

**REQUEST FOR QUALIFICATIONS
FOR
DESIGN-BUILD SERVICES
FOR
WAXAHACHIE CREEK HIGH SCHOOL
AGRISCIENCE FACILITIES PROJECT
(Phase One)**

RFQ No. #27-200

WAXAHACHIE INDEPENDENT SCHOOL DISTRICT

REQUEST FOR QUALIFICATIONS DESIGN-BUILD SERVICES FOR WAXAHACHIE CREEK HIGH SCHOOL AGRISCIENCE FACILITIES PROJECT

The Waxahachie Independent School District is soliciting qualifications from qualified and interested firms for Design-Build Services for the Waxahachie Creek High School Agriscience Facilities Project.

All RFQ submissions must be submitted as follows:

Instructions for Paper Submission

Proposals should be submitted on 8.5" x 11", vertically aligned white copy paper to enable the District to make copies as necessary. All responses must include two originally signed proposal documents. Failure to remit the appropriate number of responses may constitute an incomplete response and be subject to disqualification. Responses should not be permanently bound together, easily removable binding, paperclips, or stapling are acceptable to keep responses documents together and in order for review.

Response proposals should have pages numbered to ensure complete responses and facilitate easier reference for evaluation purposes.

Instructions for Electronic Submission

Electronic submissions should be sent to bids@wisd.org and include the solicitation title as the subject line or in the main body of the message. All response documents should be attached to the message and should not be included as a part of the message.

The District will only verify receipt of electronic submission upon request and will not confirm submission by other vendors. If multiple responses are received from the same vendor, the response received closest to the submission deadline will be the only one accepted.

The date and time stamp associated with the receipt of the email message will be the official date and time received for purposes of ensuring timely submission.

Ambiguity

Any ambiguity in the proposal as a result of omission, error, lack of clarity or non-compliance by the proposer with specifications, instructions and all conditions shall be construed in the favor of Waxahachie ISD. In the event of a conflict between these standard RFP requirements and details provided in Appendix A – Scope of Services or Appendix B – Proposal, the appendices shall prevail.

Unit Prices and Extensions

If unit prices and their extensions do not coincide, the District may accept the price most beneficial to the District and the proposer will be bound thereby.

Additional Information

The District may request any other information necessary to determine proposer's ability to meet the minimum standards required by the RFQ.

Revised and Withdrawn Responses

Responses may be revised and/or withdrawn prior to the time and date set for RFP closing. For revised responses, the last response received will replace all previous responses for purposes of determining which proposal takes precedent. All revised responses should be complete responses to ensure they are properly accounted for.

Vendors wanting to withdraw a response must do so in writing with a valid signature on the request.

Due Date

Submissions shall be submitted not later than:

All responses must be delivered no later than 2:00 p.m. local time on October 22, 2026 at the address below. At 2:00 p.m. on the same day, received responses will be opened and read aloud by the WISD purchasing department.

All responses should be addressed to:

Waxahachie Independent School District

ATTN: Purchasing Department

411 N. Gibson St

Waxahachie, TX 75165

RFQ – Waxahachie Creek High School Agriscience Facilities Project

ANY SUBMITTAL RECEIVED AFTER THE TIME AND DATE STATED ABOVE WILL NOT BE CONSIDERED. UNSIGNED SUBMITTALS AND/OR SUBMITTALS RECEIVED VIA FACSIMILE OR EMAIL OTHER THAN BIDS@WISD.ORG WILL NOT BE CONSIDERED.

FAILURE TO COMPLY WITH SPECIFICATIONS INCLUDED IN THIS RFQ MAY RESULT IN THE DISQUALIFICATION OF YOUR SUBMITTAL.

**WAXAHACHIE INDEPENDENT SCHOOL DISTRICT
REQUEST FOR QUALIFICATIONS
WAXAHACHIE CREEK HIGH SCHOOL AGRISCIENCE FACILITIES PROJECT**

I. INTRODUCTION

1.1 The Waxahachie Independent School District (“WISD”, “District”, or “Owner”) will receive qualification statements from qualified Design-Build Firms for design and construction/installation of the following project: Waxahachie Creek High School Agriscience Facilities Project, including the scope detailed in Exhibit A. The Owner seeks to enter into a Design-Build Contract with a Design-Build Firm for Design-Build services to complete the Project scope, pursuant to Texas Government Code, Section 2269, Subchapter G, and in accordance with the terms, conditions and requirements set forth in this Request for Qualifications (“RFQ”).

The Scope of Work/Design Criteria shall include the detailed information at Exhibit A. The Scope of Work above is not intended to be an exhaustive scope list, however it is expected that the Design-Build Team will provide whatever consultants and design services necessary to advise the District regarding most economically advisable and feasible manner to address the Waxahachie Creek High School Agriscience Facilities Project set out in Exhibit A, and furnish turn-key installed optimized and operational solutions for the designated District facilities.

The District’s total estimated project budget for the Project is \$11,000,000.

PREVAILING WAGE RATE DETERMINATION: Respondents are advised that the Texas Prevailing Wage Law will be administered for this Project. The Owner has adopted the prevailing wage schedule for the Project, which is included in Exhibit B. Fringe benefits shall not be included unless the project is funded with federal funds. The construction of this Project is subject to Chapter 2258 of the Texas Government Code. Among other things, this Chapter provides that it shall be mandatory for a Contractor and upon any subcontractor under him to pay not less than the prevailing rates of per diem wages in the locality at the time of construction to all laborers, workmen, and mechanics employed by them in the execution of the contract.

If the Contractor or any of its Contractors or Subcontractors violate the provisions of the Prevailing Wage Statute above, by failing to pay the required prevailing wage to worker employed by it in the execution of the contract, the Contractor shall be required to pay the Owner the sum of Sixty Dollars and No/100 (\$60.00) for each worker employed for each calendar day or part of the day that the worker is paid less than the wage rate stipulated in the scale of prevailing wages applicable to this Project, as required by Texas Government Code Section 2258.023(b).

1.2 TIME CONSTRAINTS. This project is time sensitive and District desires to complete the Project as soon as possible. The District has set a deadline for the Project to be substantially complete prior to the start of the 2027-2028 school year. This deadline requirement should be considered by any firm choosing to participate in this selection process. In no event will the District’s educational mission be disrupted.

1.3 PROJECT OVERSIGHT. The District has engaged a firm as required by Texas Government Code, Section 2269.305 to act as the District’s independent representative (“Independent Representative”) for the duration of the Project and will provide advice to the District regarding design and project oversight on behalf of the District.

1.4 DEFINITIONS. As used in this RFQ, the terms below have the meanings set forth below:

A. “Design-Build Contract” means a single contract with a design-build firm for the design and construction of facility components.

B. “Design-Build Firm” means a partnership, corporation, or other legal entity or team that includes an engineer or architect and builder qualified to engage in construction in Texas.

II. NOTICE TO RESPONDENTS

2.1 Submittal Location and Deadline.

A. Qualification Statements shall be submitted in accordance with the requirements of this RFQ. The Owner will not acknowledge or receive Qualifications Statements that are delivered by telephone, facsimile (fax), or electronic mail (e-mail). It is the sole responsibility of submitting firms to ensure timely receipt of the RFQ response and to properly label the documents as indicated on the cover of this RFQ.

B. Complete responses must be submitted to the District no later than 2:00 p.m., Local Time, on October 22, 2026. Qualification Statements may be withdrawn by written request received by the District ***prior to the deadline for submissions.***

C. The responses will be opened and the firm names read aloud publicly at the District’s Administration Offices located at 411 N. Gibson St., Waxahachie, Texas 75165, immediately following expiration of the deadline time. Any Qualification Statement or modification received after the deadline will NOT be accepted. The District reserves the right to request supplemental information of any and all Respondents to aid the Owner in the evaluation process.

2.2 Point-of-Contact/Restriction on Communication. The District designates the following person as its representative and Points-of-Contact for this RFQ:

Ryan Kahlden
Chief Financial Officer
Waxahachie Independent School District
411 N. Gibson St.
Waxahachie, Texas 75165
rkahlden@wisd.org

A. Respondents shall restrict all contact with the District and direct all questions regarding this RFQ, to the District’s Representative specified above. ***Do not contact members of the Board of Trustees or other employees of the District. Contact with any of these prohibited individuals after issuance of the RFQ and before selection is made, may result in***

disqualification of your Qualifications Statement. This restriction extends to “thank you” letters, phone calls, emails and any contact that results in the direct or indirect discussion of the RFQ and/or proposal submitted by Respondents.

B. All questions regarding this invitation must be submitted in writing via email to Ryan Kahlden, WISD Chief Financial Officer at rkahlden@wisd.org. Requests for information/interpretation must be received by 2:00 p.m., Local Time, on October 12, 2026. Only questions answered by formal written addenda will be binding.

C. The District reserves the right to contact any Respondent for clarification after responses are opened and/or to further negotiate with any Respondent if such is deemed desirable by District.

D. Violation of this provision by Respondent or Respondent’s agent may lead to disqualification of Respondent’s proposal from consideration.

2.3 The Form of Agreement. The form of Agreement utilized for this Project shall be the AIA Document A141-2024, *Standard Form of Agreement Between Owner and Design-Builder*, as modified by the Owner. Upon the Owner’s acceptance of the Design Builder’s proposal, the Contract Documents will also include the completed A141-2024-Exhibit A, *Design Build Amendment*. ***A copy of the form of Agreement, including Owner’s modifications, will be provided in Phase Two of this procurement with the RFP. At that time the Respondent will be required to delineate any comments or requested changes and include an explanation for the requested change in its RFP response, otherwise Respondent will be deemed to have accepted the form of Agreement as written.***

2.4 Public Information. During the course of the selection process, the Qualifications Statements submitted by Respondents in response to this RFQ may be exempt from disclosure to the public under the Texas Public Information Act (the “Act”). The Qualifications Statements will however, upon the award of the contract, become a public record; and therefore, subject to disclosure to any person who makes a proper request for review of the documents. Some of the information you may provide in your Qualification Statement may contain commercial or financial information which you consider privileged or confidential, or may be of a nature which you feel may cause substantial competitive harm to your business if disclosed by the District to a third-party even after the award. You may be entitled to protect this information at the time a request is made for disclosure; however, you will need to consult your legal counsel to ensure that this kind of information, if included in your Response, is properly marked as confidential prior to submission. Wholesale marking of your entire Response as “Confidential” or “Proprietary” will not be effective. The District fully complies with the Texas Public Information Act. In the event information from Respondent’s Qualification Statement is requested, the District will use its best efforts to notify the Respondent of such request, but will have no duty to assert any claim to the Texas Attorney General’s Office that the Response or any parts of the Response are not subject to disclosure under the Act.

2.5 Criminal Background Checks. Respondent acknowledges that all employees and subcontractors of the Design-Builder who have continuing and direct contact with students will have to pass a criminal history background check prior to Work on the Project. More specific requirements of the statute will be provided in the Agreement provided in the Phase Two of this procurement.

2.6 Contract Award Process.

A. The District reserves the right to reject any or all Qualifications Statements. There will be no contractual obligation on the part of the District to any Respondent, nor will any Respondent have any property interest or other right in the contract unless and until a reasonable price for the services is negotiated, the contract is executed, and all conditions to be fulfilled by the Respondent (e.g. bonding and insurance documentation provided) have either been fulfilled by the Respondent or waived in writing by the District.

B. An award to a Design-Build Team for the services specified herein will be made following a two-step process using the procedure described in Texas Government Code, Section 2269.307. Phase One of the selection process will focus solely on the Respondent's ability to meet the mandatory qualifications and the criteria set forth in this RFQ related to its experience, technical competence, capability to perform, past performance of the firm and its members and overall qualifications of the Respondent as set out in this RFQ. ***PLEASE NOTE: COST-RELATED OR PRICE-RELATED FACTORS ARE NOT ELICITED AND SHOULD NOT BE SUBMITTED BY RESPONDENT DURING THIS FIRST PHASE OF THE SELECTION PROCESS.*** The ranking of qualifications statements will be completed initially by a District Committee selected by the Superintendent. The Evaluation Committee will qualify a maximum of five (5) Respondents from those submitting Qualifications Statements, to submit proposals in response to a Request for Proposals ("RFP") in Phase Two of the process. During Phase Two, the selected Respondents qualified in Phase One will be asked to submit a proposal providing additional information requested by the District. The additional information requested may include information regarding the Respondent's policies on subcontractor markup, a range of costs for general conditions based on a specified definition, its policies on retainage and contingencies, discounts for prompt payment and expected staffing for administrative duties. At Phase Two, there will be a non-mandatory Pre-Submittal Walk-Through of the Project sites. The Evaluation Committee will rank each proposal submitted from first to last based on all of the criteria published in the RFQ and the RFP, with the first ranked proposal being the proposal offering the best value to the District. The Committee will thereafter present its rankings to the Board for approval. The Board may either approve the rankings and authorize negotiation in accordance with Section 2269.308 of the Government Code, with the first ranked respondent and subsequent respondents if a satisfactory contract cannot be reached.

2.7 Evaluation Criteria.

A. **Required Certification.** Design-Build Firms submitting Qualification Statements must include an engineer or architect (as appropriate to the Project) licensed to practice in the State of Texas and builder qualified to engage in construction and authorized by the comptroller to do business in Texas. Further, the Design-Build Firm must certify that each architect or engineer that is a member of the firm was selected based upon demonstrated competence and qualifications in the manner provided by Texas Government Code, Section 2254.004. Such Certifications shall be made using the form ***attached hereto as RFQ Attachment B.*** If such Certification is not executed and submitted with the Design-Build Firm's response, its Statement of Qualifications will be excluded from consideration as non-responsive.

B. Criteria and Weights of Criteria for Evaluation. The criteria for evaluation of submitted Qualification Statements, and selection of the qualified Respondent(s), will be based on the factors listed below:

1	Past Performance, Reputation and Company Focus. - Outstanding reputation of past performance by Design-Build Firm and proposed team members, based upon information provided by the Respondent, by the references listed in Respondents statement, by the District <i>(and included in the Company References/Client Profile Information form, attached hereto as Exhibit 1 to Respondent's Questionnaire)</i>; and by other school districts not necessarily listed as references by Respondent. - Past performance and reputation of the Design-Build Firm for providing quality work; working cooperatively with their own team members, the Owner's Independent Representative and the Owner; and demonstrated understanding of the importance of communication among all parties.	5 Points
2	Experience and Technical Competence – Design - Experience, technical competence of Design Team and depth of bench to be able to address all aspects of the Project. - Expertise of design professionals on the team in designing functional, effective, energy efficient agriscience facilities as requested in this RFQ. - Demonstrated technical understanding of the impact of (and sometimes competing impact of) each element of the Project and ability to explain the concepts in laymen's terms to members of the Board and Administration. - Demonstrated knowledge of technology, effective reputable products and vendors in the industry. - Demonstrate full integration capability to any current District software.	20 Points
3	Experience, Technical and Managerial Competence – Construction - Demonstrated technical and managerial competence during construction of similar design-build projects, particularly those involving agriscience facilities, design considerations, expected installation, test and balance and controls that could arise with a project like the one solicited in this RFQ and issues specific to designing agriscience facilities, or similar facilities, for Texas public education entities including: - Experience, technical and managerial competence of Construction Team and depth of bench to be able to address all aspects of the Project. - Demonstrated ability to effectively use phasing, scheduling and creative means to complete projects on fast-track when faced with aggressive completion deadlines and ability to critique these techniques. - Demonstrated ability to effectively use ongoing cost estimation, effective value engineering and analysis to deliver the Design-Build project within budget.	20 Points
4	Capability to Perform. - Ability to dedicate experienced and capable key personnel to project(s), including principals of the firm, experienced design professionals and the proposed project managers. - Demonstrated financial wherewithal, bonding capacity and overall stability of the firm.	10 Points

5	Costing Methodology. Policies on subcontractor mark-up, definition of general conditions and range of costs for general conditions, retainage policies, contingency policies, staffing for administrative duties. <i>[Not submitted and scored until Phase Two.]</i>	30 Points
TOTAL		100 Points

2.8 Respondent's Acceptance of Evaluation Methodology. By submission of its Statement of Qualifications, the Respondent waives all rights to claims against the District, or persons authorized by the District, for any damages whatsoever arising from the District's or any person's or committee's evaluation of the Respondent's qualifications.

III. SUBMITTAL REQUIREMENTS

3.1 A principal of the firm must sign the completed response and affirm that the information provided is true, complete and accurate. Qualification Statements shall be clearly marked for each part of the requirements listed below.

3.2 Qualification Statements shall be prepared SIMPLY AND ECONOMICALLY, providing a straightforward, CONCISE description of the Respondent's ability to meet the requirements of this RFQ. Emphasis shall be on the QUALITY, completeness, clarity of content, responsiveness to the requirements, and an understanding of Owner's needs. Incomplete Qualification Statements may be considered non-responsive and subject to rejection.

3.3 Respondent shall correctly reveal, disclose, and state the true and correct name of the individual, proprietorship, corporation, and/or partnership (clearly identifying the responsible general partner and all other partners who would be associated with the contract, if any). No nicknames, abbreviations (unless part of the legal title), shortened or short-hand, or local "handles" will be accepted in lieu of the full, true and correct legal name of the entity. These names shall comport exactly with the corporate and franchise records of the Texas Secretary of State and Texas Comptroller. Individuals and proprietorships, if operating under other than an individual name, shall match with exact Assumed Name filings. Corporate Respondents and limited liability company Respondents shall include the 11-digit Comptroller's Taxpayer Number on the signature page of the proposal. If an entity is found to have incorrectly or incompletely stated its name or failed to fully reveal its identity on the signature page of its proposal, the District shall have the discretion, at any point in the contracting process, to suspend consideration of the response.

3.4 Response Organization. Respondent's response shall include the following items in the following sequence:

- a. **RESPONDENT GENERAL QUESTIONNAIRE:** Respondents are expected to examine this RFQ carefully, understand the terms and conditions for providing the services listed herein and respond completely. The Qualifications Statement shall be submitted as set out in the *attached as RFQ ATTACHMENT A, Respondent's Qualification General Questionnaire (and the Company References/Client Profile Information form for each client, attached as Exhibit 1 to Respondent's Questionnaire).*

- b. **CONFLICT OF INTEREST QUESTIONNAIRE**: District Policy and Chapter 176 of the Texas Local Government Code requires that persons, or their agents, who seek to contract for the sale or purchase of property, goods, or services with District shall file a completed Conflict of Interest Questionnaire (Form CIQ) with the District. The CIQ will be submitted as part of the response to a Request for Qualifications. The CIQ is available from the Texas Ethics Commission at <https://www.ethics.state.tx.us/data/forms/conflict/CIQ.pdf>. Please consult your own legal advisor if you have questions regarding the statute or form. **This form is required and is considered as part of the response to this RFQ.**
- c. **FELONY CONVICTION NOTIFICATION**: Complete, sign and submit the Felony Conviction Notification Form. **This form is required and is considered as part of the response to this RFQ.**
- d. **NON-COLLUSION AFFIDAVIT**: Complete, sign and submit the Non-Collusion Affidavit. **This form is required and is considered as part of the response to this RFQ.**
- e. **ACKNOWLEDGEMENT OF ADDENDA**: Complete and submit the Acknowledgement of Addenda. **This form is required ONLY if an addendum is issued for this RFQ.**
- f. **IRS FORM W-9**: Complete, sign and submit an IRS Form W-9.
- g. **CERTIFICATIONS BY DESIGN-BUILD FIRM**: Design-Build Firms submitting Qualification Statements must include an engineer or architect (as appropriate to the Project) licensed to practice in the State of Texas and builder qualified engage in construction and authorized by the Comptroller to do business in Texas. Further, the Design-Build Firm must certify that each architect or engineer that is a member of the firm was selected based upon demonstrated competence and qualifications in the manner provided by Texas Government Code, Section 2254.004. Such Certifications shall be made using the form *attached hereto as RFQ Attachment B*.
- h. **REQUIRED PROVISIONS**: Complete, sign, and submit the Required Provisions form. **This form is required and is considered as part of the response to this RFQ.**
- i. **SIGNATURE PAGE**: Complete, execute and submit the Signature Page. The Signature Page must be signed by a person, or persons, authorized to bind the entity, or entities, submitting the proposal. A Signature Page signed by a person other than an officer of the company or partner of the firm shall be accompanied by evidence of authority.

3.5 Respondents are expected to examine this RFQ carefully, understand the terms and conditions for providing the services listed herein and respond completely. FAILURE TO COMPLETE AND PROVIDE ANY OF THE ABOVE ITEMS MAY RESULT IN THE RESPONDENT'S QUALIFICATION STATEMENT BEING DEEMED NON-RESPONSIVE AND THEREFORE DISQUALIFIED FROM CONSIDERATION.

3.6 Any cost or expense incurred by the Respondent that is associated with the preparation of the Response, or during any phase of the selection process, shall be borne solely by the Respondent.

IV. AMENDMENTS TO THE RFQ

Changes, amendments, or written responses to questions received regarding this RFQ may be posted on the District's website. It is Respondent's responsibility to review this website and ascertain whether any amendments have been made prior to submission of a response. A Respondent, who does not have access to the internet must notify District if Respondent wishes to receive copies of amendments to this RFQ by mail. No oral statement of any person shall modify or otherwise change or affect the terms, conditions or specifications stated in the RFQ, and changes to the RFQ – if any – shall be made in writing only.

EXHIBIT A

SCOPE OF WORK/DESIGN CRITERIA

The Project will consist of roughly 40,000 square ft across three agriscience buildings, separating the species of animal. The District's design criteria for the facilities are as follows:

The District would like all buildings to have water supplied to the pens/projects within the agriscience facilities via PEX delivery systems, rather than through static PVC piping. Additionally, the District would like to ensure all buildings have a designated wash area for the animals and drains across the facilities to accommodate for runoff water and animal waste.

The District would like for one building to contain a central show arena that has appropriate ledging to allow for safe entry/exit, and a flooring system suitable for the installation and use of a sand surface. This building should also have pens/stalls to house cattle on one side and chickens and rabbits on the other side.

The two additional buildings would be smaller but roughly of equal size compared to each other - one building to house swine and one building to house sheep/goats.

The District would also like to utilize insulated metal panels as the exterior material for this project, similar to the District's pre-existing agriscience facilities at Waxahachie High School.

EXHIBIT B PREVAILING WAGE RATES

"General Decision Number: TX20260246 05/18/2026

State: Texas

Construction Types: Building

Counties: Texas Counties of
Ellis

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

ASBE0021-011 06/01/2025

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (DUCT, PIPE AND MECHANICAL SYSTEM INSULATION).....	\$ 33.23	7.52

BOIL0074-003 01/01/2025

	Rates	Fringes
BOILERMAKER.....	\$ 33.17	24.92

CARP1421-002 10/01/2023

	Rates	Fringes
MILLWRIGHT.....	\$ 32.02	11.27

ELEV0021-006 01/01/2025

	Rates	Fringes
ELEVATOR MECHANIC: FOOTNOTES: A. 6% UNDER 5 YEARS BASED ON REGULAR HOURLY RATE FOR ALL HOURS WORKED. 8% OVER 5 YEARS BASED ON REGULAR HOURLY RATE FOR ALL HOURS WORKED. B. NEW YEAR'S DAY, MEMORIAL DAY, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING DAY, THE FRIDAY AFTER THANKSGIVING DAY, CHRISTMAS DAY, AND VETERANS DAY.....	\$ 51.93	38.44

 ENGI0178-005 06/01/2020

	Rates	Fringes
POWER EQUIPMENT OPERATOR ((3) HYDRAULIC CRANES 59 TONS AND UNDER).....	\$ 32.35	13.10
POWER EQUIPMENT OPERATOR ((1) TOWER CRANE).....	\$ 32.85	13.10

IRON0263-005 06/01/2025

	Rates	Fringes
IRONWORKER: ORNAMENTAL AND STRUCTURAL.....	\$ 29.64	8.43

PLUM0100-005 11/01/2024

	Rates	Fringes
PIPEFITTER (EXCLUDES HVAC PIPE INSTALLATION).....	\$ 39.76	14.04
HVAC MECHANIC (HVAC UNIT INSTALLATION ONLY).....	\$ 39.76	14.04

SUTX2014-022 07/21/2014

	Rates	Fringes
TRUCK DRIVER: WATER TRUCK.....	\$ 12.00	4.11
TRUCK DRIVER: SEMI-TRAILER TRUCK.....	\$ 12.50	0.00
TRUCK DRIVER: FLATBED TRUCK.....	\$ 19.65	8.57
TRUCK DRIVER: DUMP TRUCK.....	\$ 12.39	1.18
TRUCK DRIVER: 1/SINGLE AXLE TRUCK.....	\$ 16.40	0.81
TRUCK DRIVER.....	\$ 16.15	3.46
TILE SETTER.....	\$ 14.25	0.00
TILE FINISHER.....	\$ 11.22	0.00
SPRINKLER FITTER (FIRE SPRINKLERS).....	\$ 22.94	0.00
SHEET METAL WORKER, EXCLUDES HVAC DUCT INSTALLATION.....	\$ 24.88	5.97
SHEET METAL WORKER (HVAC DUCT INSTALLATION ONLY)....	\$ 20.88	5.19
ROOFER.....	\$ 17.19	0.00
PLUMBER, EXCLUDES HVAC PIPE INSTALLATION.....	\$ 22.31	5.18
PLUMBER (HVAC PIPE INSTALLATION ONLY).....	\$ 22.16	5.46
PLASTERER.....	\$ 15.75	0.00
PAINTER: DRYWALL FINISHING/TAPING ONLY.....	\$ 13.76	2.84
PAINTER (BRUSH, ROLLER AND SPRAY), EXCLUDES DRYWALL FINISHING/TAPING.....	\$ 13.21	2.33
OPERATOR: ROLLER.....	\$ 15.04	0.00
OPERATOR: PAVER (ASPHALT, AGGREGATE, AND CONCRETE).....	\$ 18.44	0.00
OPERATOR: MECHANIC.....	\$ 17.52	3.33
OPERATOR: LOADER.....	\$ 13.46	0.85
OPERATOR: GRADER/BLADE.....	\$ 12.96	0.00
OPERATOR: FORKLIFT.....	\$ 13.21	0.81
OPERATOR: DRILL.....	\$ 15.69	0.50
OPERATOR: BULLDOZER.....	\$ 18.29	1.31
OPERATOR: BOBCAT/SKID STEER/SKID LOADER.....	\$ 13.93	0.00
OPERATOR: BACKHOE/EXCAVATOR/TRACKHOE.....	\$ 12.83	0.00

LATHER.....	\$ 16.00	0.00
LABORER: LANDSCAPE AND IRRIGATION.....	\$ 11.09	0.00
LABORER: ROOF TEAROFF.....	\$ 11.28	0.00
LABORER: PLASTER TENDER.....	\$ 12.22	0.00
LABORER: PIPELAYER.....	\$ 13.00	0.35
LABORER: MASON TENDER - CEMENT/CONCRETE.....	\$ 10.75	0.00
LABORER: MASON TENDER - BRICK.....	\$ 10.54	0.00
LABORER: COMMON OR GENERAL.....	\$ 12.97	0.00
IRONWORKER, REINFORCING.....	\$ 12.37	0.00
INSULATOR - BATT.....	\$ 13.00	0.00
INSTALLER - SIGN.....	\$ 15.61	0.00
INSTALLER - SIDING (METAL/ALUMINUM/VINYL).....	\$ 14.74	0.00
HIGHWAY/PARKING LOT STRIPING: OPERATOR (STRIPING MACHINE).....	\$ 10.04	2.31
GLAZIER.....	\$ 16.55	3.13
FORM WORKER.....	\$ 12.13	0.00
ELECTRICIAN, EXCLUDES LOW VOLTAGE WIRING AND INSTALLATION OF ALARMS/SOUND AND COMMUNICATION SYSTEMS.....	\$ 20.65	3.05
ELECTRICIAN (LOW VOLTAGE WIRING ONLY).....	\$ 17.97	2.63
ELECTRICIAN (COMMUNICATION TECHNICIAN ONLY).....	\$ 17.62	2.92
ELECTRICIAN (ALARM INSTALLATION ONLY).....	\$ 20.93	3.86
DRYWALL HANGER AND METAL STUD INSTALLER.....	\$ 15.42	0.00
CEMENT MASON/CONCRETE FINISHER.....	\$ 13.21	0.00
CAULKER.....	\$ 15.16	0.00
CARPENTER, EXCLUDES DRYWALL HANGING, FORM WORK, AND METAL STUD INSTALLATION.....	\$ 16.62	0.00
BRICKLAYER.....	\$ 19.89	0.00

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.
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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave
for Federal Contractors applies to all contracts subject to the
Davis-Bacon Act for which the contract is awarded (and any
solicitation was issued) on or after January 1, 2017. If this
contract is covered by the EO, the contractor must provide
employees with 1 hour of paid sick leave for every 30 hours
they work, up to 56 hours of paid sick leave each year.
Employees must be permitted to use paid sick leave for their
own illness, injury or other health-related needs, including
preventive care; to assist a family member (or person who is
like family to the employee) who is ill, injured, or has other
health-related needs, including preventive care; or for reasons
resulting from, or to assist a family member (or person who is
like family to the employee) who is a victim of, domestic
violence, sexual assault, or stalking. Additional information
on contractor requirements and worker protections under the EO

is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than @SU@, @UAVG@, @SA@, or @SC@ denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE:

UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The [SU] identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

[SU] wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The **SA** identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the **SA** identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

=====
END OF GENERAL DECISION

"

RFQ ATTACHMENT A

**RESPONDENT QUALIFICATION
GENERAL QUESTIONNAIRE**

(Restate each question as written and provide response)

SECTION A - GENERAL INFORMATION

1. **Company Information:** Provide the following information regarding your company.

Name/Name of Agency/Company: _____
Address: _____
State: _____ Zip Code: _____
Telephone No. _____ Fax No: _____

2. **Contact Information:** List the person who the District may contact concerning your response or setting dates for meetings.

Name: _____
Address: _____
State: _____ Zip Code: _____
Telephone No. _____ Fax No: _____
Email: _____

3. Does your Company anticipate any mergers, transfer of organization ownership, management reorganization, or departure of key personnel within the next twelve (12) months that may affect the organization's ability to carry out the project?

Yes ☐ No ☐

4. Is your Company authorized and/or licensed to do business in Texas?

Yes ☐ No ☐

5. Provide any other names under which your business has operated within the last ten (10) years.

6. Has the Company or any of its principals been debarred or suspended from contracting with any public entity?

Yes ☐ No ☐

If yes, identify the public entity and the name and current phone number of a representative of the public entity familiar with the debarment or suspension, and state the reason for or circumstances surrounding the debarment or suspension, including but not limited to the period of time for such debarment or suspension.

7. Has the Company or any of its principals had a bond or surety canceled or forfeited in the last 10 years?

Yes ☐ No ☐

If yes, state the name of the bonding company, date, amount of bond and reason for such cancellation or forfeiture.

8. **Bankruptcy Information.** Has the Company or any of its principals ever been declared bankrupt or filed for protection from creditors under state or federal proceedings?

Yes ☐ No ☐

9. If you answered yes to question 8, state the date, court, jurisdiction, cause number, amount of liabilities and amount of assets.

SECTION B - PAST PERFORMANCE AND REPUTATION

10. Provide information regarding similar agriscience facility design-build projects of similar size and scope to the one for which design-build services are requested herein, on which your firm is currently working or completed in the last five (5) years. For each, provide the information requested in the *Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)*.
11. Describe the relationship you anticipate the firm's key staff will have with the WISD Board of Trustees, the Owner's Independent Representative and District Administration. Describe a prior client relationship where you believe your team did a particularly good job in communicating with all or some of these stakeholders.
12. By numbering in order of importance, please indicate the level of priority your firm places on the following:
- ___ Technical Competence and attention to detail
 - ___ Finishing a Project on Time
 - ___ Finishing a Project in Budget
 - ___ Maintaining team morale and job satisfaction
 - ___ Maintaining industry relationships
 - ___ Candid Communication with Client
 - ___ Understandable Communication with Client
 - ___ Fidelity to the Client
 - ___ Client Satisfaction upon completion
 - ___ Client Satisfaction 5 years after completion

SECTION C - TECHNICAL COMPETENCE AND EXPERIENCE – DESIGN

13. Please provide Resumes or CV's demonstrating the expertise of design professionals on team in designing functional, effective, energy efficient and technologically sound agriscience facility installations similar to those the Scope of Work for this Project. (Note: These individuals will be considered key personnel who must be committed to this Project for its duration, unless excused by the Owner).
14. Provide a claims history for the past five (5) years under professional malpractice insurance for Respondent and any team member proposed to provide professional architectural or engineering services on this Project.
15. Name any consultants which are included as part of the proposed team. Describe each consultant's proposed role in the Project and its related experience. List other projects on which your firm has worked with the consultant and what expertise they brought to the project. If any of the consultants served in consulting roles on any of the projects listed on your ***Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)***, please indicate their role and what expertise they brought to the project.
16. Please provide the names of the person or persons in your firm who is/are most familiar with the industry standards and reputations of vendors whose products may be recommended by your firm for installation in this project.

SECTION D - TECHNICAL COMPETENCE AND EXPERIENCE – CONSTRUCTION

17. Demonstrated technical and management competence during construction of similar design-build projects.
18. Name key personnel who will provide lead on-site construction oversight (e.g. Superintendent and/or Project Manager) for this Project. Provide summary resumes for these individuals, including their name, title, and education, a brief overview of their specific qualifications, capabilities and experience with similar projects, and number of years with your firm. (Note: These individuals will be considered key personnel who must be committed to this Project for its duration, unless excused by the Owner).
19. Provide qualifications information for subcontractors you anticipate using in performing the construction, installation, optimization on the Project, if any, including the location of their offices, capabilities, experience including name, title and a brief overview of professional experience, if any.
20. Describe the way in which your firm develops and maintains project schedules. How often do you update schedules? For three of the projects listed in your ***Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)***, provide examples of how these techniques were used. Include specific examples of scheduling challenges, if any, and how your firm helped solve them (or, if none, avoided them).

21. Describe the types of records, reports, monitoring systems, and information management systems which your firm used in the management of the projects listed in your *Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)*. Describe how you used these systems for three of the projects and if any of the systems have changed as a result of any experience on one of these or other prior projects.
22. Describe a situation where your firm effectively used phasing, scheduling or other creative means to complete projects on a fast-track when faced with aggressive completion deadlines. Candidly provide an example of a method which was used and was not as effective at mitigating the effect of an aggressive deadline.
23. Describe the manner in which your firm develops and maintains a project budget. How often do you update the comparison of construction costs to budgeted costs? For three of the projects listed in your *Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)*, provide examples of how these techniques were used. Include specific examples of budget challenges, if any, and how your firm helped solve them (or, if none, avoided them).

SECTION E - CAPABILITY TO PERFORM

24. Provide an organization chart of the Company that depicts reporting responsibilities and organization of proposed team members. This chart must specifically identify the design professionals and subconsultants, program manager, and the key individuals responsible for major disciplines and support areas.
25. Name key personnel who will be part of the Design-Build Team for this Project. Provide summary resumes for proposed Project team members (for which you have not already provided resumes or CV's), including their name, title, and education, a brief overview of their specific qualifications, capabilities and experience with similar projects, and number of years with your firm. (Note: Key personnel must be committed to this Project for its duration, unless excused by the Owner).
26. List the members of the proposed Design-Build Team for this Project listed in the previous question, who also worked on any of the projects listed in your *Company References/Client Profile Information Forms (attached as Exhibit 1 to Respondent's Questionnaire)* and describe their roles in connection with those projects. If the entire Design-Build Team proposed above worked on any Project as an intact team, please so indicate and provide the information about the project or projects using a Company References/Client Profile Information Form to provide the information requested therein.
27. Provide financial reports for the last **two (2) years**, including, at a minimum: Balance Sheet, Income Statement, Statement of Cash Flow, and Statement of Financial Conditions. Include the name, address, and telephone number of the preparer.
28. Are any members of the Design-Build Team involved in the sales or marketing aspect of your business? If so, describe their involvement.

29. Does your firm or any of its members have any affiliation or agreement (formal or informal) with a manufacturer or wholesale provider of equipment needed for the Project, or any scope of products to be used for the Project? If so, would this affiliation or agreement require the firm to only recommend, design for or install the products the affiliate manufactures or sells? *[Note: If this question is answered in the affirmative, it will not necessarily disqualify your firm, but it is important for the District to have this information disclosed for transparency purposes.]*

EXHIBIT 1 TO RESPONDENT'S QUESTIONNAIRE
--

COMPANY REFERENCES/CLIENT PROFILE INFORMATION

PROJECT NAME: _____
In addition to providing the information set forth above in "Requirements of the Response" and set forth as Sections 1, 2, and 3, please submit a completed client profile information sheet for each reference.

- (1) Client Name: _____
(2) Address: _____
(3) City, State, Zip Code: _____
(4) Client Contact: _____
(5) Telephone Number: _____
(6) E-mail: _____
(7) Number of Employees in Client Organization: _____
(8) Project Scope of Services/Goals: _____

- (9) Contract Award Date: _____ Completion Date: _____
(10) Describe how the client's goals were met. Describe the architectural/engineering services performed and implemented. Attach additional pages as necessary.

- (11) Discuss significant obstacles to providing the required services and how those obstacles were overcome.

- (12) Has the client retained the Submitter for subsequent projects? If so, please describe current relationship.

- (13) Did the project come in at or under budget? If not, why?

RFQ ATTACHMENT B REQUIRED FORM
--

CERTIFICATIONS BY DESIGN-BUILD FIRM

On this _____ day of _____, appeared _____, who being first duly sworn, made the following certifications:

He/she is _____ of _____
(partner, officer or other capacity) (the Design-Build Firm of, etc.)
the Design-Build Firm submitting the attached Statement of Qualifications, and has personal knowledge of the information stated below:

a. The Design-Build Firm listed above includes an engineer/architect (select as appropriate to the Project) licensed to practice in the State of Texas and builder qualified to engage in construction and authorized by the Comptroller to do business in Texas.

b. Each architect or engineer that is a member of the Design-Build Firm submitting this Statement of Qualifications was selected based upon demonstrated competence and qualifications in the manner provided by Texas Government Code, Section 2254.004.

Subscribed and sworn to before me on this _____ day of _____, 2026.

NOTARY PUBLIC, STATE OF TEXAS

FELONY CONVICTION NOTIFICATION

The Texas Education Code, Section 44.034, Notification of Criminal History, Subsection (a), states “a person or business entity that enters into a contract with a school district must give advance notice to the district if the person or an owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony.”

Subsection (b) states “a school district may terminate a contract with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a) or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract.”

This notice is not required of a Publicly-Held Corporation.

I, the undersigned agent for the firm named below, certify that the information concerning notification of felony conviction has been received by me and the following information furnished is true to the best of my knowledge.

Vendor’s Business Name _____

Authorized Company Official’s Name (Printed) _____

A. My firm is a publicly-held, stock-exchange corporation; therefore this requirement is not applicable.

Signature of Company Official: _____

Date Signed: _____

B. My firm is not owned or operated by anyone who has been convicted of a felony.

Signature of Company Official: _____

Date Signed: _____

C. My firm is owned or operated by the following individual(s) who has/have been convicted of a felony (printed name and general description of type of felony or felonies):

- 1 _____

- 2 _____

- 3 _____

- 4 _____

Signature of Company Official: _____

Date Signed: _____

NON-COLLUSION AFFIDAVIT

_____, being first duly sworn, deposes and says this:

(1) He/she is _____ of _____,
(a partner or officer) (the firm of, etc.)
the Respondent who has submitted the attached Statement of Qualifications.

(2) He/she is fully informed respecting the preparation and contents of the attached Statement of Qualifications and of all pertinent circumstances respecting such Statement of Qualifications.

(3) That Statement of Qualifications is genuine and is not a collusive or sham response.

(4) Neither the said Respondent nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly or indirectly, with another Respondent, firm or person, to submit a collusive or sham Response in connection with the Contract for which the attached Statement of Qualifications has been submitted or to refrain from proposing in connection with such Contract, or has in any manner, directly or indirectly, sought by agreement or collusion, or communication or conferences, with any other Respondent, firm or person to secure through any collusion, conspiracy, connivance or unlawful agreement any advantage against the Waxahachie Independent School District or any person interested in the proposed contract; and,

(5) The price or prices which will be offered if selected as the successful Respondent in connection with this Request for Qualifications will be fair and proper and will not be tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the Respondent or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.

Respondent's Business Name: _____

Respondent's Representative Signature: _____

Respondent's Representative Title: _____

Subscribed and sworn to before me on this _____ day of _____, 2026.

NOTARY PUBLIC, STATE OF TEXAS

**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

Give form to the
requester. Do not
send to the IRS.

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)		
	2 Business name/disregarded entity name, if different from above.		
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate ☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) _____ Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. ☐ Other (see instructions) _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)	
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions _____ ☐		
	5 Address (number, street, and apt. or suite no.). See instructions.	Requester's name and address (optional)	
	6 City, state, and ZIP code		
	7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number									
				-				-	
Or									
Employer identification number									
				-					

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	Date

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

SIGNATURE PAGE AND DECLARATION OF COMPLIANCE

Check (✓) the box that indicates business structure of Respondent.

☐ Individual/Sole Proprietorship ☐ Partnership or Joint Venture ☐ Corporation ☐ Other Entity (State Type)

The undersigned certifies that (s)he is _____ (title) of the Respondent entity named below; that (s)he is authorized to sign this Statement of Qualifications (if a Corporation then by resolution with Certified Copy of resolution attached) for and on behalf of the entity, if any, named below, and that (s)he is authorized to execute same for and on behalf of and bind said entity to the terms and conditions provided for in the Submission as required by this RFQ, and has the requisite authority to execute an Agreement on behalf of Respondent, if awarded, and that the 11-digit Comptroller's Taxpayer Number for the entity, if any, is:

11-digit Comptroller's Taxpayer Number

Employer Identification No.

ADDENDA Undersigned acknowledges receipt of Addenda Nos.: _____.

Respondent Organization Name

Signature: _____

Printed Name: _____

Title: _____

Signature: _____

(If Respondent is a Joint Venture, an authorized signature from a representative of each party is required.)

Printed Name: _____

Title: _____

By signing this Signature Page and Declaration of Compliance, I do hereby declare that I have read the Request for Qualifications, on which our Qualifications Statement is submitted with full knowledge of the requirements, and do hereby agree to furnish all services in full accordance with the requirements outlined in the Request for Qualifications.

By signing and executing this Qualifications Statement, I further certify on behalf of my organization and represent to the Waxahachie Independent School District that Respondent has not offered, conferred or agreed to confer any pecuniary benefit, as defined by Section 218 of the TEXAS PENAL CODE, or any other thing of value, as consideration for the receipt of information or any special treatment or advantage relating to this Qualifications Statement; the Respondent also certifies and represents that Respondent has not offered, conferred or agreed to confer a pecuniary benefit or other things of value as consideration for the recipient's decision, opinion, recommendation, vote or other exercise of discretion concerning this submission; the Respondent certifies and represents that Respondent has neither coerced nor attempted to influence the exercise of discretion by any officer, trustee, agent or employee of the Waxahachie Independent School District concerning this Qualifications Statement on the basis of any consideration not authorized by law; the Respondent also certifies and represents that Respondent has not received any information not available to other Respondent so as to give the undersigned a preferential advantage with respect to this submission; the Respondent further certifies and represents that Respondent has not violated any state, federal or local law, regulation or ordinance relating to bribery, improper influence, collusion or the like and that Respondent will not in the future offer, confer, or agree to confer a pecuniary benefit or other thing of value to any officer, trustee, agent or employee of the Waxahachie Independent School District in return for the person having exercised the person's official discretion, power or duty with respect to this Qualifications Statement; the Respondent certifies and represents that it has not nor and will not in the future offer, confer, or agree to confer a pecuniary benefit or other thing of value to any officer, trustee, agent or employee of the Waxahachie Independent School District in connection with information regarding this Submission, the submission of this Qualifications Statement, the award or performance of a contract in connection with this RFQ.

REQUIRED PROVISIONS

Within this solicitation, the District has presented information on several legal requirements that the respondent is required to acknowledge. Some of these requirements are:

Conflicts of Interest: Respondent understands and acknowledges that Chapter 176 of the Texas Local Government Code mandates the public disclosure of certain information concerning persons doing business or seeking to do business with the Waxahachie Independent School District, including affiliations and business and financial relationships such as persons may have with Waxahachie ISD officers. The applicable forms and a complete text of the law are available at <https://www.ethics.state.tx.us/forms/conflict/>. Respondent certifies that it has received information from the District related to the requirements of Chapter 176.

Prohibition on Diversity, Equity, and Inclusion Duties and Activities: Except as required by state and federal law, if awarded the Agreement, Respondent certifies to the District that, as a contractor to the District within the meaning of Section 11.005 of the Texas Education Code, Respondent will not engage in diversity, equity, and inclusion duties at, for, or on behalf of the District. Respondent acknowledges that it has received a physical and electronic copy of the policy and procedure described in Section 11.005(c) of the Texas Education Code.

Prohibition on Certain Classroom Instruction and Activities: Respondent understands and acknowledges that, if awarded the Agreement, Respondent is prohibited from intentionally or knowingly engaging in, or assigning to another individual, instruction, guidance, activities, or programming prohibited by Education Code §28.0022, including compelled discussion of a widely debated, currently controversial issue of public policy or social affairs, or requiring or awarding course credit for lobbying or political advocacy work.

No boycotting Israel Confirmation: Pursuant to Texas Government Code Chapter 2271, as amended, if this contract is valued at \$100,000 or more and if the Respondent has at least ten (10) full time employees, then the Respondent certifies to the District that the Respondent does not boycott Israel and will not boycott Israel during the term of the Agreement. This section does not apply to a sole proprietorship.

No boycotting of Energy Companies Confirmation: To the extent required by applicable law, including Texas Government Code Chapters 2276 and 809, if this contract is valued at \$100,000 or more and if Respondent has at least ten (10) full-time employees, then Respondent certifies to the District that the Respondent does not boycott energy companies and will not boycott energy companies during the term of the Agreement. This section does not apply to a sole proprietorship.

No boycott of Firearms Companies Confirmation: Pursuant to Texas Government Code Chapter 2274, if this contract is valued at \$100,000 or more and if has at least ten (10) full-time employees, then Respondent certifies to the District that the Respondent does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of the Agreement. This section does not apply to a sole proprietorship.

No Foreign Terrorist Organization Confirmation: Respondent verifies and affirms that it is not a foreign terrorist organization as identified on the list prepared and maintained by the Texas Comptroller of Public Accounts. If Respondent has misrepresented its inclusion on the Comptroller’s list such omission or misrepresentation will void the Agreement with the District.

No Abortion Provider Confirmation: Respondent certifies that it is not an abortion provider, an affiliate of an abortion provider, or an abortion assistance entity, as defined by Texas Government Code Chapter 2273.

Acknowledgement

I, the undersigned, as the owner or legally authorized representative of the above-named company, by signing the following statement, agree that I have READ and UNDERSTAND all of the legal requirements and prohibitions listed above and certify that we are in compliance with all applicable legal requirements and will remain compliant during the term of this Agreement.

Name and Title of Owner/Legally
Authorized Representative:

Signature of Owner/Legally
Authorized Representative:

Date:

PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION ACTIVITIES

BT
(LEGAL)

Definitions

“Diversity, equity, and inclusion duties” means:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation, except for the purpose of student recruitment efforts by colleges and universities designated as historically black colleges and universities in collaboration with school districts, or as necessary to comply with state or federal law;
4. Compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

Education Code 11.005(a)

Prohibited Activities

Except as required by state or federal law, a district may not assign diversity, equity, and inclusion duties to any person and must prohibit a district employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district.

Discipline Policy

The district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties. The policy and procedure adopted by the district must ensure that an employee or contractor receives adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions.

Notice

The district shall provide a physical and electronic copy of the policy and procedure to each district employee or contractor.

Education Code 11.005(b)-(d)

Activities Not Prohibited

Nothing in this policy may be construed to:

1. Limit or prohibit a district from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law;

PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION ACTIVITIES

BT
(LEGAL)

2. Limit or prohibit a district from acknowledging or teaching the significance of state and federal holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the TEKS adopted under Education Code, Subchapter A, Chapter 28;
3. Affect a student's rights under the First Amendment to the U.S. Constitution or Section 8, Article I, Texas Constitution;
4. Limit or prohibit a school district from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Education Code 39.053; or
5. Apply to:
 - a. Classroom instruction that is consistent with the TEKS adopted by the State Board of Education;
 - b. The collection, monitoring, or reporting of data;
 - c. A policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or
 - d. A student club that is in compliance with the requirements of Education Code 33.0815.

Education Code 11.005(e)

**Certification
Required**

Not later than September 30 of each year, the superintendent of a school district shall certify to the Texas Education Agency (TEA) that the district is in compliance with Education Code 11.005 (prohibition on diversity, equity, and inclusion duties) and the instructional requirements and prohibitions under Education Code 28.0022 [see EMB]. The certification shall be submitted electronically. TEA shall post each certification received under Education Code 39.008(a) on TEA's website.

Requirements

The certification must include:

1. A description of the policies and procedures required by Education Code 11.005(c) and 28.0022(h) and the manner in which district employees and contractors were notified of those policies and procedures;
2. Any existing policies, programs, procedures, or trainings that were altered to ensure compliance with Education Code 39.008, 11.005, or 28.0022; and

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3. Any cost savings resulting from actions taken by the school district to comply with this section.

Board Approval

The certification required by Education Code 39.008(a) must be approved by a majority vote of the board at a public meeting that includes an opportunity for public testimony and for which notice was posted on the district's website at least seven days before the date on which the meeting is held.

Education Code 39.008

CONTRACTED SERVICES

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**Employment
Assistance
Prohibited**

A district that receives Title I funds shall have regulations or policies that prohibit any individual who is a school employee, contractor, or agent, or a district, from assisting a school contractor or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or district knows, or has probable cause to believe, that such contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law.

This requirement shall not apply if the information giving rise to probable cause has been properly reported to a law enforcement agency with jurisdiction over the alleged misconduct; and has been properly reported to any other authorities as required by federal, state, or local law, including Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) and the implementing regulations under Part 106 of Title 34, Code of Federal Regulations, or any succeeding regulations; and:

1. The matter has been officially closed or the prosecutor or police with jurisdiction over the alleged misconduct has investigated the allegations and notified school officials that there is insufficient information to establish probable cause that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law;
2. The contractor or agent has been charged with and acquitted or otherwise exonerated of the alleged misconduct; or
3. The case or investigation remains open and there have been no charges filed against, or indictment of, the contractor or agent within four years of the date on which the information was reported to a law enforcement agency.

20 U.S.C. 7926 [See also DC]

Severance Pay

A district that enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, that contains a provision for severance pay with an independent contractor must include:

1. A requirement that severance pay that is paid from public money may not exceed the amount of compensation, at the rate at the termination of the contract, the independent contractor would have been paid for 20 weeks, excluding paid time off or accrued vacation leave; and
2. A prohibition of the provision of severance pay when the independent contractor is terminated for misconduct.

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A district shall post each severance agreement in a prominent place on its internet website.

“Misconduct” means an act or omission by a contractor in the performance of the contractor’s duties that the board determines to be misconduct, including any finding of criminal conduct.

“Severance pay” means dismissal or separation income paid on termination of the contract of an independent contractor that is in addition to the contractor’s usual compensation as prescribed by the contract.

[For provisions related to severance agreements for district employees, see DEA.]

Local Gov’t Code 180.011

**Prohibition on
Diversity, Equity,
and Inclusion**

A district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties. The district shall provide a physical and electronic copy of the policy and procedure to each district contractor.

The policy and procedure adopted by a district must ensure that a contractor receives adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions. [See BT]

Education Code 11.005(c)-(d) [See also DF]

**Prohibited
Classroom
Instruction**

A district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district or school contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by Education Code 28.0022 (Certain Instructional Requirements and Prohibitions). The district shall provide a physical and electronic copy of the policy and procedure to each district or school contractor. *Education Code 28.0022(h)* [See also DF, EMD]

**Sexual Orientation
and Gender Identity**

A district or district employee may not allow a third party to provide instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students enrolled in prekindergarten through 12th grade.

This provision may not be construed to:

1. Limit a student’s ability to engage in speech or expressive conduct protected by the First Amendment, U.S. Constitution or by Section 8, Article I, Texas Constitution, that does not result in material disruption to school activities;

CONTRACTED SERVICES

CJ
(LEGAL)

2. Limit the ability of a person who is authorized by the district to provide physical or mental health-related services to provide the services to a student, subject to any required parental consent; or
3. Prohibit an organization whose membership is restricted to one sex and whose mission does not advance a political or social agenda from meeting on a district campus.

Education Code 28.0043 [See also EMB]

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(LOCAL)

**Employment
Assistance
Prohibited**

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.

[See also DC for prohibitions relating to employees.]

**Prohibited
Classroom
Instruction or
Activities**

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

**Prohibition on
Diversity, Equity,
and Inclusion**

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

[See BT(LEGAL)]

MISCELLANEOUS INSTRUCTIONAL POLICIES
TEACHING ABOUT CONTROVERSIAL ISSUES

EMB
(LEGAL)

**Exemption from
Instruction**

A parent or person standing in parental relation is entitled to remove the parent's child from a class or other school activity that conflicts with the parent's religious or moral beliefs if the parent presents or delivers to the teacher of the parent's child a written statement authorizing the removal of the child from the class or other school activity.

A parent or person standing in parental relation is not entitled to remove the parent's child from a class or other school activity to avoid a test or to prevent the child from taking a subject for an entire semester. This provision does not exempt a child from satisfying grade level or graduation requirements in a manner acceptable to the district and the Texas Education Agency (TEA).

Education Code 26.002, .010

See also *Mahmoud v. Taylor*, 145 S.Ct. 2332 (2025) (holding that the introduction of certain public school instruction, without parental notice and an opportunity to opt out, would likely burden parents' right to free exercise of religion).

**Instructional
Requirements and
Prohibitions**

Controversial
Topics

The following provisions under Education Code 28.0022(a) apply to any course or subject, including an innovative course, for a grade level from kindergarten through grade 12.

A teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs.

A teacher who chooses to discuss a topic described above shall explore that topic objectively and in a manner free from political bias.

Education Code 28.0022(a)(1)-(a)(2)

Sexual Orientation
and Gender Identity

A district or district employee may not provide or allow a third party to provide instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students enrolled in prekindergarten through 12th grade.

This provision may not be construed to:

1. Limit a student's ability to engage in speech or expressive conduct protected by the First Amendment, U.S. Constitution or by Section 8, Article I, Texas Constitution, that does not result in material disruption to school activities;
2. Limit the ability of a person who is authorized by the district to provide physical or mental health-related services to provide the services to a student, subject to any required parental consent; or

MISCELLANEOUS INSTRUCTIONAL POLICIES
TEACHING ABOUT CONTROVERSIAL ISSUES

EMB
(LEGAL)

3. Prohibit an organization whose membership is restricted to one sex and whose mission does not advance a political or social agenda from meeting on a district campus.

Education Code 28.0043

Political Activism
and Advocacy
Participation

A district or teacher may not require, make part of a course, or award a grade or course credit, including extra credit, for a student's:

1. Work for, affiliation with, or service learning in association with any organization engaged in:
 - a. Lobbying for legislation at the federal, state, or local level, if the student's duties involve directly or indirectly attempting to influence social or public policy or the outcome of legislation; or
 - b. Social policy advocacy or public policy advocacy;
2. Political activism, lobbying, or efforts to persuade members of the legislative or executive branch at the federal, state, or local level to take specific actions by direct communication; or
3. Participation in any internship, practicum, or similar activity involving social policy advocacy or public policy advocacy.

Education Code 28.0022(a)(3)

The above provisions do not apply to a student's participation in:

1. Community charitable projects, such as building community gardens, volunteering at local food banks, or other service projects;
2. An internship or practicum:
 - a. For which the student receives course credit under a career and technology education program or under the P-TECH program established under Education Code 29.553; and
 - b. That does not involve the student directly engaging in lobbying, social policy advocacy, or public policy advocacy; or
3. A program that prepares the student for participation and leadership in this country's democratic process at the federal, state, or local level through the simulation of a governmental process, including the development of public policy.

Education Code 28.0022(b)

MISCELLANEOUS INSTRUCTIONAL POLICIES
TEACHING ABOUT CONTROVERSIAL ISSUES

EMB
(LEGAL)

Concepts Prohibited A teacher, administrator, or other employee of a district may not require or make part of a course inculcation in the concept that:

1. One race or sex is inherently superior to another race or sex;
2. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
3. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
4. An individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;
5. An individual, by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
6. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race;
7. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or
8. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality.

A teacher, administrator, or other employee of a district may not teach, instruct, or train any administrator, teacher, or staff member of a state agency, school district, or open-enrollment charter school to adopt a concept listed above.

A teacher, administrator, or other employee of a district may not require an understanding of The 1619 Project.

Education Code 28.0022(a)(4)

*Student
Discussion*

A district may not implement, interpret, or enforce any rule in a manner that would result in the punishment of a student for reasonably discussing the concepts described above in school or during a school-sponsored activity or have a chilling effect on reasonable student discussions involving those concepts in school or during a school-sponsored activity. *Education Code 28.0022(d)*

MISCELLANEOUS INSTRUCTIONAL POLICIES
TEACHING ABOUT CONTROVERSIAL ISSUES

EMB
(LEGAL)

Employee or
Contractor
Discipline Policy

A district shall adopt a policy and procedure for the appropriate discipline, including termination, or a district employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by Education Code 28.0022. The district shall provide a physical and electronic copy of the policy and procedure to each district employee or contractor. *Education Code 28.0022(h)*

Limitations on
Statute

Education Code 28.0022 may not be construed as limiting the teaching of or instruction in the essential knowledge and skills adopted under Education Code Chapter 28, Subchapter A.

Education Code 28.0022 does not create a private cause of action against a teacher, administrator, or other employee of a district.

Education Code 28.0022 may not be construed as prohibiting a teacher employed by a district from directing a classroom activity that involves students communicating with an elected official so long as the district, school, or teacher does not influence the content of a student's communication.

Education Code 28.0022(e)-(g)

MISCELLANEOUS INSTRUCTIONAL POLICIES
TEACHING ABOUT CONTROVERSIAL ISSUES

EMB
(LOCAL)

The District shall address controversial topics in an impartial and objective manner. Teachers shall not use the classroom to transmit personal beliefs regarding political or sectarian issues. Students and educators shall ensure that, to the extent possible, discussions are conducted fairly and courteously.

Selection of Topics

A teacher selecting topics for discussion in the classroom shall be adequately informed about the issue and capable of providing instruction on the subject, free from personal bias. In addition, the teacher shall be certain that:

1. The issue in question is within the range, knowledge, maturity, and comprehension of the students.
2. The issue is current and educationally significant.
3. The consideration of the issue does not interfere with required instruction.
4. Sufficient relevant information on all aspects of the issue is provided.

If a teacher is unsure about a topic of discussion or about the methods to employ, the teacher may discuss the issue with the principal.

Classroom Discussion

In guiding classroom discussion of controversial issues, teachers shall:

1. Foster students' critical thinking skills.
2. Encourage discussion based on rational analysis.
3. Create an atmosphere in which students learn to respect others' opinions and disagree courteously.
4. Ensure that multiple viewpoints about the issue are presented by introducing an unexpressed viewpoint when necessary.
5. Avoid any attempt to coerce or persuade students to adopt the teacher's point of view.

Student or Parent Concerns

A student or parent with concerns regarding instruction about controversial issues shall be directed to the complaint policy at FNG.