

Board Office Use: Legislative File Info.	
File ID Number	25-2559
Introduction Date	11/12/25
Enactment Number	
Enactment Date	



Board Cover Memorandum

To Board of Education

From Denise Saddler, Interim Superintendent
Sondra Aguilera, Chief Academic Officer
Andrea Bustamante, Executive Director, Community Schools and Student Services
Francisco Navarro, Commissioner Oakland Athletic League (OAL)

Meeting Date November 12, 2025

Subject Services Agreement - EAST BAY FOOTBALL OFFICIALS ASSOCIATION - Oakland Athletic League (OAL)

Ask of the Board Approval by the Board of Education of a Services Agreement 2025-2026 and 2026-2027 by and between the District and East Bay Football Officials Association, Oakland, CA, for the latter to work with Oakland Athletic League (OAL) by providing officials for all middle and high school Freshman, JV and Varsity Football and Girls Flag Football games for the period of October 1, 2025 through June 30, 2027, in an amount not to exceed \$120,000.00

Background Vendor services are needed to provide officials for all middle and high school Freshman, JV and Varsity Football and Girls Flag football games, so our students can play at a competitive level while staying within the rules of the game.

Discussion Consultant services are needed to provide officials for middle and high school Freshman, JV and Varsity Football and Girls Flag football games. This will allow OUSD students to participate in athletics at the middle and high school level and to play at a competitive level while staying within the rules of the game. Also, will increase the number of games for girls flag football programs as additional levels for girls high school freshman and middle school JV will be added. Qualified officials are required to officiate middle and high school football and flag football games and support quality programs for our student athletes.

Fiscal Impact Resource 9334 / Measure G in the amount of \$120,000.00.

Attachment(s)

- Services Agreement
- Request for Proposal 25-160OAL
- Notice of Intent to Award



SERVICES AGREEMENT

This Services Agreement ("AGREEMENT") is a legally binding contract entered into between the Oakland Unified School District ("OUSD") and the entity or individual ("VENDOR," together with OUSD, "PARTIES") named in **Exhibit A**, attached hereto and incorporated herein by reference. Unless otherwise stated herein, "VENDER INDIVIDUAL" includes (to the extent they exist): VENDOR Board members, officers, trustees, and directors; VENDOR employees, agents, consultants, contractors and subcontractors, representatives, and other similar individuals; and volunteers and others unpaid persons under VENDOR's direction, invitation, or control.

The PARTIES hereby agree as follows:

1. **Services.** VENDOR shall provide the services ("SERVICES") as described in **Exhibit A**.
2. **Term.** The term ("TERM") of this AGREEMENT is established in **Exhibit A**.
3. **Compensation.**
 - a. Over the TERM, OUSD agrees to pay VENDOR the amount of money stated in **Exhibit A** for satisfactorily performing the SERVICES. OUSD shall not pay and shall not be liable to VENDOR for any costs or expenses paid or incurred by VENDOR not described in **Exhibit A**.
 - b. Compensation for SERVICES performed outside of the TERM (e.g., prior to execution of this AGREEMENT or after its termination) shall be at OUSD's sole discretion and in an amount solely determined by OUSD. VENDOR agrees that it shall not expect or demand compensation for the performance of such SERVICES.
 - c. VENDOR acknowledges and agrees not to expect or demand compensation for any SERVICES performed prior to the PARTIES, particularly OUSD, validly and properly executing this AGREEMENT and VENDOR shall not rely on verbal or written communication from any individual, other than the OUSD Superintendent or the OUSD Legal Counsel, stating that OUSD has validly and properly executed this AGREEMENT.
 - d. Payment for SERVICES shall be made for all undisputed amounts no more frequently than in monthly installment payments within sixty (60) days after VENDOR submits an invoice to OUSD, in accordance with Paragraph 4 (Invoicing), for the SERVICES actually performed and after OUSD's written approval that the SERVICES were actually performed. The granting of any payment by OUSD, or the receipt thereof by VENDOR, shall in no way lessen the liability of VENDOR to correct unsatisfactory performance of SERVICES, even if the unsatisfactory character of the performance was not apparent or detected at the time a payment was made. If OUSD determines that VENDOR's performance does not conform to the requirements of this AGREEMENT, VENDOR agrees to correct its performance without delay.

4. **Invoicing.** Invoices furnished by VENDOR under this AGREEMENT must be in a form acceptable to OUSD.
 - a. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, without limitation: VENDOR name, VENDOR address, invoice date, invoice number, purchase order number, name of school or department to which the SERVICES were provided, name(s) of the person(s) performing the SERVICES, date(s) the SERVICES were performed, brief description of the SERVICES provided on each date, total invoice amount, and the basis for the total invoice amount (e.g., if hourly rate, the number of hours on each date and the rate for those hours).
 - b. If OUSD, at its sole discretion, determines an invoice fails to include the required elements, OUSD will not pay the invoice and will inform VENDOR of the missing items; VENDOR shall resubmit an invoice that includes the required elements before OUSD will pay the invoice.
 - c. Invoices must be submitted no more frequently than monthly, and within 30 days of the conclusion of the applicable billing period. OUSD reserves the right to refuse to pay untimely invoices.
 - d. OUSD reserves the right to add or change invoicing requirements. If OUSD does add or change invoicing requirements, it shall notify VENDOR in writing and the new or modified requirements shall be mandatory upon receipt by VENDOR of such notice.
 - e. To the extent that VENDOR has described how the SERVICES may be provided both in-person and not in-person, VENDOR's invoices shall—in addition to any invoice requirement added or changed under subparagraph (d)—indicate whether the SERVICES were provided in-person or not.
 - f. All invoices furnished by VENDOR under this AGREEMENT shall be delivered to OUSD via email unless OUSD requests, in writing, a different method of delivery.
5. **Suspension.** If OUSD, at its sole discretion, develops health and safety concerns related to VENDOR's provision of SERVICES, then the OUSD Superintendent or an OUSD Chief may, upon approval by OUSD legal counsel, issue a notice to VENDOR to suspend this AGREEMENT, in which case VENDOR shall stop providing SERVICES under this AGREEMENT until further notice from OUSD. OUSD shall compensate VENDOR for the SERVICES satisfactorily provided through the date of suspension.
6. **Termination.** Upon termination consistent with this Paragraph (Termination), VENDOR shall provide OUSD with all data and materials produced, maintained, or collected by VENDOR pursuant to this AGREEMENT, whether or not such materials are complete or incomplete or are in final or draft form.
 - a. For Convenience by OUSD. OUSD may at any time terminate this AGREEMENT upon thirty (30) days prior written notice to VENDOR. OUSD shall compensate VENDOR for SERVICES satisfactorily provided through the date of termination. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief may issue the termination notice without prior approval by the OUSD

Governing Board, in which case this AGREEMENT would terminate upon ratification of the termination by the OUSD Governing Board or thirty (30) days after the notice was provided, whichever is later. VENDOR shall immediately stop providing SERVICES upon receipt of the termination notice from the OUSD Superintendent or OUSD Chief.

- b. For Cause. Either PARTY may terminate this AGREEMENT by giving written notice of its intention to terminate for cause to the other PARTY. Written notice shall contain the reasons for such intention to terminate, which shall include (i) material violation of this AGREEMENT or (ii) if either PARTY is adjudged bankrupt, makes a general assignment for the benefit of creditors, or a receiver is appointed on account of its insolvency. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief may issue the termination notice without prior approval by the OUSD Governing Board, in which case this AGREEMENT would terminate upon ratification of the termination by the OUSD Governing Board or three (3) days after the notice was provided, whichever is later, unless the condition or violation ceases or satisfactory arrangements for its correction are made. VENDOR shall immediately stop providing SERVICES upon receipt of the termination notice from the OUSD Superintendent or OUSD Chief.
- c. Due to Unforeseen Emergency or Acts of God. Notwithstanding any other language of this AGREEMENT, if there is an unforeseen emergency or an Act of God during the TERM that would prohibit or limit, at the sole discretion of OUSD, the ability of VENDOR to perform the SERVICES, OUSD may terminate this AGREEMENT upon seven (7) days prior written notice to VENDOR. The OUSD Governing Board may issue this type of termination notice or the OUSD Superintendent, upon approval by OUSD legal counsel, may issue this type of the termination notice without the need for approval or ratification by the OUSD Governing Board. VENDOR shall immediately stop providing SERVICES upon receipt of the termination notice from the OUSD Superintendent.
- d. Due to Failure to Ratify by OUSD Board. If, consistent with Paragraph 41 (Signature Authority), this AGREEMENT is executed on behalf of OUSD by the signature of the Superintendent, a Chief, a Deputy Chief, or an Executive Director, and the Board thereafter declines to ratify this AGREEMENT, this AGREEMENT shall automatically terminate on the date that the Board declines to ratify it. OUSD shall compensate VENDOR for the SERVICES satisfactorily provided through the date of termination.

7. Data and Information Requests.

- a. VENDOR shall timely provide OUSD with any data and information OUSD reasonably requests related to the provision of the SERVICES.
- b. VENDOR shall register with and maintain current information within OUSD's Community Partner database unless OUSD communicates to VENDOR in writing otherwise, based on OUSD's determination that the SERVICES are not related to community school outcomes. If and when VENDOR's programs and school site(s)

change (either midyear or in subsequent years), VENDOR shall promptly update the information in the database.

8. Confidentiality and Data Privacy.

- a. OUSD may share information with VENDOR pursuant to this AGREEMENT in order to further the purposes thereof. VENDOR and VENDOR INDIVIDUALS shall maintain the confidentiality of all information received in the course of performing the SERVICES, provided such information is (i) marked or identified as "confidential" or "privileged," or (ii) reasonably understood to be confidential or privileged.
- b. VENDOR understands that student data is confidential. VENDOR or VENDOR INDIVIDUALS may only access or receive identifiable student data, other than directory information, in connection with this AGREEMENT only after VENDOR and OUSD execute (i) a California Student Data Privacy Agreement ("CSDPA") or CSDPA Exhibit E, if VENDOR is a software vendor, or (ii) the OUSD Data Sharing Agreement, if VENDOR is not a software vendor. Notwithstanding Paragraph 24 (Indemnification), should VENDOR or VENDOR INDIVIDUALS access or receive identifiable student data, other than directory information, without first executing such an agreement, VENDOR shall be solely liable for any and all claims or losses resulting from its access or receipt of such data.
- c. All confidentiality requirements, including those set forth in the separate data sharing agreement, extend beyond the termination of this AGREEMENT.

9. Copyright/Trademark/Patent/Ownership. Except for any intellectual property owned by VENDOR that existed prior to execution of this AGREEMENT, VENDOR understands and agrees that all other matters produced under this AGREEMENT shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by VENDOR in connection with the SERVICES performed under this AGREEMENT. VENDOR cannot use, reproduce, distribute, publicly display, perform, alter, remix, or build upon matters produced under this AGREEMENT without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to register the copyright, trademark, and/or patent of said matter in the name of OUSD. OUSD may, with VENDOR's prior written consent, use VENDOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium.

10. Alignment and Evaluation.

- a. VENDOR agrees to work and communicate with OUSD staff, both formally and informally, to ensure that the SERVICES are aligned with OUSD's mission and are meeting the needs of students as determined by OUSD.
 - b. OUSD may evaluate VENDOR or VENDOR INDIVIDUALS in any reasonable manner which is permissible under the law. OUSD's evaluation may include, without limitation: (i) requesting that OUSD employee(s) evaluate the performance of VENDOR or VENDOR INDIVIDUALS, and (ii) announced and unannounced observance of VENDOR or VENDOR INDIVIDUALS.
11. **Inspection and Approval.** VENDOR agrees that OUSD has the right and agrees to provide OUSD with the opportunity to inspect any and all aspects of the SERVICES performed including, but not limited to, any materials (physical or electronic) produced, created, edited, modified, reviewed, or otherwise used in the preparation, performance, or evaluation of the SERVICES. In accordance with Paragraph 3 (Compensation), the SERVICES performed by VENDOR must meet the approval of OUSD, and OUSD reserves the right to direct VENDOR to redo the SERVICES, in whole or in part, if OUSD, in its sole discretion, determines that the SERVICES were not performed in accordance with this AGREEMENT.
12. **Equipment and Materials.** VENDOR shall provide all equipment, materials, and supplies necessary for the performance of this AGREEMENT.
13. **Legal Notices.** Based on contact information set forth in **Exhibit A**, all legal notices provided for under this AGREEMENT shall be sent via email and either (i) personally delivered during normal business hours or (ii) sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other PARTY. Notice shall be effective when received if personally served or emailed or, if mailed, three days after mailing. Either PARTY must give written notice of a change of mailing address or email.
14. **Status.**
- a. This is not an employment contract. VENDOR, in the performance of this AGREEMENT, shall be and act as an independent contractor.
 - b. If VENDOR is a natural person, VENDOR verifies all of the following:
 - (i) VENDOR is free from the control and direction of OUSD in connection with VENDOR's work;
 - (ii) VENDOR's work is outside the usual course of OUSD's business; and
 - (iii) VENDOR is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed for OUSD.
 - c. If VENDOR is a business entity, VENDOR understands and agrees that it and any and all VENDOR INDIVIDUALS shall not be considered employees of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation.

VENDOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to VENDOR INDIVIDUALS. VENDOR verifies all of the following:

- (i) VENDOR is free from the control and direction of OUSD in connection with the performance of the work;
- (ii) VENDOR is providing the SERVICES directly to OUSD rather than to customers of OUSD;
- (iii) the contract between OUSD and VENDOR is in writing;
- (iv) VENDOR has the required business license or business tax registration, if the work is performed in a jurisdiction that requires VENDOR to have a business license or business tax registration;
- (v) VENDOR maintains a business location that is separate from the business or work location of OUSD;
- (vi) VENDOR is customarily engaged in an independently established business of the same nature as that involved in the work performed;
- (vii) VENDOR actually contracts with other businesses to provide the same or similar services and maintains a clientele without restrictions from OUSD;
- (viii) VENDOR advertises and holds itself out to the public as available to provide the same or similar services;
- (ix) VENDOR provides its own tools, vehicles, and equipment to perform the SERVICES;
- (x) VENDOR can negotiate its own rates;
- (xi) VENDOR can set its own hours and location of work; and
- (xii) VENDOR is not performing the type of work for which a license from the Contractor's State License Board is required, pursuant to Chapter 9 (commencing with section 7000) of Division 3 of the Business and Professions Code.

15. Qualifications, Training, and Removal.

- a. VENDOR represents and warrants that VENDOR and all VENDOR INDIVIDUALS have the necessary and sufficient experience, qualifications, and ability to perform the SERVICES in a professional manner, without the advice, control or supervision of OUSD. VENDOR will perform the SERVICES in accordance with generally and currently accepted principles and practices of its profession for services to California school districts and in accordance with applicable laws, codes, rules, regulations, and/or ordinances.
- b. VENDOR represents and warrants that all VENDOR INDIVIDUALS are specially trained, experienced, competent and fully licensed to provide the SERVICES identified in this AGREEMENT in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and/or regulations, as they may apply.
- c. VENDOR agrees to immediately remove or cause the removal of any VENDOR INDIVIDUAL from OUSD property upon receiving notice from OUSD of such

desire. OUSD is not required to provide VENDOR with a basis or explanation for the removal request.

16. **Certificates/Permits/Licenses/Registration.** VENDOR shall ensure that all VENDOR INDIVIDUALS secure and maintain in force such certificates, permits, licenses, and registration as are required by law in connection with the furnishing of the SERVICES pursuant to this AGREEMENT.
17. **Insurance.**
 - a. Commercial General Liability Insurance. VENDOR shall maintain Commercial General Liability Insurance, including automobile coverage, with limits of at least one million dollars (\$1,000,000) per occurrence, and two million dollars (\$2,000,000) aggregate, sexual misconduct, harassment, bodily injury and property damage. Coverage for sexual misconduct and harassment may either be provided through General Liability Insurance or Professional Liability Insurance. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured with the additional insured endorsement provided to OUSD within 15 days of effective date of this AGREEMENT (and within 15 days of each new policy year thereafter during the TERM). Evidence of insurance shall be attached to this AGREEMENT or otherwise provided to OUSD upon request. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against VENDOR. The policy shall protect VENDOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured. The requirements of this subparagraph may be specifically waived as noted in **Exhibit A**.
 - b. Workers' Compensation Insurance. VENDOR shall procure and maintain, at all times during the TERM of this AGREEMENT, Workers' Compensation Insurance in conformance with the laws of the State of California (including, but not limited to, Labor Code section 3700) and Federal laws when applicable. Employers' Liability Insurance shall not be less than one million dollars (\$1,000,000) per accident or disease. The requirements of this subparagraph may be specifically waived as noted in **Exhibit A**.
18. **Testing and Screening.**
 - a. Tuberculosis Screening. VENDOR shall ensure that all VENDOR INDIVIDUALS who will be working at OUSD sites for more than six hours in total during the TERM or who work with students (regardless of the length of time) have submitted to a tuberculosis risk assessment as required by Education Code section 49406 within the prior 60 days. If tuberculosis risk factors were identified for a VENDOR INDIVIDUAL, that VENDOR INDIVIDUAL must submit to an intradermal or other approved tuberculosis examination to determine if that VENDOR INDIVIDUAL is

free of infectious tuberculosis. If the results of the examination are positive, VENDOR shall obtain an x-ray of the lungs. VENDOR, at its discretion, may choose to submit a VENDOR INDIVIDUAL to the examination instead of the risk assessment. The requirements of this subparagraph may be specifically waived as noted in **Exhibit A**.

- b. Fingerprinting/Criminal Background Investigation. For all VENDOR INDIVIDUALS providing the SERVICES, VENDOR shall ensure completion of fingerprinting and criminal background investigation and shall request and regularly review subsequent arrest records. VENDOR confirms that no VENDOR INDIVIDUAL providing the SERVICES has been convicted of a felony, as that term is defined in Education Code section 45122.1. VENDOR shall provide the results of the investigations and subsequent arrest notifications to OUSD. For purposes of this subparagraph, VENDOR shall use either California Department of Justice or Be A Mentor, Inc. (<http://beamentor.org/OUSDPartner>) finger-printing and subsequent arrest notification services. The requirements of this subparagraph may be specifically waived as noted in **Exhibit A**.

19. Incident/Accident/Mandated Reporting.

- a. VENDOR shall notify OUSD, via email pursuant to Paragraph 13 (Legal Notices), within twelve (12) hours of learning of any significant accident or incident in connection with the provision of the SERVICES. Examples of a significant accident or incident include, without limitation, an accident or incident that involves law enforcement, or possible or alleged criminal activity, or possible or actual exposure to a communicable disease such as COVID-19. VENDOR shall properly submit required accident or incident reports within one business day pursuant to the procedures specified by OUSD. VENDOR shall bear all costs of compliance with this Paragraph.
- b. To the extent that a VENDOR INDIVIDUAL is included on the list of mandated reporters found in Penal Code section 11165.7, VENDOR agrees to inform that VENDOR INDIVIDUAL, in writing, that they are a mandated reporter, and describing the associated obligations to report suspected cases of abuse and neglect pursuant to Penal Code section 11166.5.

20. Health and Safety Orders and Requirements; Site Closures.

- a. VENDOR shall adhere to any health or safety orders or requirements issued at the time of the execution of this AGREEMENT or in the future by OUSD or other public entities ("Orders").
- b. Except as possibly stated otherwise in **Exhibit A**, VENDOR is able to meet its obligations and perform the SERVICES required pursuant to this AGREEMENT in accordance with any Order; to the extent that VENDOR becomes unable to do so, VENDOR shall immediately inform OUSD in writing.
- c. Except as possibly stated otherwise in **Exhibit A**, to the extent that there may be a site closure (e.g., due to poor air quality, planned loss of power, strike) or similar event in which school sites and/or District offices may be closed or

otherwise inaccessible, VENDOR is able to meet its obligations and perform the SERVICES required pursuant to this AGREEMENT; to the extent that VENDOR becomes unable to do so, VENDOR shall immediately inform OUSD in writing.

- d. VENDOR shall bear all costs of compliance with this Paragraph, including but not limited lost compensation for failure to provide SERVICES.

21. Conflict of Interest.

- a. VENDOR and all VENDOR INDIVIDUALS shall abide by and be subject to all applicable, regulations, statutes, or other laws regarding conflict of interest. VENDOR shall not hire, contract with, or employ any officer or employee of OUSD during the TERM without the prior approval of OUSD Legal Counsel.
- b. VENDOR affirms, to the best of his/her/its knowledge, that there exists no actual or potential conflict of interest between VENDOR's family, business, or financial interest and the SERVICES provided under this AGREEMENT, and in the event of any change in either private interest or the SERVICES under this AGREEMENT, any question regarding a possible conflict of interest which may arise as a result of such change will be immediately brought to OUSD's attention in writing.
- c. Through its execution of this AGREEMENT, VENDOR acknowledges that it is familiar with the provisions of section 1090 *et seq.* and section 87100 *et seq.* of the Government Code, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event VENDOR receives any information subsequent to execution of this AGREEMENT which might constitute a violation of said provisions, VENDOR agrees it shall immediately notify OUSD in writing.

22. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion.

VENDOR certifies, to the best of its knowledge and belief, that it and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this AGREEMENT, certifies that neither it nor its principals appear on the Excluded Parties List (<https://www.sam.gov/>).

- 23. Limitation of OUSD Liability.** Other than as provided in this AGREEMENT, OUSD's financial obligations under this AGREEMENT shall be limited to the compensation described in Paragraph 3 (Compensation). Notwithstanding any other provision of this AGREEMENT, in no event shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this AGREEMENT for the SERVICES performed in connection with this AGREEMENT.

24. Indemnification.

- a. To the furthest extent permitted by California law, VENDOR shall indemnify, defend and hold harmless OUSD, its Governing Board, agents, representatives, officers, consultants, employees, trustees, and volunteers ("OUSD Indemnified Parties") from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of VENDOR's performance of this AGREEMENT. VENDOR also agrees to hold harmless, indemnify, and defend OUSD Indemnified Parties from any and all claims or losses incurred by any supplier or subcontractor furnishing work, services, or materials to VENDOR arising out of the performance of this AGREEMENT. VENDOR shall, to the fullest extent permitted by California law, defend OUSD Indemnified Parties at VENDOR's own expense, including attorneys' fees and costs, and OUSD shall have the right to accept or reject any legal representation that VENDOR proposes to defend OUSD Indemnified Parties.
 - b. To the furthest extent permitted by California law, OUSD shall indemnify, defend, and hold harmless VENDOR and VENDOR INDIVIDUALS from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of OUSD's performance of this AGREEMENT. OUSD shall, to the fullest extent permitted by California law, defend VENDOR and VENDOR INDIVIDUALS at OUSD's own expense, including attorneys' fees and costs.
25. **Audit.** VENDOR shall establish and maintain books, records, and systems of account, in accordance with generally accepted accounting principles, reflecting all business operations of VENDOR transacted under this AGREEMENT. VENDOR shall retain these books, records, and systems of account during the TERM and for three (3) years after the earlier of (i) the TERM or (ii) the date of termination. VENDOR shall permit OUSD, its agent, other representatives, or an independent auditor to audit, examine, and make excerpts, copies, and transcripts from all books and records, and to make audit(s) of all billing statements, invoices, records, and other data related to the SERVICES covered by this AGREEMENT. Audit(s) may be performed at any time, provided that OUSD shall give reasonable prior notice to VENDOR and shall conduct audit(s) during VENDOR'S normal business hours, unless VENDOR otherwise consents.
26. **Non-Discrimination.** It is the policy of OUSD that, in connection with all work performed under legally binding agreements, there be no discrimination because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age; therefore, VENDOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code section 12900 and Labor Code section 1735 and OUSD policy. In addition, VENDOR agrees to require like compliance by all its subcontractor (s). VENDOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived: race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex, sexual orientation, or other legally protected class.

27. **Compliance with California and Federal Laws.** VENDOR shall comply with all applicable California and Federal laws, regulations, and ordinances. This includes, but is not limited to, compliance with the California Labor Code 6401.9 (Workplace Violence Prevention Plans), as well as any other laws related to labor, employment, safety, health, and environmental regulations. The VENDOR shall ensure that all activities and services conducted under this AGREEMENT are in strict compliance with such laws and regulations. Any violation of these laws, regulations, or ordinances by the VENDOR or any of its employees, subcontractors, volunteers, or agents shall constitute a material breach of this AGREEMENT.
28. **Drug-Free/Smoke Free Policy.** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, VENDORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.
29. **Waiver.** No delay or omission by either PARTY in exercising any right under this AGREEMENT shall operate as a waiver of that or any other right or prevent a subsequent act from constituting a violation of this AGREEMENT.
30. **Assignment.** The obligations of VENDOR under this AGREEMENT shall not be assigned by VENDOR without the express prior written consent of OUSD and any assignment without the express prior written consent of OUSD shall be null and void.
31. **No Rights in Third Parties.** This AGREEMENT does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
32. **Litigation.** This AGREEMENT shall be deemed to be performed in Oakland, California and is governed by the laws of the State of California, but without resort to California's principles and laws regarding conflict of laws. The Alameda County Superior Court shall have jurisdiction over any litigation initiated to enforce or interpret this AGREEMENT.
33. **Incorporation of Recitals and Exhibits.** Any recitals and exhibits attached to this AGREEMENT are incorporated herein by reference. VENDOR agrees that to the extent any recital or document incorporated herein conflicts with any term or provision of this AGREEMENT, the terms and provisions of this AGREEMENT shall govern.
34. **Integration/Entire Agreement of Parties.** This AGREEMENT constitutes the entire agreement between the PARTIES and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This AGREEMENT may be amended or modified only by a written instrument executed by both PARTIES.
35. **Severability.** If any term, condition, or provision of this AGREEMENT is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will

nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.

36. **Provisions Required By Law Deemed Inserted.** Each and every provision of law and clause required by law to be inserted in this AGREEMENT shall be deemed to be inserted herein and this AGREEMENT shall be read and enforced as though it were included therein.
37. **Captions and Interpretations.** Paragraph headings in this AGREEMENT are used solely for convenience, and shall be wholly disregarded in the construction of this AGREEMENT. No provision of this AGREEMENT shall be interpreted for or against a PARTY because that PARTY or its legal representative drafted such provision, and this AGREEMENT shall be construed as if jointly prepared by the PARTIES.
38. **Calculation of Time.** For the purposes of this AGREEMENT, "days" refers to calendar days unless otherwise specified and "hours" refers to hours regardless of whether it is a work day, weekend, or holiday.
39. **Counterparts and Electronic Signature.** This AGREEMENT, and all amendments, addenda, and supplements to this AGREEMENT, may be executed in one or more counterparts, all of which shall constitute one and the same amendment. Any counterpart may be executed and delivered by facsimile or other electronic signature (including portable document format) by either PARTY and, notwithstanding any statute or regulations to the contrary (including, but not limited to, Government Code section 16.5 and the regulations promulgated therefrom), the counterpart shall legally bind the signing PARTY and the receiving PARTY may rely on the receipt of such document so executed and delivered electronically or by facsimile as if the original had been received. Through its execution of this AGREEMENT, each PARTY waives the requirements and constraints on electronic signatures found in statute and regulations including, but not limited to, Government Code section 16.5 and the regulations promulgated therefrom.
40. **W-9 Form.** If VENDOR is doing business with OUSD for the first time, VENDOR acknowledges that it must complete and return a signed W-9 form to OUSD.
41. **Agreement Publicly Posted.** This AGREEMENT, its contents, and all incorporated documents are public documents and will be made available by OUSD to the public online via the Internet.
42. **Signature Authority.**
 - a. Each PARTY has the full power and authority to enter into and perform this AGREEMENT, and the person(s) signing this AGREEMENT on behalf of each PARTY has been given the proper authority and empowered to enter into this AGREEMENT.

- b. Notwithstanding subparagraph (a), VENDOR acknowledges, agrees, and understands (i) that only the Superintendent, and the Chiefs, Deputy Chiefs, and Executive Directors who have been delegated such authority, may validly sign contracts for OUSD and only under limited circumstances, and (ii) that all such contract still require ratification by the OUSD Governing Board. VENDOR agrees not to accept the signature of another other individual as having the proper authority to enter into this AGREEMENT on behalf of OUSD.
43. **Contract Contingent on Governing Board Approval.** The PARTIES acknowledge, agree, and understand that OUSD shall not be bound by the terms of this AGREEMENT unless and until it has been (i) formally approved by OUSD's Governing Board or (ii) validly and properly executed by the OUSD Superintendent, a Chief, or a Deputy Chief authorized by the Education Code or Board Policy, and no compensation shall be owed or made to VENDOR absent such formal approval or valid and proper execution.

REST OF PAGE INTENTIONALLY LEFT BLANK

IN WITNESS WHEREOF, the PARTIES hereto agree and execute this AGREEMENT and to be bound by its terms and conditions:

VENDOR

Name: LEON R. MONROE Signature: [Signature]
Position: ADMINISTRATOR Date: 10-7-25

One of the terms and conditions to which VENDOR specifically agrees by its signature is subparagraph (c) of Paragraph 3 (Compensation), which states that VENDOR acknowledges and agrees not to expect or demand compensation for any SERVICES performed prior to the PARTIES, particularly OUSD, validly and properly executing this AGREEMENT and shall not rely on verbal or written communication from any individual, other than the OUSD Superintendent or OUSD Legal Counsel, stating that OUSD has validly and properly executed this AGREEMENT.

OUSD

Name: _____ Signature: _____
Position: _____ Date: _____
☐ Board President (for approvals)
☐ Chief/Deputy Chief/Executive Director (for ratifications)

Name: Denise G. Saddler Signature: _____
Position: Interim Superintendent and Interim Secretary, Board of Education
Date: _____

Template Approved as to form by OUSD Legal Department



SERVICES AGREEMENT

EXHIBIT A

(Each Listed Clause below Corresponds to the Clause in the Agreement.)

VENDOR: East Bay Football Officials Association

Clause 1: **Services.** Describe the SERVICES VENDOR will provide: East Bay Football Officials Association will provide officials for middle and high school Freshman, JV and Varsity Football and Girls Flag football games. This will allow OUSD students to participate in athletics at the middle and high school level and to play at a competitive level while staying within the rules of the game.

Clause 2: **Term.**

a. This AGREEMENT shall start on the below Start Date. If no date is entered, then this AGREEMENT shall start on the latest of the dates on which each of the PARTIES signed this AGREEMENT.
Start Date: 10/1/2025

b. Unless terminated earlier, this AGREEMENT shall end on the below End Date. If no date is entered, then this AGREEMENT shall end on the first June 30 after the start date listed in subparagraph (a). If the dates set forth in this subparagraph and subparagraph (a) would cause this AGREEMENT to exceed the limits set forth in state law (e.g., Education Code section 17596), this AGREEMENT shall instead automatically end upon reaching said limit.
End date: 6/30/2027

Clause 3: **Compensation.**

a. The basis for payment to VENDOR shall be:

- ☐ Hourly Rate: _____ per hour
- ☐ Daily Rate: _____ per day
- ☐ Weekly Rate: _____ per week
- ☒ Monthly Rate: \$8571.43 per month
- ☐ Per Student Served Rate: _____ per student served
- ☐ Performance/Deliverable Payments: Describe below the performance and/or deliverable(s) as well as the associated rate(s): _____

b. Over the TERM, the total compensation under this AGREEMENT shall not exceed the below amount. This sum includes (but is not limited to) compensation for the full performance of this AGREEMENT and all fees, costs, and expenses incurred by VENDOR including (but not limited to) labor, materials, taxes, profit, overhead, travel, insurance, permitted subcontractor costs, and other costs.
Not-To-Exceed Amount: \$120,000.00

NOTE: Each Listed Clause below Corresponds to the Clause in the Agreement

Clause 13: Legal Notices.

OUSD

Site/Dept: Legal Department
Address: 1011 Union Street, Site 946
City, ST Zip: Oakland, CA 94607
Phone: 510-879-5060
Email: ousdlegal@ousd.org

VENDOR

Name/Dept: Leon Monroe
Address: 5534 Golden Gate Avenue
City, ST Zip: Oakland CA 94618
Phone: 510-719-9207
Email: lrmonroe45@yahoo.com

Clause 17: Insurance. OUSD has waived the following insurance requirements. Written confirmation of a waiver (e.g., email from OUSD Risk Management Officer) is attached hereto. Failure to attach such written confirmation voids any such waiver even if otherwise properly given.

☐ *Commercial General Liability Insurance.* Waiver typically available by OUSD if no VENDOR INDIVIDUAL interacts or has contact with OUSD students (in-person or virtual) and the not-to-exceed amount is \$25,000 or less.

☒ *Workers' Compensation Insurance.* Waiver typically available by OUSD if VENDOR has no employees.

Clause 18: Testing and Screening. OUSD has waived the following testing and screening requirements. Written confirmation of a waiver (e.g., email from OUSD Risk Management Officer) is attached hereto. Failure to include such written confirmation voids any such waiver even if otherwise properly given.

☐ *Tuberculosis Screening.* Waiver typically available by OUSD if VENDOR INDIVIDUALS will have no in-person contact with OUSD students.

☐ *Fingerprinting/Criminal Background Investigation.* Waiver typically available by OUSD if no VENDOR INDIVIDUAL interacts or has contact with OUSD students (in-person or virtual).

Clause 20: Health and Safety Orders and Requirements; Site Closures. If there is an Order or event in which school sites and/or District offices may be closed or otherwise inaccessible, would the SERVICES be able to continue?

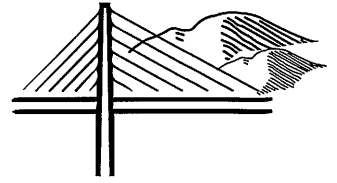
☐ Yes, the SERVICES would be able to continue as described herein.

☒ No, the SERVICES would not be able to continue.

☐ Yes, but the SERVICES would be different than described herein, they would be as follows:



5534 Golden Gate Ave.
Oakland, CA 94618



The EBFOA has met the accreditation requirements required by the NCS and State CIF. An important part of the accreditation program is for varsity qualified officials to have at least eighteen (18) hours of instruction and pass a classification examination with a score of at least 80%.

The EBFOA is governed under a Constitution and By-Laws and Policies by a Board of Directors of seven who are elected by the general membership for a three-year (3) period. Two members are elected each year. This provides continuity for the organization.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/17/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER American Specialty Insurance & Risk Services, Inc. dba A.S.I.R.S.I. Insurance Agency (CA License #0E72661) 7609 W. Jefferson Blvd., Suite 100 Fort Wayne IN 46804	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS: INSURER(S) AFFORDING COVERAGE INSURER A: Arch Insurance Company INSURER B: INSURER C: INSURER D: INSURER E: INSURER F: NAIC # 11150
INSURED National Association of Sports Officials (NASO) 2017 Lathrop Avenue Racine WI 53405	

COVERAGES**CERTIFICATE NUMBER:** 1002406347**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

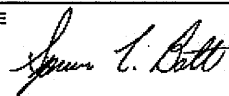
INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☐ LOC ☒ OTHER: OTHER	Y		SBCGL0279708	08/01/2025	08/01/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ Excluded PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 5,000,000 PRODUCTS - COMP/OP AGG \$ 5,000,000
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ HIRED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED ☐ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	☐ Y ☐ N	N/A				PER STATUTE ☐ OTH-ER ☐ E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

- Coverage applies to EAST BAY FOOTBALL OFFICIALS ASSOCIATION, 5534 GOLDEN GATE AVE, OAKLAND, CA 94618.

- The certificateholder shall be an additional insured, but only with respect to the operations of the Named Insured, and subject to the provisions and limitations of Form CG 2026 - Additional Insured - Designated Person or Organization, effective August 12, 2025.

CERTIFICATE HOLDER**CANCELLATION**

Oakland Unified School District 1011 Union St. Site 987 Oakland CA 94607	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	--

© 1988-2015 ACORD CORPORATION. All rights reserved.

AGENCY CUSTOMER ID: _____

LOC #: _____

**ADDITIONAL REMARKS SCHEDULE**Page 1 of 1

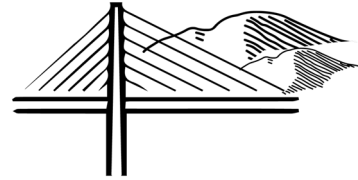
AGENCY American Specialty Insurance & Risk Services, Inc.		NAMED INSURED National Association of Sports Officials (NASO) 2017 Lathrop Avenue
POLICY NUMBER SBCGL0279708		
CARRIER Arch Insurance Company	NAIC CODE 11150	EFFECTIVE DATE: 08/01/2025

ADDITIONAL REMARKS**THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,****FORM NUMBER:** ACORD 25 **FORM TITLE:** CERTIFICATE OF LIABILITY INSURANCE - Certificate #1002406347

- The general liability policy does not contain an exclusion for sexual misconduct/harrassment or corporal punishemnt



5534 Golden Gate Ave.
Oakland, CA. 94618



November 29, 2023

Oakland Unified School District
Attn: Risk Management
1011 Union St., Suite 987
Oakland, CA. 94607

Ladies and Gentlemen:

Please take note of the following items pertaining to the contract between the Oakland Athletic League (OAL) and the East Bay Football Officials Association (EBFOA):

- All members of the EBFOA are *Independent Contractors*
- EBFOA has **no employees**
- Workers Compensation is not relevant for groups having no employees
- As independent contractors our members are not required to take TB tests, nor be fingerprinted

It should be noted that there are no other officials' association in the state that designates their officials as employees.

Hopefully, this resolves all the pertinent issues raised. EBFOA and the OAL have a longstanding relationship (more than 40 years) that has benefited both parties.

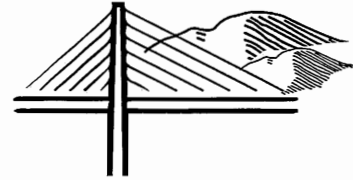
Should you have any further questions, please do not hesitate to give us a call.

Respectfully,

Leon R. Monroe
EBFOA Administrator
510-719-9207
lrmonroe45@yahoo.com



5534 Golden Gate
Ave. Oakland, CA.
94618



September
15, 2025

Oakland Unified School District
Attn: Risk Management
1011 Union St., Suite 987
Oakland, CA. 94607

To All Concerned:

Please take note of the following items pertaining to the contract between the Oakland Athletic League (OAL) and the East Bay Football Officials Association (EBFOA):

- All members of the EBFOA are *Officials*
- EBFOA has **no employees**
- Workers Compensation is not relevant for groups having no employees

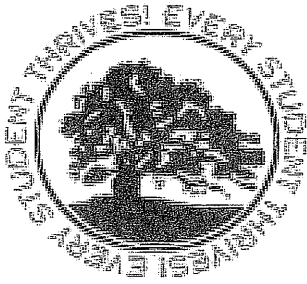
It should be noted that all our officials as members of Arbitr Officials Association are further insured through American Specialty Insurance & Risk Services, Inc. Furthermore, as part of a partnership with the California Interscholastic Federation (CIF) and Arbitr, our officials have been background screened by PeopleTrail, an expert in school system requirements. With over 250,000 background checks performed on high school officials, PeopleTrail has the expertise to ensure that eligibility criteria are met consistently.

Hopefully, this resolves all the pertinent issues raised. EBFOA and the OAL have a longstanding relationship (more than 40 years) that has benefited both parties.

Should you have any further questions, please do not hesitate to give us a call.

Respectfully,

Leon R. Monroe
EBFOA
Administrator 510-
719-9207
lrmonroe45@yahoo.com



OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

Request for Proposal (RFP) 25-160OAL

**YOUTH SPORTS OFFICIALS
FOR OAKLAND ATHLETIC LEAGUE**

OAKLAND UNIFIED SCHOOL DISTRICT

**Procurement Department
900 High Street, 2nd Floor
OAKLAND, CA 94601**

**email: procurement@ousd.org
phone: (510) 879-2990**

**Proposals Due:
June 3, 2025 @ 2:00pm pst**

THE TERMS AND CONDITIONS OF THIS SOLICITATION ARE GOVERNED BY
THE APPLICABLE STATE AND FEDERAL LAWS.

Table Of Contents

Table Of Contents 2 Schedule Of Events 3 Background Information 4 Introduction 4 Scope Of Work 4 Term of Agreement 6 Minimum Requirements 7 Proposal Evaluations And Scoring 9 Best Value Scoring 9

Scoring Guide 10 Submission Instructions 11 Proposal Format 12 Oakland Unified School District Application 14 List Of Exhibits 16

Exhibit A : Acknowledgement of Reading and Understanding OUSD's Agreement 17 Exhibit B: Awarded Contract Requirements 18 Exhibit C: References 19 Exhibit D: Proposal Price Form 21 Exhibit E: RFP Questions 22 Exhibit F: Terms and Conditions 24 Exhibit G: Certification Regarding Debarment, Suspension, Ineligibility And Voluntary Exclusion 28 Exhibit H: Workers Compensation Acknowledgement 29 Exhibit I: Fingerprinting Notice and Acknowledgement 31 Exhibit J: Non-Collusion Declaration 37 Exhibit K: Authorized Vendor Signature - Point of Contact 38 Exhibit L: Sample Schedules 39

Evaluation Process 40 Selection Process 40 Protest Selection Procedure 40

Schedule Of Events

The following schedule will be used by the District.

DATE	ACTION
Solicitation First Posted:	May 9, 2025
Pre-Bid Conference*:	May 16, 2025 @ 1:00 p.m. pst (Zoom link on Procurement Website)
Deadline for Questions:	May 22, 2025 @ 4:00 p.m. pst
Proposal/Bid Submitted to District:	June 3, 2025 @ 2:00 p.m. pst
Potential Interviews (If Necessary):	June 9, 2025 - June 10, 2025
Selection Notice(s):	June 13-16, 2025
Contract Start Date:	August 2025

****What is a Pre-Bid Conference?** A pre-bid conference is an opportunity to ask members of the selection team any questions you may have, and/or clear up any confusion regarding project details/scope of work.*
Optional Online Meeting.

OUSD will use every effort to adhere to the schedule. However, OUSD reserves the right to amend the schedule, as it deems necessary.

The District reserves the right to amend or cancel this proposal at any time. Proposers are responsible for viewing any new changes related to this proposal online at <https://www.ousd.org/bidopportunities>.

If a proposer desires any clarification or questions of any kind regarding this solicitation, the proposer must make a written request and should be addressed via email to:

Procurement Department
procurement@ousd.org

NOTE: Contacting Board members and/or any District staff other than the procurement analyst who is outlined above, may disqualify the proposer from the selection process.

3

Background Information

The Oakland Unified School District (OUSD) is the eleventh largest school district in California. OUSD located in and is approximately coterminous with the City of Oakland, California, and is located on the east side of the San Francisco Bay, approximately 10 miles from San Francisco.

The Oakland Unified School District (District) operates under a locally-elected seven member Board form of government and provides educational services to grades CDC/Pre-K - Adult. The District operates twenty-eight (28) child development centers, forty-five (45) elementary schools, eleven (11) middle schools, nine (9) high schools, four (4) K-8, three (3) 6-12, six (6) alternative ed and other programs as well. The District serves approximately 34,700 students. We encourage you to visit our website (<http://www.ousd.org>) for more information about our District.

Introduction

The Oakland Unified School District (the "District" or "OUSD") is seeking proposals from qualified associations or organizations with experience in providing officiating and referee services across a range of sports. The required officiating services include the following sports: high school baseball, high school softball, high school girls volleyball, high school boys soccer, high school girls soccer, middle school boys and girls soccer, middle school boys and girls basketball, middle school flag football, and middle school volleyball.

Scope Of Work

The District is seeking qualified youth sports officials to service several District schools and students in a variety of sports. Sports include high school and middle school students.

The Oakland Athletic League (OAL) Commissioner will monitor these services provided by the contractor. If the services are not deemed satisfactory, the Contractor will be given written notice and placed on probation and reviewed for a period of 30 days.

The Contractor shall provide competent, qualified officials to officiate non-league, league, and post-season games for the Oakland Athletics League for select middle and high school sports. This consists of the following sports:

Sport	Approximate Number of Games	Number of Officials Per Game	Approximate Number of Teams	Approximate Dates of Season
High School Baseball High School Softball	91	2	9	February 20-May 9
High School Girls Varsity Volleyball	66 86	2	6	20- May 9
High School Girls JV Volleyball	40	2	10	August 29-October 25
High School Soccer	142	3	-	August 29-October 11
Middle School Soccer	166	2	20	Nov 5th - March 3
Middle School Basketball	142	2	27	January 19-March 23
Middle School Flag Football	64	2	32	January 19-March 23
Middle School Girls Volleyball	47	1	14	September 15 - November 17
			13	September 15 - November 17

Duties of the Contractor will include recruiting, training, hiring, evaluating and terminating of referees/officials. The Contractor is expected to ensure that all games are officiated impartially and professionally, and that all assigned officials/referees are on time and on site for all games.

The Contractor shall be a current CIF accredited association. Prior to each sport's season of play, Contractor shall maintain a current list of names, addresses, phone numbers and current CIF certification cards for all officials, referees and working under Contractor's employment and provide them as requested by the OAL Commissioner.

The Contractor shall be responsible for providing one training session per season for all officials/referees under its employment. The one will be prior to the beginning of the sport's season. Contractor shall notify the OAL Commissioner in writing of the time, date and place of the training session. The training sessions shall include a detailed review of the NFHS Rules, officiating techniques, rule interpretations, some management conflict resolution, uniform attire and handling of emergency situations. Contractor shall be responsible for all costs associated with these training sessions.

Contractor shall have a written dress code policy that has been approved by OAL 5

Commissioner, consistent with CIF rules that shall ensure that all officials/referees show up on time in proper uniform and have all game required equipment. All uniforms, watches and other equipment shall be provided by the Contractor.

Contractor shall send a representative to each pre-season meeting for each sport to meet and speak with High School coaches. Contractor shall attend any league organization meeting as deemed necessary by the OAL Commissioner.

Contractor shall rotate game officials on a regular basis. OUSD/OAL shall have the right to request game official changes when it deems necessary.

Should the Contractor fail to provide game officials for any game, it is understood and agreed that liquidated damages in the amount of \$100 per game, per official shall be assessed and the sum shall be deducted from payment due to the Contractor. In addition, the Contractor shall provide in its proposal the procedures that it would like OAL/OUSD to follow when an official fails to show for a game.

Contractor shall provide a written schedule of the official's assignments, including names and phone numbers, two weeks prior to the scheduled games or contests.

The contractor and his/her officials shall not coach in any of the Oakland Athletic League leagues or programs.

Term of Agreement

The term of this agreement shall be for a period of two (2) school years, covering the 2025–2026 and 2026–2027 school years. By mutual written agreement, the contract may be extended for one (1) additional year, not to exceed a total contract term of three (3) years.

Minimum Requirements

To be considered responsive to this Request for Proposals (RFP), the proposer must meet or exceed the following minimum qualifications. No proposal will be accepted from, nor will a contract be awarded to, a bidder who is not properly licensed and qualified to perform the required work or who has not successfully provided similar services in the past.

1. CIF Accreditation

- Contractor must be a current member of a California Interscholastic Federation (CIF)-accredited officials' association and maintain this accreditation for the duration of the contract.

2. Experience

- A minimum of three (3) years of experience providing officiating services for youth or school-based sports is preferred. Experience in public school or community-based athletic settings is preferred.

3. Qualified Staff

- All assigned officials/referees must:
 - Hold current CIF certification
 - Have prior officiating experience in the specific sports they are assigned to

4. Training Capacity

- Contractor must:
 - Organize and conduct one pre-season training session per sport,

- per season
- Cover topics including NFHS rules, officiating techniques, conflict management, emergency procedures, dress code, and professional conduct
- Provide all training at no cost to the District
 - Notify the OAL Commissioner in writing of training details in advance

5. Liability Insurance

- Upon award of contract, Contractor must provide proof of all required insurance coverages in accordance with District standards (see Exhibit B).

6. Compliance with District Policies

- Contractor must adhere to OUSD's background check protocols, including:
 - Fingerprinting
 - TB testing

7

- Applies to all personnel working directly with students or on school campuses.

7. Staffing Plan & Coverage Guarantee

- Contractor must:
 - Provide a detailed staffing plan ensuring full and reliable game coverage
 - Implement a regular official rotation system for fairness
 - Submit officials' schedules (names and phone numbers) two (2) weeks prior to game dates
 - Provide a contingency plan for emergencies or no-shows
 - Accept liquidated damages of \$100 per missing official, per game for failure to staff games

8. Dress Code & Equipment

- Contractor must:
 - Maintain and enforce a written dress code policy approved by the OAL Commissioner and aligned with CIF rules
 - Ensure officials arrive on time, in proper uniform, and fully equipped for each game
 - Provide all uniforms and equipment at no cost to OUSD

9. Engagement with League & Coaches

- Contractor must:
 - Attend pre-season meetings for each sport to meet with coaches
 - Participate in league organization meetings as requested by the OAL Commissioner

10. Conflict of Interest

- Contractor and its officials shall not coach in any Oakland Athletic League (OAL) programs during the term of the contract.

8

Proposal Evaluations And Scoring

This request is designed to select the proposer that works best for the District. Award(s) will be to the best value responsible Vendors who submit responsive proposals based on the evaluation criteria established in the RFP. Proposals will be reviewed for content, completeness, experience, qualifications, price, means of providing service and ability to provide the best solution for the District. By responding to this request, proposer acknowledges that selection will be based on a comprehensive submission that meets or exceeds District requirements.

The District reserves the right without limitation to:

- Reject any or all proposers and to waive any minor informalities or irregularities • Interview one or more proposers
- Enter into negotiations with one or more proposers
- Execute an agreement with one or more proposers
- Enter into an agreement with another proposer in the event that the original selected proposer defaults or fails to execute an agreement with the district

Best Value Scoring

Proposals may earn a maximum of 100 best value points, as indicated in the table below.

Best Value Points		
Value Category	Maximum Points	
1. OUSD Application and Cover Letter - Statement/Letter of Interest	5	
2. Ability to Execute & Approach to Scope of Work Scope of Services	30	
3. Annual Cost To The District-Fee/Service Rate	30	
4. Experience, Qualification and References 5. Response to RFP Questions/Exhibit E	10 25	
6. Oakland Business	5	
Total	105	

9

Each best value category shall be scored separately using the scoring guide below.

Scoring Guide					
	QUALITY OF RESPONSE	STRENGTHS	WEAKNESSES	CONFIDENCE IN RESPONSE	POINTS
EXCEPTIONAL RESPONSE	Addresses the requirements completely, exhibits outstanding knowledge, creativity, innovation or other justifying factors	Meets all Requirements - numerous strengths in key areas.	None	VERY HIGH	100%
GOOD RESPONSE	Addresses the requirements completely and some elements in an outstanding manner.	Meets all requirements - some strengths in key areas	Minor; not in key areas	HIGH	75%

ADEQUATE RESPONSE	Addresses most elements of the requirements.	Meets most requirements – some strengths provided	Moderate: does not outweigh strengths	ADEQUATE	50%
MARGINAL RESPONSE	Meets some of the requirements	Meets some requirements with some strengths.	Exist in key areas; outweighs strengths	LOW	25%
INADEQUA TE RESPONSE	Meets a few to none of the solicitation requirements.	Few or no clear strengths.	Significant and numerous	NONE	0%

10

Submission Instructions

Proposals shall be emailed to the Procurement Department at procurement@ousd.org no later than **June 3, 2025 @ 2:00pm pst.**

Proposal shall be submitted with subject line:

“RFP Proposal # 25-160OAL Youth Sports Officials”

*When submitting your proposal, be sure to get a ticket number or confirmation email.

Proposals submitted via email should be submitted as PDF file format. PDF file size should be sufficient enough to send via email, the District does not assume responsibility if the PDF file is too large to email. If electronic submission is a factor, the District encourages hand delivery of the proposal directly to the Procurement Department, 900 High Street 2nd Floor Oakland, CA 94601 between the hours of 9:00am - 2:00pm pst. All proposals delivered after scheduled closing time for receipt of proposals will not be considered. Incomplete proposals may be deemed non-responsive and therefore not considered.

The District reserves the right to reject any or all proposals. The award of this solicitation is conditional on the winning bidder(s) accepting the terms of the contract available to view in Exhibit A, attached below. Proposals and any other information submitted by respondents in response to this solicitation shall become the property of the District. Notwithstanding any indication by Contractor of confidential contents, and with the exception of bona fide confidential information, contents of proposals are public documents subject to disclosure under the California Public Records Act after award. The District will not provide compensation to Contractors for any expenses incurred by the Contractors for proposal preparation or for any demonstration that may be made.

Contractors submit proposals at their own risk and expense.

Local and Small Local Business Program

In order to provide economic opportunity for Oakland residents and businesses and stimulate economic development in Oakland, the District has implemented a Local, Small Local and Small Local Resident Business Enterprise Program ("Local Business Program"). The District encourages Local, Small and Small Local Resident Businesses to apply.

Contractors claiming preference as a ***certified*** Oakland Small Business must attach a copy of their certification letter to their bid. This solicitation, and subsequent amendments and/or updates will be available at: <https://www.ousd.org/procurement>. Contractors are responsible for checking this website for information and changes to this solicitation.

11

Proposal Format

1) Oakland Unified School District Application & Cover Letter:

Fill out the OUSD application on page 14-15, and in a maximum of three (3) pages. Explain your interest in this body of work and why you wish to work with Oakland Unified School District students & staff. Include your agency/organization name and core contacts with names, titles, emails and phone numbers. Please include your organization's W-9 form.

2) Ability to Execute & Approach to Scope of Work: (Include section title in proposal)

In a maximum of ten (10) pages begin by providing a brief overview of the services to be provided, including officiating for a variety of sports, such as baseball, soccer, volleyball, and others. Emphasize your understanding of key performance expectations, including impartiality, professionalism, and punctuality of officials. Next, describe the services you will deliver, such as recruiting, training, certifying, and assigning qualified officials. Include details about how you will ensure that officials are properly trained before each season and how performance will be monitored to ensure high-quality officiating. Additionally, explain your approach to staffing, such as how you will assign and rotate officials to maintain fairness and how you will handle any emergencies, like an official not showing up for a game. Highlight your collaboration with the OUSD Athletic League (OAL) Commissioner and staff to coordinate schedules and address issues quickly.

3) Annual Cost to the District - Fee/Service Rate Schedule: (Include section title in proposal)

Proposers must submit a complete cost proposal that includes all fees outlined in the Exhibit D (Proposal Price Form)

4) Experience, Qualification and References: *(Include section title in proposal)*

In a maximum of ten (10) pages, please provide a brief overview of your experience relevant to the scope of work outlined in this RFP. Describe your experience in providing officiating services for youth sports, including any work with high school and middle school sports leagues. Highlight your ability to manage and coordinate officials for multiple sports simultaneously, ensuring consistency, quality, and professionalism. Provide proof of current accreditation as a CIF-recognized association. Acceptable

12

documentation may include an official CIF accreditation letter, listing on the CIF website, or a letter of good standing from CIF.

Next, discuss the resources you will utilize to fulfill the requirements, including the experience and qualifications of your team and any tools or platforms you plan to use for scheduling or performance management. Be sure to confirm your ability to comply with OUSD's policies, such as background checks and safety protocols for all officials, as well as adherence to dress code and conduct expectations. Finally, provide a simple timeline with key milestones, such as the recruitment and training completion dates, pre-season training sessions, and ongoing performance evaluations throughout the season.

Additionally, Provide a list of three (3) references from organizations or schools you have worked with in the past three (3) years. These references should reflect your experience with youth sports officiating and your ability to handle the responsibilities outlined in this RFP. Located in Exhibit C.

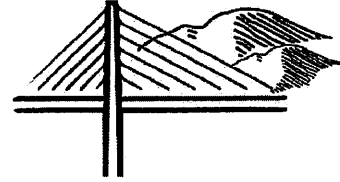
5) Response to RFP Questions: *(include section title in proposal)*

Proposer must answer questions found on Exhibit E.

6) List of Exhibits: Complete all the Exhibits.



5534 Golden Gate Ave.
Oakland, CA. 94618



June 2, 2025

procurement@ousd.org

Re: Request for Proposal (RFP) 25-160OAL - -YOUTH SPORTS OFFICIALS FOR OAKLAND ATHLETIC LEAGUE

Dear Selection Committee:

After providing officiating services to the Oakland Athletic League for decades, we welcome the opportunity to demonstrate just how successful the partnership with East Bay Football Officials has been.

- Just as the OAL has over-achieved in developing students to further their education by excelling in athletics, the EBFOA has proudly taken a small part in the educational process. Not simply by working the games and then departing, but by taking an active part in the educational process. We have made it a priority to teach and inform both coaches and players while officiating.
- EBFOA demographics are similar to those of the OAL, reflecting the diversity of the community. This is not surprising, given that a number of our members are Oakland residents. Fortunately, this enables us to effectively communicate with everyone involved in the football environment. As a matter of fact, additional leagues are seeking our services for that very reason.
- Given the scope of the RFP, there is little doubt that our qualifications and long history are aligned with your objectives. We have long been accredited by the California Interscholastic Federation (CIF) and held in high esteem. Consider the fact that a significant number of our members have been selected to work the CIF State Bowl Championships since their inception.
- Coaches with teams from other CIF sections consistently comment on our game management skills when they visit OAL schools, or EBFOA ventures into their respective sections.
- Finally, our outstanding scholarship program which has benefitted OAL student-athletes totaling just under \$20,000, demonstrates our commitment to giving back to those most in need.

Further details about our association can be found in the attached application. If any additional information is needed or desired, please do not hesitate to contact us. EBFOA looks forward to continued improvement in the services to be provided in the upcoming years.

Respectfully,

Leon R. Monroe
EBFOA Administrator
510-719-9207

Oakland Unified School District Application

Company Name:	EAST BAY FOOTBALL OFFICIALS ASSOCIATION		
Address:	5534 GOLDEN GATE AVE, OAKLAND CA 94618		
Primary Contact Person: Title:	LEON MONROE	Secondary Contact Person: Title:	JoeDemeter
Email:	lrmonroe45@yahoo.com	Email:	joe.demeter@yahoo.com
Telephone #:	510-719-9207	Telephone #:	510-520-9703
Website (if applicable):	WWW.EBFOA.COM		

Are you Currently a member of a CIF accredited Officials' Association? Do you have at least three (3) years of experience providing officiating services for middle and high school sports?	☒	Yes
	☐	No
	☒	Yes
	☐	No

Tax Classification:	☐	Individual
	☐	Corporation
	☐	Partnership
	☒	Non-Profit
Has your company ever been in litigation or arbitration involving service for any public, private or charter K-12 schools during the prior five (5) years?	☒	No
	☐	Yes

If yes, provide the name of the school/district and briefly detail the dispute.		
Has your company ever had a contract terminated for convenience or default in the prior five years?	☒	No
	☐	Yes
If yes, provide details including the name of the other party:		
Is/are your company, owners, and/or principal, partner or manager involved in or is your company aware of any pending litigation regarding professional misconduct, bad faith, discrimination, or sexual harassment?	☒	No
	☐	Yes
If yes, provide details:		
Is/are your company, owners, and/or principals or partners involved in or aware of any pending disciplinary action and/or investigation conducted by any local, state, or federal agency?	☒	No
	☐	Yes
If yes, provide details:		

**Request for Taxpayer
Identification Number and Certification**

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

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

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

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) East Bay Football Officials Association
	2 Business name/disregarded entity name, if different from above.
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate ☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. ☒ Other (see instructions) Nonprofit organization
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐ 4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)
	5 Address (number, street, and apt. or suite no.). See instructions. 5534 Golden Gate Ave. 6 City, state, and ZIP code Oakland, CA 94618 7 List account number(s) here (optional)
Requester's name and address (optional)	

Part I Taxpayer Identification Number (TIN)

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

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

Social security number								
			-					
or								
Employer identification number								
9	4	-	3	2	1	4	5	3 5

Part II Certification

Under penalties of perjury, I certify that:

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

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

Sign Here **Signature of U.S. person** 

Date **3-24-2025**

General Instructions

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

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

What's New

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

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

Purpose of Form

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

List Of Exhibits

- Exhibit A: Acknowledgement of Reading and Understanding OUSD's Agreement(s)
- Exhibit B: Awarded Contract Requirements
- Exhibit C: References
- Exhibit D: Proposal Price Form
- Exhibit E: RFP Questions
- Exhibit F: Terms and Conditions
- Exhibit G: Certification Regarding Debarment, Suspension, Ineligibility And Voluntary Exclusion
- Exhibit H: Workers Compensation Acknowledgement
- Exhibit I: Fingerprinting Notice and Acknowledgement
- Exhibit J: Non-Collusion Declaration
- Exhibit K: Authorized Vendor Signature-Point of Contact
- Exhibit L: Sample Schedules

Proposer shall furnish all the following information accurately and completely. Failure to comply with this requirement may cause a proposal rejection.

Exhibit A : Acknowledgement of Reading and Understanding OUSD's Agreement

Important, the award of this bid solicitation is conditional on the winning bidder(s) accepting the terms of the contract below.

By signing this Exhibit, you acknowledge that you have read and understand Oakland Unified School District's Professional Services Agreement. Proposer understands that if awarded, it will be required to sign these agreements which will ultimately be approved by the Oakland Unified School Board before the project/work can begin.

***Contract Insurance Requirements may be subject to change**

To view click here: SERVICES AGREEMENT

If having a hard time opening templates, please email procurement@ousd.org for a copy.



Signature

LEON MONROE

Print Name

ADMINISTRATOR

Title

JUNE 2, 2025

Date

Exhibit B: Awarded Contract Requirements

Please review the requirements below. Documents are not required upon submitting a proposal but will be required if selected/awarded.

All requirements documents must be produced and submitted before scope of work can begin.

Contractors/Vendors with ANY contact with students

1. Resume for individuals or a Stmt of Qualifications for Companies;
2. Proof of the following types of insurances via an ACORD sheet:
 - Commercial General Liability
 - Professional Liability or Corporal Punishment Ins.
 - Improper Sexual Conduct & Physical Abuse Liab.
 - OR Sexual Abuse & Molesation (SAM)Policy Limits (minimum): \$1,000,000 per occurrence and \$2,000,000 aggregate
Certificate Holder must read:
Oakland Unified School District;
ATTN-Risk Management;
1011 Union St, Site 987; Oakland, CA 94607;
3. Policy Endorsement that names Oakland Unified School District as an Additional Insured
4. For Agency Vendors
 - a) Proof of Workers Comp. Insurance via ACORD
 - b) Agency Letter: (On company letterhead stating)
"All of our employees that work at OUSD have passed fingerprint review by the Department of Justice (DOJ) and FBI and TB Testing requirements."
"ATI Numbers (from fingerprinting) will appear on all invoices submitted to OUSD."
"Proof of fingerprint passage and TB Test passage of persons working at OUSD will be available to OUSD upon demand."For Individuals (Non-Agency Vendors)
 - a) TB Test Results
 - b) Fingerprinting (how to instructions at a later time)

No signature for acknowledgement needed however, if you and/or your company cannot agree to our District's contract requirements, we respectfully and kindly ask to not submit a proposal response to our solicitation. Thank you.

Exhibit C: References

Reference 1:

Customer Name: TRI COUNTIES ATHLETIC LEAGU

Contact Name: PHIL TOMASINI & BILL JONES

Title: CO-COMMISIONERS

Address: 1500 BENICIA RD, VALLEJO, CA 94591

Phone Number: 707-644-3320

Email: tcal23201@gmail.com

Services Provided: BOYS V/JV FOOTBALL, GIRLS FLAG FOOTBALL

Duration of Services: 40+ YEARS

Reference 2:

Customer Name: WESTERN ALAMEDA COUNTY CONFERENCE 12

Contact Name: Dave Kiesel

Title: COMMISIONER

Address: 21918 VERNETTI WAY, CASTRO VALLEY, CA 94546

Phone Number: 510-589-8084

Email: drkiesel13@gmail.com

Services Provided: BOYS V/JV FOOTBALL, GIRLS FLAG FOOTBALL

Duration of Services: 40+ YEARS

Reference 3:

Customer Name: SOUTHERN ALAMEDA COUNTY MIDDLE ATHLETIC LEAGUE

Contact Name: TIFFANY EVANS

Title: PRESIDENT

Address: 800 Bockman Rd San Lorenzo, CA 94580

Phone Number: 510-317-3840

Email: tevans@slzusd.org

Services Provided: MIDDLE SCHOOL BOYS AND GIRLS FLAG FOOTBALL

Duration of Services: 2 YEARS

Note: All three (3) references must be for a public entity, (preferably, a school district). Please provide current contact phone numbers and email addresses. If the contact person is no longer with the company/agency, please indicate. This page must be returned with the RFP response.

Exhibit D: Proposal Price Form

COST PROPOSAL

Sport	Number of Officials Per Game	Price Per Official
High School Baseball	2	
High School Softball	2	
High School Girls Varsity Volleyball	2	
High School Girls JV Volleyball	2	
High School Soccer	3	
Middle School Soccer	2	
Middle School Basketball	2	
Middle School Flag Football	2	
Middle School Girls Volleyball	1	

Total Annual Amount of Proposal:

PLEASE SEE ATTACHED DOCUMENT

Additional Fees or Special Request Costs:

Print Name: LEON MONROE

Signature: 

Title: ADMINISTRATOR

Company Name: EBFOA

Date: JUNE 2, 2025

Annual Cost to the District

Fee/Service Rate Schedule

SPORT AND LEVEL	# OFFICIALS (LEAGUE)	# OFFICIALS (CHAMP)	GAME FEE YEAR 1 (L)	GAME FEE	GAME FEE YEAR 2 (L)	GAME FEE
				YEAR 1 (CHAMP)		YEAR 2 (CHAMP)
HIGH SCHOOL FOOTBALL (V)	5	7	\$115	\$120	\$120	\$125
HIGH SCHOOL FOOTBALL (JV)	4	5	\$95	\$100	\$100	\$105
HIGH SCHOOL GIRLS FLAG (V)	3	4	\$80	\$85	\$85	\$90
HIGH SCHOOL GIRLS FLAG (JV)	3	4	\$75	\$80	\$80	\$85
MIDDLE SCHOOL BOYS FLAG	2	3	\$70	\$75	\$75	\$80
MIDDLE SCHOOL GIRLS FLAG	2	3	\$70	\$75	\$75	\$80
CHAIN CREW FOOTBALL V/JV (CHAMP)	0	6		\$75		\$80
CHAIN CREW GIRLS FLAG V (CHAMP)	0	1		\$65		\$70
CHAIN CREW GIRLS FLAG JV (CHAMP)	0	1		\$65		\$70
CHAIN CREW MIDDLE FLAG B (CHAMP)	0	1		\$50		\$55
CHAIN CREW MIDDLE FLAG G (CHAMP)	0	1		\$50		\$55
HSF V TOTAL			\$20,700	\$2,520	\$21,600	\$2,625
HSF JV TOTAL			\$13,680	\$1,500	\$14,400	\$1,575
HSG F V TOTAL			\$33,600	\$3,315	\$35,700	\$3,510
HSG F JV TOTAL			\$10,200	\$720	\$10,880	\$765
MS BF TOTAL			\$63,000	\$6,750	\$67,500.00	\$7,200
MS GF TOTAL			\$13,720	\$2,925	\$14,700	\$3,120
CHAIN CREW FOOTBALL V/JV (CHAMP)				\$1,350		\$1,440
CHAIN CREW GF V (CHAMP)				\$845		\$910
CHAIN CREW GF JV (CHAMP)				\$585		\$630
CHAIN CREW MF B (CHAMP)				\$1,500		\$1,650
CHAIN CREW MF G (CHAMP)				\$650		\$715
			154,900	\$22,660	\$164,780	\$24,140
GRAND TOTAL YEAR 1 ALL SPORTS	\$177,560					
GRAND TOTAL YEAR 2 ALL SPORTS	\$188,920					

ADMINISTRATOR FEES / SPEC REQ HS \$375 HSG FLAG \$400 MS FLAG \$250
 (12) \$4500 (14) \$5600 (44) \$11,000 GRAND TOTAL \$21,100

Exhibit E: RFP Questions

The following information must be presented in the order and format listed and returned with each Bidder's response to the District's RFP.

A. Company

1. Describe your company's history, ownership and organizational structure.

EBFOA is a nonprofit organization that has been in existence since 1940. Initially part of the East Bay Officials Association which also included basketball, the group split into two separate organizations based on the sport. We are governed by an elected Board of Directors comprised of seven members serving two-year terms. Each year two new members are elected (or re-elected), with the past president serving an additional year to support continuity. Our principal officers are President, Vice President, Administrator, Assignor and Treasurer.

2. Specify name, title, and duration of services for your company's principal officers.

**Joe Demeter, President; 16 years
Conrad Bassett, Vice President and Treasurer; 41 years
Leon Monroe, Administrator; 40 years
Melvin Landry, Assignor; 30 years
Raymond Beasley, Co-Assignor; 20 years**

3. List your company's affiliates, subsidiaries and/or parent companies.

**National Association of Sports Officials
National Federation of High School Sports**

4. Provide a statement of your company's alcohol, substance abuse and firearms policy.

See the attached alcohol and substance abuse policy. In terms of a firearms policy, we are in the process of amending our policies and bylaws to include a zero-tolerance policy for possession of a firearm at any game or school.

5. Provide in detail your company's hiring standards (include background checks, drug testing, etc.).

EBFOA is in the process of selecting a company/service to provide background checks and fingerprinting. We are leaning toward the Live Scan process used by school districts.

6. Provide detailed information about any lawsuits, liens, restraining orders, foreclosures, or other legal/financial actions pending, in progress, or which have been brought against your company in the last three years.

None

7. Provide copies of all licenses, permits and registrations required by federal, state, local regulations, rules and statutes.

EBFOA is accredited by the California Interscholastic Federation (CIF)

1. Employees

1. Describe possible labor relation issues that may affect your company's ability to provide armored car services to the District.

Not applicable.

2. Average tenure of employees by classifications (management, officials, clerical, etc.).

Our independent contractors' average tenure is 12 years.

3. How are customer service performance measurements monitored and reported?

All the head coaches are given the opportunity to provide ratings and comments after every game, either by completing a game card or electronically. Those ratings and comments are then included in the evaluation process for each official.

4. Detail the standard industry training required and special/additional training your company provides/contracts for your employees.

As an organization, the EBFOA provides approximately 40 hours of training each season for all the membership. Additional trainings are available by attendance at off-season study groups and summer camps. Under the North Coast Section of the California Interscholastic Federation (CIF), officials are required to attend a minimum of 18 hours of training to qualify to work a CIF playoff game.

5. How many officials are registered with your organization? Please include an attached list of officials with their certifications/credentials, years of experience and sports backgrounds.

66 – See the attached listing.

6. How often do you provide training for your officials?

EBFOA offers two preseason officiating clinics each summer and bi-weekly training sessions during the fall football season.

7. What method do you use to evaluate employees? How often are evaluations occurring?

Evaluations are formally conducted on an annual basis at the end of the season. Informal evaluations are verbally provided at the conclusion of each game.

2. Services

1. Is your company considering subcontracting any portion of the service requested? If yes, please provide details. (Services may not be subcontracted without prior approval by the City.) **No subcontracting is being considered.**

yes, please provide details. (Services may not be subcontracted without prior approval by the City.) **No subcontracting is being considered.**

2. What criteria are used to evaluate the cost of additional teams/sports
Current market conditions for officiating services for CIF officials' groups.

3. What distinguishes your company's equipment and services from that of your competition?

There are several factors that distinguish our associations' services from that of others. First, we are one of the most diverse groups in the state. Said diversity can be found in gender, ethnicity and professions. Second, demonstration our capabilities is evidenced by the selection of more than 14 officials to work in the CIF State Bowl Championships, with some working multiple years. Additionally, a few have also worked in the community college bowl games. Finally, it should be noted that EBFOA in 2003 established a scholarship program funded by officials voluntarily submitting earned game fees. Potential recipients are recommended by their coach and are required to submit a written essay. Those selected receive a check for \$1,000.00 each. To date, students in Oakland have been awarded nineteen (19) of these scholarships for a total of \$19,000.00. To our knowledge, no other officials' association donates their own officials' game fees!

4. What is your company's protocol if the referee(s) or official(s) do not report to duty at a game site and fail to find a replacement?

The official is fined for the game fee and may be subjected to reduced assignments.

5. What is your company's protocol if the referee(s) or official(s) is late to a game site?

The official is to notify the referee/crew members by phone prior to kickoff and may be subject to a reduced game fee.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/10/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. IF SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

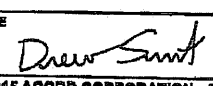
PRODUCER American Specialty Insurance & Risk Services, Inc. dba A.S.I.R.S.I. Insurance Agency (CA License #0E72861) 7809 W. Jefferson Blvd., Suite 100 Fort Wayne IN 46804 INSURED National Association of Sports Officials (NASO) 2017 Lathrop Avenue Racine WI 53405	CONTACT NAME: PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL: ADDRESS: INSURER(S) AFFORDING COVERAGE INSURER A: Arch Insurance Company NAIC # 11150 INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:
--	---

CERTIFICATE NUMBER: 1002178374

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

PROD LTR	TYPE OF INSURANCE	ADD. BUSN INSD. WORD	POLICY NUMBER	POLICY EFF. (MM/DD/YYYY)	POLICY EXP. (MM/DD/YYYY)	LIMITS
☒	COMMERCIAL GENERAL LIABILITY					EACH OCCURRENCE \$ 1,000,000
	CLAIMS-MADE ☒ OCCUR					DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000
A		Y	SBCGL0279706	08/01/2023	08/01/2024	MED EXP (Any one person) \$ Excluded
	GEN'L AGGREGATE LIMIT APPLIES PER:					PERSONAL & ADV INJURY \$ 1,000,000
	POLICY ☐ PRO. ☐ LOC					GENERAL AGGREGATE \$ 5,000,000
☒	OTHER: OTHER					PRODUCTS - COM/PROP AGG \$ 5,000,000
	AUTOMOBILE LIABILITY					COMBINED SINGLE LIMIT (Ea accident) \$
	ANY AUTO					BODILY INJURY (Per person) \$
	OWNED AUTOS ONLY	SCHEDULED AUTOS				BODILY INJURY (Per accident) \$
	HIRED AUTOS ONLY	NON-OWNED AUTOS ONLY				PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB					EACH OCCURRENCE \$
	EXCESS LIAB	OCCUR				AGGREGATE \$
	DED. RETENTION \$	CLAIMS-MADE				\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY					PER STATUTE OR \$
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	Y/N	N/A			E.L. EACH ACCIDENT \$
	If yes, describe under DESCRIPTION OF OPERATIONS below					E.L. DISEASE - EA EMPLOYEE \$
						E.L. DISEASE - POLICY LIMIT \$
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)						
- Coverage applies to EAST BAY FOOTBALL OFFICIALS ASSOCIATION, 5534 GOLDEN GATE AVENUE, OAKLAND, CA 94618.						
- The certificateholder shall be an additional insured, but only with respect to the operations of the Named Insured, and subject to the provisions and limitations of Form CG 2028 - Additional Insured - Designated Person or Organization, effective October 10, 2023.						

CERTIFICATE HOLDER Oakland Unified School District Attn Risk Management 1011 Union St. Suite 987 Oakland CA 94607	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	--

ACORD 25 (2016/03)

The ACORD name and logo are registered marks of ACORD

© 1988-2015 ACORD CORPORATION. All rights reserved.

Feather River Officials Assn.	N	Foot Bask Volley	Greg Ramelli	530-519-5580	6/15/2026	g.ramelli@att.net
NCOA - Baseball - Chico	N	Baseball	Michael Peterson	530-228-7005	6/15/2024	m.peterson@sbcglobal.net
Northern California Baseball / Softball Officials Association - Chico	N	Base Soft	Randy Salado	530-624-2554	6/15/2024	rasalado@yahoo.com
Northern California Basketball Officials Association - Chico	N	Basketball	John Shepherd	530-774-5429	6/15/2026	jshepherd@chicousd.org
NCOA - Basketball - Siskiyou's	N	Basketball	Jon Cox	530-925-4659	6/15/2026	Jcox3@siskiyous.edu
Northern California Softball Officials Association - Chico	N	Softball	Scott Feingold	530-864-2904	6/15/2026	sgold62@yahoo.com
Northern California Officials Association - Redding	N	Foot	Kareem Speake	530-864-4839	6/15/2025	kspeake@yahoo.com
Northern California Officials Association - Chico Football Chapter	N	Football	Chuck Gulley	706-621-2377	6/15/2025	chuckg2000@aol.com
Northern California Volleyball Officials Association - Chico	N	Volley	Ron Gunn	530-588-4159	6/15/2028	rookiegunn@gmail.com
Northern California Officials Association - Yuba City	N	Baseball, Softball	Brad Steinmann	530-828-2799	6/15/2028	bradsteinmann@live.com
North State Referee Association	N	Soccer	Alek Pinnel	530-604-3589	6/15/2026	president@northstateresreferees.com
North Valley Volleyball Officials Assn.	N	Volley	Bernie Elliott	530-515-1771	6/15/2026	bernbo71@aol.com
Red Bluff Volleyball Officials Association	N	Volleyball	Allie McDonald	530-200-0496	6/15/2025	aletheadmcdonald@yahoo.com
Redding Umpires Assn.	N	Baseball Softball	Tom O'Callaghan	530-646-7000	6/15/2025	tomocallaghan@att.net
Siskiyou Football Officials Association	N	Foot	Craig Hanna	530-261-3384	6/15/2026	cahanna@att.net
Plumas Soccer Officials Association	N	Soccer	Mike Irving	408-398-9905	6/15/2026	mike.x.irving@gmail.com
Alameda County Wrestling Officials Assn.	NC	Wrst	Mark Hayes	925-286-2649	6/15/2025	hayesmt@mdusd.org
Bay Area Athletic Assignors	NC/CC	Volley	Eric Harbison	925-207-3885	6/15/2028	eharb12000@gmail.com
Bay Area Officials Association	NC	Volleyball	Lara Donaldson	925-337-3542	6/15/2026	larad@baofficials.com
Bay Island Officials Association	NC	Voll, Bask, Soc. Soft	Frank Harbin	510-366-0502	6/15/2026	frankh7951@aol.com
Blast Equality Collab	NC	Basketball	Shelley Russi	510-551-6705	6/15/2026	srussi@blastequalitycollab.org
California Track Starters Association Sacramento/Joaquin	N/NC/SJ	Track	John Busto	707-628-6309	6/15/2024	jbusto23@gmail.com
Coastal Mountain Officials Association	NC	Foot Soc Volley Bask Wrst Soft Base	Kenneth Parlet	707-274-5573	6/15/2029	kwpii@protonmail.com
Contra Costa Athletic Assignors Association	NC	Foot Bask Base Soc Soft	Dave Cutaia	925-595-1640	6/15/2028	cutaia@aol.com
East Bay Basketball Officials Association	NC / Oak	Bask	Marcella Dobbs	510-331-5559	6/15/2028	mdobbs@ebboa.org
East Bay Football Officials Association	NC / Oak	Foot	Leon Monroe	510-719-9207	6/15/2026	lmonroe45@yahoo.com
East Bay Umpires	NC/Oak	Baseball	Darryl Allen	510-860-3716	6/15/2027	daumpire@gmail.com
Golden Gate Officials Bureau	NC	Bask, LAX	Nancy Clary	415-328-3356	6/15/2028	mncclary@comcast.net
Golden Gate Sports Referee Association	NC	Soc, LAX	Michael Faryabi	925-642-6400	6/15/2026	michael@faryabi.com
Humboldt Bay Officials Association	NC	Base Soft Volley	Jan Henry	707-845-6304	6/15/2028	jhenryretired20@gmail.com
Humboldt-Del Norte Wrestling Officials Association	NC	Wres	Patrick Lynch	707-599-8582	6/15/2026	pjlynch261@aol.com
Livermore/Pleasanton Umpires Assn.	NC	Soft	Mark Alvarez	925-577-8400	6/15/2025	markalvar6@gmail.com
Marin Alameda Contra Costa Water Polo LLC	NC/CC	WP	Jeffery Roy	925-339-1303	6/15/2027	j_roy123155@yahoo.com
Mid-County Officials Network	NC / Oak	Voll Bask Base Soc Soft Foot	Dan Hughey	510-301-2928	6/15/2028	refumpoffincon@gmail.com
Mission Valley Football Officials Assn.	NC	Foot	Alfred Gordillo	510-386-7167	6/15/2025	apg-49@sbcglobal.net
Nor Cal Womens Lacrosse Officials	NC/SJ	Lacrosse	Angela Cherry	512-762-9157	6/15/2027	president@ncwlo.org

Exhibit F: Terms and Conditions

By virtue of submitting a proposal, each Bidder confirms that (a) it is agreeable to each and every provision of Exhibit A – Contract Template and (b) that the District has the absolute right to delete existing and/or to include additional provisions in any resulting contract with a Bidder prior to execution of said contract(s) by the parties. In addition, consistent with Exhibit A – Contract Template, by virtue of submitting a proposal each Bidder confirms the following:

1. **Equal Opportunity** – The Bidder must be an Equal Opportunity Employer, and shall be in compliance with the Civil Rights Act of 1964, the State Fair Employment Practice Act, and all other applicable Federal and State laws and regulations relating to equal opportunity employment. It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination against anyone because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age; therefore, Bidder agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, Bidder agrees to require compliance by all its subcontractors. Bidders shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation.
2. **Errors and Omissions** – If a bidder discovers any ambiguity, conflict, discrepancy, omission, or other error in the solicitation, the bidder shall immediately notify the District of such error in writing and request clarification or modification of the document. Modifications will be made by addenda. Such clarification shall be given by written notice to all parties who have furnished an solicitation for bidding purposes, without divulging the source of the request for the same. Insofar as practicable, the District will give such notices to other interested parties, but the District shall not be responsible therefor. If a bidder fails to notify the District, prior to the date fixed for submission of bids, of an error in the solicitation known to them, or an error that reasonably should have been known to them, they shall bid at their own risk; and if awarded the contract, the bidder shall not be entitled to additional compensation or time by reason of the error or its later correction. The bidder should carefully examine the entire solicitation and addenda thereto, and all related materials and data referenced in the solicitation or otherwise available to them, and should become fully aware of the nature and location of the work, the quantities of the work, and the conditions to be encountered in performing the work.
3. **Bidder Agreement** – In compliance with this solicitation, the bidder will

propose and agree to furnish all labor, materials, transportation, and services for the work described and specifications and for the items listed herein. A bid is subject to acceptance at any time within sixty (60) days after opening of the same, unless otherwise stipulated. Bids cannot be corrected or altered after opening by the District.

4. Bid Signee – If the bidder is an individual or an individual doing business under a company name, the bid must, in addition to the company name, be signed by the individual. If the bidder is a partnership, the bid should be signed with the partnership name by one of the partners. If a corporation, with the name of the corporation by an officer authorized to execute a bid on behalf of the corporation.

5. Bidders' Understanding – It is understood and agreed that the bidder has been, by careful examination, satisfied as to the nature and location of the work; the character, quality and quantity of the materials to be provided; the character of equipment and facilities needed preliminary to and during the prosecution of the work; and general and local conditions, and all other matters which can in any way affect the work under the contract. No verbal agreement or conversation with any officer, agent or employee of the District, either before or after the execution of the contract, shall affect or modify any of the contractual terms or obligations.

6. Intent of Specifications – All work that may be called for in the specifications shall be executed and furnished by the successful bidder(s), and should any work or materials be required which is not denoted in the specifications, either directly or indirectly but which is nevertheless necessary for the execution of the contract, the bidder is to understand the same to be implied and required, and shall perform all such work and furnish any such material as fully as if it were particularly delineated or described.

7. Extra Work – No bill or claim for extra work or materials shall be allowed or paid unless the doing of such extra work or the furnishing of such extra materials shall have been authorized in writing by the District's Designee.

8. Defense, Indemnity & Hold Harmless – Contractor shall indemnify, hold harmless and defend OUSD and each of its officers, officials, employees, volunteers and agents from any loss, liability, fines, penalties, forfeitures, costs and damages (whether in contract, tort or strict liability, including but not limited to personal injury, death at any time and property damage) incurred by OUSD, Contractor or any other person and from any claims, demands and actions in law or equity (including attorney's fees and litigation expenses), arising or alleged to have arisen directly or indirectly out of performance of this Agreement. Contractor's obligations under the preceding sentence shall apply jointly and severally regardless of whether OUSD or any of its officers, officials, employees, volunteers or agents are actively or passively negligent, but shall not apply to any loss or liability, fines, penalties, forfeitures, costs or damages caused solely by the active negligence or by the willful misconduct of OUSD. If Contractor should subcontract all or any portion of the work or activities to be performed under this

MOU, Contractor shall require each subcontractor to indemnify, hold harmless and defend OUSD, its officers, officials, employees, volunteers or agents in accordance with the terms of the preceding paragraph. Contractor also agrees to hold harmless, indemnify, and defend the District and its elective board, officers, agents, and employees from any and all claims or losses incurred by any supplier, Contractor, or subcontractor furnishing work, services, or materials to Contractor in connection with the performance of this Agreement. This provision survives termination of this Agreement.

9. Disposition of Proposals – All materials submitted in response to this solicitation will become the property of the District, and will be returned only at the District's option and at the bidder's expense. The original copy shall be retained for official files and will become a public record after the date and time for final bid submission as specified.

10. Terms of the Offer – The District's acceptance of Bidder's offer shall be limited to the terms herein unless expressly agreed in writing by the District. Proposals offering terms other than those shown herein will be declared non-responsive and will not be considered.

11. Awards – The District reserves the right of determination that items bid meet or do not meet bid specifications. Further, the Board of Education reserves the right to accept or reject any or all bids and to waive any informality in the bidding.

12. District's Alternative Providers – The District reserves the right to solicit, purchase and obtain from providers other than the successful Bidder(s) certain products and services, of a nature similar or equivalent to those products and services solicited in this solicitation.

13. Bidder Agreement to Terms and Conditions – Submission of a signed proposal will be interpreted to mean Bidder has agreed to all the terms and conditions set forth in the pages of this solicitation, including the terms of the exemplar contract included herewith.

14. Laws Governing Contract – This contract shall be in accordance with the laws of the State of California. The parties further stipulate that the County of Alameda, California, is the only appropriate forum for any litigation arising here from.

15. Notices – Any notices relevant to this Agreement may be served effectually upon either the District or the Successful Bidder, one to the other, by delivering such notice in writing, or sending such notice by certified mail, traceable overnight letter or email.

16. Changes to the Agreement – The Agreement may be changed or amended by written, mutual consent of the District and each successful Bidder. No alteration or variation of the terms of the Agreement shall be valid unless made in writing

and signed by the parties thereto, and no oral understanding or agreement not incorporated therein shall be binding on the parties thereto.

17. Nomenclatures – The terms Successful Bidders, Suppliers, Vendors, Providers, Service Providers, Awarded Contractors and Contractors may be used interchangeably in this solicitation and shall refer exclusively to the person, company, or corporation with whom the District enters into a contract as a result of this solicitation. The terms District, OUSD, Oakland Unified School District, Board and Board of Education may be used interchangeably in this solicitation and shall refer exclusively to the Oakland Unified School District. The terms Proposals, Bids and Offers may be used interchangeably in this solicitation and shall refer exclusively to the response made to this solicitation by any bidder. The terms may be used interchangeably in this solicitation and shall refer exclusively to this solicitation. The terms Contract and Agreement may be used interchangeably in this solicitation.

18. Time – Time is of the essence.

19. Severability – If any provisions, or portions of any provisions, of the contract are held invalid, illegal, or unenforceable, they shall be severed from the contract and the remaining provisions shall be valid and enforceable.

20. Assignment – The Agreement entered into with the District shall not be assigned without the prior written consent of the District.

21. No Rights in Third Parties – The Agreement entered into with the District does not create any rights in or inure to the benefit of any third party.

22. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion – Bidder must complete and return with its proposal the Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion form, which is attached below.

Print Name: LEON MONROE

Signature: 

Date: JUNE 2, 2025

**Exhibit G: Certification Regarding Debarment, Suspension, Ineligibility
And Voluntary Exclusion**

I am aware of and hereby certify that neither EAST BAY FOOTBALL OFFICIALS ASSOCIATION [Name of Bidder] nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency. I further agree that I will include this clause without modification in all lower tier transactions, solicitations, proposals, contracts and subcontracts. Where the bidder/offer or/contractor or any lower participant is unable to certify to this statement, it shall attach an explanation to this solicitation proposal.

IN WITNESS WHEREOF, this instrument has been duly executed by the Principal of the above named bidder on the JUNE 2, 2025 [DATE] for the purposes of submission of this bid.

By
Print Name: LEON MONROE
Signature: 
Date: JUNE 2, 2025

Exhibit H: Workers Compensation Acknowledgement

Labor Code § 3700

"Every employer except the state shall secure the payment of compensation in one or more of the following ways:

(a) By being insured against liability to pay compensation in one or more insurers duly authorized to write compensation insurance in this state.

(b) By securing from the Director of Industrial Relations a certificate of consent to self-insure either as an individual employer, or as one employer in a group of employers, which may be given upon furnishing proof satisfactory to the Director of Industrial Relations of ability to self-insure and to pay any compensation that may become due to his or her employee.

(c) For any county, city, city and county, municipal corporation, public district, public agency, or any political subdivision of the state, including each member of a pooling arrangement under a joint exercise of powers agreement (but not the state itself), by securing from the Director of Industrial Relations a certificate of consent to self-insure against workers' compensation claims, which certificate may be given upon furnishing proof satisfactory to the Director of ability to administer workers' compensation claims properly, and to pay workers' compensation claims that may become due to its employees. On or before March 31, 1979, a political subdivision of the state which, on December 31, 1978, was uninsured for its liability to pay compensation, shall file a properly completed and executed application for a certificate of consent to self-insure against workers' compensation claims. The certificate shall be issued and be subject to the provisions of Section 3702."

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the code, and I will comply with such provisions before commencing the performance of the work of this contract.

Print Name: LEON MONROE
Signature: 
Title: ADMINISTRATOR
Company Name: EBFOA
Date: JUNE 2, 2025

(In accordance with Article 5 (commencing at Section 1860), Chapter 1, Part 7, Division 2 of the Labor Code, the above certificate must be signed and filed with the District prior to performing any work under this contract.)

NOTE: If contractor is a corporation, the legal name of the corporation shall be set forth above together with the signature(s) of the authorized officers or agents as more particularly described in section 20 of this Solid Waste and Recycling Services Agreement; and if contractor is a partnership or joint venture, the true name of the firm shall be set forth above together with the signature of the individual or individuals authorized to sign contracts on behalf of and bind the partnership or joint venture.

Exhibit I: Fingerprinting Notice and Acknowledgement

FOR ALL CONTRACTS EXCEPT WHEN CONSTRUCTION EXCEPTION IS MET (Education Code Section 45125.1)

Other than business entities performing construction, reconstruction, rehabilitation, or repair who have complied with Education Code section 45125.2, business entities entering into contracts with the District must comply with Education Code sections 45125.1. Such entities are responsible for ensuring full compliance with the law and should therefore review all applicable statutes and regulations. The following information is provided simply to assist such entities with compliance with the law:

1. You (as a business entity) shall ensure that each of your employees who interacts with pupils outside of the immediate supervision and control of the pupil's parent or guardian or a school employee has a valid criminal records summary as described in Education Code section 44237. (Education Code §45125.1(a).) You shall do the same for any other employees as directed by the District. (Education Code §45125.1(c).) When you perform the criminal background check, you shall immediately provide any subsequent arrest and conviction information it receives to the District pursuant to the subsequent arrest service. (Education Code §45125.1(a).)

2. You shall not permit an employee to interact with pupils until the Department of Justice has ascertained that the employee has not been convicted of a felony as defined in Education Code section 45122.1. (Education Code §45125.1(e).) See the lists of violent and serious felonies in Attachment A to this Notice.

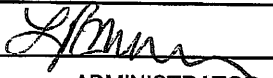
3. Prior to performing any work or services under your contract with the District, and prior to being present on District property or being within the vicinity of District pupils, you shall certify in writing to the District under the penalty of perjury that neither the employer nor any of its employees who are required to submit fingerprints, and who may interact with pupils, have been convicted of a felony as defined in Education Code section 45122.1, and that you are in full compliance with Education Code section 45125.1. (Education Code §45125.1(f).) For this certification, you shall use the form in Attachment B to this Notice.

4. If you are providing the above services in an emergency or exceptional situation, you are not required to comply with Education Code section 45125.1, above. An "emergency or exceptional" situation is one in which pupil health or safety is endangered or when repairs are needed to make a facility safe and habitable. The District shall determine whether an emergency or exceptional situation exists. (Education Code §45125.1(b).)

5. If you are an individual operating as a sole proprietor of a business entity,

you are considered an employee of that entity for purposes of Education Code section 45125.1, and the District shall prepare and submit your fingerprints to the Department of Justice as described in Education Code section 45125.1(a). (Education Code §45125.1(h).)

I, as ADMINISTRATOR *[insert "owner" or officer title]* of
EAST BAY FOOTBALL OFFICIALS ASSOCIATION *[insert name of business entity]*, have read the
foregoing and agree that EAST BAY FOOTBALL OFFICIALS ASSOCIATION *[insert name of*
business entity] will comply with the requirements of Education Code §45125.1 as
applicable, including submission of the certificate mentioned above.

Print Name: LEON MONROE
Signature: 
Title: ADMINISTRATOR
Company Name: EBFOA
Date: JUNE 2, 2025

ATTACHMENT A

Violent and Serious Felonies

Under Education Code sections 45122.1 and 45125.1, no employee of a contractor or subcontractor who has been convicted of or has criminal proceedings pending for a violent or serious felony may come into contact with any student. A violent felony is any felony listed in subdivision (c) of Section 667.5 of the Penal Code. Those felonies are presently defined as:

- (1) Murder or voluntary manslaughter.
- (2) Mayhem.
- (3) Rape as defined in paragraph (2) or (6) of subdivision (a) of Section 261 or paragraph (1) or (4) of subdivision (a) of Section 262.
- (4) Sodomy as defined in subdivision (c) or (d) of Section 286.
- (5) Oral copulation as defined in subdivision (c) or (d) of Section 288a.
- (6) Lewd or lascivious act as defined in subdivision (a) or (b) of Section 288.
- (7) Any felony punishable by death or imprisonment in the state prison for life.
- (8) Any felony in which the defendant inflicts great bodily injury on any person other than an accomplice which has been charged and proved as provided for in Section 12022.7, 12022.8, or 12022.9 on or after July 1, 1977, or as specified prior to July 1, 1977, in Sections 213, 264, and 461, or any felony in which the defendant uses a firearm which use has been charged and proved as provided in subdivision (a) of Section 12022.3, or Section 12022.5 or 12022.55.
- (9) Any robbery.
- (10) Arson, in violation of subdivision (a) or (b) of Section 451.
- (11) Sexual penetration as defined in subdivision (a) or (j) of Section 289.
- (12) Attempted murder.
- (13) A violation of Section 18745, 18750, or 18755.
- (14) Kidnapping.
- (15) Assault with the intent to commit a specified felony, in violation of Section 220.

- (16) Continuous sexual abuse of a child, in violation of Section 288.5.
- (17) Carjacking, as defined in subdivision (a) of Section 215.
- (18) Rape, spousal rape, or sexual penetration, in concert, in violation of Section 264.1.
- (19) Extortion, as defined in Section 518, which would constitute a felony violation of Section 186.22 of the Penal Code.
- (20) Threats to victims or witnesses, as defined in Section 136.1, which would constitute a felony violation of Section 186.22 of the Penal Code.
- (21) Any burglary of the first degree, as defined in subdivision (a) of Section 460, wherein it is charged and proved that another person, other than an accomplice, was present in the residence during the commission of the burglary.
- (22) Any violation of Section 12022.53.
- (23) A violation of subdivision (b) or (c) of Section 11418.

A serious felony is any felony listed in subdivision (c) Section 1192.7 of the Penal Code. Those felonies are presently defined as:

(1) Murder or voluntary manslaughter; (2) Mayhem; (3) Rape; (4) Sodomy by force, violence, duress, menace, threat of great bodily injury, or fear of immediate and unlawful bodily injury on the victim or another person; (5) Oral copulation by force, violence, duress, menace, threat of great bodily injury, or fear of immediate and unlawful bodily injury on the victim or another person; (6) Lewd or lascivious act on a child under the age of 14 years; (7) Any felony punishable by death or imprisonment in the state prison for life; (8) Any felony in which the defendant personally inflicts great bodily injury on any person, other than an accomplice, or any felony in which the defendant personally uses a firearm; (9) Attempted murder; (10) Assault with intent to commit rape, or robbery; (11) Assault with a deadly weapon or instrument on a peace officer; (12) Assault by a life prisoner on a non-inmate; (13) Assault with a deadly weapon by an inmate; (14) Arson; (15) Exploding a destructive device or any explosive with intent to injure; (16) Exploding a destructive device or any explosive causing bodily injury, great bodily injury, or mayhem; (17) Exploding a destructive device or any explosive with intent to murder; (18) Any burglary of the first degree; (19) Robbery or bank robbery; (20) Kidnapping; (21) Holding of a hostage by a person confined in a state prison; (22) Attempt to commit a felony punishable by death or imprisonment in the state prison for life; (23) Any felony in which the defendant personally used a dangerous or deadly weapon; (24) Selling, furnishing, administering, giving, or offering to sell, furnish, administer, or give to a minor any heroin, cocaine, phencyclidine (PCP), or any methamphetamine-related drug, as described in paragraph (2) of subdivision (d) of Section 11055 of the Health and Safety Code, or any of the precursors of

methamphetamines, as described in subparagraph (A) of paragraph (1) of subdivision (f) of Section 11055 or subdivision (a) of Section 11100 of the Health and Safety Code; (25) Any violation of subdivision (a) of Section 289 where the act is accomplished against the victim's will by force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the victim or another person; (26) Grand theft involving a firearm; (27) carjacking; (28) any felony offense, which would also constitute a felony violation of Section 186.22; (29) assault with the intent to commit mayhem, rape, sodomy, or oral copulation, in violation of Section 220; (30) throwing acid or flammable substances, in violation of Section 244; (31) assault with a deadly weapon, firearm, machine gun, assault weapon, or semiautomatic firearm or assault on a peace officer or firefighter, in violation of Section 245; (32) assault with a deadly weapon against a public transit employee, custodial officer, or school employee, in violation of Sections 245.2, 245.3, or 245.5; (33) discharge of a firearm at an inhabited dwelling, vehicle, or aircraft, in violation of Section 246; (34) commission of rape or sexual penetration in concert with another person, in violation of Section 264.1; (35) continuous sexual abuse of a child, in violation of Section 288.5; (36) shooting from a vehicle, in violation of subdivision (c) or (d) of Section 26100; (37) intimidation of victims or witnesses, in violation of Section 136.1; (38) criminal threats, in violation of Section 422; (39) any attempt to commit a crime listed in this subdivision other than an assault; (40) any violation of Section 12022.53; (41) a violation of subdivision (b) or (c) of Section 11418; and (42) any conspiracy to commit an offense described in this subdivision.

ATTACHMENT B

Form for Certification of Lack of Felony Convictions

Note: This form must be submitted by the owner, or an officer, of the contracting entity before it may commence any work or services, and before it may be present on District property or be within the vicinity of District pupils.

Entity Name: EAST BAY FOOTBALL OFFICIALS ASSOCIATION

Date of Entity's Contract with District: JUNE 2, 2025

Scope of Entity's Contract with District: OFFICIATING HIGH SCHOOL AND MIDDLE SCHOOL FOOTBALL GAMES

I, LEON MONROE [insert name], am the ADMINISTRATOR [insert "owner" or officer title] for EBFOA [insert name of business entity] ("Entity"), which entered a contract on JUNE 2, 2025, with the District for 2 YEARS.

I certify that (1) pursuant to Education Code section 45125.1(f), neither the Entity, nor any of its employees who are required to submit fingerprints and who may interact with pupils, have been convicted of a felony as defined in Education Code section 45122.1; and (2) the Entity is in full compliance with Education Code section 45125.1, including but not limited to each employee who will interact with a pupil outside of the immediate supervision and control of the pupil's parent or guardian having a valid criminal background check as described in Education Code section 44237.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Print Name: LEON MONROE

Signature: 

Title: ADMINISTRATOR

Company Name: EBFOA

Date: JUNE 2, 2025

Exhibit J: Non-Collusion Declaration

I, LEON MONROE, declare that I am the party making the foregoing proposal, that the proposal is not made in the interest of, or on behalf of, any undisclosed person, partnership, company, association, organization, or corporation; that the proposal is genuine and not collusive or sham; that the proponent has not directly or indirectly induced or solicited any other proponent to put in a false or sham proposal and has not directly or indirectly colluded, conspired, connived, or agreed with any proponent or anyone else to put in a sham proposal, or that anyone shall refrain from responding; that the proponent has not in any manner, directly or indirectly, sought by agreement, communication, or conference with anyone to fix any overhead, profit, or cost element of the proposal price, or of that of any other proponent, or to secure any advantage against the public body awarding the Contract of anyone interested in proposed Contract; that all statements contained in the proposal are true, and, further, that the proponent has not, directly or indirectly, submitted his or her proposal price of any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, or paid, and will not pay, any fee to any corporation, partnership, company, association, organization, bid depository, or to any member or agent thereof to effectuate a collusive or sham bid.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Print Name: LEON MONROE
Signature: 
Title: ADMINISTRATOR
Company Name: EBFOA
Date: JUNE 2, 2025

Exhibit K: Authorized Vendor Signature - Point of Contact

Proposal Submitted by:

The undersigned declares under penalty of perjury under the laws of the State of California that the presentations made in this bid are true and correct.

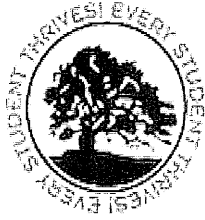
Print Name: LEON MONROE

Signature: 

Title: ADMINISTRATOR

Company Name: EBFOA

Date: JUNE 2, 2025



OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

NOTICE OF INTENT TO AWARD

June 25, 2025

To: East Bay Football Officials Association

PROJECT:

Request for Proposal (RFP) 25-160OAL Youth Sports Officials for Oakland Athletic League

The Oakland Unified School District ("OUSD") ("District") has completed its RFP for Youth Sports Officials

OUSD intends to award the East Bay Football Officials Association, along with a few other organizations. Please note that this is not an exclusive agreement, and services may be provided by multiple vendors as needed to support the District's programs. The recommendation to award the bid will be submitted to our District's Board of Education for final approval.

We thank you for participating in this bidding process and we look forward to working with you and your company.

IMPORTANT: Please reply with the contact person who will oversee the contract process, our team will reach out to discuss details and next steps for contracting.

To view additional RFP's, please visit our [Procurement Webpage](#).

Sincerely,

Rosaura M. Altamirano

Senior Manager, Supply Chain & Logistics

rosaura.altamirano@ousd.org

Procurement Service Department

900 High Street, Oakland, CA 94601 (510) 879-2990 ph.