract shall consist of all labor, materials, equipment, software, programming, licenses, controls, services, and coordination required by the authorized phase(s), the RFP, Addenda, the accepted Proposal, the Agreement, and other Contract Documents, or reasonably inferable from them, for the whole of the authorized Work.

1.2 The Work shall comply with all applicable federal, state, and local regulations, laws, codes, licensing requirements, and permitting requirements. Required trade permits, FCC licensing / coordination services, and other governmental fees or approvals assigned to the Contractor by the Contract Documents shall be obtained before the applicable Work proceeds.

1.3 Materials, equipment, programming, installation, and workmanship shall be of high quality, suitable for the intended use, and in accordance with applicable industry standards, manufacturer requirements, and the Contract Documents.

1.4 Substitution of equipment or material identified in the accepted Proposal shall not be permitted without written approval of the Owner / Owner's Representative.

2. Owner

2.1 The Owner shall furnish available information regarding District facilities and existing systems that is reasonably required for the Work. The Contractor remains responsible for field verification of conditions affecting its design and installation.

2.2 The Owner shall provide approvals and access reasonably required for the Work and shall coordinate District IT responsibilities specifically assigned to the Owner in this RFP.

2.3 If the Contractor fails to perform or complete the Work in accordance with the Contract Documents and fails to correct the deficiency, the Owner may, by written order, stop all or part of the Work until the cause has been corrected.

2.4 The Owner reserves the right to occupy and use the buildings and sites, or portions thereof, at any time without invalidating the Agreement. The Contractor shall coordinate Work around ongoing school operations.

3. Contractor

3.1 The Contractor shall be solely responsible for the Work described in the Agreement and Contract Documents. The Contractor shall have control over its methods, techniques, sequences, and procedures and shall supervise the Work with appropriate skill and attention.

3.2 The Contractor shall pay for all labor, equipment, materials, services, subcontractors, permits, licenses, inspections, and governmental fees required to complete the Work, except items specifically identified in the Contract Documents as Owner-furnished.

3.3 The Contractor and its subcontractors shall coordinate their Work with the Owner, District IT, other contractors, and other parties so that all work proceeds in an orderly manner.

3.4 The Contractor warrants that materials and equipment furnished for the Project will be new and of good quality unless reuse of existing District equipment is specifically identified and accepted.

3.5 The Contractor shall protect existing buildings, finishes, grounds, equipment, and systems from damage and shall repair damage caused by the Contractor or its subcontractors at the Contractor's expense to the Owner's satisfaction.

3.6 The Contractor shall keep Project sites and surrounding areas free from waste materials, rubbish, debris, and dust resulting from its Work. Removal, hauling, and disposal shall be the Contractor's responsibility.

3.7 The Contractor shall be responsible for damages resulting from errors, omissions, negligence, or acts of the Contractor, its employees, subcontractors, or suppliers in performance of the Work.

3.8 The Contractor shall hold harmless the Owner from claims, damages, losses, expenses, legal fees, or other costs resulting from the Contractor's performance of the Work, subject to the indemnification provisions below and applicable law.

3.9 The Contractor shall provide the Owner and Owner's Representative reasonable access to the Work.

3.10 Work will take place within occupied school facilities. Student, staff, and visitor health and safety shall at all times be a paramount concern. Work areas shall be secured and left safe and suitable for occupancy at the end of each work period. Debris, dust, construction waste, sharp objects, trip hazards, unsecured tools, and other hazardous conditions shall be contained and removed.

4. Subcontractors

4.1 The Contractor shall select and coordinate its subcontractors, including electrical and data / low-voltage subcontractors, except that it shall not use subcontractors to whom the Owner has a reasonable objection. The Contractor shall remain fully responsible for subcontractor Work.

5. Disputes

5.1 Claims or disputes between the Contractor and Owner arising from the Agreement shall be resolved by arbitration in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association unless both parties agree otherwise in writing.

6. Work by Other Contractors

6.1 The Contractor and its subcontractors shall work in harmony with other contractors and District personnel and shall afford reasonable opportunity for others to perform their work and access facilities, systems, and storage areas as coordinated by the Owner.

7. Changes

7.1 Changes, modifications, additions, or deletions to the Work will only be made by written order signed or otherwise formally authorized by the Owner and Contractor. Approved changes shall include any agreed adjustment to Contract Sum and Contract Time. Time extensions associated with a change shall be identified in the applicable Change Order.

8. Time

8.1 If the Contractor is delayed by Owner-requested changes, labor disputes, fire, or other circumstances beyond the Contractor's reasonable control, the Contract Time shall be adjusted to the extent of the demonstrated delay, subject to the Agreement and timely notice to the Owner.

9. Payments

9.1 Payments will be made by the Owner in accordance with the payment provisions of the Agreement.

9.2 Payments may be withheld for defective or incomplete Work not corrected; failure to pay subcontractors, suppliers, labor, or services; continued failure to perform in accordance with the Contract Documents; or legal or other claims by third parties relating to the Work.

9.3 Final payment shall become due when the Work is complete in accordance with the Contract Documents and all closeout requirements are satisfied. Partial lien releases may be required with progress payments and a final lien release may be required after completion of punch-list / deficiency items, to the extent applicable to the Work.

10. Insurance

10.1 The Contractor shall maintain during the Contract insurance with companies authorized to do business in Vermont and reasonably acceptable to the Owner, including:

- Workers' Compensation or similar insurance as required by applicable state or federal law.
- Employer's Liability Insurance.
- Commercial General Liability Insurance covering bodily injury, death, and property damage with Bodily Injury Liability of not less than $2,000,000 per person and $2,000,000 per occurrence and Property Damage Liability of not less than $2,000,000 per occurrence. XCU exclusions shall be eliminated and coverage shall include Broad Form Property Damage / Completed Operations.
- Comprehensive Automobile Liability with Bodily Injury Liability of not less than $500,000 per person and $1,000,000 per occurrence and Property Damage Liability of not less than $50,000 per occurrence, covering owned, non-owned, and hired vehicles.
- Completed Operations / Products Liability for the same applicable limits for two years after final payment.
- Independent Owner's Protective and Contractual Liability coverage as applicable to the Work, together with any additional insurance required by the Contract Documents.

10.2 The Contractor shall provide certificates of insurance in the form required by the Owner, identifying the Project, within five days of the effective date of the Contract and in all cases before commencing on-site Work. Certificates shall evidence required coverage and include the required notice provisions for cancellation or material modification. Any Umbrella Policy carried by the Contractor shall also be shown.

10.3 The Contractor shall name the Owner as insured or additional insured on the required policies except Workers' Compensation. Coverage shall be primary, and insurance maintained by the Owner shall be excess and noncontributory.

10.4 To the fullest extent permitted by law, the Contractor shall indemnify and hold harmless the Owner and other persons or entities required by the Contract Documents, and their agents, officers, and employees, from claims, damages, losses, and expenses, including attorneys' fees, arising out of or resulting from performance of the Work to the extent caused by negligent acts or omissions of the Contractor, its subcontractors, suppliers, employees, or others for whom they may be liable.

11. Work Safety

11.1 The Contractor shall furnish competent supervision qualified to identify, evaluate, and remedy unsafe conditions associated with the Work.

11.2 The Contractor shall comply with OSHA, VOSHA, and other applicable safety requirements, using the more stringent requirement where applicable.

11.3 The Contractor shall maintain an active safety program applicable to the Contractor, subcontractors, and their employees.

11.4 The safety of students, staff, visitors, and occupants shall be a paramount priority. Appropriate safeguards may include signage, barriers, controlled access, dust / debris control, and coordination of work hours.

11.5 The Contractor shall secure or monitor tools, equipment, materials, and work areas when not in immediate use. Occupants should be expected to be present unless the District specifically identifies an area as closed.

11.6 The Owner or Owner's Representative reserves stop-work authority when an imminent safety risk is identified.

12. Correction of Deficiencies

12.1 The Contractor shall promptly correct deficiencies, Work not in accordance with the Contract Documents, failed acceptance-test results, and Work rejected by the Owner.

12.2 The Contractor and subcontractors shall provide guarantees of workmanship and material warranties for at least one (1) year from completion / acceptance of their Work. This requirement does not limit longer manufacturer warranties specified or offered.

13. Termination of the Agreement

13.1 If the Contractor fails to carry out the Work in accordance with the Agreement and Contract Documents, the Owner may, upon seven (7) days written notice to the Contractor, terminate the Contract and complete the Work by another method. If the cost of completion exceeds the unpaid balance of the Contract Sum, the difference shall be paid to the Owner by the Contractor, subject to the Agreement and applicable law.

14. Jurisdiction

14.1 The Agreement shall be governed by the laws of the State of Vermont.

END OF SECTION

Radio's

Location	Type	Primary User	Model			Serial #	Battery Model	Previous Comments		Update
SUPERINTENDENT'S OFFICE										
SUPT	Mobile	1st Floor Staff	AAH	AAH11JDC9JC2AN	752	902EAU7816	PMNN4598A		8/21/25	*8/21/25 - Complete
SUPT	Mobile	Caty Sutton	AAH	AAH11JDC9JC2AN		902EAKA213	PMNN4598A	done 12/5/24		
SUPT	Mobile	Aron Tomlinson	AAH	AAH50KDF9AA5AN		018TNXD158	NNTN4497DR	done 7/24/25		
WILDER SCHOOL										
TWS	Mobile	Patti Spear	AAH	50KDF9AA5AN	752	018TNXC998			*5/20/25 - hold for now	*8/18/25 - Jonathan to handle
TWS	Mobile	Jessica Mock	AAH	87J0H9JA2AN		278TWR5646				
TWS	Mobile	Sheri Gauvin	AAH	01JDC9JC2AN		752TXZ7199				
TWS	Mobile	Sara Airoldi	AAH	01J0C9JC2AN		752TWXH535				
TWS	Mobile	X5	AAH	01JDC9JC2AN		752TWXH55				
TWS	Mobile	Mark Smith	AAH	11JDC9JC2AN		902EZT6619				
TWS	Mobile	X2-Harp	AAH	01JDC9J2CAN		752TWXJ680				
TWS	Mobile	Yumi Atteberry	AAH	01JDC9JCZAN		752TXDK625				
TWS	Mobile	Angie Terrill	AAH	50KDF9AA5AN		018TNXC998				
TWS	Mobile	X3	AAH	01JDC9JC2AN		752TXBM466				
TWS	Mobile	Roisin Viens	AAH	50KF9AA5AN		018TNX0059				
TWS	Mobile	Brandon T-Cohen	AAH	01JD9JC2AN		752TWV8409				
TWS	Mobile	Doug (H)	AAH	87JDH9JA2AN		278TWR5625				
TWS	Mobile	Lisa Atkinson	AAH	01JDC9JCZAN		752TWXH629				
TWS	Mobile	Abigail	AAH	0K0F9AA5AN		018TNXC986				
TWS	Mobile	Katie Walsh	AAH	01JDC9JC2AN		752TWV412				
TWS	Mobile	Ralph Regione	AAH	01JDC9JC2AN		752TXDK624				
TWS	Mobile	Middle School xtra	AAH	11JDC9JCZAN		902EZE4171				
TWS	Mobile	Coralie Mitchell	AAH	101JDC9JC2AN		752TXDK910				
TWS	Mobile	Andrea Barrett	AAH	01JDC9JC2AN		752TYB8981				
TWS	Mobile	Julie Gribble 021	AAH	101JDC9JC2AN		752TWXJ880				
TWS	Mobile	OT Room- 033	AAH	01JDC9JC2AN		752TXDK654				
TWS	Mobile	X4	AAH	01JDC9JC2AN		7252JWV835				
TWS	Mobile	X6	AAH	01JDC9JC2AN		752TXDK654				
TWS	Mobile	Megan	AAH	01JD9JC2AN		752TXZ7158				
TWS	Mobile	Jamison	AAH	01JDC9JC2AN		752TWXJ692				
MIDDLE SCHOOL										Update
HMMS	Mobile	Phoenix	AAH	AAH11JDC9JC2AN		902EAKA144	PMNN4598A	done 12/10/24		
HMMS	Mobile	Suzy Walker	AAH	AAH11JDC9JC2AN		902EAQD511	PMNN4598A	done 12/10/24		
HMMS	Mobile	Recess Duty/Deb W	AAH	AAH11JDC9JC2AN		902EAQD397	PMNN4598A	done 12/10/24		
HMMS	Mobile	Joe Jones	AAH	AAH11JDC9JC2AN		902EAQD383	PMNN4598A	done 12/10/24		
HMMS	Mobile	Cara Donohoe	AAH	AAH11JDC9JC2AN		902EAQD493	PMNN4598A	done 12/10/24		
HMMS	Mobile	Patrick Lincoln	AAH	AAH11JDC9JC2AN		902EAQD062	PMNN4598A	*info rec'd from DW	8/22/25	
HMMS	Mobile	Deb Wagar	AAH	50KDF9AA5AN		018TNY7292		*info rec'd from DW		*add'l ?
HMMS	Mobile	Sam Eastman	AAH	01JDC9JC2AN				*info rec'd from DW		*add'l ?
HMMS	Mobile	Cody Tancreti	AAH	AAH11JDC9JC2AN		902EAQV195	PMNN4598A		8/22/25	
HMMS	Mobile	Mary Roberts								
*2/4/25 - per Deb - would like 2 more for recess										*add'l ?
HIGH SCHOOL										Update
HHS	Mobile	Robin Martin	AAH	AAH11JDC9JC2AN		902EAQD391	PMNN4598A	*done 12/19/24		
HHS	Mobile	Nelson Fogg	AAH	AAH11JDC9JC2AN		902EAQD458	PMNN4598A	*done 12/19/24		
HHS	Mobile	Jeff Moreno								
HHS	Mobile	Roy Hathorn		AAH11JDC9JC2AN		902EAQV250	PMNN4598A		8/22/25	
HHS	Mobile	Ben Gardner	AAH	AAH11JDC9JC2AN		902EAK9764	PMNN4598A	*done 12/19/24		
HHS	Mobile	Christina Key	AAH	AAH11JDC9JC2AN		902EAK9794	PMNN4598A	*done 12/19/24		
HHS	Mobile	Jess Bowen	AAH	AAH11JDC9JC2AN		902EAQD468	PMNN4598A	*done 12/19/24		
HHS	Mobile	Hannah Romeo	AAH							*add'l ?
HHS	Mobile	Frankie Thatcher	AAH	AAH11JDC9JC2AN		902EAK9526	PMNN4598A	*done 12/19/24		
HHS	Mobile	Karen Allen	AAH	AAH11JDC9JC2AN		902EAKA195	PMNN4598A	*done 12/19/24		
HHS	Mobile	Heather Hansen	AAH	AAH11JDC9JC2AN		902EAQD596	PMNN4598A	*done 12/19/24		
HHS	Mobile	Lauren Parker	AAH	AAH11JDC9JC2AN		902EAK9988	PMNN4598A	*done 12/19/24		
HHS	Mobile	Rena Burnett	AAH	AAH11JDC9JC2AN		902EAQD523	PMNN4598A	*done 12/19/24		
HHS	Mobile	Mary Bouchard	AAH	AAH11JDC9JC2AN		902EAQD412	PMNN4598A	*done 12/19/24		
HHS	Mobile	Shannon Palone	AAH	AAH11JDC9JC2AN		902EAK9790	PMNN4598A	*done 12/19/24		
HHS	Mobile	John Sanchez	AAH	AAH11JDC9JC2AN		902EAQD385	PMNN4598A	*done 12/19/24		
HHS	Mobile	Jeff Hall	AAH							*add'l ?
HACTC										Update
HACTC	Mobile	Abby Cook/Front Desk	AAH	AAH50KDF9AA5AN		018TNY7292	NNTN4497DR	7/24/25		*COMPLETE - 7/24/25
HACTC	Mobile	Scott Farnsworth	AAH	AAH50KDF9AA5AN		018TNXD142	NNTN4497DR	7/24/25		
HACTC	Mobile	Erika Schneider	AAH	AAH11JDC9JC2AN		902EAQD563	PMNN4598A	*gave her Jonathan's new one		
HACTC	Mobile	Jessi Gardner/Front Desk	AAH	AAH50KDF9AA5AN		018TPST996	NNTN4497DR	7/24/25		
OTTAQUECHEE SCHOOL										Update
OQS	Mobile	Cheryl French	AAH	AAH50KDF9AA5AN		018TNXC977	NNTN4497DR	*verified 2/3/25	8/18/25	*8/21/25 - Complete
OQS	Mobile	Amelia Donahey	AAH	AAH50KDF9AA5AN		018TNXD140	NNTN4497DR	*verified 2/3/25	8/18/25	
OQS	Mobile	Andrea Davis/Nurse		AAH11JDC9JC2CAN		902EAQD446	PMNN4598A		8/21/25	
OQS	Mobile	Kara Hemenway/Guidance		AAH11JDC9JC2CAN		902EAU7770	PMNN4598A		8/21/25	
OQS	Mobile	Kaleigh Rhoades/PE		AAH11JDC9JC2CAN		902EAU7746	PMNN4598A		8/21/25	
OQS	Mobile	Lenny Tetreault		AAH11JDC9JC2CAN		902EAQD475	PMNN4598A		8/21/25	
OQS	Mobile	Recess		AAH11JDC9JC2AN		902EAU7742	PMNN4598A		2/6/26	*2/6/26 - Extras needed per Aron
OQS	Mobile	Wolf Den		AAH11JDC9JC2AN		902EAU7809	PMNN4598A		2/6/26	
OQS	Mobile	Suite 208		AAH11JDC9JC2AN		902EAU7477	PMNN4598A		2/6/26	
OQS	Mobile	Forest		AAH11JDC9JC2AN		902EAU7406	PMNN4598A		2/6/26	
OQS	Mobile	Student w/med needs/behavioral dis		AAH11JDC9JC2AN		902EAY8236	PMNN4598A		2/6/26	
OQS	Mobile	Student w/med needs/behavioral dis		AAH11JDC9JC2AN		902EAU8014	PMNN4598A		2/6/26	
WHITE RIVER SCHOOL										Update
~~WRS~~	~~Mobile~~	~~Sara Cooney~~	~~AAH~~	~~AAH11JDC9JC2AN~~	~~752~~	~~902EAQD461~~	~~PMNN4598A~~	~~*verified 2/3/25~~	~~8/22/25~~	*8/22/25 - Complete
WRS	Mobile	Doug Kussius	AAH	AAH11JDC9JC2AN	752	902EAQV330	PMNN4598A	*verified 2/3/25	8/22/25	
WRS	Mobile	Catherine Streeter/Nurse		AAH11JDC9JC2AN		902EAQU863	PMNN4598A		8/22/25	
WRS	Mobile	Susan Flanagan/Guidance		AAH11JDC9JC2AN		902EAU7681	PMNN4598A		8/22/25	
WRS	Mobile	Michael Ballou/PE		AAH11JDC9JC2AN		902EAQV305	PMNN4598A		8/22/25	
WRS	Mobile	Stephen Parsons		AAH11JDC9JC2AN		902EAqc957	PMNN4598A		8/22/25	
WRS	Mobile	Sara Cooney		AAH11JDC9JC2AN		902EAU8124	PMNN4598A		9/17/26	*9/17/26 - Ccomplete
DOTHAN BROOK SCHOOL										Update
DBS	Mobile	Becky Wood	AAM	AAH01JCD9JC2AN		752TWV8403	NNTN4497DR	8/12/25		*8/22/25 - Complete
DBS	Mobile	Office	AAH	50KDF9AA5AN		018TPST992				
DBS	Mobile	Patrick Peters	AAH	AAH01JDC9JC2AN		752IUGA551	NNTN4497DR	8/12/25		
DBS	Mobile	Jordan Ela/Counselor	AAH	AAH50KDF9AA5AN		018TNXC976	NNTN4497DR	8/12/25		
DBS	Mobile	Recess	AAH	50KDF9AA5AN		018TNY7332				
DBS	Mobile	Support Staff	AAH	50KDF9AA5AN		018TNX0073				
DBS	Mobile	Kindergarten	AAH	88JCP9JA2AN		546TWM0462				
DBS	Mobile	Jen Benedict	AAH	88JCP9JA2AN		546TWP3654				
DBS	Mobile	SPed Ed/Otter Place	AAH	88JCP9JA2AN		546TTR5821				
DBS	Mobile	Spec Ed/Janet Drake	AAH	88JCP9JA2AN		546TTR5802				
DBS	Mobile	Otter Club/Wendy Plante	AAH	88JCP9JA2AN		546TWP3662				
DBS	Mobile	Andrea Morancy/Nurse	AAH	AAH50KDF9AA5AN		018TNXC962	NNTN4497DR	8/12/25		
DBS	Mobile	Jim Hewitt/PE		AAH11JDC9JC2AN		902EAU7823	PMNN4598A		8/22/25	
DBS	Mobile	Spec Ed/Donna Shepard	AAH	88JCP9JA2AN		546TUMA070				
DBS	Mobile	Judy Houde Hardy	AAH	50KDC9AA2AN		018TMY0249	replaced 2/1/24			
DBS	Mobile	Spec Ed/Carrie Wells	AAH	01JDC9JC2AN		752ISL3626				
DBS	Mobile	2nd Grade	AAH	88JCP9JA2AN		546TWP3695				
DBS	Mobile	Pre-K								
DBS	Mobile	Pre-K								
DBS	Mobile	Stanley Boyce	AAH	AAH50KDF9AA5AN		018TNXD018	NNTN4497DR	8/12/25		
DBS		Alexa Atkinson	AAH	AAH11JDC9JC2AN		902EAU8198	PMNN4598A		*completed 9/17/26	
MAINTENANCE SHOP										Update
Shop	Mobile	Karen Ibey	AAH	AAH50KDF9AA5AN		018TNXC988	NNTN4497DR	7/24/25		
SUPT	Mobile	J Garthwaite	AAH	AAH50KDF9AA5AN		018TNXD008	NNTN4497DR	7/24/25		
Shop	Mobile	Gary Randall	AAH	AAH50KDF9AA5AN		018TNXC962	NNTN4497DR	#1		Needed
shop	Mobile	Mitch Fogg	AAH	AAH50KDF9AA5AN		018TNXC977	NNTN4497DR	#2		Needed
shop	Mobile	spare	AAH	AAH50KDF9AA5AN		018TNXD140	NNTN4497DR	#3		
shop	Mobile	spare	AAH	AAH50KDF9AA5AN		018TNXD018	NNTN4497DR	#4		
shop	Mobile	spare	AAH	AAH50KDF9AA5AN		018TNXC976	NNTN4497DR	#5		
shop	Mobile	spare	AAH	AAH01JDC9JC2AN		752TWV8403	NNTN4497DR	#6		
shop	Mobile	spare	AAH	AAH01JDC9JC2AN		752IUGA551	NNTN4497DR	#7		
*(6) needed for elementary schools:										
-principal										
-admin asst										
-nurse										
-guidance										
-PE										
-custodian										