

Sole Source Notification

Comprehensive School Counseling Program

It is the intent of Washington State to promote open competition and transparency for all contracts for goods and services. In accordance with Department of Enterprise Service (DES) policy #DES-140-00, all intended sole source contracts must be made available for public inspection for a period of not less than fifteen (15) working days before the start date of the contract. This Sole Source Notification satisfies the requirement.

*This Sole Source Notification is available at the [Office of Superintendent of Public Instruction \(OSPI\) website](#) and at the Department of Enterprise Services, [Washington Electronic Business Solution \(WEBS\) Procurement website](#) under the following commodity codes: **924-05**: Advisory Services, Educational; **924-18**: Educational Services, Alternative; **924-35**: In-Service Training (For Employees); **924-71**: School Operation and Management Services; **952-21**: Counseling*

The Office of Superintendent of Public Instruction (OSPI) intends to award a \$94,850 sole source contract to Hatching Results, Inc. for the period of September 2024, through June 30, 2025.

The purpose of this contract is to support access to, and engagement with, existing professional development content, tools, and materials; to identify and fill out gaps in the content; and build capacity for sustainability related to comprehensive school counseling programs (CSCP) in accordance with Substitute Senate Bill (SSB) 5030.

Consultants contemplating the above requirements shall submit capability statements detailing their ability to meet the state's requirements **no later than 3:00 pm on September 11, 2024**.

Capability statements must address the following state requirements:

- Extensive knowledge of the four required components of Washington's SSB 5030 specifically, and the American School Counselor Association (ASCA) National Model of best practices for school counseling in general.
- Understanding of the nuanced differences between school counselors and other ESA certificated staff in Washington, and the most appropriate ways to integrate each role in the planning and delivery of a CSCP to ensure the professional identities of all involved staff stay true to their training and certification.
- Familiarity with Washington Social Emotional Learning (SEL) standards and benchmarks and their relationship to, as well as their difference from, the CASEL and ASCA standards.
- Familiarity with Washington Multi-Tiered Systems of Support (MTSS) Framework and how a CSCP should align and fit within a school's MTSS.
- Team members with lived experience as: school counselors, state school counselor association board members, building administrators, district administrators, counselor



educators, and superintendents from rural, urban, and suburban communities and across all K-12 grade levels.

- Evidence of experience with state-level CSCP implementation, legislatively mandated systems changes, and/or other relevant large-scale transformation.
- History of successful and mutually-serving partnerships with state associations including, but not limited to, school counselor associations, school principal associations, school director associations, and educator associations.
- Experience supporting small and/or rural school districts with less than 1,000 students to implement a CSCP, even if no certified school counselor exists on staff.
- Experience providing consultation, implementation support, and professional learning through a guided community of practice to district leaders tasked with supporting CSCPs.
- Ability to offer both asynchronous and synchronous professional learning opportunities aligned with the ASCA National Model.

In the absence of other qualified sources, and pending approval by the Department of Enterprise Services, it is OSPI's intent to make a sole source award of the contract mentioned above to Hatching Results, Inc.

Although this Sole Source Notification is not an invitation to bid, if you feel your firm is able to provide the goods or services listed above, you may submit a capability statement to:

Kyla Moore
Office of Superintendent of Public Instruction
Email: contracts@k12.wa.us

In accordance with DES Sole Source policy process #PRO-DES-140-00A, the following documents are attached:

- *Attachment 1 – A copy of the Sole Source Contract Filing Justification*
- *Attachment 2 – A copy of the proposed draft sole source contract in significantly final form*

Attachment 1 – Sole Source Contract Filing Justification

Specific Problem or Need

- *What is the business need or problem that requires this contract?*
When the original bill that funded comprehensive school counseling programs passed in 2021, the legislature only provided \$27,000 to support implementation during the first year, so that funding ended June 30, 2022. Federal Elementary and Secondary School Emergency Relief (ESSER) funds were used to support subsequent contracts with Hatching Results® through June 30, 2024; there is currently no direct state funding provided for the mandated implementation of SSB 5030.

This contract is intended to fill resource gaps and add new professional learning opportunities to the repository of resources that OSPI and Hatching Results® have curated to support districts and practitioners to implement their CSCP with fidelity and in alignment to the requirements of SSB 5030 as articulated in RCWs 28A.320.600 through 28A.320.610.

Additionally, because SSB 5030 did not include an accountability measure, it is difficult to determine what phase of implementation districts are in. To address this need, a portion of this contract will involve measuring if and how the supports OSPI has been providing via a continued contract with Hatching Results® are contributing to CSCP implementation progress. This would consist of a statewide survey and focus group data to provide insights into the current state of implementation, thematic analysis to identify key themes and challenges among building and district CSCP staff, provide actionable recommendations for enhancement, and offer guidance for policy, funding, and practice improvements.

Sole Source Criteria

- *Describe the unique features, qualifications, abilities or expertise of the contractor proposed for this sole source contract.*

Hatching Results® is “the” premier national professional development company that specializes in all things school counseling. They provide an extensive variety of professional services designed to assess, support, and improve school counseling programs. Utilizing the American School Counseling Association National Model and evidence-based practice models, Hatching Results® brings leadership, training, and consultation to school counselors, administrators, and school district leaders seeking to improve their comprehensive school counseling programs. With the goal of improving efficiency and effectiveness, they use data to drive decision-making and evaluate the impact of programs and services to improve outcomes for all K-12 students.

Led by President and CEO Trish Hatch, Ph.D., Hatching Results® provides conference keynotes, comprehensive district consultation and training, onsite and virtual professional learning, grant writing and evaluation, online course development, and regional cohort support academies. Over the last 20 years, Dr. Hatch has successfully trained thousands of school counselors and administrators in hundreds of school districts from virtually every state in designing, implementing, evaluating, and improving school counseling programs. Their team of expert trainers includes numerous national award winning trainers with years of experience and lived experience as school counselors, building administrators, district administrators, counselor educators, superintendents, state department consultants, state school counseling association leaders, and members of the former First Lady’s Reach Higher Initiative state teams. This breadth and depth of knowledge and experience allows Hatching Results® to match the talents and experience of the experts in their team with the unique needs of their clients,

and Washington schools, districts, regions, and OSPI with results that can make a positive difference for our students, families and staff.

The proposed subcontractor, Dr. Mandy Savitz-Romer, a Senior Lecturer at the Harvard Graduate School of Education, is a renowned expert in school counseling, college and career readiness, and educational policy. With a Ph.D. from Harvard, she has extensive experience in various academic settings and a strong track record of influencing educational policies to improve school counseling practices. Dr. Savitz-Romer's research, including her influential book "Ready, Willing, and Able," and her numerous publications, highlight her methodological rigor and commitment to equity and access in education. Her expertise in designing and delivering professional development programs for educators makes her well-suited to assess the initiatives by OSPI and the impact of SB 5030. Additionally, her ability to collaborate with diverse stakeholders ensures comprehensive and actionable evaluations are invaluable to a comprehensive overview.

- *What kind of market research did the agency conduct to conclude that alternative sources were inappropriate or unavailable? Provide a narrative description of the agency's due diligence in determining the basis for the sole source contract, including methods used by the agency to conduct a review of available sources such as researching trade publications, industry newsletters and the internet; contacting similar service providers; and reviewing statewide pricing trends and/or agreements.*

Following an analysis of OSPI staff, it was concluded that existing program and support staff at OSPI do not have the depth of knowledge and expertise to provide needed support for this level of systemic change, to provide relevant consultation and coaching for other CSCP staff (outside of school counselors as mandated by the bill) and building- and district-level leaders, nor to provide the statewide support needed to implement SSB 5030.

Additionally, the OSPI-CSCP staff support many other legislative mandates and agency initiatives including, but not limited to: the new High School and Beyond Plan (HSBP) platform, Integrated Student Supports, MTSS State Design Team, SEL Advisory Committee, Dual Credit, OSPI-WSAC Webinar Series, Graduation Toolkit, Mental and Behavioral Health Systems Strategic Collaboration, Content Integration, and more. The existing staff do not have the time nor workload capacity to provide the comprehensive support and assistance that has only been possible through this partnership with our Contractor.

- *As part of the market research, include a list of statewide contracts review and/or businesses contacted, date of contact, method of contact (telephone, mail, e-mail, other), and documentation demonstrating an explanation of why those businesses could not or would not, under any circumstances, perform the contract; or an explanation of why the agency has determined that no businesses other than the prospective contractor can perform the contract.*

There is an identified "lead" within each Educational Service District (ESD) to support regional implementation of CSCPs. However, after seeking their support during the initial phases of this work, it became apparent that the role and involvement of the "leads" varies significantly from one region to the next since most of our Educational Service District (ESD) partners had the SSB 5030 mandate added to their already full workload.

In fact, out of nine ESDs, only two CSCP "leads" have lived experience as school counselors (ESDs 114 and 105). Additionally, ESD 105 is the only region with a full-time CSCP Coordinator, because their leadership alone saw the great need for regional support, valued the role of the CSCP in students' academic journey, and sought to braid funds together in order to meet that need. All other ESD leads serve more as a "point of contact." As such, supporting regional implementation is just one of their many duties, and it's a duty that most do not have the knowledge, skills, or expertise to facilitate without additional training. It is apparent that there are not adequate, nor equitable, staff resources in the ESDs to provide consistent, direct support for this work that is inclusive of all the roles potentially involved in implementing a CSCP.

Outside of OSPI, there are other government agencies that support elements of a CSCP, such as the Washington Student Achievement Council, which supports the career and college development domain of a CSCP. OSPI staff were unable to locate other agency, school- or district-based practitioners who have adequate bandwidth and depth of knowledge and experience in providing professional development to lead the work of developing and implementing such a comprehensive program. The need for consistency and continued depth in providing this content and learning support across the state is deep and broad.

While OSPI has contributed substantial time, money, and resources to support implementation of SSB 5030, other organizations within Washington have also invested in their own implementation efforts, namely the Washington School Counselors Association (WSCA) and ESD 105. As such, OSPI, WSCA, and ESD 105 are interested in engaging as equal financial partners in a research opportunity to measure the impact of the legislation and the subsequent resources provided to the respective constituents they each serve. Likewise, Hatching Results® is committed to measuring their effectiveness in supporting large scale CSCP implementation in Washington.

- *Per the Supplier Diversity Policy, DES-090-06: was this purchase included in the agency's forecasted needs report?*
Yes.
- *Describe what targeted industry outreach was completed to locate small and/or veteran-owned businesses to meet the agency's need.*
The Contractor's WEBS profile indicates they are a 100% female-owned business: National Women's Business Enterprise (WBENC) - #WBE2200095

- *What considerations were given to unbundling the goods and/or services in this contract, which would provide opportunities for Washington small, diverse, and/or veteran-owned businesses. Provide a summary of your agency's unbundling analysis for this contract.*
The Contractor's WEBS profile indicates they are a 100% female-owned business: National Women's Business Enterprise (WBENC) - #WBE2200095
- *Provide a detailed and compelling description that includes quantification of the costs and risks mitigated by contracting with this contractor (i.e. learning curve, follow-up nature).*
Using available ESSER funds, OSPI contracted with Hatching Results® to support implementation of SSB 5030 beginning in early 2022. Since that time, Hatching Results® has done substantial work to lead statewide professional development to help school- and district-teams understand legislative requirements and implications of the bill, offer guidance as they created a CSCP and accompanying transition plan to be approved by their school board, and support them in their first two years of CSCP implementation.

It would cost the state and the agency significantly more time, money, and resources to begin anew with another vendor given the progress the state has already made in partnership with Hatching Results®. At a minimum, OSPI staff would have to educate a new vendor on state legislation, the OSPI CSCP/5030 team's five year vision, the structure of professional development planned for 2024-25 (i.e., OSPI facilitating existing content, the Contractor delivering new content), materials created vs. tools still needed, etc. This added training and knowledge transfer would delay the date by which the vendors could effectively start work. Given that funding is only available from the legislature through June 30, 2025, that delay could significantly impact the timeline to meet deliverables and thus the amount and quality of supports the state can provide districts in implementing this legislation in the coming year.

Experts in the field agree that it takes between three (3) and five (5) years to fully implement a comprehensive school counseling program. The 2024-25 school year will be year three (3) for Washington as a whole, and thus is a pivotal year. Without continued and differentiated support, CSCP teams across the state could lose momentum, which could lead to a heavier lift to reorient LEAs to CSCP implementation down the road. Research shows that CSCPs positively impact student outcomes, namely attendance, discipline, academic achievement and postsecondary outcomes. Student success could be detrimentally impacted without continued supports, particularly in under-resourced districts, the small/rural LEAs, and for students who have been historically and continue to be marginalized.

Additionally, Dr. Mandy Savitz-Romer leverages her extensive expertise in school counseling and educational policy to ensure a depth of analysis that others may lack. Her unique ability to translate findings into practical, actionable recommendations is crucial for identifying and implementing effective improvements. Additionally, her

commitment to equity and access, which aligns with OSPI's equity statement, prioritizes that all populations are adequately considered. Commissioning a study without her highly specialized School Counseling and policy-specific expertise may result in an ineffective evaluation and weaker stakeholder engagement, leading to lower buy-in, participation, diversity of response, genuine responses, and support for the work. Consequently, the evaluation might miss critical insights and nuances.

- *Is the agency proposing this sole source contract because of special circumstances such as confidential investigations, copyright restrictions, etc.? If so, please describe.*

No.

- *Is the agency proposing this sole source contract because of unavoidable, critical time delays or issues that prevented the agency from completing this acquisition using a competitive process? If so, please describe. For example, if time constraints are applicable, identify when the agency was on notice of the need for the goods and/or service, the entity that imposed the constraints, explain the authority of that entity to impose them, and provide the timelines within which work must be accomplished.*

No.

- *What are the consequences of not having this sole source filing approved? Describe in detail the impact to the agency and to services it provides if this sole source filing is not approved.*

OSPI's School Counseling Program Supervisors hear weekly from school counselors, school- and district administrators, superintendents, and other CSCP staff with questions. Because of the vast resources developed and delivered by Hatching Results® in our previous contracts, we have a robust repository of information to steer them towards that often answer their questions or supports them in their journey.

However, some districts are beginning to outpace others in terms of implementation progress. Additionally, districts continue to face budget cuts and experience staff turnover, which impacts their ability to plan, deliver, and assess their CSCP. Research shows that it takes between three (3) and five (5) years to fully implement a CSCP and our 300+ districts across the state are all in different stages of implementation, meaning an increased need for more differentiated support. The 2024-25 school year will be year three (3) of the anticipated multi-year trajectory for this statewide shift toward best practice. Without continued partnership with Hatching Results®, we do not have staff capacity to further differentiate and deliver needed supports to ensure all school districts in Washington state implement the legislatively mandated components of SSB 5030 with fidelity.

Schools and districts are accustomed not only to the level of professional learning they get from Hatching Results® as a company, but also to the level of professionalism and responsiveness they get from the Hatching Results® staff. Without the comprehensive

expertise and historical knowledge of the Hatching Results® team, it would take multiple specialized contractors to provide the same level of statewide supports. Working with more than one contractor to achieve the same results would cost significantly more in coordination time - both for multiple contractors and the OSPI staff trying to track and coordinate multiple contracts. This cost would be magnified because of the significant amount of work that Hatching Results® and OSPI have already done in partnership since the passing of SSB 5030; OSPI staff would have to train the other contractors on the legislation, the supports we have provided districts, the external stakeholders we have partnered with in the work, and future plans.

That same cost in time and workload is also a significant risk. Washington districts currently trust the level of professional learning and resources that Hatching Results® provides. A major risk in contracting with multiple other vendors is a drop in quality of service, responsiveness, and enthusiasm as well as conflicting guidance and tools. This could lead districts to stall in their CSCP implementation, and thus fail to fulfill some or all of the legislative requirements of SSB 5030.

Reasonableness of Cost

- *Since competition was not used as the means for procurement, how did the agency conclude that the costs, fees, or rates negotiated are fair and reasonable? Please make a comparison with comparable contracts, use the results of a market survey, or employ some other appropriate means calculated to make such a determination.*

The American School Counselor Association (ASCA) offers virtual consultation at a maximum of 7 hours per month for \$3,000/month, or one full day, in-person for \$3,500. Their services involve creating a roadmap for sustaining a data-informed school counseling program that improves student outcomes. ASCA Consulting does not include any additional tools or templates to help implement that roadmap beyond what is already included in the ASCA National Model, and only includes access to one ASCA Consultant. Washington's needs are beyond what ASCA Consulting services are able to provide.

School Counselors 4 MTSS is another school counseling consulting company whose focus is on integrating culturally sustaining MTSS and school counseling programs. While this may address one required component of SSB 5030, the remaining requirements fall outside of their scope. They charge \$500/hour, \$2,000/half day, \$3,000/full day virtual and \$3,500/full day in-person.

Inspire Success is a third company who specializes in an online platform to support school counselors document their comprehensive school counseling program implementation. Purchasing their statewide online program would cost approximately \$55,000 and would only include training for state leaders. Training regional, district, or building CSCP staff would be an added expense. While the platform is aligned to the

ASCA National Model and thus addresses two required components of SSB 5030 - time and data, it does not address the other requirements - standards and personnel.

ASCA, School Counselors 4 MTSS, and Inspire Success do not offer the breadth of services we seek, nor the direct connection to Washington's school counseling framework and state learning standards that we require, as outlined in SSB 5030. Hatching Results®, on the other hand, created a pricing structure specifically for our state agency to address our unique needs because they are familiar with Washington's legislation. This pricing structure includes the professional learning we plan to deliver (project-based mini-webinars), artifact development, consultation & coaching for sustainability, and strategic planning with OSPI's CSCP team. Additionally, the pricing structure includes cost for 1, 2, or 3 Hatching Results® trainers so OSPI's CSCP team can choose the level of contractor involvement per deliverable.

While Hatching Results® costs more than the other three comparables listed above, their rates are consistent with other educational companies that do similar (albeit not school counseling) work, and they tailor their services and supports to the unique needs of the state and the scope of our work. Their prices also reflect the depth and breadth of services they provide, which are consistent with our agency's goals. Their pricing is comparable to the combined cost of contracting with both ASCA and School Counselors 4 MTSS, which would still be insufficient in providing the specific services and support we seek. Having contracted with Hatching Results® previously, we are confident that their service, professionalism, responsiveness, and quality of product are well worth their cost.

Attachment 2 – Proposed Draft Sole Source Contract

See next page

**CONTRACT FOR SERVICES
Contract No. 20250191**

between

**SUPERINTENDENT OF PUBLIC INSTRUCTION,
STATE OF WASHINGTON**

(hereinafter referred to as Superintendent/OSPI)
Old Capitol Building, PO Box 47200
Olympia, WA 98504-7200

and

HATCHING RESULTS, INC.

(hereinafter referred to as Contractor)
2907 Shelter Island Dr. #150-287
San Diego, CA 92106

Employer Identification #39-2061303
Unified Business Identifier #605-512-200

In consideration of the promises and conditions contained herein, Superintendent and Contractor do mutually agree as follows:

I. DUTIES OF THE CONTRACTOR

- A. The general objectives of this Contract are as follows:
To support access to, and engagement with, existing professional development content, tools, and materials; to identify and fill out gaps in the content; and build capacity for sustainability.
- B. In order to accomplish the general objectives of this Contract, Contractor shall perform the following specific duties to the satisfaction of the OSPI Contract Manager:
1. **Professional Learning:** Plan and deliver webinar-style professional development focused on filling gaps in existing content to support practitioners and teams to implement comprehensive school counseling programs in accordance with Substitute Senate Bill (SSB) 5030.
 2. **Consultation & Collaboration:** Engage Comprehensive School Counseling Program (CSCP) stakeholders at the state, regional, district, and professional association level in creative systems seeking and strategic planning focused on building vertical alignment and shared understanding of existing resources to support sustainability of comprehensive school counseling programming over time.
 3. **Artifact Development:** Develop new and/or update existing tools, templates, and other materials in partnership and collaboration with OSPI to support CSCP teams in implementing a comprehensive school counseling program in accordance with the requirements of SSB 5030.

4. **Research Project:** As part of a larger collaborative research effort with other financial stakeholders (which may include the Washington School Counselor Association (WSCA), and/or Educational Service District (ESD) 105), sub-contract with Harvard researcher Dr. Mandy Savitz-Romer (hereinafter referred to as Researcher) to measure the impact of SSB 5030 on statewide CSCP implementation.
5. **Monthly Activity Reports:** Outline deliverables met, services rendered and accompanying success measures, and plan for the next month's activities.

C. The Contractor shall provide the following deliverables to the OSPI Contract Manager by the dates indicated below:

| SCHEDULE OF DELIVERABLES | | |
|---------------------------------|--|-------------------|
| Activity | Deliverable | Due Date |
| 1. Professional Learning | 1. Plan and facilitate a project-based mini-webinar series focused on equity and access in comprehensive school counseling programs. <ul style="list-style-type: none"> • Three (3) sessions ranging between sixty (60) and ninety (90) minutes in length. • Each session includes thirty (30) minutes of meeting preparation and thirty (30) minutes of session debrief with the Contractor and the OSPI CSCP Team. • Events will be scheduled in collaboration between OSPI and the Contractor. • Events will be advertised by OSPI staff and ESD collaborators to district staff and practitioners across the state. • The Contractor will provide the electronic meeting platform, all training materials, registration, reporting, and event facilitation. | December 31, 2024 |
| | 2. Plan and facilitate a project-based mini-series focused on sharing program results. <ul style="list-style-type: none"> • Three (3), ninety- (90-) minute sessions. • Each session includes thirty (30) minutes of meeting preparation and thirty (30) minutes of session debrief with the Contractor and the OSPI CSCP Team. • Events will be scheduled in collaboration between OSPI and the Contractor. | January 31, 2025 |

| SCHEDULE OF DELIVERABLES | | |
|--|---|-------------------------------------|
| Activity | Deliverable | Due Date |
| | <ul style="list-style-type: none"> Events will be advertised by OSPI staff and ESD collaborators to district staff and practitioners across the state. The Contractor will provide the electronic meeting platform, all training materials, registration, reporting, and event facilitation. | |
| | 3. Plan and facilitate one (1) statewide webinar, up to three (3) hours. | February 28, 2025 |
| 2. Consultation & Collaboration | 4. Train-the-Trainer style coaching for up to fifteen (15) CSCP implementation stakeholders (hereinafter referred to as "CSCP Pathfinders" or "Pathfinders") on the CSCP Pathfinder Playbook to support vertical alignment and statewide sustainability. <ul style="list-style-type: none"> Three (3), two- (2-) hour trainings for up to fifteen (15) Pathfinders Application, nomination, and selection processes will be developed in collaboration between the Contractor, the Contract Manager, the Washington School Counselor Association, and other relevant partners to ensure commitment to the program and responsible stewardship of the funds. Priority will be given to BIPOC and historically marginalized populations, as well as CSCP staff from small/rural communities across the state. | Throughout contract |
| | 5. Up to twelve (12) hours of consultation & collaboration between the Contractor, the OSPI Contract Manager, and other relevant CSCP staff. This consultation and collaboration will be planned and facilitated by the Contractor. | 12 of 12 Completed by June 30, 2025 |
| | 6. Up to twelve (12) hours of content review and feedback by the Contractor for content created by the contract manager and/or other state CSCP staff. Content could include, but is not limited to, slide decks, tools, templates, rubrics, video recordings, etc. <ul style="list-style-type: none"> The meetings will be planned and facilitated by the OSPI-CSCP team. Feedback may be verbal, written, or both. | 12 of 12 Completed by June 30, 2025 |

| SCHEDULE OF DELIVERABLES | | |
|--------------------------------|--|---------------------|
| Activity | Deliverable | Due Date |
| 3. Artifact Development | <p>7. Development of tools and templates which could include, but is not limited to:</p> <ul style="list-style-type: none"> • District-level CSCP template • District-level CSCP self-assessment • CSCP Pathfinder Playbook • Artifact rubrics and/or other templates to support Trailblazer recognition program. • Tiered CSCP supports for college & career readiness | Throughout contract |
| 4. Research Project | <p>8. Sub-contract with Harvard researcher Dr. Mandy Savitz-Romer (Researcher) to contribute up to \$5,000 to a collaborative research effort focused on the impact of statewide CSCP implementation efforts since the enactment of SSB 5030. This project must include, but is not limited to:</p> <ul style="list-style-type: none"> • Creation, distribution, and analysis of a statewide survey(s) measuring if and how policies, systems, staffing, and attitudes have changed because of SSB 5030. • Plan, schedule, and facilitate up to five (5) focus groups to provide context and collect qualitative data regarding the aforementioned topics. <ul style="list-style-type: none"> ○ Focus groups may include, but are not limited to, elementary school, middle school, high school, multi-level, and district-level CSCP staff. • Summary of key themes and both qualitative and quantitative data in shareable format (e.g., bullet points, letter for stakeholders, one-page report, etc.), to be determined by Researcher, Contractor, and OSPI Contract Manager. <ul style="list-style-type: none"> ○ The summary should include, but is not limited to, any findings related to the value of professional development, tools, and partnerships provided by OSPI in support of the | December 31, 2024 |

| SCHEDULE OF DELIVERABLES | | |
|------------------------------------|---|-----------------------------|
| Activity | Deliverable | Due Date |
| | <p>implementation of SSB 5030.</p> <ul style="list-style-type: none"> • Host one (1) public webinar, up to ninety- (90-)minutes, sharing the research findings and allowing for Q&A. <ul style="list-style-type: none"> ○ The Contractor will provide the electronic meeting platform, all presentation materials, registration, reporting, and event facilitation, in partnership with the Researcher. | |
| 5. Monthly Activity Reports | <p>9. Monthly activity reports must include:</p> <ul style="list-style-type: none"> • Review of last month's contract activities and progress toward completion of deliverables. Include deliverable category, number, and specific title, if applicable. • Success measures of services rendered. Example data points may include, but are not limited to, participant attendance (including role if available), satisfaction rates, program changes resultant from the deliverable, targeted efforts toward required components of SSB 5030, etc. | Monthly throughout contract |

D. **ADA and Brand Compliance.** All documents, videos, audio records, presentations, or other deliverables required under this Contract shall be produced in format, compliant with the Americans With Disabilities Act and follow the [Web Content Accessibility Guidelines \(WCAG\) 2.0](#), OSPI's formatting standard specified in Attachment B – OSPI Americans with Disabilities Act Compliance: Graphics and Colors, [OSPI's Brand Use Policy](#), and [OSPI's Style Guide](#), which are hereby incorporated by this reference. In the event that the deliverables are not compliant, OSPI may require Contractor to promptly make modifications that will make the deliverables compliant. Additionally, OSPI shall have the right to modify or copy the deliverables in order to make them accessible and/or compliant.

E. **Subcontracting Compliance.** This Contract is subject to compliance tracking using the State's business diversity management system, [Access Equity](#) (B2Gnow). The Contractor and all Subcontractors shall report and confirm receipt of payments made to the Contractor and each Subcontractor through the Access Equity system, per Subcontractor Payment Reporting requirements within Attachment A – General Terms and Conditions.

- Within fifteen (15) days of contract commencement, the Contractor shall register and enter all required subcontractor information into the Access Equity system.
- Within twenty (20) days of contract commencement, the Contractor shall complete the required user training.

- Within thirty (30) days of payment from OSPI to the Contractor, the Contractor shall report the amount and date of all payments (i) received from the Superintendent, and (ii) paid to Subcontractors.

As such, OSPI hereby acknowledges Contractor will utilize the following subcontractors. Any additional subcontractors/substitutions of subcontractors shall be submitted to the OSPI Contract Manager in writing before performing any duties related to this Contract.

- Dr. Mandy Savitz-Romer

II. CONDITIONS OF COMMENCEMENT OF PERFORMANCE AND SCHEDULE OF PERFORMANCE

Contractor shall not commence performance, or be entitled to compensation or reimbursement for any services rendered, prior to the occurrence of each of the following conditions: (1) This Contract must be executed by a representative of the Contractor and the Superintendent; (2) Provisions of Chapter 39.26 RCW require the Agency to file this sole source Contract with the Department of Enterprise Services (DES) for approval; no Contract so filed is effective nor shall work commence under it until the fifteenth (15th) working day following the date of filing, subject to DES approval. In the event DES fails to approve the Contract, the Contract shall be null and void; and, (3) Contract Manager must confirm the occurrence of conditions number one (1) and two (2) and notify the Contractor to commence performance.

The schedule of performance of Contractor's duties is as follows subject, however, to the three (3) prior conditions to commencement of performance set forth immediately above:

September 13, 2024, date of approval by DES, or date of execution, whichever is later, through June 30, 2025.

III. DUTIES OF THE SUPERINTENDENT

- A. In consideration of Contractor's satisfactory performance of the duties set forth herein, Superintendent shall compensate Contractor in an amount not to exceed a total of ninety-four thousand, eight hundred and fifty dollars (\$94,850) as noted below in part B, Schedule of Payments. Payment for satisfactory performance shall not exceed this amount unless the parties mutually agree to a higher amount prior to the commencement of any work, which will cause the maximum payment to be increased.

Funds for the payment of this Contract are provided by state dollars.

All expenses necessary to the Contractor's performance of this Contract not specifically mentioned in the Contract shall be borne in full by the Contractor.

- B. Payment shall be made to the Contractor as follows:

Monthly based on invoices submitted by the Contractor. Invoices will be paid only after approval by the Contract Manager and Agency Financial Services, OSPI. The invoices shall include the Contract number, and document to the Contract Manager's satisfaction a description of the work performed and payment requested. Within approximately thirty (30) calendar days of the Contract Manager receiving and approving the invoice, payment will be mailed or electronically transferred to the Contractor by Agency Financial Services, OSPI.

| SCHEDULE OF PAYMENTS | | |
|--|--------------------|----------------|
| Deliverable | Due Date | Payment |
| 1. First monthly activity report & invoice | September 30, 2024 | \$10,235 |
| 2. Second monthly activity report & invoice | October 31, 2024 | \$10,235 |
| 3. Third monthly activity report & invoice | November 30, 2024 | \$10,235 |
| 4. Fourth monthly activity report & invoice | December 31, 2024 | \$10,235 |
| 5. Fifth monthly activity report & invoice | January 31, 2025 | \$8,985 |
| 6. Sixth monthly activity report & invoice | February 28, 2025 | \$8,985 |
| 7. Seventh monthly activity report & invoice | March 31, 2025 | \$8,985 |
| 8. Eighth monthly activity report & invoice | April 30, 2025 | \$8,985 |
| 9. Ninth monthly activity report & invoice | May 31, 2025 | \$8,985 |
| 10. Tenth monthly activity report & invoice | June 30, 2025 | \$8,985 |

If errors are found in the submitted invoice or supporting documents, the OSPI Contract Manager will notify the Contractor. In order to receive payment, it shall be the responsibility of the Contractor to make corrections in a timely manner, resubmit the invoice and/or supporting documentation as requested, and notify the OSPI Contract Manager.

- C. Final payment shall be made after acceptance by the OSPI Contract Manager if received by the OSPI Contract Manager within ninety (90) days after the contract expiration date, unless negotiated with the OSPI Contract Manager and the Fiscal Budget Analyst.

IV. CONTRACT MANAGEMENT

The following shall be the contact person for all communications and billings regarding the performance of this contract. Any changes to this information shall be communicated to the other party in writing as soon as reasonably possible.

| Contractor | OSPI |
|---|-------------|
| <i>Intentionally left blank for purposes of this public posting</i> | |

V. INCORPORATION OF ATTACHMENTS AND ORDER OF PRECEDENCE

Each of the attachments listed below is by this reference hereby incorporated into this Contract. In the event of an inconsistency in this Contract, the inconsistency shall be resolved by giving precedence in the following order:

- Applicable Federal and state of Washington statutes and regulations
- Special Terms and Conditions as contained in this basic contract instrument
- Attachment A – Contract for Services, General Terms and Conditions
- Attachment B – OSPI Americans with Disabilities Act Compliance: Graphics and Colors
- Any other provision, term or material incorporated herein by reference or otherwise incorporated.

VI. APPROVAL

This Contract shall be subject to the written approval of the Superintendent’s authorized representative and shall not be binding until so approved. The Contract may be altered, amended, or waived only by a written amendment executed by both parties.

We the undersigned agree to the terms of the foregoing Contract.

Hatching Results, Inc.

Superintendent of Public Instruction
State of Washington

Signature

Kyla L. Moore, Contracts Administrator

Printed Name

Date

Title

Date

Who certifies that he/she is the Contractor identified herein, OR a person duly qualified and authorized to bind the Contractor so identified to the foregoing Agreement.

Approved as to FORM ONLY
by the Assistant Attorney General

Attachment A
Contract for Services
GENERAL TERMS AND CONDITIONS,

Definitions. As used throughout this Contract and General Terms and Conditions, the following terms shall have the meaning set forth below:

“Contract” or **“Agreement”** means the entire written agreement between OSPI and the Contractor, including any attachments, exhibits, documents, or materials incorporated by reference. Contract and Agreement may be used interchangeably.

"Contractor" shall mean that firm, provider, organization, individual, or other entity performing service(s) under this Contract, and shall include all employees of the Contractor.

“Services” means all work performed or provided by Contractor pursuant to this Contract.

“Statement of Work” or **“SOW”** or **“Scope of Work”** means a detailed description of the work activities the Contractor is required to perform under the terms and conditions of this Contract, including the deliverables and timeline.

"Subcontractor" shall mean one not in the employment of the Contractor, who is performing all or part of those services under this Contract under a separate contract with the Contractor. The terms " Subcontractor" and " Subcontractors" means Subcontractor(s) in any tier.

"Superintendent" shall mean the Office of Superintendent of Public Instruction (OSPI) of the State of Washington, any division, section, office, unit or other entity of the Superintendent, or any of the officers or other officials lawfully representing the Superintendent. Superintendent and OSPI may be used interchangeably.

1. **Access to Data.** In compliance with Chapter 39.26 RCW, the Contractor shall provide access to data generated under this Contract to the Superintendent, the Joint Legislative Audit and Review Committee, and the State Auditor at no additional cost. This includes access to all information that supports the findings, conclusions, and recommendations of the Contractor’s reports, including computer models and methodology for those models.
2. **Alterations and Amendments.** This Contract may be amended only by mutual agreement of the parties. Such amendments shall not be binding unless they are in writing and signed by personnel authorized to bind each of the parties.
3. **Americans with Disabilities Act (ADA) of 1990, Public Law 101-336, also referred to as the “ADA” 28 CFR Part 35.** The Contractor must comply with the ADA, which provides comprehensive civil rights protection to individuals with disabilities in the areas of employment, public accommodations, state and local government services, and telecommunications.
4. **Assignment.** Neither this Contract, nor any claim arising under this Contract, shall be transferred or assigned by the Contractor without prior written consent of the Superintendent.
5. **Assurances.** The Superintendent and the Contractor agree that all activity pursuant to this Contract will be in accordance with all applicable current federal, state and local laws, rules and regulations.

- 6. Attorney's Fees.** In the event of litigation or other action brought to enforce contract terms, each party agrees to bear its own attorney's fees and costs.
- 7. Audit Requirements.** If the Contractor is a Subrecipient of federal awards as defined by the Office of Management and Budget (OMB) CFR, Part 200, Subpart F, and expends seven hundred and fifty thousand dollars (\$750,000) or more in federal awards (does not apply to contracts for goods and services) from all federal sources in any fiscal year beginning on or after December 26, 2014, the Contractor shall procure at their expense a single or program-specific audit for that year. The Contractor shall incorporate OMB CFR, Part 200, Subpart F audit requirements into all contracts between the Contractor and its Subcontractors who are Subrecipients of federal awards. The Contractor shall comply with any future amendments to OMB and any successor or replacement Circular or regulation.
- 8. Budget Revisions.** Any monetary amount budgeted by the terms of this Contract for various activities and line-item objects of expenditure may be revised without prior written approval of Superintendent, so long as the revision is no more than ten percent (10%) of the original line item amount and the increase in an amount is offset by a decrease in one or more other amounts equal to or greater than the increase. All other budget revisions exceeding ten percent (10%) shall only be made with the prior written approval of the Superintendent.
- 9. Certification Regarding Debarment, Suspension, and Ineligibility.** The Contractor certifies that neither it nor its principals are debarred, suspended, proposed for debarment, or voluntarily excluded from participation in transactions by any federal department or agency. The Contractor further certifies that they will ensure that potential subcontractors or any of their principals are not debarred, suspended, proposed for debarment, or voluntarily excluded from participation in covered transactions by any federal department or agency. "Covered transactions" include procurement contracts for goods that are expected to equal or exceed twenty-five thousand dollars (\$25,000). Contractor may do so by obtaining a certification statement from the potential subcontractor or subrecipient or by checking online at the System for Award Management (SAM), Excluded Parties List. The Contractor shall immediately notify the Superintendent if, during the term of this contract, Contractor becomes debarred. The Superintendent may immediately terminate this Contract by providing Contractor written notice if Contractor becomes debarred during the term of this Contract.

The Contractor also certifies that neither it nor its principals are debarred, suspended, or proposed for debarment from participation in transactions by any state department or agency. The Contractor further certifies that they will ensure that potential subcontractors or any of their principals are not debarred, suspended, or proposed for debarment from participation in covered transactions by any state department or agency.

- 10. Certification Regarding Lobbying.** The Contractor certifies that Federal-appropriated funds will not be used to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress or an employee of a member of Congress in obtaining any Federal contract, grant or any other award covered by 31 USC 1352. Contractor must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Contractor shall require its subcontractors to certify compliance with this provision.

11. Certification Regarding Wage Violations. The Contractor certifies that within three (3) years prior to the date of execution of this Contract, Contractor has not been determined by a final and binding citation and notice of assessment issued by the Washington Department of Labor and Industries or through a civil judgment entered by a court of limited or general jurisdiction to have willfully violated, as defined in RCW 49.48.082, any provision of RCW chapters 49.46, 49.48, or 49.52.

The Contractor further certifies that it will remain in compliance with these requirements during the term of this Contract. Contractor will immediately notify the Superintendent of any finding of a willful violation entered by the Washington Department of Labor and Industries or through a civil judgment entered by a court of limited or general jurisdiction entered during the term of this Contract.

12. Change in Status. In the event of substantive change in the legal status, organizational structure, or fiscal reporting responsibility of the Contractor, Contractor agrees to notify the Superintendent of the change. Contractor shall provide notice as soon as practicable, but no later than thirty (30) days after such a change takes effect.

13. Confidentiality. The Contractor acknowledges that all of the data, material and information which originates from this Contract, and any student assessment data, material and information which will come into its possession in connection with performance under this Contract, consists of confidential data owned by the Superintendent or confidential personally identifiable data subject to the federal Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) or other privacy laws, and that the data must be secured and protected from unauthorized disclosure by the Contractor. The Contractor is wholly responsible for compliance with FERPA requirements.

The Contractor, therefore, agrees to hold all such material and information in strictest confidence, not to make use thereof other than for the performance of this Contract, to release it only to authorized employees and agents requiring such information and not release or disclose it to any other party. The Contractor agrees to release such information or material only to employees and agents who have signed a written agreement expressly prohibiting disclosure or usages not specifically authorized by this Contract.

14. Copyright Provisions. Unless otherwise provided, all Materials produced under this Contract shall be considered "works for hire" as defined by the U.S. Copyright Act and copyright shall be owned by the Superintendent. The Superintendent shall be considered the author of such Materials. If Materials are not considered "works for hire", Contractor hereby irrevocably assigns all right, title, and interest in Materials, including all intellectual property rights, to the Superintendent effective from the moment of creation of such Materials.

Materials means all items in any format and includes, but is not limited to, data, reports, documents, pamphlets, advertisements, books, magazines, surveys, studies, computer programs, films, tapes, and/or sound reproductions. Copyright ownership includes the right to patent, register and the ability to transfer these rights.

Contractor understands that, except where otherwise agreed to in writing or approved by the Superintendent or designee, all original works of authorship produced under this Contract shall carry a [Creative Commons Attribution License](#), version 4.0 or later.

All Materials the Contractor has adapted from others' existing openly licensed resources must be licensed with the least restrictive open license possible that is not in conflict with existing licenses.

For Materials that are delivered under the Contract, but that incorporate pre-existing materials not produced under the Contract, Contractor will license the materials to allow others to translate, reproduce, distribute, prepare derivative works, publicly perform, and publicly display. If the Contractor would like to limit these pre-existing portions of the work to [non-commercial use](#), the [Creative Commons Attribution-NonCommercial](#) (preferred) or [Creative Commons Attribution-NonCommercial-ShareAlike](#) licenses, version 4.0 or later, are acceptable for these specific sections.

The Contractor warrants and represents that Contractor has all rights and permissions, including intellectual property rights, moral rights and rights of publicity, necessary to apply such a license.

The Contractor shall exert all reasonable effort to advise the Superintendent, at the time of delivery of data furnished under this Contract, of all known or potential invasions of privacy contained therein and of any portion of such document which was not produced in the performance of this Contract. The Superintendent shall receive prompt written notice of each notice or claim of infringement received by the Contractor with respect to any data delivered under this Contract. The Superintendent shall have the right to modify or remove any restrictive markings placed upon the data by the Contractor.

15. Covenant Against Contingent Fees. The Contractor warrants that no person or selling agent has been employed or retained to solicit or secure this Contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, excepting bona fide employees or bona fide established agent maintained by the Contractor for the purpose of securing business. The Superintendent shall have the right, in the event of breach of this clause by the Contractor, to annul this Contract without liability or, in its discretion, to deduct from the contract price or consideration or recover by other means the full amount of such commission, percentage, brokerage or contingent fees.

16. Disputes. In the event that a dispute arises under this Contract, it shall be determined by a Dispute Board in the following manner: (1) The Superintendent shall appoint a member to the Dispute Board; (2) the Contractor shall appoint a member to the Dispute Board; (3) the Superintendent and the Contractor shall jointly appoint a member to the Dispute Board; (4) the Dispute Board shall evaluate the dispute and make a determination of the dispute; and, the determination of the Dispute Board shall be final and binding on the parties hereto.

As alternatives to the above Dispute Board process: (1) if the dispute is between two or more state agencies, any one of the agencies may request intervention by the Governor, as provided by 43.17.330 RCW, in which event the Governor's process shall control; and, (2) if the dispute is between a non-state agency and another state agency or non-state agency party to this Contract, all the disputing parties may mutually agree to mediation prior to submitting the dispute to a Dispute Board in the event the dispute is not resolved pursuant to mediation within an agreed-upon time period.

17. Duplicate Payment. The Superintendent shall not pay the Contractor, if the Contractor has charged or will charge the state of Washington or any other party under any other contract or agreement, for the same services or expenses.

18. Electronic signature. Any signature page delivered via fax machine or electronic image scan, receipt acknowledged in each case, shall be binding to the same extent as an original, wet ink signature page. Any Party who delivers such a signature page agrees to later deliver an original counterpart to any Party which requests it.

19. Entire Agreement. This Contract contains all the terms and conditions agreed upon by the parties. No other understandings, oral or otherwise, regarding the subject matter of this Contract shall be deemed to exist or to bind any of the parties hereto.

20. Ethical Conduct. Neither the Contractor nor any employee or agent of the Contractor shall participate in the performance of any duty or service in whole or part under this Contract in violation of, or in a manner that violates any provision of the Ethics in Public Service law at Chapter 42.52 RCW, RCW 42.17A.550, RCW 42.17A.555, and 41.06.250 prohibiting the use of public resources for political purposes.

Contractor represents and warrants that it complies fully with all applicable procurement ethics restrictions including, but not limited to, restrictions against Contractor providing gifts or anything of economic value, directly or indirectly, to the Superintendent's employees.

21. Governing Law and Venue. This Contract shall be construed and interpreted in accordance with the laws of the State of Washington and the venue of any action brought hereunder shall be in Superior Court for Thurston County.

22. Indemnification. To the fullest extent permitted by law, Contractor shall indemnify, defend and hold harmless the Superintendent and all officials, agents, and employees of the Superintendent, from and against all claims for injuries or death arising out of or resulting from the performance of this Contract. "Claim" as used in this Contract, means any financial loss, claim, suit, action, damage, or expense, including but not limited to attorney's fees, attributable for bodily injury, sickness, disease, or death, or injury to or destruction of tangible property including loss of use resulting therefrom. Additionally, "claims" shall include but not be limited to, assertions that the use or transfer of any software, book, document, report, film, tape or sound reproduction or material of any kind, delivered hereunder, constitutes an infringement of any copyright, patent, trademark, trade name, or otherwise results in an unfair trade practice or in unlawful restraint of competition. Contractor's obligation to indemnify, defend and hold harmless includes any claim by Contractor's agents, employees, representatives, or any subcontractor or its employees.

Contractor expressly agrees to indemnify, defend, and hold harmless the Superintendent for any and all claims, costs, charges, penalties, demands, losses, liabilities, damages, judgments, or fines out of or incident to Contractor's or subcontractor's performance or failure to perform the Contract. Contractor's obligation to indemnify, defend, or hold harmless the Superintendent shall not be eliminated or reduced by any actual or alleged concurrent negligence by Superintendent or its agents, employees, or officials.

Contractor waives its immunity under Title 51 RCW to the extent it is required to indemnify, defend and hold harmless Superintendent and its agents, employees, or officials.

23. Independent Capacity of the Contractor. The parties intend that an independent Contractor relationship will be created by this Contract. The Contractor and his/her employees or agents performing under this Contract are not employees or agents of the Superintendent. The Contractor will not hold himself/herself out as nor claim to be an officer or employee of the

Superintendent or of the state of Washington by reason hereof, nor will the Contractor make any claim or right, privilege, or benefit which would accrue to such employee under law. Conduct and control of the work will be solely with the Contractor.

24. Insurance.

a. **Worker's Compensation Coverage.** The Contractor shall at all times comply with all applicable worker's compensation, occupational disease, and occupational health and safety laws, statutes, and regulations to the fullest extent applicable. This requirement includes the purchase of industrial insurance coverage for the Contractor's employees, as may now hereafter be required of an "employer" as defined in Title 51 RCW. Such worker's compensation and occupational disease requirements shall include coverage for all employees of the Contractor, and for all employees of any subcontract retained by the Contractor, suffering bodily injury (including death) by accident or disease, which arises out of or in connection with the performance of this Contract. Satisfaction of these requirements shall include, but shall not be limited to:

- 1) Full participation in any required governmental occupational injury and/or disease insurance program, to the extent participation in such a program is mandatory in any jurisdiction;
- 2) Purchase worker's compensation and occupational disease insurance benefits to employees in full compliance with all applicable laws, statutes, and regulations, but only to the extent such coverage is not provided under mandatory governmental program in "a" above, and/or;
- 3) Maintenance of a legally permitted and governmentally approved program of self-insurance for worker's compensation and occupational disease.

Except to the extent prohibited by law, the program of the Contractor's compliance with worker's compensation and occupational disease laws, statutes, and regulations in 1), 2), and 3) above shall provide for a full waiver of rights of subrogation against the Superintendent, its directors, officers, and employees.

If the Contractor, or any subcontractor retained by the Contractor, fails to effect and maintain a program of compliance with applicable worker's compensation and occupational disease laws, statutes, and regulations and the Superintendent incurs fines or is required by law to provide benefits to such employees, to obtain coverage for such employees, the Contractor will indemnify the Superintendent for such fines, payment of benefits to Contractor or subcontractor employees or their heirs or legal representatives, and/or the cost of effecting coverage on behalf of such employees. Any amount owed the Superintendent by the Contractor pursuant to the indemnity may be deducted from any payments owed by the Superintendent to the Contractor for the performance of this Contract.

b. **Automobile Insurance.** In the event that services delivered pursuant to this Contract involve the use of vehicles, owned or operated by the Contractor, automobile liability insurance shall be required. The minimum limit for automobile liability is:

\$1,000,000 per accident or occurrence, using a Combined Single Limit for bodily injury and property damage.

- c. **Business Automobile Insurance.** In the event that services performed under this Contract involve the use of vehicles or the transportation of clients, automobile liability insurance shall be required. If Contractor-owned personal vehicles are used, a Business Automobile policy covering a minimum Code 2 “owned autos only” must be secured. If the Contractor’s employees’ vehicles are used, the Contractor must also include under the Business Automobile policy Code 9, coverage for “non-owned autos.” The minimum limits for automobile liability is:

\$1,000,000 per accident or occurrence, using a Combined Single Limit for bodily injury and property damage.

- d. **Public Liability Insurance/General Liability.** The Contractor shall at all times during the term of this Contract, at its cost and expense, carry and maintain general public liability insurance, including contractual liability, against claims for bodily injury, personal injury, death, or property damage occurring or arising out of services provided under this Contract. This insurance shall cover such claims as may be caused by any act, omission, or negligence of the Contractor or its officers, agents, representatives, assigns or servants. The limits of liability insurance, which may be increased from time to time as deemed necessary by the Superintendent, with the approval of the Contractor (which shall not be unreasonably withheld), shall not be less than as follows:

| | |
|---|-------------|
| Each Occurrence | \$1,000,000 |
| General Aggregate Limits (other than products-completed operations) | \$2,000,000 |
| Products-Completed Operations Limit | \$2,000,000 |
| Personal and Advertising Injury Limit | \$1,000,000 |
| Fire Damage Limit (any one fire) | \$ 50,000 |
| Medical Expense Limit (any one person) | \$ 5,000 |

- e. **Additional Insured.** The State of Washington, Office of Superintendent of Public Instruction, shall be specifically named as an additional insured on all policies except for liability insurance on privately-owned vehicles, and all policies shall be primary to any other valid and collectible insurance. The Superintendent may waive this requirement at its discretion. Policies and certificates of insurance shall include the contract reference number.
- f. **Proof of Insurance.** Certificates and or evidence satisfactory to the Superintendent confirming the existence, terms and conditions of all insurance required above shall be delivered to the Superintendent within five (5) days of the Contractor’s receipt of Authorization to Proceed.
- g. **General Insurance Requirements.** Contractor shall, at all times during the term of the Contract and at its cost and expense, buy and maintain insurance of the types and amounts listed above. Failure to buy and maintain the required insurance may result in the termination of the Contract at the Superintendent’s option. By requiring insurance herein, Superintendent does not represent that coverage and limits will be adequate to protect Contractor and such coverage and limits shall not limit Contractor’s liability under the indemnities and reimbursements granted to the Superintendent in this Contract.

Contractor shall include all subcontractors as insureds under all required insurance policies, or shall furnish proof of insurance and endorsements for each subcontractor. Subcontractor(s) must comply fully with all insurance requirements stated herein. Failure of subcontractor(s) to comply with insurance requirements does not limit Contractor's liability or responsibility.

25. Licensing and Accreditation Standards. The Contractor shall comply with all applicable local, state, and federal licensing, accreditation and registration requirements/standards, necessary to the performance of this Contract.

26. Limitation of Authority. Only the Superintendent or the Superintendent's delegate by writing (delegation to be made prior to action) shall have the express, implied, or apparent authority to alter, amend, modify, or waive any clause or condition of this Contract. Furthermore, any alteration, amendment, modification, or waiver of any clause or condition of this Contract is not effective or binding unless made in writing and signed by the Superintendent.

27. Nondiscrimination.

- a. **Nondiscrimination Requirement.** During the term of this Contract, the Contractor, including any subcontractor, shall comply with all the federal and state nondiscrimination laws, regulations and policies, which are otherwise applicable to the Superintendent. Accordingly, on the bases enumerated at RCW 49.60.530(3), no person shall, on the ground of sex, race, creed, religion, color, national origin, marital status, families with children, age, veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal, be unlawfully excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any activity performed by the Contractor and its agents under this Contract. In addition, Contractor, including any subcontractor, shall give written notice of this nondiscrimination requirement to any labor organizations with which Contractor, or subcontractor, has a collective bargaining or other agreement.
- b. **Obligation to Cooperate.** Contractor, including any subcontractor, shall cooperate and comply with any Washington state agency investigation regarding any allegation that Contractor, including any subcontractor, has engaged in discrimination prohibited by this Contract pursuant to RCW 49.60.530(3).
- c. **Default.** Notwithstanding any provision to the contrary, the Superintendent may suspend Contractor, including any subcontractor, upon notice of a failure to participate and cooperate with any state agency investigation into alleged discrimination prohibited by this Contract, pursuant to RCW 49.60.530(3). Any such suspension will remain in place until Superintendent receives notification that Contractor, including any subcontractor, is cooperating with the investigating state agency. In the event Contractor, or subcontractor, is determined to have engaged in discrimination identified at RCW 49.60.530(3), the Superintendent may terminate this Contract in whole or in part, and Contractor, subcontractor, or both, may be referred for debarment as provided in RCW 39.26.200. Contractor or subcontractor may be given a reasonable time in which to cure this noncompliance, including implementing conditions consistent with any court-ordered injunctive relief or settlement agreement.

d. **Remedies for Breach.** Notwithstanding any provision to the contrary, in the event of Contract termination or suspension for engaging in discrimination, Contractor, subcontractor, or both, shall be liable for contract damages as authorized by law including, but not limited to, any cost difference between the original contract and the replacement or cover contract and all administrative costs directly related to the replacement contract, which damages are distinct from any penalties imposed under Chapter 49.60, RCW. The Superintendent shall have the right to deduct from any monies due to Contractor or subcontractor, or that thereafter become due, an amount for damages Contractor or subcontractor will owe the Superintendent for default under this provision.

28. Overpayments. Contractor shall refund to Superintendent the full amount of any overpayment under this Contract within thirty (30) calendar days of written notice. If Contractor fails to make a prompt refund, Superintendent may charge Contractor one percent (1%) per month on the amount due until paid in full.

29. Payments. No payments in advance or in anticipation of services or supplies to be provided under this Contract shall be made by the Superintendent. All payments to the Contractor are conditioned upon (1) Contractor's submission of a properly executed and supported invoice for payment, including such supporting documentation of performance and supporting documentation of costs incurred or paid, or both as is otherwise provided for in the body of this Contract, and (2) Acceptance and certification by the OSPI Contract Manager or designee of satisfactory performance by the Contractor.

Except as otherwise provided in this Contract, (1) All approvable invoices for payment due to the Contractor shall be paid within thirty (30) calendar days of their submission by the Contractor and acceptance and certification by the OSPI Contract Manager or designee, and (2) All expenses necessary to the Contractor's performance of this Contract not specifically mentioned in the Contract shall be borne in full by the Contractor.

30. Public Disclosure. Contractor acknowledges that the Superintendent is subject to the Washington State Public Records Act, Chapter 42.56 RCW, and that this Contract shall be a public record as defined in RCW 42.56. Any specific information that is claimed by the Contractor to be confidential or proprietary must be clearly identified as such by the Contractor. To the extent consistent with chapter 42.56 RCW, the Superintendent shall maintain the confidentiality of all such information marked confidential or proprietary. If a request is made to view the Contractor's information, the Superintendent will notify the Contractor of the request and the date that such records will be released to the requester unless Contractor obtains a court order enjoining that disclosure. If the Contractor fails to obtain the court order enjoining disclosure, the Superintendent will release the requested information on the date specified.

31. Publicity. The Contractor agrees to submit to the Superintendent all advertising and publicity matters relating to this Contract which in the Superintendent's judgment, Superintendent's name can be implied or is specifically mentioned. The Contractor agrees not to publish or use such advertising and publicity matters without the prior written consent of the Superintendent.

32. Registration with Department of Revenue. The Contractor shall complete registration with the Department of Revenue and be responsible for payment of all taxes due on payments made under this Contract.

33. Records Maintenance. The Contractor shall maintain all books, records, documents, data and other evidence relating to this Contract and performance of the services described herein, including but not limited to accounting procedures and practices which sufficiently and properly reflect all direct and indirect costs of any nature expended in the performance of this Contract. Contractor shall retain such records for a period of six years following the date of final payment. At no additional cost, these records, including materials generated under the Contract, shall be subject at all reasonable times to inspection, review or audit by the Superintendent, personnel duly authorized by the Superintendent, the Office of the State Auditor, and federal and state officials so authorized by law, regulation or agreement.

If any litigation, claim or audit is started before the expiration of the six (6) year period, the records shall be retained until all litigation, claims, or audit findings involving the records have been resolved.

34. Right of Inspection. The Contractor shall provide right of access to its facilities to the Superintendent or any of its officers at all reasonable times, in order to monitor and evaluate performance, compliance, and/or quality assurance under this Contract on behalf of the Superintendent. All inspections and evaluations shall be performed in such a manner that will not unduly interfere with the Contractor's business or work hereunder.

35. Severability. The provisions of this Contract are intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such illegality or invalidity shall not affect the validity of the remainder of the Contract.

36. Site Security. While on Superintendent premises, Contractor, its agents, employees, or subcontractors shall conform in all respects with physical, fire or other security policies or regulations.

37. Subcontracting. Neither the Contractor nor any subcontractor shall enter into subcontracts for any of the work contemplated under this Contract without obtaining prior written approval of the Superintendent. Contractor is responsible to ensure that all terms, conditions, assurances and certifications set forth in this Contract are included in any and all Subcontracts. In no event shall the existence of the subcontract operate to release or reduce liability of the Contractor to the Superintendent for any breach in the performance of the Contractor's duties. This clause does not include contracts of employment between the Contractor and personnel assigned to work under this Contract.

If, at any time during the progress of the work, the Superintendent determines in its sole judgment that any subcontractor is incompetent, the Superintendent shall notify the Contractor, and the Contractor shall take immediate steps to terminate the subcontractor's involvement in the work. The rejection or approval by the Superintendent of any subcontractor or the termination of a subcontractor shall not relieve the Contractor of any of its responsibilities under the Contract, nor be the basis for additional charges to the Superintendent.

38. Subcontractor Payment Reporting. If a subcontractor is used to perform all or part of the services under this Contract under a separate contract with the Contractor, this Contract is subject to compliance tracking using the State's business diversity management system, [Access Equity](#) (B2Gnow). The Contractor and all Subcontractors shall report and confirm receipt of payments made to the Contractor and each Subcontractor through the Access

Equity system. User guides and documentation related to Contractor and Subcontractor access to and use of Access Equity are provided by the Office of Minority and Women's Business Enterprises in the [Access Equity Help Center](#). The Superintendent reserves the right to withhold payments from the Contractor for non-compliance with this section. For purposes of this section, Subcontractor means any subcontractor working on the Contract, at any tier and regardless of status as certified woman and/or minority business (WMBE) or Non-WMBE. The Contractor shall:

- a. Register and enter all required Subcontractor information into Access Equity no later than fifteen (15) days after the Superintendent creates the Contract Record.
- b. Complete the required user training (two (2) one- (1-) hour online sessions) no later than twenty (20) days after the Superintendent creates the Contract Record.
- c. Report the amount and date of all payments (i) received from the Superintendent, and (ii) paid to Subcontractors, no later than thirty (30) days, issuance of each payment made by the Superintendent to the Contractor, unless otherwise specified in writing by the Superintendent, except that the Contractor shall mark as "Final" and report the final Subcontractor payments) into Access Equity no later than thirty (30) days after the final payment is due the Subcontractor(s) under the Contract, with all payment information entered no later than sixty (60) days after end of fiscal year.
- d. Monitor contract payments and respond promptly to any requests or instructions from the Superintendent or system-generated messages to check or provide information in Access Equity.
- e. Coordinate with Subcontractors, or Superintendent, when necessary, to resolve promptly any discrepancies between reported and received payments.
- f. Require each Subcontractor to: (i) register in Access Equity and complete the required user training; (ii) verify the amount and date of receipt of each payment from the Contractor or a higher tier Subcontractor, if applicable, through Access Equity; (iii) report payments made to any lower tier Subcontractors, if any, in the same manner as specified herein; (iv) respond promptly to any requests or instructions from the Contractor or system-generated messages to check or provide information in Access Equity; and (v) coordinate with Contractor, or Superintendent when necessary, to resolve promptly any discrepancies between reported and received payments.

39. Taxes. All payments accrued on account of payroll taxes, unemployment contributions, any other taxes, insurance or other expenses for the Contractor or its staff shall be the sole responsibility of the Contractor.

40. Technology Security Requirements. The security requirements in this document reflect the applicable [requirements of Standard 141.10 of the Office of the Chief Information Officer \(OCIO\)](#) for the state of Washington, which by this reference are incorporated into this agreement.

The Contractor acknowledges it is required to comply with WaTech OCIO IT Security Policy 141 and OCIO IT Security Standard 141.10, Securing Information Technology Assets. OCIO IT Security Standard 141.10, Securing Information Technology Assets, applies to all Superintendent assets stored as part of a service, application, data, system, portal, module, components or plug-in product(s) that are secured as defined by the WaTech OCIO's IT

Security Policy 141 and OCIO IT Security Standard 141.10, Securing Information Technology Assets.

As part of OCIO IT Security Standard 141.10, a design review checklist and/or other action may be required. These activities will be managed and coordinated between Superintendent and the Contractor. Any related costs to performing these activities shall be at the expense of the Contractor. Any such activities and resulting checklist and/or other products must be shared with the Superintendent's Information Technology Services.

- 41. Termination for Convenience.** Except as otherwise provided in this Contract, the Superintendent or Superintendent's Designee may, by ten (10) days written notice, beginning on the second day after the mailing, terminate this Contract in whole or in part. The notice shall specify the date of termination and shall be conclusively deemed to have been delivered to and received by the Contractor as of midnight the second day of mailing in the absence of proof of actual delivery to and receipt by the Contractor. If this Contract is so terminated, the Superintendent shall be liable only for payment required under the terms of the Contract for services rendered or goods delivered prior to the effective date of termination.
- 42. Termination for Default.** In the event the Superintendent determines the Contractor has failed to comply with the conditions of this Contract in a timely manner, the Superintendent has the right to suspend or terminate this Contract. The Superintendent shall notify the Contractor in writing of the need to take corrective action. If corrective action is not taken within thirty (30) days, the Contract may be terminated. The Superintendent reserves the right to suspend all or part of the Contract, withhold further payments, or prohibit the Contractor from incurring additional obligations of funds during investigation of the alleged compliance breach and pending corrective action by the Contractor or a decision by the Superintendent to terminate the Contract. In the event of termination, the Contractor shall be liable for damages as authorized by law including, but not limited to, any cost difference between the original Contract and the replacement or cover Contract and all administrative costs directly related to the replacement Contract, e.g., cost of the competitive bidding, mailing, advertising and staff time. The termination shall be deemed to be a "Termination for Convenience" if it is determined that the Contractor: (1) was not in default; or (2) failure to perform was outside of his or her control, fault or negligence. The rights and remedies of the Superintendent provided in this Contract are not exclusive and are in addition to any other rights and remedies provided by law.
- 43. Termination Due to Funding Limitations or Contract Renegotiation, Suspension.** In the event funding from state, federal, or other sources is withdrawn, reduced, or limited in any way after the effective date of this Contract and prior to normal completion of this Contract, with the notice specified below and without liability for damages:
- a. At Superintendent's discretion, the Superintendent may give written notice of intent to renegotiate the Contract under the revised funding conditions.
 - b. At Superintendent's discretion, the Superintendent may give written notice to Contractor to suspend performance when Superintendent determines there is reasonable likelihood that the funding insufficiency may be resolved in a timeframe that would allow Contractor's performance to be resumed.

- (1) During the period of suspension of performance, each party will inform the other of any conditions that may reasonably affect the potential for resumption of performance.
 - (2) When Superintendent determines that the funding insufficiency is resolved, it will give the Contractor written notice to resume performance, and Contractor shall resume performance.
 - (3) Upon the receipt of notice under b. (2), if Contractor is unable to resume performance of this Contract or if the Contractor's proposed resumption date is not acceptable to Superintendent and an acceptable date cannot be negotiated, Superintendent may terminate the Contract by giving written notice to the Contractor. The parties agree that the Contract will be terminated retroactive to the date of the notice of suspension. Superintendent shall be liable only for payment in accordance with the terms of this Contract for services rendered prior to the retroactive date of termination.
- c. Superintendent may immediately terminate this Contract by providing written notice to the Contractor. The termination shall be effective on the date specified in the termination notice. Superintendent shall be liable only for payment in accordance with the terms of this Contract for services rendered prior to the effective date of termination. No penalty shall accrue to Superintendent in the event the termination option in this section is exercised.
- d. For purposes of this section, "written notice" may include email.

44. Termination Procedure. Upon termination of this Contract the Superintendent, in addition to other rights provided in this Contract, may require the Contractor to deliver to the Superintendent any property specifically produced or acquired for the performance of such part of this Contract as has been terminated. The provisions of the "Treatment of Assets" clause shall apply in such property transfer.

The Superintendent shall pay to the Contractor the agreed upon price, if separately stated, for completed work and services accepted by the Superintendent and the amount agreed upon by the Contractor and the Superintendent for (a) completed work and services for which no separate price is stated, (b) partially completed work and services, (c) other property or services which are accepted by the Superintendent, and (d) the protection and preservation of the property, unless the termination is for default, in which case the Superintendent shall determine the extent of the liability. Failure to agree with such determination shall be a dispute within the meaning of the "Disputes" clause for this Contract. The Superintendent may withhold from any amounts due to the Contractor such sum as the Superintendent determines to be necessary to protect the Superintendent against potential loss or liability.

The rights and remedies of the Superintendent provided in this section shall not be exclusive and are in addition to any other rights and remedies provided by law under this Contract.

After receipt of a notice of termination, and except as otherwise directed by the Superintendent, the Contractor shall:

- a. Stop work under this Contract on the date and to the extent specified, in the notice.
- b. Place no further orders or subcontractors for materials, services or facilities except as may be necessary for completion of such portion of the work under the Contract that is not terminated;
- c. Assign to the Superintendent, in the manner, at the times, and to the extent directed by the Superintendent, all rights, title, and interest of the Contractor under the orders and subcontracts in which case the Superintendent has the right, at its discretion, to settle or pay any or all claims arising out of the termination of such orders and subcontracts;
- d. Settle all outstanding liabilities and all claims arising out of such termination of orders and subcontracts, with the approval or ratification of the Superintendent to the extent the Superintendent may require, which approval or ratification shall be final for all the purposes of this clause;
- e. Transfer title to the Superintendent and deliver, in the manner, at the times and to the extent as directed by the Superintendent, any property which, if the Contract had been completed, would have been required to be furnished to the Superintendent;
- f. Complete performance of such part of the work not terminated by the Superintendent;
and
- g. Take such action as may be necessary, or as the Superintendent may direct, for the protection and preservation of the property related to this Contract which, in is in the possession of the Contractor and in which the Superintendent has or may acquire an interest.

45. Treatment of Assets. Except as otherwise provided for in the Contract, the ownership and title to all real property and all personal property purchased by the Contractor in the course of performing this Contract with moneys paid by the Superintendent shall vest in the Superintendent, except for supplies consumed in performing this Contract. The Contractor shall (1) maintain a current inventory of all the real and personal property; (2) label all the property "State of Washington, Superintendent of Public Instruction"; and, (3) surrender property and title to the Superintendent without charge prior to settlement upon completion, termination or cancellation of this Contract.

Any property of the Superintendent furnished to the Contractor shall, unless otherwise provided herein, or approved by the Superintendent, be used only for the performance of the Contract.

The Contractor shall be responsible for any loss or damage to property of the Superintendent which results from the negligence of the Contractor which results from the failure on the part of the Contractor to maintain and administer that property in accordance with sound management practices.

If any property is lost, destroyed, or damaged, the Contractor shall notify the Superintendent and take all reasonable steps to protect the property from further damage.

All reference to the Contractor under this clause shall include Contractor's employees, agents and subcontractors.

46. Waiver. A failure by either party to exercise its rights under this Agreement shall not preclude that party from subsequent exercise of such rights and shall not constitute a waiver of any other rights under this agreement. Waiver of any default or breach shall not be deemed to be a waiver of any subsequent default or breach. Any waiver shall not be construed to be a modification of the terms of this Agreement unless stated to be such in writing and signed by personnel authorized to bind each of the parties.

OSPI Americans with Disabilities Act (ADA) Compliance: Graphics & Colors

Because of their disability, many people with low vision do not see webpages the same as others. Some see only small portions of a computer display at one time. Others cannot see text or images that are too small. Still others can only see website content if it appears in specific colors.

For these reasons, many people with low vision use specific color and font settings when they access the Internet – settings that are often very different from those most people use.

For example, many people with low vision need to use high contrast settings, such as bold white or yellow letters on a black background. Others need just the opposite – bold black text on a white or yellow background. And, many must use softer, more subtle color combinations.

Tips for Graphic Creation that is Accessible

- Provide good contrast. Be especially careful with light shades of gray, orange, and yellow.
- Use True Text whenever possible. You can see True Text (TT) next to the font selection in most programs.
- Avoid all caps. All caps can be difficult to read and can be read incorrectly by screen readers.
- Use adequate font size. Font size can vary based on font chosen, but 10 point is usually the minimum.
- Make sure links are recognizable. Differentiate links in the body of the page with underline or bold. Links should clearly tell the user where the link will take them (no "click here" links).
- Don't convey content with color alone. Users

often can't distinguish or may override page colors.

Resources for Web Accessibility

- [Color code finder](#). Upload a photo to find the different color codes.
- [Color contrast checker](#). Enter color codes to find out which foreground and background combination is accessible.

Accessible Color Guidance

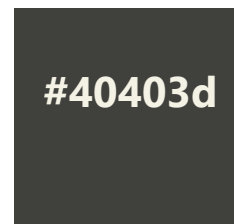
The colors below are OSPI's main brand colors and associated codes. They are displayed with text and background color in ADA compliance.

OSPI's cream and charcoal colors should be used in designs instead of white and black.

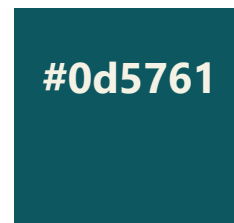
Cream color code: #f7f5eb

Charcoal color code: #40403d

Preferred



Optional



Washington Office of Superintendent of
PUBLIC INSTRUCTION