

**REQUEST FOR PROPOSALS FOR DEVELOPMENT OF INSTITUTIONAL
SALARY
SCHEDULE CONSULTANT SERVICES**

**NAVAJO TECHNICAL UNIVERSITY (NTU) IS ISSUING THIS REQUEST
FOR
PROPOSALS (RFP) FOR DEVELOPMENT OF INSTITUTIONAL SALARY
SCHEDULE CONSULTANT SERVICES**

Inquiries for proposal and procurement information should be directed to:

Wanda J. Cooke, Human Resources Director
Phone: (505) 387-7368
E-mail: wcooke@navajotech.edu

Completed proposals must be received at the address below **no later than 4:00 p.m. on February 11, 2022.**

Ms. Cheryl Thompson, Finance Director
Finance Office
Navajo Technical University
P.O. Box 849
Crownpoint, New Mexico 87313
Email: finance@navajotech.edu

Proposals must be received by the date and time specified. Late proposals will be disqualified. In order to be considered for selection, Bidders must submit a complete response to the RFP. Incomplete proposals may not be considered if the omissions are determined to be significant. The proposals must be submitted in two parts: **(A) One (1) original and two (2) copies of the Development of Institutional Salary Schedule Consultant Services Proposal and (B) one (1) original of the Cost (Fees) Proposal.** The Cost Proposals must be submitted in a **sealed envelope**, which specifies on its face the name of the Bidder and must clearly be marked **“Cost Proposal for Development of Institutional Salary Schedule Consultant Services.”** Proposals received after the date and time specified shall be returned unopened.

Navajo Technical University reserves the right to reject any and all proposals submitted, to waive any informalities or irregularities and to re-advertise in its best interest and to request additional information from all proposers. The advertisement for proposals does not commit Navajo Technical University to award a contract nor to pay any costs incurred for the preparation of proposals. Any contract awarded will be awarded to the Bidder, who, based upon evaluation of

all proposals, is determined to have submitted the best proposal, considering both qualifications and cost.

Navajo Nation Business Opportunity Act (NN Title 5, Chapter 2) and Indian Preference (25 C.F.R. 1000.52) will be applied.

In compliance with this request for proposals and to all the conditions imposed herein, the undersigned offers and agrees to furnish the services in accordance with the attached signed proposal.

Name and Address of Bidder:

Date: _____

By: _____

Please Print Name

Signature in Ink

Title: _____

FEIN: _____

Telephone (____) _____

Fax (____) _____

I. GENERAL INFORMATION

A. Purpose

The purpose of this Request for Proposals is to select and award a professional services contract to a Certified and Qualified Consultant to plan, prepare, design and develop the Navajo Technical University Institutional Salary Schedule in support of the University’s efforts to expand its capacity in serving students, strengthening academic quality, development and improvement of academic programs and institutional management.

The term of the contract shall be measured from the date of commencement, subject to adjustments of the Contract Period as described. The Contract Period is that number of required calendar days to reasonably and professionally complete the Scope of Work/Services, to the full satisfaction of the Navajo Technical University. The term of the contract is at the sole discretion of the Board of Trustees of the University for any additional review required by the University.

B. Anticipated Schedule of Events

The timetable for this RFP is presented below:

| <u>Activity</u> | <u>Target Date</u> |
|--------------------------------|--------------------|
| Issue Request for Proposal | January 12, 2022 |
| Proposals due by 4:00 P.M. MST | February 11, 2022 |
| Selection/Recommendation | February 18, 2022 |
| Approval and Award of Contract | February 25, 2022 |

II. UNIVERSITY NARRATIVE AND BACKGROUND

Navajo Technical University is a two year tribal technical University established in 1979 and chartered by the Navajo Nation. Located in Crownpoint in Northwest New Mexico, the University prepares Navajos and other students with a quality technical and vocational education, associate degrees, or community education in a higher learning setting. With a current enrollment of 1,450 students at the main campus and at its satellite campuses in Zuni, New Mexico, Kirtland, New Mexico, Chinle, Arizona, and Teec Nos Pos, Arizona, the University is in a unique position to transition students directly into the workforce or into four year schools; it addresses the higher education needs of the Navajo Nation in an immediate and comprehensive manner. Navajo Technical University is accredited by The Higher Learning Commission of the

North Central Association of Universitys and Schools and is a member of the American Indian Higher Education Consortium.

Introduction

The Navajo Technical University proposes to enhance the institutional salary schedule as the University transitions to a university which is accredited by the NCA Higher Learning Commission.

III. SCOPE OF SERVICES

The scope of services is intended for a Certified and Qualified Consultant Firm (herein after called “Consultant”), to provide professional consultant services to plan, prepare, design, and develop the Navajo Technical University Institutional Salary Schedule. The Consultant will answer to the President of the University, Provost, Vice President of Operations and to the NTU Human Resources Director. The scope of services is as follows:

A. Scope of Services - Introduction

This section outlines the basic requirements for the project to provide interested Consultants a common understanding of the scope of professional services required for the project and the basic development criteria.

B. Scope of Services - Specifications The consultant services should include:

Navajo Technical University in Crownpoint, New Mexico is seeking bids to select a qualified and experienced firm to evaluate compensation structure and recommend updates to the job classification and total compensation system based on market analysis and internal comparison. The job classification and compensation will provide NTU options for upgrading or revising current job classifications including the following objectives:

Deliverables:

Phase 1: Design a strategy and conduct a study to assess and analyze existing University compensation structure and policies as compared peer institutions.

Timeline: 3 months (January 2022 to March 2022)

- Evaluate the current job description and job evaluation instruments
- Evaluate Exempt and Non-Exempt status for each position description
- Evaluate responsibilities and duties, qualification, working conditions, physical requirements to determine its’ job value.
- Position Descriptions with Essential/Non-Essential classification to be aligned with a standard format with all the correct information; and

Phase 2: Create a proposed compensation structure and implementation plan informed by April 2022.

Timeline: 5 months (Due: April 2022)

- Develop salary comparability to external labor markets/public/private and surrounding states within higher education
- Develop Salary Schedules in accordance to the following employee classification:
 - Staff Non-Exempt Employees
 - Staff Exempt Employees
 - Faculty Schedules
 - Student Pay Schedules
 - Temporary Teacher Assistant Schedule
 - Adjunct Pay Schedule;
 - Stipends,
 - Incentive Pay;
 - Relocation Incentive Pay; and

Compares that to like-sized tribal university/tribal entities or college salary schedules of comparable enrollment in New Mexico, Arizona and Utah; and within the southwest region.

Presentation of findings and communication plan.

1. Recommends a new salary schedule that correlates to the faculty classification ranking structure at the University and develop salary schedule that will allow for years of service and educational degree levels
2. Recommend pay grade adjustments and/or reassignment to appropriate pay grades based on market analysis
3. Present findings and recommendations to the Board of Regents, President, Faculty Congress and Management, and

Implementation and Sustainability

1. Meet with managers, supervisors and employees
2. Recommend policies, guidelines and procedures for management
3. Provide training to employees on how the plan changed the current Personnel Policy and Procedures

C. Details and Specifics of Consultant Services

The Consultant will work collaboratively with the NTU Human Resources Director, Provost and Finance Director to recommend a plan for design, changes and/or updates to consultant services/details. The Consultant shall fully execute the Scope of Work/Services described, except to the extent specifically indicated in the documents to be the responsibility of others.

IV. PROPOSAL REQUIREMENTS

The proposal must be submitted in two parts: **(A) One (1) original and two (2) copies of the Development of Institutional Salary Schedule Consultant Services Proposal and (B) one (1) original of the Cost (Fees) Proposal, attached hereto as Attachment A, and including all other Attachment(s).** The Cost (Fees) Proposal must be submitted in a **sealed envelope**, which specifies on its face the name of the Bidder and must clearly be marked **“Cost Proposal for the Development of Institutional Salary Schedule Consultant Services.”** Proposals received after the date and time specified shall be returned unopened. In order for your proposal to be considered, it must include the following:

A. Certified and Qualified Consultant

1. A signed letter of interest, stating the Bidder’s interest and qualifications in providing the required professional consulting services; a brief history of the Bidder; and a summary of experiences and accomplishments pertinent to the scope of services.
2. A proposed plan describing the plan to be used to accomplish the scope of work, including approach, coordination, and design strategy.
3. Development of plan, design and methodology including:
 - Design assessment, analysis & evaluation
 - Development guidelines & priorities of comprehensive plan & design
 - Development of future innovative, efficient, cost effective, and cutting edge growth projects to support long-term goals
4. Describe coordination techniques/process, and follow-up coordination meetings.
5. Client references (minimum of five which encompasses the areas for which the Bidder is proposing to provide services) - particularly similar educational institutions or organizations. List of references must include the name of the organization, address, telephone number, and name of individual to contact.
6. Bidder Background
 - a. Brief History
 - b. Number of Partner(s)/Specialties (if applicable)
 - c. Technical skills and educational experience
7. Bidder Qualifications
 - a. Identify qualifications of partner(s), associate(s) and key support personnel (if applicable) who will be providing consulting services for which the University will be billed.
 - b. For each person identified, please state:
 - 1) Education, degrees and technical/specialized training.
 - 2) Membership in professional associations/organizations, certifications, licenses, etc.
 - 3) A description of prior work experience in matters pertinent to the scope of services.

8. Other background and/or experience which may be helpful in evaluating your proposal. Background or experience in the areas of higher education, in particular, advocacy for Native American Tribal University's will be of special interest in evaluating proposals.

B. Cost (Fees) Proposal – Attachment A

1. A separate cost proposal is required for the number of required calendar days to reasonably and professionally complete the Scope of Work/Services, to the full satisfaction of the Navajo Technical University - the contract period specified in Section VIII, Part C of this Request for Proposals.
2. Fees for services to be provided are to include hourly rates for Bidder's partner(s), associate(s), and key support personnel (if applicable). Fees for the Contract Period are to be firm. Pricing should be submitted separately, as stated above, for Contract Period of the proposed contract period.
3. Out-of-pocket expenses for Bidder personnel (e.g. travel, mileage, lodging and subsistence) will be reimbursed at the current CONUS rates used by the University for its employees. All estimated out-of-pocket expenses to be reimbursed should be presented in the sealed dollar cost proposal in the format recommended in Attachment A.
4. By submitting a proposal, the Bidder certifies that it will accept reimbursement for travel, lodging and subsistence at the prevailing rates, as stated above, for employees of the University.
5. The University requires detailed monthly billing statements, if applicable, which shall include, but are not limited to the following items:
 - a. Itemizes the date of services.
 - b. Identifies the partner(s), associate(s), and/or support personnel (if applicable) providing the services.
 - c. Lists time spent for each service or activity by tenths of an hour.
 - d. Provides a detailed description of the services performed, including a clear identification of the subject of the service, such as a topic, person, event, etc., or other clear identifying information.
 - e. States the fees for those services.
 - f. Itemizes all associated expenses related to the type of services performed.

V. PREPARATION OF PROPOSAL

- A. Bidders interested in submitting a proposal or have questions regarding the required services, the contents of proposal, the selection or any other requirements, these questions should be directed to the following individual:

Ms. Wanda J. Cooke, Human Resources Director
Phone: (505) 387-7368

E-mail: wcooke@navajotech.edu

- B. Bidder is expected to examine this REQUEST FOR PROPOSAL (RFP) carefully, understand the terms and conditions for providing the pertinent information, and respond completely. Each BIDDER shall submit proposals containing all information required by the RFP.
- C. Failure to respond to all portions of this RFP may result in the BIDDER'S submittal being deemed non-responsive. Proposals must be signed by an officer or principal of the BIDDER; however, they may be signed by an agent if accompanied by written evidence of authority.
- D. **(A) One (1) original and two (2) copies of the Development of Institutional Salary Schedule Consultant Services Proposal and (B) one (1) original of the Cost (Fees) Proposal, including all Attachment(s) will be accepted at address stated below or hand delivered at location specified in Section VIII, Part E by no later than 4:00 P.M., Friday, February 11, 2022, MST Proposals received after this time and date specified will not be considered.**

**Ms. Cheryl Thompson, Finance Director
Business Office
Navajo Technical University
P.O. Box 849
Crownpoint, NM 87313**

- E. No proposal shall be withdrawn for a period of thirty (30) days after the due date of the submission of proposal. A Bidder may notify or withdraw the proposal at any time prior to the proposal due date by written request, signed by the same person who signed the proposal.
- F. Bidders are responsible for making certain proposals are delivered to the Business Office of Navajo Technical University. Mailing of proposals does not ensure that the proposal will be delivered in time or delivered at all. If Bidder does not hand deliver proposal, *Navajo Technical University suggests that Bidder use some sort of delivery service that provides a receipt.*
- G. Proposals will be accepted in person by United States mail, by private parcel or delivery service, or by private courier service. Verbal communication, telephone, electronic mail, or facsimile transmission **will not be acceptable** submissions for proposals.
- H. Any proposal received after the date and hour specified will be rejected and returned unopened to the Bidder.
- I. Navajo Technical University reserves the right to postpone the date and time for opening proposals through an addendum.

- J. Issuance of this RFP does not commit Navajo Technical University, in any way, to pay any costs incurred in the preparation and submission of proposal. All costs related to the preparation and submission of proposal shall be paid by Bidder. The issuance of this RFP does not obligate Navajo Technical University to enter into contract for any services or expenses.
- K. All Navajo Technical University procurement is subject to the Navajo Nation Code and Code of Federal Regulations (CFR) as amended. **Navajo Nation Business Opportunity Act (NNC Title 5, Chapter 2) and Indian Preference (25 C.F.R. 1000.52) will be applied.** The Navajo Nation Business Opportunity Act provides qualified and certified Navajo owned businesses the opportunity to bid on Navajo Technical University contracts. A 5% bid preference will be given to any Navajo owned or Native American owned Firm. To receive this preference, Navajo owned or Native American owned Firms must be certified by the Navajo Nation Business Regulatory Department.
- L. Proposals are to be signed by an individual authorized to bind the submitter to its provisions. Proposals are to contain a statement indicating the period during which the proposal will remain valid. Failure to sign proposal will disqualify it.
- M. Navajo Technical University reserves the right to reject any or all proposals, reject any particular item on a proposal, and to waive immaterial formalities.

VI. OPENING OF PROPOSAL

Proposals will not be publicly opened. Except for the “Cost Proposal for the Development of Institutional Salary Schedule Consultant Services,” this will be publicly opened, read aloud, and recorded immediately after the date and time of submission of proposal. All proposals and evaluations will be kept strictly confidential throughout the evaluation, selection, and negotiation. Only members of the Evaluation Committee, Navajo Technical University administrative officers, and its agents having a legitimate interest will be provided access to the proposals and evaluation results.

VII. GENERAL TERMS AND CONDITIONS

A. Applicable Laws and Courts

This solicitation and any resulting contract shall be governed in all respects by the laws of the Navajo Nation. The Bidder shall comply with applicable federal, state, and local laws and regulations.

B. Ethics in Public Contracting

By submitting their proposals, all Bidders certify that their proposals are made without collusion or fraud and that they have not offered or received any kickbacks or inducements from any other Bidder, vendor or subcontractor in connection with their proposals, and that they have not conferred on any University employee having official responsibility for this procurement transaction any payment,

loan, subscription, advance, deposit of money, services or anything of more than nominal value, present or promised, unless consideration of substantially equal or greater value was exchanged. Bidders specifically certify by submitting their proposal that they are not in violation of the applicable laws, for acts of bribery and/or conspiracy in restraint of free and open competition in its transactions with other entities or political subdivisions.

C. Debarment Status – **Attachment B**

By submitting their proposals, all Bidders certify that they are not currently debarred from submitting bids or proposals on contracts by the federal government, nor are they an agent of any person or entity that is currently debarred from submitting bids on contracts by any agency of federal government. **Debarment Status Form attached as Attachment B.**

D. Mandatory Use of Terms and Conditions

Return of the complete document is required. Modification of or additions to the General Terms and Conditions of the solicitation may be cause for rejection of the proposal; however, the University reserves the right to decide, on a case by case basis, in its sole discretion, whether or not to reject such a proposal.

E. Clarification of Terms

If any prospective Bidder has questions about the specifications or other solicitation documents, the prospective Bidder should contact Ms. Wanda J. Cooke, Human Resources Director, whose name appears on the face of the solicitation no later than five working days before the due date. Any revisions to the solicitation will be made only by written addendum issued by the University and disseminated to all known Interested Parties.

F. Invoices

All interim and final invoices for services provided, delivered and accepted shall be submitted by the Bidder for approval prior to payment to:

Dr. Elmer Guy, President
Navajo Technical University
P.O. Box 849
Crownpoint, New Mexico 87313

G. Payment Terms

The University will make payment within 30 days of receipt of a proper invoice for interim and final billings, provided that the billing has been approved by the President of the University.

H. Assignment of Contract

A contract shall not be assignable by the Bidder in whole or in part without the written consent of the University.

I. Changes to the Contract

The University may order changes within the general scope of the contract at any time by written notice to the Bidder. Changes within the scope of the contract

include, but are not limited to, things such as the place of delivery. The Bidder shall comply with the notice upon receipt. The Bidder shall be compensated for all reasonable additional costs incurred as the result of such order and shall give the University a credit for any savings. Said compensation shall be determined by mutual agreement between the University and the Bidder in writing.

J. Default

In case of failure to deliver goods or services in accordance with the contract terms and conditions, the University, after due notice, may procure them from other sources and hold the Bidder responsible for any resulting additional purchase and administrative costs. This remedy shall be in addition to any other remedies which the University may have.

K. Precedence of Terms

Paragraphs A through J of these General Terms and Conditions shall apply in all instances. In the event there is a conflict between any of the other General Terms and Conditions and any Special Terms and Conditions in this solicitation, the Special Terms and Conditions shall apply.

VIII. SPECIAL TERMS AND CONDITIONS

A. Qualifications of Bidders

The University may make such reasonable investigations as deemed proper and necessary to determine the ability of the Bidder to perform the work and the Bidder shall furnish to the University all such information for this purpose as may be requested. The University further reserves the right to reject any proposal if the evidence submitted by, or investigations of, such Bidder fails to satisfy the University that such Bidder is properly qualified to carry out the obligations of the contract.

B. Cancellation of Contract

- The University reserves the right to cancel and terminate any resulting contract, in part or in whole, without penalty, upon 30 days written notice to the Bidder. Any contract cancellation notice shall not relieve the Bidder of the obligation to deliver and/or perform on all outstanding services prior to the effective date of cancellation. In the event of termination by mutual agreement, the Bidder may be compensated for hours worked at the specified contractual rate for which the University received consulting services within the scope of the contract.
- If, through any cause other than acts of nature, or other like restrictions beyond the control of the parties rendering performance under the contract impossible, the Bidder fails to fulfill in a timely and proper manner obligations under the contract, the University shall have the right to terminate the contract on written notice to the Bidder specifying the effective date of termination.
- The Bidder shall not be relieved of liability to the University for damages sustained by virtue of any breach of the contract by the Bidder. The University

No other correspondence or other proposals should be placed in the envelope.

F. Indemnification

The Bidder agrees to indemnify, defend and hold harmless the University, its officers, agents, and employees from any claims, damages and actions of any kind or nature, whether at law or in equity, arising from or caused by the use of any materials, goods, or equipment of any kind or nature furnished by the Bidder or any services of any kind or nature furnished by the Bidder, provided that such liability is not attributable to the sole negligence of any University employee or the failure of University employees to use the materials, goods, or equipment in the manner described by the Bidder on the materials, goods, or equipment delivered.

G. Subcontracts

No portion of the work shall be subcontracted without prior written consent of the University, who may refuse to grant its approval for any reason. In the event that the Bidder desires to subcontract some part of the work specified herein, the Bidder shall furnish the University the names, qualifications and experience of their proposed subcontractors. The Bidder shall remain fully liable and responsible for the work/service to be performed by his/her subcontractor(s) and shall assure compliance with all requirements of the contract.

H. Proprietary Information

The University will not accept responses to Requests for Proposals in cases where the Bidder declares the entire response to the RFP to be proprietary information. The Bidder must designate in the smallest increments possible, that part of the proposal which is deemed to be proprietary.

I. Integrated Agreement

Any resulting contract represents the entire and integrated agreement between the Bidder and University and supersedes all prior negotiations, representation, or agreements, whether written or oral. The contract may only be amended by written agreement of the Bidder and the University.

J. Worker's Compensation

The Bidder shall be required at all times during the term of this agreement to subscribe and comply with applicable Workers' Compensation laws and to hold harmless the University and its authorized agents from any and all liability from or under said act.

K. Insurance Requirements

The successful respondent shall be required to have professional liability insurance in full force and affect upon award of contract and provide proof of coverage and limitations The Bidder shall provide required Certificate(s) of Insurance within ten

(10) working days of contract award notification and maintain such insurance during the entire term of the contract.

L. Income/Social Security/Employment Taxes

- The Bidder shall be and remain an independent Consultant with respect to all services performed hereunder and shall accept full and exclusive liability for the payments of any and all Federal or applicable state income taxes, contributions or for Social Security, unemployment benefits, pensions, and annuities now or hereafter imposed under any State or Federal laws which are measured by the wages, salaries, or other remuneration paid to persons employed by the Bidder on work performed under the terms of this agreement.
 - The Bidder further shall obey or satisfy all lawful rules, regulations, and requirements issued or promulgated under said respective laws by any duly authorized State or Federal officials. The Bidder shall indemnify and hold harmless the University and its authorized agents from any contributions, taxes, or liability referred to in this article.
- M. Drug Free Workplace

Bidders contracting with Navajo Technical University further certify that they will comply with the Drug Free Workplace Act in carrying out any contract resulting from this proposal.

IX. PROPOSAL EVALUATION AND CRITERIA

- A. An Evaluation Committee consisting of officers and employees of Navajo Technical University will be established. The Committee will make all decisions regarding the evaluations, determination of responsible Bidders and the competitive range; recommend the selection of the Bidder, if any, that may be awarded the Contract, and in negotiations.
- B. All aspects of the evaluations of the proposals, any discussions/negotiations, including documentation, correspondence and meetings, will be kept confidential during the evaluation process.
- C. All proposals must conform to the specifications. Proposals will be analyzed for conformance with the instructions and requirements of the RFP. Proposals that do not comply with these instructions and do not include the required information may be rejected as insufficient or not be considered for competitive range. Navajo Technical University reserves the right to request of a Bidder to provide any missing information and to make corrections.
- D. Evaluations will be made in strict accordance with all of the evaluation criteria specified herein. Evaluation of proposals will be based upon the following criteria:
 1. Responsiveness of the proposal in clearly stating and understanding the scope of services, and in meeting the proposal requirements of the RFP.
 2. Previous experience of the Bidder in general as well as that of its partner(s), associate(s) and key support personnel (if applicable).
 3. Qualifications of the Bidder to provide the University with architectural services for the required period of time, provide adequate staffing, and show a history of demonstrated competence.

4. University's assessment of the Bidder's abilities to meet and satisfy the needs of the University; taking into consideration additional services or expertise offered that exceed the proposal requirements or the inability to meet some of the proposal requirements.
5. Relevancy to the University and appropriateness of Bidder's affiliations, professional memberships, and background or experience in the areas of higher education; in particular, advocacy for Native American Tribal University's will be of special interest in evaluating proposals.
6. Information obtained by the University from Bidder's references or other clients.
7. Fees and expenses for services to be provided by the Bidder.
8. Best interests of the University, only the University is in a position to determine their own best interests, and their decision shall be final.

X. AVAILABILITY OF FUNDS

This procurement is subject to the availability of funding. Navajo Technical University's obligation hereunder is contingent upon the availability of appropriated funds from which payment for the Contract purposes can be made. No legal liability on the part of Navajo Technical University for any payment shall arise until funds are made available to the Finance Director for this Contract and until the Consultant receives notice of such availability, to be confirmed in writing by the Finance Director. Any award of Contract hereunder will be conditioned upon said availability of funds.

XI. AWARD OF PROPOSAL

- A. Submission and award of a Contract will be selected to the Bidder whose proposal is found to be the most advantageous to Navajo Technical University, taking into consideration the factors outlined in this Request for Proposals.
- B. Independent Consultant

It is expressly understood and agreed that the Bidder, if selected, and all persons designated by it to provide services in connection with the subsequent award of a Contract, is and shall be deemed to be an independent Consultant, responsible for its respective acts or omissions, and that Navajo Technical University shall in no way be responsible, therefore, neither party hereto has authority to bind the other or to hold out to third parties, that is has the authority to bind the other.

XII. RESERVATIONS AND RIGHTS

- A. Navajo Technical University reserves the right to:
 1. Reject any and all proposals received
 2. Issue a subsequent RFP
 3. Cancel the entire RFP

4. Remedy technical errors in the RFP process
 5. Negotiate with any, all or none of the Bidders to the RFP
 6. Accept the written proposal as an offer
 7. Waive informalities and irregularities
 8. Accept one or more proposals
- B. The RFP does not commit Navajo Technical University to enter into a Contract, nor does it obligate it to pay any costs incurred in preparation and submission of Proposals or in participation of a Contract.

ATTACHMENTS

Attachment A - Cost (Fees) Proposal

Attachment B - Debarment Status Form