

## TRANSPORTATION SERVICES AGREEMENT

This TRANSPORTATION SERVICES AGREEMENT (hereinafter, the "Agreement"), executed on the dates indicated on the Signature Page, is entered into by and between the LISBON BOARD OF EDUCATION, located in Lisbon, Connecticut, (hereinafter, the "Board") and FIRST STUDENT, INC., which has a principal place of business located at 191 Rosa Parks Street, 8th Floor, Cincinnati, OH 45202 (hereinafter, the "Contractor"). The Board and the Contractor may be referred to individually as a "Party" and collectively as the "Parties."

### WITNESSETH:

**WHEREAS**, the Board is desirous of entering into a contract with the Contractor to provide for the transportation of Students (as defined herein) to and from the schools operated by the Lisbon Public Schools (the "District") or otherwise designated by the Board or the District for a term of five (5) years, commencing on July 1, 2024 and terminating on June 30, 2029; and

**WHEREAS**, the Board issued that certain Invitation to Bid for transportation services and the Contractor submitted a formal response to the Invitation to Bid; and

**WHEREAS**, on March 25, 2024, the Board voted to authorize the Superintendent of the Lisbon Public Schools (the Superintendent") or designee to negotiate an agreement with the Contractor in accordance with that certain Invitation to Bid and the Contractor's response to said Invitation to Bid; and

**WHEREAS**, the Contractor is willing, capable, and ready to furnish the regular and special education transportation services requested by the Board.

**NOW, THEREFORE**, in consideration of the mutual covenants hereinafter contained, the sufficiency of which is acknowledged, the Parties agree as follows:

### 1. GENERAL TERMS

- 1.1. The term of this Agreement shall continue for five (5) years, commencing on July 1, 2024 and terminating on June 30, 2029 (the "Term"), unless terminated early in accordance with the terms of this Agreement.
- 1.2. The Contractor agrees that it shall transport to and from the schools in the District and other institutions as designated by the Board such resident children (as may be designated by the Board (the "Students"), and at such locations, days, times and hours as designated by the Board, each of which may change from time-to-time, with prior written notice to the Contractor, and shall make such stops and travel along such routes as are designated by the Board, including, but not limited to, transportation relating to public home-to-school, certain identified special education routes (for the avoidance of doubt, the District may assign special education routes to alternate providers), pre-school, summer (extended school year) and Special Trips (as defined herein)(collectively, the "Transportation Services"). The Contractor specifically represents that it shall not refuse any service request by the Board within the scope of this Agreement, including any request for special education transportation services. Should the Contractor have particular concerns about safety with regard to any requested service, the Parties agree to collaborate in good faith to promote the safety of all individuals on a Vehicle (as defined herein), but in no case may the Contractor refuse a request for services within the scope of this Agreement. The Parties hereby agree and understand that the Contractor does not have the exclusive right to provide Special Trips to the District.

1.3. The Board agrees to pay, subject to the terms and conditions of this Agreement, the Contractor the compensation set forth in Exhibit A, provided that the Transportation Services are furnished in accordance with this Agreement. The Parties agree that no other payments shall be made to the Contractor who shall furnish all of the Vehicles, Vehicle Operators (as defined herein), labor, materials, equipment, permits and licenses and other facilities necessary to provide the transportation and service required, including the staff and other services necessary for the proper performance of the Contractor's duties. The Parties agree that all mileage for all Vehicles is included in the pricing set forth in Exhibit A. The Board may withhold payments for services when the Board determines, in its sole discretion, that such services do not meet the requirements of this Agreement. Payments for such services shall not be made until the Contractor has made corrections which are acceptable to the Board, provided, however, that the District shall pay all undisputed amounts due to the Contractor pursuant to Section 7 of this Agreement.

## 2. VEHICLES.

2.1. The Contractor agrees to the following conditions regarding buses and any other vehicles used to perform the Transportation Services, including "spare" vehicles (collectively, the "Vehicles"):

2.1.1. The Parties acknowledge that the Board's transportation needs shall vary during the Term. Vehicles shall be furnished in such number as deemed necessary by the Board for the transportation of Students, except as otherwise provided in this Agreement. The Contractor shall have additional Vehicles available for field trips and athletic events, as requested by the Board. In addition to the aforementioned Vehicles required for field trips and athletic events, at all times during the Term, the Contractor shall have available spare Vehicles in a minimum amount equal to twenty per cent (20%) of each category without additional charge to the Board. Under no circumstances will buses be shared by other towns, unless the Superintendent has given prior written approval.

2.1.2. All Vehicles and other equipment utilized in providing Transportation Services, shall be equipped, operated, and maintained in compliance with all laws, rules, regulations and policies of federal, state, and local governments pertaining to school transportation Vehicles and applicable Board policies. It shall be the sole responsibility of the Contractor to ensure that all personnel employed are familiar with, and follow, all of the applicable laws, rules, regulations and policies.

2.1.3. Additionally, all buses used hereunder must be equipped as follows:

- 2.1.3.1. All 71-72 Passenger Transit Style buses will be diesel powered with a front-engine or the approved equivalent with an acceptable provision for cold weather starting.
- 2.1.3.2. All vehicles will be equipped with automatic transmissions and power steering.
- 2.1.3.3. At least two emergency "push out" windows on each side of bus.
- 2.1.3.4. Two Way Radio - To be installed in all vehicles including spares.
- 2.1.3.5. Side emergency door: Single-point bar lock with recessed outside handle.
- 2.1.3.6. Laminated glass
- 2.1.3.7. Roof Emergency Hatch/Vent
- 2.1.3.8. Center Mounted Fuel Tanks
- 2.1.3.9. Automatic Chain Dropping System
- 2.1.3.10. Air Brake Equipped with Air Dryers and Automatic Slack Adjuster
- 2.1.3.11. White Roof
- 2.1.3.12. All car seats, harnesses, seatbelts, etc. required are to be provided by the Contractor at its expense.

2.1.4. Unless otherwise authorized by the Board, all Vehicles used hereunder must be stored, registered and taxed in The Town of Lisbon (the "Town") and shall be stored at the location known as "The

Meadows” (which may be referred to herein as the “terminal” or the “depot”).

- 2.1.5. The Contractor shall assume full responsibility for all repairs to Vehicles caused by vandalism. The Board will cooperate with the Contractor in investigations to identify the vandals.
- 2.1.6. The Contractor shall provide the Board, by August 10 prior to the start of each school year, and updated as necessary, a list that contains descriptions of each of the Vehicles to be used by the Contractor in the performance of the Transportation Services, including, the year of manufacture, make of the chassis, make of the body, seating capacity, and V.I.N. number. The Contractor shall provide any other information regarding the Vehicles requested by the Board.
- 2.1.7. All Vehicles are to be numbered by the Contractor as designated by the Board, and such numbers are to be clearly visible on the outside of the Vehicle. All Vehicles shall be marked “Lisbon Public Schools”, unless otherwise agreed to by the Board in writing.
- 2.1.8. All Vehicles shall be no more than eight (8) years old as of August 15, 2024 and the average age of the entire fleet of Vehicles shall be no more than five (5) years old at any time during the Term. During the Term the Contractor shall use Vehicles eight (8) years old or newer, except for any spare Vehicles which may be ten (10) years old as of August 15, 2024.
- 2.1.9. If, during the Term, there is a sufficient increase or decrease in the school population that requires additional or fewer Vehicles and/or Vehicle Operators, the Superintendent, with the approval of the Board, shall request the Contractor to supply the necessary Vehicles and Vehicle Operators. However, where such increases or decreases materially impact the service levels or equipment levels required of Contractor under the assumed routes, schedules, days of service, hours or miles, or vehicle requirements contained in the Invitation to Bid, the Parties shall negotiate to adjust rates proportionately to cover increases or decreases in cost structure associated with such changes by Board. All payments or credits are to be based on the rates applicable to the type of Vehicle requested and the relevant time period.
- 2.1.10. All Vehicles must be maintained so as to ensure proper starting, good visibility and safe operation during all types of weather. The Contractor must display a copy of the most recent State Motor Vehicle Inspection for each Vehicle.
- 2.1.11. The Contractor or its agent shall inspect all Vehicles daily before the first run in the morning. This check list shall be a maintained, written record and shall be promptly provided to the Board upon its request. The inspection shall include, but not be limited to, checking the brakes, lights, tires, oil, gas, radiators, heaters, and all other safety equipment on the Vehicle. Snow accumulation shall be removed from all Vehicles prior to any run. Records of the inspection shall be kept on a check-off list prepared by the Contractor and approved by the Board.
- 2.1.12. A weekly schedule for servicing Vehicles shall be maintained and shall include: oil, grease, tires, battery, brakes and all safety equipment. A copy of the service schedule form shall be furnished to the Board upon request.
- 2.1.13. The Contractor is required to perform appropriate and necessary maintenance on all Vehicles used to provide services in accordance with this Agreement.
- 2.1.14. The interior and exterior of all Vehicles must be kept clean and in good repair. The interior of all Vehicles must be kept at comfortable temperatures while transporting Students. No Vehicle shall be used to provide Transportation Services for special education students unless it has operational air

conditioning.

2.1.15. Each Vehicle must be equipped with a two-way radio or comparable communication devices (e.g., cellular phones).

2.1.16. All Vehicles used in the performance of this Agreement must be equipped with three (3) video cameras on the inside of the Vehicle to monitor passenger behavior and related activities at all times during the Term. The Contractor shall ensure that video cameras with audio capture feature are operational on each Vehicle used by the Contractor to provide Transportation Services in accordance with this Agreement. The cameras must be placed in locations approved by the Board, with camera coverage set to record entryway, driver, and front, middle and rear seats. The Contractor shall implement a camera maintenance program to ensure that cameras are operational and functioning properly, including video and audio recording, at all times. To avoid any doubt, the mandate to have operational cameras in all Vehicles providing services in accordance with the Agreement is fundamental to the Contractor's performance.

The Contractor shall provide the Board with camera output as soon as practicable after a request is made for the same, but in any event within twenty-four (24) hours of said request. Such video output shall be made available in a standard format that can be viewed by the Board, or if not in a standard format, the Contractor shall provide the Board access to the Contractor's viewing software. The Contractor shall ensure the data from such cameras is stored in a secure manner and shall retain camera output for a minimum of thirty (30) days or such longer periods as reasonably requested by the Board. All camera use and video viewing shall be consistent with the policies and procedures as established by the Board and any local, state or federal guidelines. Signage shall be placed in each Vehicle to indicate that students are being recorded.

2.1.17. All Vehicles must be equipped with a "Child Check Mate System" or equivalent, as approved by the Board, to ensure that no child remains on a Vehicle at the end of each route.

2.1.18. The Board shall have the right to inspect in any reasonable manner, including riding the Vehicles as a passenger, any and all Vehicles or equipment and their operation.

2.1.19. The Board may, with written notice, require the Contractor to discontinue the use of any Vehicle which it deems to be hazardous, mechanically defective or subject to frequent breakdown or delays. The Contractor shall immediately replace such Vehicle with one that can fulfill the requirements of this Agreement.

2.1.20. The Contractor shall provide Vehicles without any additional charge or cost to all schools a minimum of two times a year for bus safety drills, including instruction in emergency evacuation, in a manner approved by the Board.

2.1.21. No Vehicles shall display, either inside or outside of the Vehicle, any advertisement without the prior written authorization of the Superintendent or his/her designee.

2.1.22. All Vehicles used to transport special education students must have seat belts, child restraint seats, harnesses or other suitable restraints and wheelchair lifts to meet the needs of each student. Should applicable law require child restraints for all students being provided services under the Agreement, the Parties shall negotiate in good faith to provide for alternate pricing. It shall be the Contractor's responsibility to provide compliant restraints.

### **3. PERSONNEL.**

3.1. All personnel providing services in accordance with this Agreement shall be the responsibility of the Contractor and shall be the Contractor's employees, unless expressly indicated herein. All such personnel, shall meet all legal and regulatory requirements for holding their respective positions, and shall in all respects be in compliance with all requirements of law, ordinance or regulation of the Department of Motor Vehicles. Contractor shall provide qualified, reliable and capable personnel to support the delivery of the Transportation Services.

3.1.1. The Contractor agrees to perform the Transportation Services under the direction of a full-time trained and qualified Manager, who shall be in the employ of the Contractor, and who shall be stationed at the transportation facility servicing the District and must be assigned as a full-time position for the District's transportation program. The Manager will be directly responsible for contact with parents regarding transportation problems within the District; provided, however, that all such parent contacts are authorized by officials of the District. The Manager also shall be responsible for compliance by Vehicle Operators and aides with all Board transportation-related policies and legal requirements, and provide all studies and reports required by the District, including those items necessary to comply with federal and/or state requirements and monthly reports on pupil load, driver and student discipline problems and accident reports. Said Manager shall arrange with the District to be available during all hours that Transportation Services are being performed, prior to the beginning of each day's hours of service, and for meetings with representatives of the District. The Manager shall be available by phone one and one-half (1.5) hours prior to the first morning run for emergency contacts from the District. The Manager is required to meet all federal and state regulations and training requirements. The Manager is precluded from any Vehicle Operator duties, serving as an aide, and/or Vehicle maintenance functions, unless authorized by the District. Should the Manager be authorized by the District to cover any of the aforementioned alternate duties, a designated point of contact must remain available at the terminal facility for the entirety of the period that the Manager is performing such alternate duties. The Manager shall be available at least until 5:00 P.M. on days when school is in session.

3.1.2. A qualified Dispatcher function shall be assigned to the terminal serving the District with said position staffed for the full duration of all routes on days when the school transportation system is in operation. The person(s) serving in this capacity shall be trained in the assignment of Vehicles and Vehicle Operators, the use of radio systems, effective communications with parents and District staff members, and such other areas as may be necessary to effectuate the coordinated and efficient provision of transportation services. The Dispatcher(s) shall serve at a designated telephone number to answer calls concerning daily service, including missed service and late pickups or drop-offs. Said Dispatcher will maintain contact with the District until the last student is off the last bus and the Dispatcher notifies the District that all of the students have been delivered to the designated drop-off point. The Contractor shall be responsible for maintaining services and facilities each day until the District is so notified. The Dispatcher is precluded from any Vehicle Operator duties, serving as an aide, and/or Vehicle maintenance functions, unless authorized by the District.

3.1.3. At no time during normal route operating times shall the terminal be without a Manager and/or Dispatcher on-site.

3.1.4. The Contractor shall provide safety and driver training to the personnel providing Transportation Services through a safety supervisor. This position is not required to be dedicated full-time to the District, however sufficient time must be allocated to provide on-going training services to such personnel.

3.1.5. Upon request of the District, the Contractor shall provide aides and/or monitors to support the

delivery of the Transportation Services.

3.1.6. The personnel required by this Agreement shall be provided by the Contractor as a minimum in order to provide the quality of services expected by the District. The Contractor shall be responsible to determine what additional personnel are required to meet the District's needs.

3.1.7. Personnel providing Transportation Services shall be professionally dressed at all times. Dress shall be appropriate for interacting with students and the personnel's duties. At minimum, no obscene, revealing, political, drug or alcohol related attire shall be worn. More specifically, attire should be clean, free from inappropriate language and images, appropriately covering the torso and chest, with any shorts reaching mid-thigh length or longer, and fully enclosed footwear shall be worn at all times. Personnel providing Transportation Services shall wear photo identification tags provided by the Contractor whenever they come in contact with students or school building personnel while working in their assigned tasks.

3.1.8. Personnel providing services in accordance with this Agreement shall conduct themselves professionally at all times and shall represent the Contractor and the District in a positive manner.

3.2. The Contractor agrees to the following conditions regarding operators of all Vehicles ("Vehicle Operators") under the terms of this Agreement:

3.2.1. The Contractor shall take the highest degree of care in recruiting and selecting Vehicle Operators. To the extent permitted by law, the District shall have the right to review all personnel records of Contractor employees performing the transportation services. All Vehicle Operators shall be compliant with all local, state and federal laws, rules and regulations. The Contractor shall furnish certification of such compliance, a list of certified Vehicle Operators, and a copy of each Driver's Connecticut Commercial Driver's License (CDL) to the Superintendent, or designee, prior to the opening of school each year, and no other Vehicle Operators may be used without written notice to and approval by the Superintendent, or designee. The Contractor will report new hires to the Superintendent, or designee, immediately. The Contractor shall be required to provide such additional information regarding Vehicle Operators that the District reasonably requests. Proof of compliance with any legal requirement associated with the provision of the transportation services by Vehicle Operators shall be promptly provided upon request by the District.

3.2.2. Vehicle Operators shall be responsible to demonstrate professional relationships with the children and parents served, the employees and administration of the District, and the community-at-large.

3.2.3. The Contractor will provide competitive compensation to all Vehicle Operators in an effort to avoid the problem of a driver shortage in achieving the expected level of performance of the Agreement.

3.2.4. The Contractor assumes all responsibility and/or liability that may arise in connection with any and all labor agreements. If there are any strikes by Vehicle Operators, Contractor will be solely responsible for providing qualified alternate Vehicle Operators and/or transportation services.

3.2.5. The responsibility for hiring and discharging personnel with respect to all obligations arising from the Agreement shall rest entirely upon the Contractor, and the Contractor agrees not to enter into any agreement or arrangement with any employee, person, group or organization which will in any way interfere with the ability to comply with this requirement, except as otherwise required or permitted by law. The District reserves the right to directly employ certain aides, or to contract with an agency for certain nursing services, to provide specialized services or medical support to individual students.

- 3.2.6. The Contractor further agrees that the District, solely in its discretion, shall have the right to remove, reject, or direct replacement of any Manager, supervisor, Dispatcher, Vehicle Operator, or aide, provided that the request for removal from providing services under this Agreement is in writing and does not violate applicable local, state, or federal laws, rules or regulations. The District reserves the right, in the exercise of its sound discretion, to reject Vehicle Operators or aides, or to direct in writing that they be replaced, without being limited to considerations of health and driving records, with such Vehicle Operators or aides removed from the routes immediately upon notice from the District to the Contractor.
- 3.2.7. The Contractor shall ensure that all Vehicle Operators and aides used in the performance of the Agreement are able to read, understand and speak English and that all such persons are physically and/or emotionally capable to perform the essential functions of the job, with or without reasonable accommodation. No person who is serving a sentence in a penal or correctional institution shall be employed or work under this Agreement.
- 3.2.8. The Contractor will inform all Vehicle Operators that changes in routes, stops or schedules may be made only with the approval of the District, provided that minor, temporary changes resulting from transient conditions (e.g., weather conditions, road conditions) may be made absent District approval in the interest of safety and efficiency with the provision of notice to the District. Designated routes will be provided prior to the start of school and during the year. Vehicle Operators are expected to traverse their AM and PM assigned route(s) one or more times, until they are familiar with all assigned stops and roads prior to the first day of school. These trial runs should be conducted during the typical AM and PM route times to best replicate traffic issues and times. The cost of trial runs shall be borne by the Contractor and will not be billed to the Board. The Contractor will provide written verification of this trial run process to the District. Standby Vehicle Operators are also expected to be familiar with the routes to ensure efficient operations in the event that the Vehicle Operator normally assigned is not available. If a spare Vehicle Operator, used on a route, is unfamiliar with the route, the Contractor shall also assign an aide or monitor, at the Contractor's expense, to accompany and assist the spare Vehicle Operator. The District shall be informed each time an alternate Vehicle Operator is required to substitute for an assigned Vehicle Operator.
- 3.2.9. A list of stand by and spare Vehicle Operators for the District, in a reasonable amount deemed sufficient by the District, must be on file in the office of the Superintendent of Schools.
- 3.2.10. The Contractor shall provide an ongoing program of classroom and road training at its expense in accordance with federal, state and local laws, rules and regulations. The Contractor will provide a continuing safety education program for Vehicle Operators and Students, together with periodic management bulletins to personnel concerning the safety program and strict supervision of personnel in this respect. Certification of all training and copies of all bulletins shall be provided to the Superintendent of Schools, or designee, including proof of attendance of Vehicle Operators at such training as the Board shall reasonably request.
- 3.2.11. Vehicle Operators shall receive training in all areas required by law, industry-standard safety training, and all special training necessary or advisable as determined by the District, including any training determined to be necessary before providing special education transportation services. The District may approve or disapprove the assignment of any Vehicle Operator to perform special education transportation services or special trips.
- 3.2.12. The Contractor shall submit to the District no later than fourteen (14) days prior to the beginning of each Contract year a list of the names and addresses and Connecticut Driver's License numbers of all regular and substitute Vehicle Operators and aides employed to provide the services required

hereunder, and said list shall be updated by the Contractor by adding or deleting such information regarding any such driver hired or terminated after that date. Said updates shall be provided to the District within 24 hours of employment or termination. No other Vehicle Operators or aides may be used unless such information is provided to the District in advance. Said list shall include the designated route/bus assignments for each Vehicle Operator or aide.

3.2.13. The Contractor shall at all times have stand-by Vehicle Operators for the operation of spare Vehicles in the event of mechanical or other difficulties, or absenteeism, to maintain and provide the services which are required under this Agreement. The Contractor shall provide attendance information to the District upon request. The stand-by Vehicle Operators must be experienced in navigating the Town of Branford.

3.2.14. In order to ensure continuity in the provision of the transportation services, and in order to reduce student discipline issues, Vehicle Operators assigned to morning and/or afternoon runs are prohibited from leaving these assigned runs to perform optional field trips, sports trips, or other special trips. The District believes that effective transportation programs exist where the same Vehicle Operators are assigned to the same routes, every day. To this end, the Contractor is prohibited from entering into any agreements or procedures which violate this District mandate.

3.3. For each employee of the Contractor who performs services for the Board involving direct student contact, the Contractor shall comply with the following background and employment history checks:

3.3.1. The Contractor shall perform, and the Contractor's employee shall submit to, employment history checks in accordance with Section 10-222c of the Connecticut General Statutes, as amended by Public Acts 16-67 and 17-68.

3.3.2. The Contractor shall perform, and the Contractor's employee shall submit to, a records check of information maintained on the Abuse and Neglect Registry of the Connecticut Department of Children and Families (the "Registry") or, for any employee of the Contractor whose current or most recent employment occurred out of state, the out-of-state equivalent of the Registry. The Contractor shall request information from the Registry or its out-of-state equivalent promptly, and in any case no later than thirty (30) calendar days from the date the Contractor's employee begins performing services for the Board pursuant to this Agreement. If the Contractor receives any information from the Registry or its out-of-state equivalent indicating that the Contractor's employee may have a record of abuse or neglect, the Contractor shall, to the extent permitted by law, share information concerning such finding with the District.

3.3.3. The Contractor shall perform, and the Contractor's employee shall submit to, state and national criminal records checks in accordance with Sections 10-221d and 29-17a of the Connecticut General Statutes. Each employee of the Contractor shall submit to such state and national criminal record checks within thirty (30) calendar days from the date such employee of the Contractor begins performing services for the Board pursuant to this Agreement. If the Contractor receives any information indicating that the Contractor's employee may have a criminal record, the Contractor shall, to the extent permitted by law, share information concerning such finding with the District.

3.3.4. The Contractor shall cross-reference the Connecticut Department of Public Safety's sexual offender registry, or, for any of employee of the Contractor whose current or most recent employment occurred out of state, the out-of-state equivalent of the Connecticut Department of Public Safety's sexual offender registry, to determine whether the Contractor's employee is registered as a sexual offender. The Contractor shall comply with the provisions of this Section before any employee of Contractor begins performing services for the Board pursuant to this Agreement. If the Contractor receives any information indicating that the Contractor's employee may be registered as a sexual offender, the Contractor shall, to the extent



permitted by law, share information concerning such finding with the District.

3.3.5. The Contractor shall provide written confirmation to the Board that it has complied with this Section. The Contractor agrees that upon the District's request, it shall promptly provide the Board with any documentation related to such compliance.

3.3.6. The Contractor agrees that it shall pay all fees and costs associated with the background and employment history checks required under this Section.

3.3.7. Should the Contractor receive any information that an employee of the Contractor performing services under this Agreement has a criminal record which could make the individual unfit for an assignment involving contact with children, is on the sex offender registry or its equivalent, or has a record of abuse or neglect, the Contractor shall not assign or shall not maintain, as applicable, the assignment of the individual to perform services under the Agreement. By assigning, and/or maintaining the assignment of, any employee of Contractor performing services under the Agreement involving direct contact with students, the Contractor represents and warrants that, in its best professional judgment, such Contractor's employee maintains the appropriate qualifications and is fit to perform services which could involve direct contact with, or working in or near a school that educates minor children.

3.4. Aides performing services in accordance with this Agreement must be prepared to assist, when indicated by the District, Students to and from the threshold of the property, and they must assist Students in entering and leaving a Vehicle. While this requirement is not to be construed as requiring aides to carry a Student, it does require assisting by lifting legs, securing wheelchairs, carrying books, or otherwise assisting Students to enter and leave buses. In addition, Vehicle Operators must be prepared to provide reasonable assistance, as circumstances may deem necessary.

3.5. Aides must also perform functions of clearing the danger zones on the outside of Vehicles, and assisting the Vehicle Operators in the management of Students and performance of student discipline functions.

3.6. The Contractor will provide the aides with appropriate training to meet the requirements of the position. The Contractor will be responsible for communicating to aides their responsibilities, and any aide not willing to comply with these requirements shall be removed and replaced.

#### **4. OPERATION OF VEHICLES.**

4.1. The operation of Vehicles, including the pick-up and drop-off of Students, must comply with the Board's Transportation Policy, as it may be amended from time to time. The Board shall provide any revisions to such policy to the Contractor.

4.2. The Contractor shall be obligated to transport Students according to the school calendar in effect for each of the placements, institutions or schools, with the provision that each of these placements, institutions or schools reserves the right to change the calendar as conditions may warrant.

4.3. During inclement weather, the following procedure is used to alter transportation schedules or cancel transportation service:

4.3.1. If school in the Town is closed, no students are to be transported to other In-District and Out-of-District programs.

4.3.2. If school in the Town has a delayed opening, then students will also be delayed in being transported to In-District and Out-of-District programs.

- 4.3.3. In both of the above situations, the Superintendent will notify the Contractor of the circumstances.
- 4.4. If the Board cancels school, delays opening, or closes early, it is the Superintendent's responsibility to provide reasonable notice to the Contractor of the situation. If a special education student will not be attending school due to illness or the other circumstances, it is the responsibility of the parent to notify the Contractor directly. Should transportation service be required, the Contractor agrees that it will abide by the decision of the District and will run routes as normally as possible.
- 4.5. In no event shall a Vehicle Operator leave a Vehicle unattended while it is occupied by any Student. The Contractor must have a procedure in place to ensure no Student is left on any Vehicle at the end of a run and after drop-off.
- 4.6. The Parties agree that the Contractor shall have the responsibility to, and the necessary authority to, supervise and control Students on the Vehicles pursuant to such policies and rules as are from time-to-time adopted by the Board. The Contractor is responsible for knowing and strictly following all such policies and rules and for ensuring that all Vehicle Operators are aware of, and follow, such policies and rules. Such authorization shall not, however, include the right to remove any Student from the Vehicle before it reaches its destination or engages in any other act which is likely to result in injury or danger to any student. In the event of a disciplinary infraction by a student on a Vehicle which in any way imperils safe operations, the Contractor shall require that Vehicle Operator stop the Vehicle and not proceed until discipline is voluntarily restored. The Vehicle Operator then shall immediately alert the Contractor's office via radio/cell phone. The Vehicle Operator shall also report, in writing, all such occurrences to the Contractor, and the Contractor shall promptly notify the principal[s] of the school for which the Students attend. At all times, the Vehicle Operator shall be in full charge of the Vehicle and shall allow no misbehavior. The names of any Students who misbehave or who cannot be managed by the Vehicle Operator shall be reported, in writing, to the appropriate school administrator and to the Board's designee.
- 4.7. The Contractor shall be fully responsible for the care and supervision of Students during the Transportation Services. The transportation of a Student shall be deemed to have begun when such Student boards the Vehicle and shall be deemed to have ended when the Student has departed the Vehicle at the appropriate, safe place.
- 4.8. No pre-school and kindergarten Students are to be released without adult supervision being present. If there is no adult to meet the Student, the Student is to be kept on the bus and the Vehicle Operator is to notify dispatch immediately for direction.
- 4.9. No Vehicle Operator shall allow a Student to leave a Vehicle except at scheduled stops unless otherwise authorized by the Board in writing. Vehicle Operators are to remain in the Vehicle at all times when Students are aboard, unless relieved by authorized personnel.
- 4.10. Vehicle Operators shall report to the Contractor immediately all accidents of any nature. The Contractor shall furnish the Superintendent a written copy of each accident report with complete details within twenty-four (24) hours. The Contractor shall ensure that, in the event of an accident, with or without any serious or minor injuries, the Contractor immediately reports the accident to the office of the Superintendent.
- 4.11. Vehicle Operators shall not smoke or carry a lighted cigarette or other smoking device, including any vaping device, when on board operating a Vehicle. Vehicle Operators shall not be in possession of, or under the influence of, alcohol or any other intoxicating substance, legal or illegal, when operating a Vehicle.

- 4.12. Vehicle Operators are responsible for limiting passengers only to those who are eligible to ride the Vehicle.
- 4.13. Vehicles shall not be operated at any excessive speed, but always in a reasonable and prudent manner, with due regard for the safety and welfare of the Students transported.
- 4.14. Vehicle Operators shall not operate a Vehicle in excess of its rated capacity.
- 4.15. Vehicle Operators shall make sure that Students board or leave a Vehicle only when it is stopped.
- 4.16. Vehicle Operators are responsible to ensure that all Students are seated and remain seated while the Vehicle is in operation.
- 4.17. Vehicle Operators do not have the authority to refuse any Student who is eligible for transportation the right to ride a Vehicle except with the Board's written authorization prior to any refusal.
- 4.18. Vehicles and Vehicle Operators must be available on sixty (60) minutes notice for early closing of one or all schools in emergencies and upon one day's notice for early closing of any one or all schools for staff workshops or other activities needed. All scheduled early closings or schedule differences from day-to-day shall require the scheduled number of Vehicles to be at each building on time without regard to other needs.
- 4.19. All Vehicles shall be garaged (except while undergoing repairs and maintenance) in The Meadows/Bus Depot unless otherwise approved by the Board in writing. In the event that approval is given to garage Vehicles used by the Contractor to provide Transportation Services in accordance with this Agreement outside of Lisbon, no deadhead miles shall be funded by the Board.
- 4.20. The Contractor shall provide Vehicles for late runs upon the Board's request.
- 4.21. The Contractor must make available one or more Vehicles for the transportation of Students, teachers and other designated persons to and from Special Trips within Connecticut (unless an out-of-state location is agreed upon by the Parties). Payment for Special Trips shall be made in accordance with Exhibit A.
- 4.22. No Student shall arrive at school more than fifteen (15) minutes prior to the school opening in the morning. No Student shall remain at school waiting for transportation home for more than fifteen (15) minutes after school has dismissed.
- 4.23. After school, Vehicles shall not leave the school until at least five (5) minutes following dismissal. No Student shall be dropped off at his or her bus stop later than sixty (60) minutes after leaving the school except under extraordinary conditions or as approved by the Board.
- 4.24. Students in pre-Kindergarten and Kindergarten shall be picked up or discharged in front of their home or designated location without regard to other bus stops. Exceptions can be agreed upon for safety reasons only.

## 5. INSURANCE.

- 5.1. The Contractor shall purchase all insurance coverage for all Vehicles. The Board and the Town shall be designated as "additional insureds" on all policies except workers compensation. Coverage shall be maintained in amounts meeting or exceeding the requirements set forth in Exhibit D. The Contractor shall secure a Certificate of Insurance from the agent and provide a current certificate on file with the Board at all times during the Term. The Board shall be given thirty (30) calendar days' advance notice by certified mail, return receipt requested, or by hand delivery, of any change to or cancellation of any or all insurance policies required under this Agreement. The Board and Town shall not be responsible for any interior or exterior damage to any Vehicle.

## 6. PERFORMANCE BOND.

- 6.1. Performance Bond. The Board may, at its option, require that the Contractor shall furnish to the Board a Surety Performance Bond ("Performance Bond") in a form satisfactory to the Board assuring the faithful performance of the Agreement. The Performance Bond shall be equal, at the Board's discretion, up to one hundred percent (100%) of such year's estimated Agreement price (excluding field trips) as reviewed and agreed upon by the Board. The Contractor must send such Performance Bond to the Board prior to April 1 if the Performance Bond has been required for the following school year. Each such Performance Bond shall be furnished by a surety company acceptable to the Board and licensed or authorized to do business in Connecticut. Should the Agreement price for any year increase during the year, the Board may require the Contractor to provide a Performance Bond for the increase in the Agreement price for the remainder of the school year.

## 7. INVOICES/PAYMENT.

- 7.1. The Contractor shall submit an itemized invoice, substantially in the form attached as Exhibit B, as soon as practicable upon the conclusion of each month during the Term, but in any event not later than the tenth day of the following month. Delayed billing is not acceptable and shall not be honored. If any portion of an invoice is disputed by the Board, the Board shall provide notice of such disputed charges within forty-five (45) days of the Board's receipt of the invoice which includes the disputed charge(s).
- 7.2. Payment to the Contractor shall be made, following receipt and approval of an itemized invoice as required by this Agreement, in monthly payments. The first payment shall be made in October of each school year during the Term. The last payment, for June of each school year during the Term, shall be made as part of the fiscal year's closing in July.
- 7.3. The Transportation Services shall be provided by the Contractor according to the applicable school calendar(s), as may be revised or adjusted by the Board or its designee from time to time with no extra charge to the Board. The Board shall not be charged or otherwise penalized for any circumstances in which the schedule for any school designated by the Board to receive transportation services in accordance with this Agreement has a schedule which differs from that of the Board.
- 7.4. The Board, acting through the Superintendent or otherwise, reserves the right to cancel scheduled in person school days during the Term because of weather, pandemics/epidemics and/or other emergencies or threats to safety and to change the school calendar as necessary during the school year. Whenever school is closed and in person school is suspended for the day, for any reason, the Board, acting through the Superintendent or otherwise, shall notify Contractor on each day of such closure in time for Contractor to suspend operations and provide sufficient notice to its workforce not to report to work. The Board shall compensate Contractor the full scheduled daily rate for days when the Board fails to provide such notice to

Contractor; provided, however, this provision only applies to closures that do not decrease the total number of in-person school days.

- 7.5. Notwithstanding any provision of this Agreement to the contrary, if the Board, or any government agency temporarily, intermittently, or permanently suspends in person classes during the Term due to a pandemic or other event, the Parties shall negotiate, in good faith, regarding whether any payment should be made by the Board to the Contractor to ensure continuity of service. The Contractor shall produce, upon request, documentation of costs to inform such negotiations.
- 7.6. The Board may request that the Contractor perform additional tasks under this Agreement. If the Contractor agrees to such request, the Contractor shall perform such assignments in accordance with an agreed upon schedule and level of effort. The Contractor shall invoice the Board per an agreed upon cost structure for such additional services.
- 7.7. If in the event one or more Vehicles do not operate in compliance with this Agreement, over each independent route, on any school day, the entire daily cost of such Vehicle shall be deducted from the Contractor's invoiced charges.

## **8. FUEL.**

- 8.1. The Contractor shall supply and pay for diesel fuel and unleaded gasoline for the Vehicles (the "fuel") used for the transportation of Lisbon students in accordance with this Agreement. Such fuel shall be for the exclusive use of vehicles used for the transportation of Lisbon students and fuel used for any purpose other than the provision of the transportation services will be considered a material breach of this Contract. The Board reserves all rights and remedies under contract, including without limitation termination of this Contract, and law in regard to unauthorized fuel usage by the Contractor.
- 8.2. The Contractor shall keep thorough and accurate records of fuel usage by each Vehicle on a daily basis. The Board may at any time during the Term require the auditing of fuel use by the Contractor. The Contractor shall promptly provide fuel usage records, corresponding odometer readings, and any other information required by the Board to inform such fuel audit.
- 8.3. The Contractor shall cooperate with the Board in the determination of fuel needs in accordance with the Agreement, including the provision of documentation in support of estimated fuel needs. The Parties may negotiate alternate fuel purchasing arrangements and shall reduce any agreement regarding the same to a written amendment of this Contract.
- 8.4. Any fuel needed while on trips where the purchase of additional fuel is necessary is the responsibility of the Contractor.

## **9. ROUTES AND TIME SCHEDULES.**

- 9.1. The Contractor shall provide the services and technology necessary to develop and plan routes for all Transportation Services. The routing and the final approval of the transportation system shall be under the direction of the Superintendent of Schools, or designee. The routing and development of the transportation system for any school year shall be started by June 1 and must be completed and submitted to the Board on or before August 15 each year during the term of this Agreement. Liquidated damages in the amount of One Thousand Dollars (\$1,000) per day may be assessed by the Board for non-compliance

with the aforementioned schedule, provided, that the Board has supplied the necessary student information to the Contractor to allow it to commence developing the routes by June 1.

- 9.2. Vehicle Operators must adhere to routes and time schedules as established and approved by the Board. Vehicle Operators who discover cause for a route or a time adjustment shall promptly report same to the dispatcher. Changes in routes and time schedules shall take place only after authorization by the Board.
- 9.3. The Contractor agrees to maintain routes and time schedules as agreed with the Board. The Board reserves the right to determine, to change, and to control the routing of all Vehicles used to provide the Transportation Services. Actual bus stops are to be established in collaboration between the Board or its agent and the Contractor. The Board agrees that it shall provide reasonable written notice of any changes which become necessary or desirable in routes and time schedules.
- 9.4. The Transportation Services shall include the number of Vehicles needed to maintain all routes that are necessary to properly operate the homebound and the school-bound routes.
- 9.5. The Transportation Services includes inter-school routes, as required by the Board.
- 9.6. The Contractor shall be aware that, at times, schools may operate on a reduced-time schedule and shall, therefore, be prepared for such deviations.

## 10. SPECIAL TRIPS.

- 10.1. Field Trips and Other Activity Trips: The Contractor agrees to furnish such Vehicles as the Board may need for the transportation of Students on field trips, to athletic events, and other school-sponsored activities, either in or out of town (collectively, "Special Trips"). Special Trips shall include the required waiting time for the purpose the trips have been planned. The Contractor shall charge the Board for such trips in a manner consistent with Exhibit A. Any mileage-based charges are to be calculated from the Lisbon Town Hall to the town or city hall located in the destination city or town. The basis for establishing the proper mileage is to be the *State of Connecticut Register and Manual*.
- 10.2. Notwithstanding anything contained herein to the contrary, the Contractor does not have the exclusive right to provide transportation for Special Trips and the Board may contract with another transportation provider for such services at any time.

## 11. COMPLIANCE.

- 11.1. The Contractor shall perform the Transportation Services in strict compliance with federal, state, and local law, as well as Board policy.

The Contractor must be familiar with any Board policies (including, without limitation, the Board's Transportation Policy) or regulations which affect the Transportation Services provided under this Agreement. The Contractor and the Contractor's employees shall each be responsible for reviewing, at a minimum, on an annual basis, and complying with, all applicable Board policies in their forms as posted on the Board's website as of the commencement date of the Agreement or as otherwise provided by the Board to the Contractor, including, but not limited to, its non-discrimination policy, as such policies may be amended from time to time. Any questions regarding any policy or its application may be directed by the Contractor to the Superintendent of Schools. The Board's policies can be accessed at the following web address: [lisbonschool.org/board-of-education/policies/](http://lisbonschool.org/board-of-education/policies/)

11.2. Confidentiality of Student Records and Student Data Privacy. The Contractor shall comply with the Family Educational Rights and Privacy Act ("FERPA") in its performance under this Agreement. The Parties shall execute the Student Data Privacy Addendum to the Agreement, in accordance with sections 10-234aa through 10-234dd of the Connecticut General Statutes, to identify the obligations of the parties relative to the security and confidentiality of student information, student records and student-generated content (collectively, "student data") received or obtained by the Contractor in connection with the Agreement (attached to this Agreement as Exhibit C).

11.3. Mandatory Reporting.

11.3.1. Reporting of Suspected Abuse and/or Neglect. In connection with the Contractor's provision of services to the Board pursuant to this Agreement, any official, agent, and employee of the Contractor should be considered a mandatory reporter of abuse and/or neglect pursuant to Section 17a-101(b) of the Connecticut General Statutes. The Contractor agrees to report, or to cause to be reported through any official, agent, or employee of the Contractor, suspected child abuse and/or neglect to the Connecticut Department of Children and Families in accordance with Connecticut law and to otherwise comply with the Board's Child Abuse and Neglect Reporting Policy, which can be accessed at the following web address: [lisbonschool.org/board-of-education/policies/](http://lisbonschool.org/board-of-education/policies/)

The Contractor agrees to review, and to cause any official, agent, or employee of the Contractor performing services under this Agreement to review said policy on, at a minimum, an annual basis. Any questions regarding said policy or its application may be directed by the Contractor to the Superintendent of Schools.

11.3.2. Reporting of Information to Board Officials. The Contractor shall require its personnel to report any disturbances, irregularities, instances of inappropriate conduct of any type, or disciplinary infractions by Students, which are observed during the performance of services to the Board pursuant to this Agreement, to the building principal or other designated Board official. In the case of uncertainty regarding the appropriate Board official to contact with any such report, such report may be made to the Superintendent's office. The Contractor is specifically advised, without limitation, that the Contractor, and any official, agent, and employee of the Contractor, must report acts or allegations of sexual harassment under Title IX of the Education Amendments of 1972. The Contractor agrees to report, or cause to be reported through any official, agent, or employee of the Contractor, any act of sexual harassment witnessed by or reported to the Contractor or any official, agent, or employee of the Contractor pursuant to the Board's policy concerning Title IX/Prohibition Against Sex Discrimination and Sexual Harassment, which can be accessed at the following web address: [lisbonschool.org/board-of-education/policies/](http://lisbonschool.org/board-of-education/policies/)

The Contractor agrees to review, and to cause any official, agent, or employee of the Contractor performing services under this Agreement to review said policy on, at a minimum, an annual basis. Any questions regarding said policy or its application may be directed by the Contractor to the Superintendent of Schools."

## 12. RECORDS AND REPORTS.

12.1. The Contractor shall promptly provide those reports and records which may be reasonably requested by the Board pertaining to Students, routes, stops, mileage audits, fuel use and other information having to do with daily operations.

12.2. The Contractor shall maintain such records and submit such reports, as are deemed necessary by the Board and as negotiated between the Contractor and the Board from time to time. All reports required by

the Board shall be submitted on forms mutually agreed upon by the Parties.

### **13. FAILURE OF OPERATION AND LIQUIDATED DAMAGES.**

- 13.1. The Board and the Contractor agree that in certain circumstances, the actual damages incurred by the Board shall be difficult to assess and/or may be immeasurable. Accordingly, under the following circumstances, the Board may assess damages against the Contractor, to be paid as liquidated damages and not as a penalty or forfeiture. In addition, the Board shall not pay for any services that have not been provided. Prior to the implementation of any liquidated damages, and subject to Section 13.4 below, the Board shall communicate with the Contractor to determine if there are any mitigating circumstances that have caused the service issue that might lead to the issuance of liquidated damages, but it is the Board's determination as to whether or not a mitigating circumstance existed.
- 13.2. In view of the difficulty the Board shall suffer by reason of defaults on the part of the Contractor, the following sums are hereby agreed upon and shall be deemed damages for breach of this Contract:
- 13.2.1. If at any time the Contractor does not provide the required number of Vehicles or Vehicle Operators necessary under the Contract, the Board may deduct from its monthly payment the pro-rata cost of the Vehicle for that day, plus \$200.00, or the cost of the Board's expense for engaging alternate transportation during the period that the Contractor is not in compliance with the terms of the Contract, whichever amount is greater. Included in this provision would be any runs where the Contractor "doubles up" the run due to driver shortages. Making changes to run schedules, including the merging of runs due to driver shortages, is specifically prohibited and is subject to the liquidated damages stated in this Section.
- 13.2.2. If the Contractor does not supply the necessary spare Vehicles to operate the Transportation Services within a 20-minute reporting standard, the Board shall deduct from the monthly payment the pro-rata cost of the Vehicle(s) that the spare Vehicle(s) was/were designated to replace for that day, plus \$100.00.
- 13.2.3. This Contract envisions a quality, responsive transportation program that minimizes the Board's involvement in the day-to-day operation of the program. Should operating problems occur which require the involvement of the Board, the Board reserves the right to officially notify the Contractor of such problems. Should similar operating problems reoccur within thirty (30) days, the Board reserves the right to deduct \$200.00 from the monthly payment for each such occurrence.
- 13.2.4. If at any time the Contractor uses a driver in the performance of this Contract who has not been approved by the Board and/or who does not meet the requirements of the State of Connecticut, the Contractor is liable for deductions of \$300.00 per day from the monthly billing for service for each driver so employed, plus the per diem cost for the Vehicle for that day.
- 13.2.5. In the event a strike or other occurrence causes an interruption of services for more than 24 hours, the Board shall have the right to secure such other transportation as may be necessary and charge the incremental cost of same to the account of the Contractor.
- 13.2.6. The Board requires that all Vehicles have operating and active radios or comparable communication devices (e.g., cellular phones). A \$200 per day per bus liquidated damage shall be assessed for any Vehicle which does not comply with this requirement.
- 13.2.7. The Board requires that at all times the Vehicles have operable digital cameras meeting the requirements set forth in this Agreement and operable GPS capabilities. A \$200 per day per bus liquidated damage may be assessed for any bus that violates this requirement.



- 13.2.8. The Contractor is required to maintain a spare bus ratio of at least 20% of each Vehicle type. Should the Contractor fail to meet this provision for more than 24 hours without a justifiable reason as solely determined by the Board, the Contractor may be assessed a \$200 per day per bus liquidated damage.
- 13.2.9. Vehicles must meet the age requirements as detailed herein. Vehicles that do not comply with these requirements and that are found to be operating on any route in violation of the Agreement, shall result in liquidated damages of \$100 per day plus the per diem cost of the service provided by the Vehicle.
- 13.2.10. The Location Manager and/or Dispatcher are precluded from driving duties or maintenance duties, except in an emergency as determined solely by the Board. Should either the Location Manager or Dispatcher drive one or more routes without the prior approval of the Board, the Board reserves the right to not pay for that portion of the run operated, plus assess a \$100 per occurrence liquidated damage.
- 13.2.11. Special Trips are an important element of the Board's educational program. Therefore, it is expected that the Contractor shall meet the Board's needs given that the Board duly informs the Contractor of any Special Trip at least 24 hours ahead of said Special Trip. Failure by the Contractor to provide the necessary Vehicle(s) and Vehicle Operator(s) shall result in nonpayment by the Board for the Special Trip, a \$100 per missed trip liquidated damage deduction from any payments due to the Contractor under this Contract, and a reimbursement to the Board for any financial damages that the Board may incur as a result of the missed trip (e.g., referee fees, entrance fees, alternative services etc.). If a Vehicle is more than 15 minutes late for any aspect of a scheduled trip, the Board reserves the right to assess a \$100 per trip liquidated damage for the late arrival. However, the Board realizes that situations may occur, due to rescheduled events or other unplanned circumstances, where the Contractor has an insufficient number of Vehicles to perform the requested extra-curricular services. In this event, the Contractor must make every effort to secure the necessary Vehicles or Vehicle Operators and must notify the Board at the earliest possible date/time of the potential shortage. No damages would be charged in this situation. It must be understood that this clause only refers to Vehicles. The Contractor is expected and required to have a sufficient staff to meet the Board's needs.
- 13.2.12. A reliable transportation system is important to meet the education requirements of the Students and the Board. To this end, Students must be picked up in the AM in a timely and consistent manner, and Students must be delivered home in the PM in an efficient manner. If a bus arrives at school more than 15 minutes late in the AM or PM according to the applicable bell time, the Board reserves the right to deduct \$100 per occurrence from the monthly billing; provided however, that a bus may only be assessed a single \$100 penalty per day for each of an AM or PM route. Should situations beyond the control of the Contractor cause the late pick-up (weather, traffic), the damages shall not be assessed.
- 13.2.13. Vehicles are also required to carry the Transportation Care Plans provided by the Board for assigned Students. If a bus is found not to have on-board the required Transportation Care Plan, the Board reserves the right to deduct \$100 per day from the monthly billing for each day that the Plan is absent from the bus.
- 13.2.14. Vehicles and Vehicle Operators must be available on sixty (60) minutes notice for early closing of one or all schools in emergencies and upon one day's notice for early closing of any one or all schools for staff workshops or other activities needed. If a Vehicle does not arrive on-time for an early closing due to the unavailability of a Vehicle and/or a Vehicle Operator, the Board reserves the right to assess a \$100 per trip liquidated damage for the late arrival.
- 13.2.15. Should the Contractor utilize a Bus Depot from which it services others districts, the Contractor's staff members who are not assigned to service the District shall be strictly prohibited from engaging in, or interfering with, the Transportation Services. Should the Board determine in its sole discretion that any of the Contractor's staff members are engaging in, or interfering with, the Transportation Services, the Board

reserves the right to assess a \$200 per day liquidated damage charge for each day upon which the actions occur.

13.2.16. All Vehicle Operators shall be compliant with all local, state and federal laws, rules and regulations, including, but not limited to, strictly complying with traffic laws and other laws and regulations regarding transportation. This includes, but is not limited to, a strict prohibition on texting or holding a phone while driving, failure to follow traffic signs and adhering to speed limits, passing other Vehicles while Students are entering or existing the Vehicle, and passing Board-owned and operated cars and vans while Students are entering or existing the Vehicle. If a Vehicle Operator fails to comply with traffic laws and other laws regarding transportation, the Board reserves the right to assess a \$300 per trip liquidated damage for each instance.

13.2.17. In no event shall a Vehicle Operator leave a Vehicle unattended while it is occupied by any Student. If a Vehicle Operator leaves a Vehicle unattended while it is occupied by a Student, the Board reserves the right to assess a \$500 per trip liquidated damage for each instance.

13.3. It is understood and agreed by the Contractor that the assessment of non-performance damages shall be in addition to the right of the Board to terminate this Contract and that in the event of termination, the above damages shall be applied and assessed for the full period of any non-compliance during the school year. The rights and remedies set forth in this Section are in addition to any other rights or remedies available to the Board under this Contract, in law and equity.

13.4. The Board shall accumulate any liquidated damages and delay any assessment to the Contractor unless and until the accumulated liquidated damages reach or exceed \$1,000 in any school year. Should the assessment level be reached, the Board reserves the right to assess all accumulated liquidated damages. During the term of any accumulation, the Board shall provide the Contractor notice of the damages assessed within five (5) calendar days of the Board's determination that it intends to assess liquidated damages and provide the Contractor an opportunity to remedy the violating actions and/or respond to the Board's determination. While the Contractor shall have the opportunity to respond to the Board to offer any evidence of mitigating circumstances that might have caused the service issue, any such response must be made within thirty (30) calendar days after the Contractor's receipt of the Board's notification and the ultimate determination as to whether mitigating circumstances existed and liquidated damages will be imposed rests solely with the Board. Under no circumstances may the Board withhold, deduct or offset compensation due to Contractor for purposes of collecting liquidated damages. Failure to either timely notify or bill Contractor shall relieve Contractor of its obligation to compensate liquidated damages for the particular incident.

13.5. It is expressly understood by the Contractor that the Board, by not exercising its rights, or by waiving any of the provisions of this Contract, or by exercising the provisions of this Contract in a particular way, shall not be deemed to have waived any of its rights or the contract requirements despite any previous nonexercised or waiver.

13.6. In the event that the Contractor agrees to any increase or decrease in service levels, the Contractor shall be afforded a period of thirty (30) days following notice of such changes, during which time no liquidated damages may be assessed with respect to scheduled drop-off times or availability of buses on routes, while the Contractor makes operational adjustments to meet the District's revised requirements.

#### **14. EQUAL OPPORTUNITY.**

14.1. The Board is committed to a policy of providing equal job opportunities on public contracts and prohibiting discrimination against any employee, applicant or subcontractor because of race, color, religion, age,

sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, gender identity or expression, or membership in any other protected class. The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, gender identity or expression, or membership in any other protected class.

## 15. TERMINATION.

- 15.1. If, at any time during the term of the Agreement, the Contractor, in the sole discretion of the Board: (a) has failed to provide the level of services required under the Agreement; (b) has failed to fulfill services required in accordance with agreed schedules; (c) has become insolvent; (d) makes an assignment for the benefit of creditors; (e) files a voluntary petition in bankruptcy; (f) is subject to an involuntary petition in bankruptcy not discharged within thirty (30) days; (g) abandons the work; (h) subcontracts, assigns, transfers, conveys or otherwise disposes of its obligations under the Agreement other than as expressly permitted herein; (i) fails to provide the insurance required by this Agreement; (j) fails to provide the Performance Bond required by this Agreement; or (k) fails to comply with any other term or condition contained in the Agreement, the Board shall have the right to terminate the Agreement provided, that the Contractor has not remedied the violation within thirty (30) days of receipt of written notice of such violation.
- 15.2. The above remedies are in addition to any other remedies the Board may have.
- 15.3. In the event that the Board terminates this Agreement, the Board's payment obligation shall cease as of the final date on which the Transportation Services were performed by the Contractor in accordance with this Agreement.
- 15.4. Upon termination of this Agreement pursuant to this Section, the Contractor (and its surety) shall be responsible for, and indemnify the Board for, the Board's expenses, losses and damages incurred in replacing the Contractor for the remainder of the Term of the Agreement, including, but not limited to, costs incurred in obtaining a new contract including any and all increases in costs for the Transportation Services.
- 15.5. In the event that the Vehicles contracted for herein are unavailable for the Transportation Services due to a cause other than a Force Majeure Event, the Contractor shall be considered in default and the Board shall be free to contract with any other person or company for the Transportation Services. Cessation of bus services shall mean the absence from service of more than four (4) Vehicles on any day.
- 15.6. In the event of a cessation of service because of a Force Majeure Event (as defined herein), the Contractor shall notify the Board as soon as such information becomes known to it, and the Board shall be free to make interim arrangements for the Transportation Services.
- 15.7. In all cases where the Contractor ceases service for one or more school days (except in relation to a Force Majeure Event, as defined in Section 16 of this Agreement), the Board shall also have the unilateral right to declare the Contractor in default and call for the Performance Bond. Cessation of bus services shall mean the absence from service of more than four (4) Vehicles on any day.
- 15.8. The Transportation Services shall not be assigned or subcontracted without the prior written consent of the Board, which such consent shall be granted or withheld by the Board in its sole and absolute discretion, provided further that the Board shall not unreasonably withhold consent in the event that the Contractor requests to assign the Transportation Services to a parent company, subsidiary, related or affiliate company.

## 16. FORCE MAJEURE

- 16.1. Neither Party will be liable for any failure or delay in performing an obligation under this Agreement (except with respect to the District's obligation to pay for services already rendered) that is due to any of the following causes: acts of God, accident, riots, war, terrorist act, acts of public enemies, epidemic, pandemic, quarantine, civil disturbance, natural catastrophes, governmental acts or omissions, fire, explosion, fuel shortage, cyberattack, interruption to power or communication grid, or for any other acts not within the control of the affected Party, and which by exercise of reasonable diligence it is unable to prevent, except for strikes or labor unrest (each, a "Force Majeure Event").
- 16.2. For the avoidance of doubt, a Force Majeure Event shall not include (a) financial distress nor the inability of either party to make a profit or avoid a financial loss, (b) changes in market prices or conditions, (c) a party's financial inability to perform its obligations hereunder, or (d) the failure to provide sufficient Vehicle Operators to cover the transportation needs of the Board.

## 17. INDEMNIFICATION.

- 17.1. To the extent provided by law, the Contractor shall indemnify, defend and hold the Board, the Town and each of their respective officers, employees, agents and assigns harmless from any and all loss, liability, damage, penalty, expense or fee, including attorney's fees, or other costs or obligations which result from, or arise out of, the failure of the Contractor, or any of its officials, employees, agents, assigns or personnel, to perform its obligations under this Agreement, and/or the Contractor's or any of its officials, employees, agents, assigns or personnel's breach of the terms of this Agreement, except to the extent that such loss, liability, damage, penalty, expense or fee, including attorney's fees, or other costs or obligations, arises from or is caused by the negligence or willful misconduct of Board, its agents or employees; student upon student violence; routing or scheduling; or Contractor's good faith adherence to Board's policies, procedures, or directives.
- 17.2. The Board agrees to indemnify, hold harmless, and defend Contractor, its directors, officers, employees and agents from and against every claim or demand which may be made by any person, firm, or corporation, or any other entity arising from or caused the negligence or willful misconduct of Board, its agents, or employees in the performance of this Agreement, except to the extent that such claim or demand arises from or is caused by the negligence or willful misconduct of Contractor, its agents or employees.
- 17.3. Notwithstanding the foregoing, (a) each Party shall advise the other Party in writing of any claims, notices, or additional information received by it or of which it becomes aware for which such Party will seek indemnification hereunder, in such time and manner as not to impair or prejudice the ability of the indemnifying Party to defend such claims or investigate such notice, (b) each Party shall provide the indemnifying Party with the cooperation and assistance necessary to defend such claim requested by the indemnifying Party, and (c) neither Party shall settle or compromise any claim admitting the fault, liability, or negligence of the other Party without the other Party's prior written consent, which shall not be unreasonably withheld, conditioned or delayed. The obligations set forth in this paragraph shall survive the termination of this Agreement. As it applies to both Parties, nothing in this Agreement shall be construed to prevent or reduce the immunities from civil liability granted by applicable law.

## 18. MISCELLANEOUS.

- 18.1. This Agreement with its attached Exhibits and the Invitation to Bid and Contractor's proposal, which are incorporated by reference, shall constitute the full and complete agreement of the Parties hereto and

supersedes all prior agreements and understandings. In the event of a conflict, the terms of this Agreement shall control, followed by the terms of the Invitation to Bid, and subsequently, the terms of the Contractor's proposal

- 18.2. The Contractor shall not be held or deemed in any way to be the agent or employee of the Board. It is the intention of the Parties that the Contractor shall be and is to be considered an independent contractor.
- 18.3. If any provision of this Agreement is subsequently found to be illegal or invalid, all unlawful provisions shall be deemed stricken from this Agreement and shall be of no effect and the remaining provisions shall not be affected thereby and shall remain in full force and effect.
- 18.4. This Agreement and all Exhibits attached hereto constitutes the full and complete agreement of the parties hereto and shall be binding upon their perspective permitted successors and assigns.
- 18.5. This Agreement shall be governed by, and construed and enforced in accordance with, the laws of the State of Connecticut without regard to its conflicts of laws principles.
- 18.6. No failure by the Board to insist upon the strict performance of any agreement, term, covenant or condition hereof, or to exercise any right or remedy consequent upon a default thereof, shall constitute a waiver of such default and shall not be deemed to be a waiver of a subsequent default of such agreement, term, covenant or condition.

All notices to be given by the Parties to this Agreement shall be in writing and served by depositing the same in the United States mail, postage prepaid, registered or certified mail. The Board or Contractor may change its address of record for receipt of official notice by giving the other written notice of such change and any necessary mailing instructions. Notice by a Party to the other Party shall be sent to the address of record set forth in the Preamble to this Agreement unless a written notice of change of address of record has been received by the sending Party, in which case a notice shall be sent to such noticed new address of record. Additionally, a copy of any notice to the Contractor shall be sent to the following:

ATTN: General Counsel's Office  
First Student, Inc.  
191 Rosa Parks Street, 8<sup>th</sup> Fl.  
Cincinnati, OH 45202


[Signature Page Follows]

IN WITNESS WHEREOF, the Parties hereto have executed this instrument, through the duly authorized individuals signing below.

LISBON BOARD OF EDUCATION

FIRST STUDENT, INC.

By: *Jan A Rogers*  
Title: Lisbon BOE Chair

By:   
Title: *Erica Anderson, Madson*

**EXHIBIT A  
PRICING SCHEDULE**

	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
<b>Daily Buses</b>					
<b>Type I - per day, per vehicle</b>	\$449.60	\$481.07	\$514.74	\$550.77	\$589.32
% increase	12.50%	7%	7%	7%	7%
<b>Type II – Wheelchair Lift – per day, per vehicle</b>	\$449.60	\$481.07	\$514.74	\$550.77	\$589.32
% increase	12.50%	7%	7%	7%	7%
<b>Type II – Regular – per day, per vehicle</b>	\$426.42	\$456.27	\$488.21	\$522.38	\$558.95
% increase	12.50%	7%	7%	7%	7%
<b>Vans – per day, per vehicle</b>	\$365.01	\$390.56	\$417.90	\$447.15	\$478.45
% increase	12.50%	7%	7%	7%	7%
<b>Athletic / Field Trips / Special Trips – per hour rate</b>	\$73.20*	\$78.32*	\$83.80*	\$89.67*	\$95.95*
% increase	3%	7%	7%	7%	7%
<b>Aides/Monitors – per hour rate</b>	\$37.08*	\$39.68*	\$42.46*	\$45.43*	\$48.61*
% increase	0%	7%	7%	7%	7%

\* Two hour minimum, except for late buses, which are subject to a 1.5 hour minimum

EXHIBIT B  
FORM OF INVOICE



EXHIBIT C  
STUDENT DATA PRIVACY

This Agreement ("Agreement") is entered into on the date of execution below between the Lisbon Board of Education (the "Board") and First Student, Inc. ("Transportation Provider") (collectively, the "Parties") for the purpose of identifying the obligations of the Parties relative to the confidentiality of student data received or obtained pursuant to the contract between the Parties (the "Transportation Contract").

**Article I. Definitions**

For purposes of this Agreement, "directory information," "de-identified student information," "school purposes," "student information," "student records," "student-generated content," and "targeted advertising," shall be as defined by Conn. Gen. Stat. § 10-234aa. "Education records" and "personally-identifiable information," shall be defined by the Family Educational Rights and Privacy Act of 1974 ("FERPA"), codified at 20 U.S.C § 1232g (as amended); and its implementing regulations, 34 CFR 99.1 - 99.67 (as amended).

**Article II. Purpose of Agreement**

The Parties agree that the purpose of this Agreement is to detail the obligations of both Parties relative to the safety and confidentiality of student information, student records and student-generated content (collectively, "student data"), which student data may be provided to the Transportation Provider in connection with Transportation Provider's provision of transportation services to the Board. The Parties agree that the Transportation Contract does not require the exchange or maintenance of student generated content and that the exchange of student information and student records, if any, shall be limited in nature. The Board shall only provide to the Transportation Provider student records and/or student information essential to performance of obligations under the Transportation Contract.

**Article III. General Provisions**

- A. The Parties agree that this Agreement controls over any inconsistent terms or conditions contained within any other agreement entered into by the Parties concerning student data, including but not limited to the Transportation Contract.
- B. The Parties agree that in the event that any provision, term, or condition of the Privacy Policy of the Transportation Provider or any other policy, procedure or practice of the Transportation Provider concerning student data that is applicable to the Board at any time during the term of this Agreement conflicts with, or is inconsistent with, any provision, term, or condition of this Agreement, the provisions, terms, and conditions of this Agreement shall control over any such inconsistent or conflicting provision, term, or condition.
- C. All student data provided or accessed pursuant to this Agreement is and remains under the control of the Board. All student data are not the property of, or under the control of, the Transportation Provider.
- D. The Board may request that the Transportation Provider delete any student data in the Transportation Provider's possession that is not (1) otherwise prohibited from deletion or required to be retained under state or federal law (including student data that is required to be preserved in relation to litigation or that is subject to a litigation hold), or (2) stored as a copy as part of a disaster recovery storage system and that is (a) inaccessible to the public, and (b) unable to be used in the normal course of business by the Transportation Provider, provided the Board may request the deletion of any such student data if such copy has been used by the Transportation Provider to repopulate accessible data following a disaster recovery. Such request by the Board shall be made by electronic mail to the Transportation Provider. The Transportation Provider shall delete the requested student data within a reasonable period of time after receiving such a request.

- E. The Transportation Provider shall not use student data for any purposes other than those authorized in this Agreement or the Transportation Contract, and may not use student data for any targeted advertising.
- F. If the Transportation Provider receives a request to review student data in the Transportation Provider's possession directly from a student, parent, or guardian, the Transportation Provider agrees to refer that individual to the Board and to notify the Board within a reasonable period of time and without undue delay of receiving such a request. The Transportation Provider agrees to work cooperatively with the Board to permit a student, parent, or guardian to review personally identifiable information in student data that has been shared with the Transportation Provider, and correct any erroneous information therein, by following the amendment procedures outlined in the Board's Confidentiality and Access to Education Records Policy.

#### **Article IV. Security and Confidentiality of Student Data**

- A. The Transportation Provider and the Board shall ensure that they each comply with the FERPA. If Transportation Provider will have access to "education records" of Board's students as defined under FERPA, then Board represents and warrants that it has determined that First Student meets the criteria set forth in its annual FERPA rights notification for being a "school official" with a "legitimate educational interest" in the education records. Transportation Provider is and will remain under the direct control of the Board with respect to use and maintenance of education records and will use and disclose personally identifiable information that may be contained in such education records only for the purpose of fulfilling its duties and providing services under the Transportation Agreement including to (a) develop, improve, and customize any and services provided to Board; (b) comply with any applicable law or regulation.
- B. Further, the Transportation Provider shall contractor shall implement and maintain security procedures and practices designed to protect the security and confidentiality of student data, that, based on the sensitivity of the data and the risk of unauthorized access:
  - 1. Use technologies and methodologies consistent with the guidance issued in the American Recovery and Reinvestment Act of 2009, Public Law 111-5, § 13402(h)(2), 42 U.S.C. § 17932;
  - 2. Maintain technical safeguards relating to the possession of education records in a manner consistent with 45 C.F.R. 164.312;
  - 3. Otherwise meet or exceed industry standards relating to the safeguarding of confidential information.

#### **Article V. Prohibited Uses of Student Data**

- A. The Transportation Provider shall not use student data for any purposes other than those authorized pursuant to this Agreement or the Transportation Contract.
- B. The Transportation Provider shall not retain, and the Board shall not otherwise make available, any student data upon completion of the contracted services, except: (a) student data that is required to be preserved in relation to litigation or that is subject to a litigation hold, provided that only that student data reasonably believed to be necessary to preserve may be retained; or (b) in the event that a student, parent, or legal guardian of a student chooses to independently establish or maintain an electronic account with the Transportation Provider after the expiration of this Agreement for the purpose of storing student-generated content.

#### **Article VI. Data Breaches**

- A. Upon discovery by the Transportation Provider of a data breach, the Transportation Provider shall conduct an investigation and restore the integrity of its data systems and, without unreasonable delay, but not later than thirty (30) days after discovery of the breach, unless a longer period is allowed under applicable law, shall provide the Board with a notice of the breach. To the extent known, Transportation Provider's notification to the Board shall include the following information: the date and time of the breach; name(s) of the student(s) whose student data was released, disclosed or acquired; nature and extent of the breach; and measures taken to ensure that such a breach does not occur in the future. During such thirty-day period, the Contractor may (A) conduct an investigation to determine the nature and scope of such unauthorized release, disclosure or acquisition, and the identity of the students whose student information is involved in such unauthorized release, disclosure or acquisition, or (B) restore the reasonable integrity of the Contractor's data system.
- B. The Transportation Provider agrees to cooperate with the Board with respect to investigation of the breach, and to supplement notifications made to the Board as additional information becomes available. . If the breach was caused by Transportation Provider, then Transportation Provider agrees to reimburse the Board for its reasonable and documented costs associated with responding to the breach, including but not limited to the costs relating to notifications as required by Conn. Gen. Stat. § 10-234dd.

**Article VII. Choice of Law, Choice of Forum, Merger, Severability**

- A. Choice of Law. The parties agree that this Agreement and any disputes arising from or relating to this Agreement, including its formation and validity, shall be governed by the laws of the State of Connecticut.
- B. Choice of Forum. The parties agree that any and all disputes arising from or relating to this Agreement, including its formation and validity, shall be settled in the State of Connecticut.
- C. Amendment. This Agreement may be changed, amended, or superseded, only upon an agreement in writing executed by both parties hereto.
- D. Severability. A court finding of invalidity for any provision of this Agreement does not invalidate other provisions or applications that are not affected by the finding.

**Article VIII. Term**

- A. The term of this Agreement shall be effective upon execution by both parties and shall terminate when all of the student data collected, used, possessed or maintained by the Transportation Provider is properly and completely deleted or destroyed or returned to the Board, or, if it is infeasible to return or completely delete or destroy the student data, protections are extended to such student data in accordance with the provisions of Paragraph B within this Article.
- B. In the event that the Transportation Provider determines that returning or completely deleting or destroying the student data is infeasible, the Transportation Provider shall provide to the Board notification of the conditions that make return or complete deletion or destruction infeasible. The Transportation Provider shall extend the protections of this Agreement to such student data and limit further uses and disclosures of such student data to those purposes that make the return or complete deletion or destruction infeasible. The Transportation Provider shall not use or disclose such student data and shall maintain its security pursuant to this Agreement for so long as the Transportation Provider possesses or maintains such student data. In the event a disaster recovery system containing student data is used to repopulate the Transportation Provider's databases following the recovery from a disaster, the Transportation Provider shall delete all such student data immediately.

LISBON BOARD OF EDUCATION

By Jan A Rogers 04/11/2024  
Date

FIRST STUDENT, INC.

By [Signature] 4/11/24  
Date

## EXHIBIT D

The Contractor shall maintain, at its own expense and at all times during the term of the Agreement, insurance policies which meet or exceed the following requirements:

- a. The Contractor shall secure and maintain in force for the full term of this Agreement worker's compensation insurance (including employer's liability insurance), commercial general liability insurance, commercial automobile liability insurance and excess (umbrella) liability insurance from an insurance company (s) licensed to do business in the State of Connecticut, and which has an A.M. Best Company rating of A/X or better. Provided such carrier(s) is not available, the Contractor will advise the Board of this at least 60 days in advance and will be permitted to purchase this insurance from an alternate carrier subject to the approval of Board which approval will not be unreasonably withheld.
- b. Requirements.
  - i. Worker's Compensation insurance policy
    1. Which complies with the statutory Worker's Compensation Law of Connecticut;
    2. Employer's Liability Insurance with the following minimum limits of liability:
      - a. Bodily Injury by Accident - \$100,000 each accident
      - b. Bodily Injury by Disease - \$500,000 policy limit
      - c. Bodily Injury by Accident - \$100,000 each employee
  - ii. Commercial General Liability (CGL) policy: The CGL insurance shall be written with a Comprehensive Form and include without limitation the following:
    1. Premises-operations;
    2. Completed operations;
    3. Contractual insurance specifically applying to the provisions of this Agreement;
    4. Independent Contractors;
    5. Personal injury;
    6. Broad form comprehensive general liability endorsement;
    7. Sexual abuse and molestation.
  - iii. The limits of the CGL insurance shall be:
    1. Bodily Injury/Property damage each occurrence: \$1,000,000
    2. General Aggregate: \$2,000,000
    3. Personal/advertising injury each occurrence: \$1,000,000
  - iv. Commercial Automobile Liability.
    1. The automobile liability coverage shall be written on a Comprehensive form and include coverage for all owned, hired and non-owned Vehicles.

2. Coverage shall include liability for bodily injury and property damage resulting from the ownership, maintenance, or use of any such Vehicle by the Contractor, its agents or employees.
3. The limits of insurance coverage shall be:
  - a. Combined Single Limit (each occurrence): \$1,000,000

v. Excess (Umbrella) Liability.

1. The Excess (Umbrella) Liability Coverage will be at least as broad as the underlying Employer's liability, Commercial General Liability, and Commercial Automobile Liability policies.
2. The limits of insurance coverage shall be:
  - a. Combined Single Limit (each occurrence): \$9,000,000
  - b. Annual Aggregate: \$9,000,000

vi. A certificate of such insurance naming Lisbon Board of Education and Town of Lisbon as additional insured on a primary and non-contributory basis for commercial general liability, commercial automobile liability, and excess (umbrella) liability and containing a provision requiring written notice to Lisbon Board of Education and Town of Lisbon thirty (30) days in advance of cancellation shall be filed in the Business office of Lisbon Board of Education upon contract execution and thereafter prior to July 1st of each contract year.

vii. To the extent provided by law, the Contractor shall indemnify and hold Lisbon Board of Education and Town of Lisbon harmless against any and all other claims, expenses, loss or liability whatsoever arising out of or incidental thereto in connection with its operations, activities or omissions, or those of its employees and agents in furnishing the services provided herein. Each policy of insurance shall contain a waiver of subrogation, including workers' compensation, in favor of Lisbon Board of Education and Town of Lisbon.

c. All insurance policies and performance and payment bonds shall be issued by approved companies authorized to do business in the State of Connecticut and shall be in a form satisfactory to the Board. Lisbon Board of Education and Town of Lisbon reserve the right to make direct inquiry to the insurer or surety for information to such insurance or bond, and the Contractor shall agree to assist, if necessary, in obtaining such information.

d. This Contract shall not be effective until a satisfactory performance and payment bond and the insurance policy are delivered and received by Lisbon Board of Education and Town of Lisbon.