

Board Office Use: Legislative File Info.	
File ID Number:	13-2478
Introduction Date:	11/06/2013
Enactment Number:	
Enactment Date:	



# Memo

**To:** Board of Education

**From:** GARY YEE, EdD, ACTING SUPERINTENDENT; By: MARIA SANTOS, Deputy Superintendent

**Board Meeting Date:** 11/20/2013

**Subject:** Professional Service Contract

**Contractor:** TMI Consulting of San Francisco, CA

**Services for:** 909-PROFESSIONAL DEVELOPMENT

**Board Action Requested and Recommendation:** Ratification by the Board of Education of a Professional Services Contract between the District and TMI Consulting, San Francisco, CA, for the latter to provide: Executive Coaching: Focus on developing strategic thinking, facilitating change and building departmental accountability. Weekly executive coaching to build leadership capacity—coaching and strategic planning. Establishing networking opportunities with other leaders of local community-based organizations. Development of strategy to enhance parent/community awareness of CCSS: Research and share best practices from other large urban school districts and grass-roots community organizations around effective communication strategies with diverse parent communities. Assist with distribution of CCSS tools/resources via social networks and local community organizations. for the period of 10/01/2013 through 06/16/2014 in an amount not to exceed \$30,000.00.

**Background:**  
(A one paragraph explanation of why the consultant's services are needed.)

To address the variety of challenges inherent in leading a complex urban school district, leaders must learn and apply innovative, entrepreneurial approaches to improve the quality and frequency of learning opportunities to all students. Examining leadership approaches from other industries—small business and non-profits—can help educational leaders improve strategic and innovative thinking, planning to transform structures, processes, and practices, faster. Engaging diverse parent and community partners is crucial, yet challenging. Building the capacity of district leaders by studying strategies that have worked, from other LEAs and diverse sectors, can enhance effectiveness of communication about Common Core State Standards district efforts to ensure parental awareness of such efforts and their role in supporting their child to become College, Career and Community Ready.

**Discussion:**  
(QUANTIFY what is being purchased.)

Executive Coaching: Focus on developing strategic thinking, facilitating change and building departmental accountability. Weekly executive coaching to build leadership capacity—coaching and strategic planning. Establishing networking opportunities with other leaders of local community-based organizations. Development of strategy to enhance parent/community awareness of CCSS: Research and share best practices from other large urban school districts and grass-roots community organizations around effective communication strategies with diverse parent communities. Assist with distribution of CCSS tools/resources via social networks and local community organizations.

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**Fiscal Impact:** Funding resources below not to exceed \$30,000.00

\$30,000.00 STAFFDEV MATH READING SB472

**Attachments:** Professional Services Contract including Scope of Work  
Waiver Summary  
Resume / Statement of Qualifications  
EPLS Search Results Page  
Insurance Certification (if no Waiver was granted)

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OAKLAND UNIFIED  
SCHOOL DISTRICT

## PROFESSIONAL SERVICES CONTRACT 2013-2014

This Agreement is entered into between TMI Consulting  
(CONTRACTOR) and Oakland Unified School District (OUSD). OUSD is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal, and administrative matters with persons specially trained, experienced, and competent to perform such services. CONTRACTOR warrants it is specially trained, experienced, and competent to provide such services. The parties agree as follows:

- Services:** CONTRACTOR shall provide the ("Services" or "Work") as described in **Exhibit "A,"** attached hereto and incorporated herein by reference.
- Terms:** CONTRACTOR shall commence work on 10/01/2013, or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$83,400.00 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$83,400.00, whichever is later. The work shall be completed no later than 06/16/2014.
- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement. The compensation under this Contract shall not exceed Thirty-Thousand Dollars (\$30,000.00) [per fiscal year], at an hourly billing rate not to exceed \_\_\_\_\_ per hour. This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by Contractor including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs, and other costs.

If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit "A," attached hereto, the specific scope of services to be delivered on an hourly basis to OUSD.

OUSD shall not be liable to CONTRACTOR for any costs or expenses paid or incurred by CONTRACTOR in performing services for OUSD, except as follows: No Reimbursements.

Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after CONTRACTOR submits an invoice to OUSD for Work actually completed and after OUSD's written approval of the Work, or the portion of the Work for which payment is to be made.

The granting of any payment by OUSD, or the receipt thereof by CONTRACTOR, shall in no way lessen the liability of CONTRACTOR to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by the District and in that case must be replaced by CONTRACTOR without delay.

- Equipment and Materials:** CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement *except:* NONE, which shall not exceed a total cost of \$0.00.
- CONTRACTOR Qualifications / Performance of Services:**  
**CONTRACTOR Qualifications:** CONTRACTOR warrants it is specially trained, experienced, competent and fully licensed to provide the Services required by 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.  
**Standard of Care:** CONTRACTOR warrants that CONTRACTOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of OUSD. CONTRACTOR's services will be performed, findings obtained, reports and recommendations prepared in accordance with generally and currently accepted principles and practices of its profession for services to California school districts.
- Invoicing:** Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, but not be limited to: Contractor name, Contractor address, invoice date, invoice number, purchase order number, name of school or department service was provided to, period of service, name of the person performing the service, date service was rendered, brief description of services provided, number of hours of service, hourly rate, total payment requested.
- Notices:** All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

**OUSD Representative:**

Name: KYLA JOHNSON  
Site /Dept.: 909-PROFESSIONAL DEVELOPMENT  
Address: 4551Steele Street  
Oakland, CA 94619  
Phone: 510-336-7591

**CONTRACTOR:**

Name: William Jackson  
Title: CEO  
Address: PO Box 15066  
San Francisco, CA 94115  
Phone: 415-295-4519

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party must give written notice of a change of address.

8. **Status of Contractor:** This is not an employment contract. CONTRACTOR, in the performance of this Agreement, shall be and act as an independent contractor. CONTRACTOR understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture 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. CONTRACTOR 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 CONTRACTOR's employees. In the performance of the work herein contemplated, CONTRACTOR is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, OUSD being interested only in the results obtained.

9. **Insurance:**

1. Unless specifically waived by OUSD, the following insurance is required:

- i. If CONTRACTOR employs any person to perform work in connection with this Agreement, CONTRACTOR shall procure and maintain at all times during the performance of such work, Workers' Compensation Insurance in conformance with the laws of the State of California and Federal laws when applicable. Employers' Liability Insurance shall not be less than One Million Dollars (\$1,000,000) per accident or disease.

Check one of the boxes below:

CONTRACTOR is 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 that code, and will comply with such provisions before commencing the performance of the Work of this Contract.

CONTRACTOR does not employ anyone in the manner subject to the workers' compensation laws of California.

- ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. 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 CONTRACTOR. The policy shall protect CONTRACTOR 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.
- iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

**OR**

- iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required.) Waiver of insurance does not release CONTRACTOR from responsibility for any claim or demand.

10. **Licenses and Permits:** CONTRACTOR shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.

11. **Assignment:** The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express prior written consent of OUSD.

12. **Non-Discrimination:** It is the policy of OUSD that in connection with all work performed under Contracts 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, CONTRACTOR 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, CONTRACTOR agrees to require like compliance by all its subcontractor(s). CONTRACTOR 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.



Professional Services Contract

access to student data only where permissible under state and federal law and only after executing OUSD's Confidentiality Agreement Regarding Student Data.

- 23. Conflict of Interest: CONTRACTOR shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement.

CONTRACTOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between CONTRACTOR's family, business or financial interest and the services provided under this Agreement, and in the event of change in either private interest or services under this Agreement, any question regarding possible conflict of interest which may arise as a result of such change will be brought to OUSD's attention in writing.

Through its execution of this Agreement, CONTRACTOR acknowledges that it is familiar with the provisions of section 1090 et seq. and section 87100 et seq. of the Government Code of the State of California, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event CONTRACTOR receives any information subsequent to execution of this Agreement which might constitute a violation of said provisions, CONTRACTOR agrees it shall notify OUSD in writing.

- 24. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion: CONTRACTOR certifies to the best of his/her/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 contract, certifies that this vendor does not appear on the Excluded Parties List. (https://www.epls.gov/eplis/search.do)

- 25. Litigation: This Agreement shall be performed in Oakland, California and is governed by the laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement. If litigation is initiated, the prevailing party shall be entitled to reasonable attorney's fees and costs.

- 26. Incorporation of Recitals and Exhibits: The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.

- 27. 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.

- 28. Counterparts: This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.

- 29. Signature Authority: Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.

- 30. Contract Contingent on Governing Board Approval: OUSD shall not be bound by the terms of this Agreement until it has been formally approved by OUSD's Governing Board, and no payment shall be owed or made to CONTRACTOR absent formal approval. This Agreement shall be deemed to be approved when it has been signed by the Board of Education, and/or the Superintendent as its designee.

OAKLAND UNIFIED SCHOOL DISTRICT

MARIA SANTOS

President, Board of Education

Superintendent or Designee

Secretary, Board of Education

10/03/2013

Date

Date

CONTRACTOR

William Jackson

Contractor eSignature

10/04/2013

Date

William Jackson, CEO

Print Name, Title







***ContractsOnline: Contract Waiver Summary***

**Site Number-Name: 909-PROFESSIONAL DEVELOPMENT**

**Principal / Department Head: KYLA JOHNSON**

**Contractor Name: William Jackson**

**Business Name: TMI Consulting**

**Contract Type: Standard**

**Anticipated Start Date: 10/01/2013**

**Contract End Date: 06/16/2014**

**Rate Type: FLAT**

**Contract Amount: \$30,000.00**

***Applicable Waivers***

**Approved by Risk Management**

**Insurance-Reduction Waiver Status: WAIVED**

**Waiver-Reduction Type: WAIVED**

**Other Reduction Amount:**

**Approval Date: 09/20/2013**

**Approved by Deputy Superintendent**

**Billing Waiver Status: Approved**

**Approval Date: 09/24/2013**

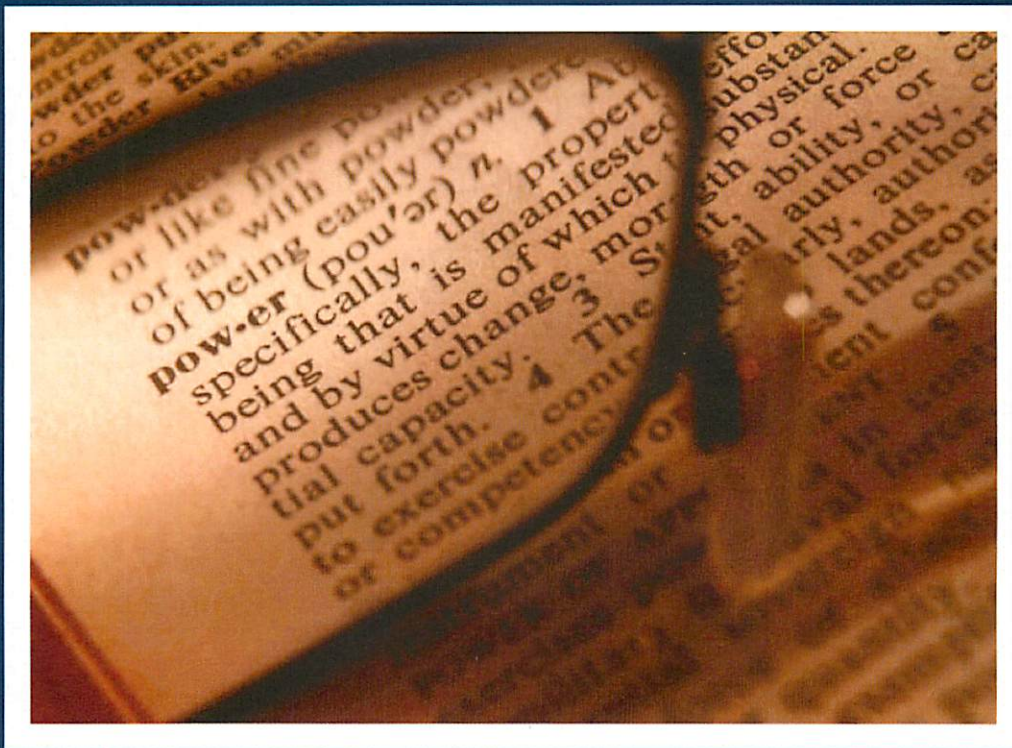
**Fingerprint Waiver Status: Approved**

**Approval Date: 09/25/2013**

**TB Test Waiver Status: Approved**

**Approval Date: 09/25/2013**

# TMI Consulting



1290 Fillmore Street Ste. 203  
San Francisco, California 94115  
Phone: 415-295-4519 Fax: 415-295-4090  
E-Mail: [consultingtmi@gmail.com](mailto:consultingtmi@gmail.com)

## TMI Consulting

### Company Profile

TMI Consulting is a premier business consulting and advisory firm within the greater San Francisco Bay Area and beyond. Imagine a consulting firm that has a team of professionals that excel in business practices. TMI Consulting integrates its outreach services to meet outcomes that exceed expectation. The innovative approach to our consultancy helps us to maximize our deliverables.



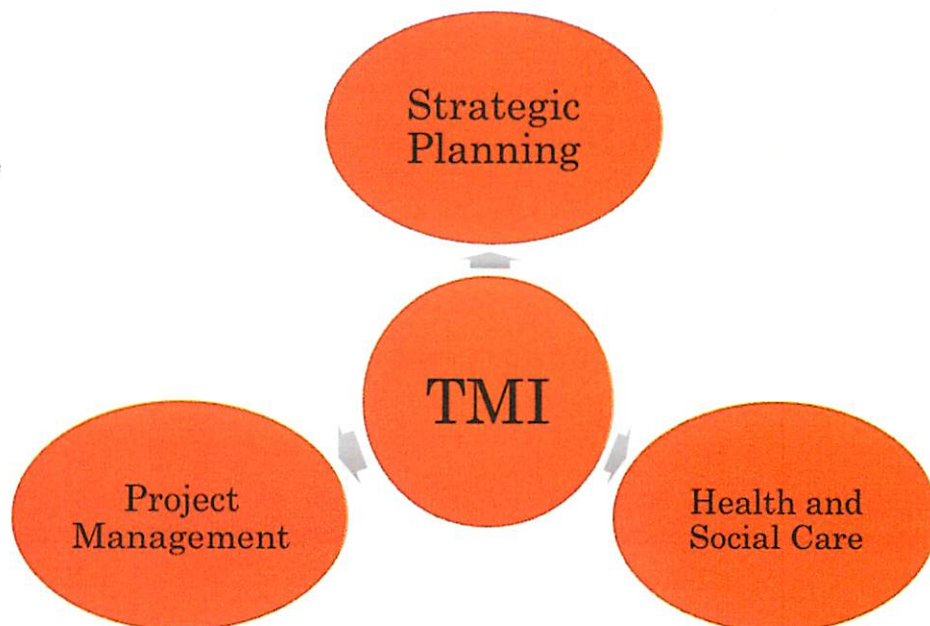
### Company Sectors

TMI Consulting operates within three main sectors:

Educational Consulting

Health and Social Consulting

Project Management Consulting



## Why TMI Consulting

We believe the more effective we are at being successful with each client it will bring about a greater success to our firm. We pride ourselves in upholding the highest standard of professionalism and provide consultancy that brings the best practices to every single project.

## Strategic Planning Consulting

Our firm provides careful attention to detail from the beginning stages of planning until the full development. We believe that our professional insight gives clients powerful thinkers who give fundamental support that helps organizations capture tangible current and future action plans.

Through a process of integration we believe that organizations have within them an ability to imagine possibilities, where systems and practices can be reshaped leading to higher productivity. We believe in using an approach to planning that explores the strength's, weaknesses, opportunities and threats for our clients (SWOT). Further, we move to develop goals and strategies that will lead to an ultimate action plan

## Health and Social Care Consulting

Our Health and Social Care sector helps organizations to bridge health and social services with community based and faith based organizations. These collaborations lead to stronger leadership, better communication, and healthier environments. Through the collaborative effort that we lead, organizations are allowed to come together to produce shared vision. This leads organization to cultivate systems and protocols leading to an environment of creative thinking and measureable outcomes.

## Project Management Consulting

Our Project Management sector drives the development of performance and organization effectiveness. Through a transformative process we develop organizations to explore ideas, analyze plans and scrutinize budgets. We introduce strategies that will promote higher outcomes.

TMI Consulting

# William Jackson

## CEO CV

### PERSONAL SUMMARY

A seasoned leader that produces and manages the implementation of innovative business solutions. Highly motivated with a proven ability to organize concepts and commercialize all aspects of a business. Experienced in converting every opportunity into success and of driving profit and growth. Well networked and highly successful in implementing business process improvements, defining company direction, achieving goals, change and optimizing business procedures.

### WORK EXPERIENCE

TMI Consulting – San Francisco, CA

CEO 2010 - Present

Responsible for planning strategic business objectives and also implementing systems and processes to monitor and report on performance against agreed Key Performance Indicators across all the business sectors.

Duties: Responsible for driving the growth of revenue and profit margins.

Responsible for all contracts and lease agreements with key stakeholders & clients. Interpreting financial data and drawing conclusions. Analyzing operating costs and efficiency. Identify skills gaps and devise hiring strategies. Winning business from key target clients. Implementing systems that reward performance & competence. Reviewing and monitoring all budget expenditure. Motivating & providing strong leadership to all departments. Developing the company's commercial processes including account management and marketing.

### KEY SKILLS AND COMPETENCIES

- A decisive and forward thinker with strong vision and strategic capability
- Ability to network and liaise with clients at every level
- Experience of operating within highly competitive markets
- Experience in being instructed by clients at a senior level in major firms
- Motivational and credible with highly effective interpersonal skills
- Highly commercial and committed to quality and innovation
- Operationally strong, financially aware and commercially astute

TMI Consulting

## BUSINESS SERVICES

**Consultant, Zebulon Restaurant (San Francisco, CA).** Developed consumer and brand insights and evaluated initial strategies. Settled activities to help Zebulon more creatively explore how their research findings can be applied to their client's marketing strategies. Authored or coauthored reports on creativity, food, and sports. Conducted regional strategy development and training workshops.

**Strategy Consultant, City College (San Francisco, CA).** Assisted Operations Director, Communication Planning team in creating a new communication strategy development process. Designed a set of activities within this process to uncover consumer, brand, and media insights. Helped launch this new strategy development process.

**Project Management, West Bay Local Development (San Francisco, CA).** Helped organization to redesign and implement a more successful organization strategy development process. Implemented a process to uncover more creative consumer and brand insights. Changed their process and priorities for evaluating ideas. Conducted innovation workshops on organization strategy and new product ideas.

## ACADEMIC QUALIFICATIONS

BA History

Morehouse College 1996