Board Office Use: Le	gislative File Info.			
File ID Number	11-3084			
Introduction Date	12/05/2011			
Enactment Number	11-2513			
Enactment Date	12-14-11 87			



Community Schools, Thriving Students

Memo

MEIIIO	
То	The Board of Education
From	Tony Smith, Ph.D., Superintendent By: Maria Santos, Deputy Superintendent, Instruction, Leadership & Equity-in-Action Vernon Hal, Deputy Superintendent, Business & Operations
Board Meeting Date (To be completed by Procurement)	12/14/11
Subject	Professional Services Contract - East Bay Agency for Children Oakland CA (contractor, City State) 910/Early Childhood Education (site/department)
Action Requested	Approval of a professional services contract between Oakland Unified School District and East Bay Agency for Children . Services to
	be primarily provided to 910/Early Childhood Education for the period of 11/01/2011 through 06/30/2012.
Background A one paragraph explanation of why the consultant's services are needed.	Implementation of an early mental health consultation model that supports all children and staff in the classroom and increases parent understanding of and participation in the nurturing and guidance of their children.
Discussion One paragraph summary of the scope of work.	Approval by the Board of Education of a Professional Service Contract between Oakland Unified School District and East Bay Agency for Children (EBAC), Oakland, CA for the latter to provide a collaborative implementation of an early mental health consultation model that supports all children and staff in the classroom and increases parent understanding of and participation in the nurturing and guidance of their children; staff will participate in periodic discussions about team-building, conflict mediation and partnering with parents at Cox@Reach, and Brookfield Child Development Centers for the period of November 1, 2011 through June 30, 2012, at no cost to District.
Recommendation	Approval of professional services contract between Oakland Unified School
	District and East Bay Agency for Children . Services to be primarily provided to910/Early Childhood Education for the period or11/01/2011 through06/30/2012
Fiscal Impact	Funding resource name (please spell out) No Fiscal Impact not to exceed \$ 0.00
Attachments	 Professional Services Contract including scope of work Fingerprint/Background Check Certification Commercial General Liability Insurance Certification TB screening documentation

Statement of qualifications

Board Office Use: Leg	islative File Info.
File ID Number	11-3084
Introduction Date	12-5-11
Enactment Number	12-2513
Enactment Date	12-14-1182

below:

Rev. 6/01/11 v2



PROFESSIONAL SERVICES CONTRACT 2011-2012

This Agreement is entered into between the Oakland Unified School District (OUSD) and East Bay Agency for Children (EBAC) (CONTRACTOR). 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:

to	perform such services. CONTRACTOR warrants it is specially trained, experienced, and competent to provide such services. The ties agree as follows:
1.	Services: CONTRACTOR shall provide the services described in Exhibit "A," attached hereto and incorporated herein by reference ("Services" or "Work").
2.	Terms: CONTRACTOR shall commence work on 11/01/2011 , or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$78,500 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$78,500, whichever is later. The work shall be completed no later than <a a,"="" an="" attached="" basis="" be="" delivered="" hereto,="" hourly="" href="https://doi.org/10.101/10</td></tr><tr><td>3.</td><td>Compensation: OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement, a total fee not to exceed ZERO Dollars (\$ 0.00). 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.</td></tr><tr><td></td><td>If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit " of="" on="" ousd.<="" scope="" services="" specific="" td="" the="" to="">
	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: N/A
	Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after the 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.
4.	Submittal of Documents: CONTRACTOR shall not commence the Work under this Contract until CONTRACTOR has submitted and OUSD has approved evidence of the following:
	 Individual consultants: Tuberculosis Clearance – Documentation from health care provider showing negative TB status within the last four years.
	 Completion of Pre-Consultant Screening Process – Attach letter from Human Resources Support Services showing completion of Pre-Consultant Screening for this current fiscal year.
	■ Insurance Certificates and Endorsements – General Liability insurance in compliance with section 9 herein.
	2. Agencies or organizations:
	■ Insurance Certificates and Endorsements – Workers' Compensation insurance in compliance with section 9 herein.
5.	Equipment and Materials: CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement except: N/A which shall not exceed a total cost of \$ 0.00
6.	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.

Requisition No. ______ P.O. No. _____

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

OUSD Representative: CONTRACTOR: Name: John Santoro Name: Dianna Linn Site /Dept.: 910/Early Childhood Education Title: Director of Clinical Services Address: 495 Jones Avenue Address: 303 Van Buren Street Oakland, CA 94603 Oakland CA 94610 Phone: (510) 639-3340 Phone: (650) 630-3950

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. CONTRACTOR shall submit invoices in a form that includes the name of the person providing the service, the service performed, the date service was rendered, and the hours spent on the work.

8. 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: Consultant name, consultant address, invoice date, invoice sequence number, purchase order number, name of school or department service was provided to, period of service, number of hours of service, brief description of services provided, hourly rate, total payment requested.
- 2. Invoices from Agencies or Organizations must include evidence of compliance with section 19 herein:
 - i. Fingerprinting of Employees and Agents: Agency or organization must provide a current list of all employees, agents and volunteers working at an OUSD site when invoicing, and must include the Department of Justice ATI number for each person, and at statement that subsequent arrest records have been requested for each person listed.
 - ii. Tuberculosis Screening: The list must also include a statement that TB Clearance is on file for each person.
- 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.

10. Insurance:

- 1. Commercial General Liability Insurance: 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.
- iii. 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

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

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- Assignment: The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express
 prior written consent of OUSD.
- 13. Anti-Discrimination. It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination against any employee engaged in the work because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age and therefore the 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, the 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.
- 14. **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, CONTRACTORS, or subcontractors are to use drugs on these sites.
- 15. Indemnification: CONTRACTOR agrees to hold harmless, indemnify, and defend OUSD and its officers, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation in connection with the performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify, and defend OUSD 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.
- 16. Copyright/Trademark/Patent/Ownership. CONTRACTOR understands and agrees that all matters produced under this Agreement shall become the property of OUSD and cannot be used without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark, and/or patent of said matter in the name of OUSD. CONTRACTOR consents to use of CONTRACTOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium. 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 CONTRACTOR or its Sub-CONTRACTORs in connection with the Services performed under this Agreement. All works 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.
- 17. 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 similar subsequent act from constituting a violation of the Agreement.
- 18. **Termination:** OUSD may at any time terminate this Agreement upon written notice to CONTRACTOR. OUSD shall compensate CONTRACTOR for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, OUSD may secure the required services from another contractor. If the cost to OUSD exceeds the cost of providing the services pursuant to this Agreement, CONTRACTOR shall pay the additional cost.
- 19. Conduct of Consultant. CONSULTANT will adhere to the following staff requirements and provide OUSD with evidence of staff qualifications, consistent with invoicing requirements outlined in Section 8, which include:
 - 1. Tuberculosis Screening
 - 2. Fingerprinting of Employees and Agents. The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to CONTRACTOR's services under this Agreement and CONTRACTOR certifies its compliance with these provisions as follows: "CONTRACTOR certifies that CONTRACTOR has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all CONTRACTOR's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether mose Employees are paid or unpaid, concurrently employed by OUSD, or acting as independent contractors of CONTRACTOR, who may have contact with OUSD pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. Contractor further certifies that it has received and reviewed fingerprint results for each of its Employees and Contractor has requested and reviews subsequent arrest records for all Employees who may come into contract with OUSD pupils in providing services to the District under this Agreement.

Contractor initia:

In the event that OUSD, in its sole discretion, at any time during the term of this contract, desires the removal of any CONSULTANT related persons, employee, representative or agent from an OUSD school site and, or property, CONSULTANT shall immediately upon receiving notice from OUSD of such desire, cause the removal of such person or persons.

- 20. 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.
- 21. OUSD's Evaluation of CONTRACTOR and CONTRACTOR's Employees and/or Subconitractors. OUSD may evaluate the CONTRACTOR's work in any way that OUSD is entitled to do so pursuant to applicable law. The OUSD's evaluation may include, without limitation:
 - 1. Requesting that OUSD employee(s) evaluate the CONTRACTOR and the CONTRACTOR's employees and subcontractors and each of their performance.
 - Announced and unannounced observance of CONTRACTOR, CONTRACTOR's employee(s), and/or subcontractor(s).

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Summary of terms and compensation:

- 22. Limitation of OUSD Liability. Other than as provided in this Agreement, OUSD's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. 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.
- 23. Confidentiality. The CONTRACTOR and all CONTRACTOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. CONTRACTOR understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Contractors will be permitted access to student data only where permissible under state and federal law and only after executing OUSD's Confidentiality Agreement Regarding Student Data.
- 24. 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.

- 25. 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.
- 26. **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.
- 27. Contract Contingent on Governing Board Approval: The District shall not be bound by the terms of this Agreement until it has been formally approved by the District'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.
- 28. **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.
- 29. 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.
- 30. Incorporation of Recitals and Exhibits. The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.

, c. c			
Anticipated start date: 11/01/2011	Work shall be comple	ted by: <u>06/30/2012</u> T	otal Fee: \$ <u>0.00</u>
OAKLAND UNIFIED SCHOOL DISTRICT		CONTRACTOR	2
President Board of Education	12/15/11 Date	Contractor Signature	"///) Date
☐ Superintendent or Designee			
Colom Cohestins, &	12/15/11	Dianna Linn	Director of Clinical Services
Secretary, Board of Education	Date	Print Name, Title	

File ID Number 11-3084
Introduction Date 12-5-11
Enactment Number 11-3513
Enactment Date 13-14-11 13

EXHIBIT "A" Scope of Work

DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR

CONTRACTOR'S entire Proposal is <u>not</u> made part of this Agreement. [IF A CONTRACTOR PROVIDES AN ACCEPTABLE DESCRIPTION OF SERVICES AS PART OF A PROPOSAL, THAT DESCRIPTION OF SERVICES CAN BE ATTACHED <u>WITHOUT</u> ANY TERMS, CONDITIONS, LIMITATIONS, ETC., FROM THAT PROPOSAL.]

Summary for Board Memo and Board Agenda - Must accurately align with scope of work below.

Approval by the Board of Education of a Professional Service Contract between Oakland Unified School District and East Bay Agency for Children (EBAC), Oakland, CA for the latter to provide a collaborative implementation of an early mental health consultation model that supports all children and staff in the classroom and increases parent understanding of and participation in the nurturing and guidance of their children; staff will participate in periodic discussions about team-building, conflict mediation and partnering with parents at Cox@Reach, and Brookfield Child Development Centers for the period of November 1, 2011 through June 30, 2012, at no cost to District.

		SCOPE O	F WORK		
Ea	ast Bay Agency for Children	will provide a maximun	n of hou	urs of services at a rate of \$ 0.00	per hour for a
tota	al not to exceed \$0.00	Services are anticipated to begin	on 11/01/2011	and end on 06/30/2012	
1.	Description of Services t about what service(s) OUSD is p			service(s) the contractor will provi	de. Be specific
	development.Provide direct work with the Provide ongoing technique	ith staff (in the classroom) an ical support to staff, including et all children's social emotion	d families (included)	ool children's social-emotional uding home visits). ators, in developing strategies environment that utilizes resea	to implement
2.	children are attending school 95 many more Oakland children h	w many more Oakland children www. or more? 3) How many more ave access to, and use, the he	are graduating students have match services the	of this Contract? Be specific. For from high school? 2) How man neaningful internships and/or paying y need? Provide details of programmed THE GOALS OF THE SITE OR I	y more Oakland ing jobs? 4) How ram participation
	including children w	ith special needs.		ildren who have challenging b	ehaviors
	 Become familiar with 	to collect and analyze data per and abide by State and Districe Student Success Team when a	ct polices, requi	irements, and procedures, inclu	uding
	 Support all CDC staff staff when necessary 		conference wee	ekly, and provide training for p	parents and
3.	Alignment with District S	Strategic Plan: Indicate the	goals and visions	supported by the services of this	contract:
	Ensure a high quality instruc	tional core	✓ Prepare	students for success in college a	ind careers
	Develop social, emotional ar	nd physical health	Safe, he	ealthy and supportive schools	
	✓ Create equitable opportunities	_	Account	table for quality	
	✓ High quality and effective ins	struction	Full sen	vice community district	

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4.	ase	nent with Single Plan for Student Achievement (required if using State or Federal Funds) select: ion Item included in Board Approved SPSA (no additional documentation required) – Action Item Number:
		ion Item added as modification to Board Approved SPSA – Submit the following documents to the Resource Manager er electronically via email of scanned documents, fax or drop off.
	1.	Relevant page of SPSA with action item highlighted. Page must include header with the word "Modified", modification date, school site name, both principal and school site council chair initials and date.
	2.	Meeting announcement for meeting in which the SPSA modification was approved.
	3.	Minutes for meeting in which the SPSA modification was approved indicating approval of the modification.
	4.	Sign-in sheet for meeting in which the SPSA modification was approved.

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ACORD"

EASTBA1 OP ID: AN

PRO	DUCER		510-437-1900	LIABILITY		SUED AS A MATTER O	11/10/11
Cod P.O	ok, D	isharoon & Greathouse x 12909	510-437-1900	ONLY ANI	CONFERS N	IO RIGHTS UPON TH ATE DOES NOT AME! AFFORDED BY THE PO	E CERTIFICATE
Oakland, CA 94604- David D. DeMeter			INSURERS A	INSURERS AFFORDING COVERAGE			
INSU	RED	East Bay Agency for Ch	ildren	INSURER A: NIA	C		
		Attn: Debbie Christou 303 Van Buren Avenue		INSURER B: Har	tford Fire Insu	rance Co.	19682
		Oakland, CA 94610		INSURER C:			
				INSURER D:			
				INSURER E:			
CO	VER/	AGES					
M/ P(NY RE AY PE DLICIE	LICIES OF INSURANCE LISTED BE QUIREMENT, TERM OR CONDITION RTAIN, THE INSURANCE AFFORDI S. AGGREGATE LIMITS SHOWN M	ON OF ANY CONTRACT OR O' ED BY THE POLICIES DESCRIB	THER DOCUMENT WITH BED HEREIN IS SUBJECT PAID CLAIMS.	H RESPECT TO W T TO ALL THE TER	HICH THIS CERTIFICATE IN IMS, EXCLUSIONS AND CO	MAY BE ISSUED OR
NSR LTR	ADD'L	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YYYY)	POLICY EXPIRATION DATE (MM/DD/YYYY)	LIMIT	
		GENERAL LIABILITY				EACH OCCURRENCE	\$ 1,000,00
A	X	X COMMERCIAL GENERAL LIABILITY	201108866NPO	11/14/11	11/14/12	DAMAGE TO RENTED PREMISES (Ea occurence)	\$ 500,00
		CLAIMS MADE X OCCUR				MED EXP (Any one person)	\$ 20,00
		X Liquor Liability		,		PERSONAL & ADV INJURY	\$ 1,000,00
						GENERAL AGGREGATE	\$ 3,000,00
		GEN'L AGGREGATE LIMIT APPLIES PER: POLICY PRO- JECT X LOC	,			PRODUCTS - COMP/OP AGG	\$ 3,000,00
A		ANY AUTO	201108866NPO	11/14/11	11/14/12	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,00
		ALL OWNED AUTOS SCHEDULED AUTOS				BODILY INJURY (Per person)	\$
		X HIRED AUTOS X NON-OWNED AUTOS				BODILY INJURY (Per accident)	\$
						PROPERTY DAMAGE (Per accident)	\$
		GARAGE LIABILITY				AUTO ONLY - EA ACCIDENT	\$
		ANY AUTO				OTHER THAN AUTO ONLY: AGG	\$
		EXCESS / UMBRELLA LIABILITY				EACH OCCURRENCE	s 1,000,00
A		X OCCUR CLAIMS MADE	201108866UMBNPO	11/14/11	11/14/12	AGGREGATE	s 1,000,00
							\$
		DEDUCTIBLE					\$
		RETENTION \$					\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)				WC STATU- TORY LIMITS ER		
			• •		E.L. EACH ACCIDENT	\$	
						E.L. DISEASE - EA EMPLOYEE	\$
	If yes	describe under IAL PROVISIONS below				E.L. DISEASE - POLICY LIMIT	\$
	OTHE	R					
В	FIDE	LITY	57BDDAH7778	11/14/11 11/14/12 FIDELITY			434,0
A	PRO	FESSIONAL LIAB	201108866NPO	11/14/11	11/14/12	PROF LIAB	\$3ML/\$1

CERTIFICA	TE HOLI	DER
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OAKLUN1

OAKLAND UNIFIED SCHOOL DISTRICT/DEPARTMENT OF STUDENT **FAMILY & STUDENT SERVICES** 1025 2ND AVENUE P-15 OAKLAND, CA 94606

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE

CANCELLATION

andria Naguebre © 1988-2009 ACORD CORPORATION. All rights reserved. NOTEPAD:

HOLDER CODE OAKLUN1

INSURED'S NAME East Bay Agency for Children

EASTBA1 OP ID: AN PAGE 2

DATE 11/10/11

OAKLAND UNIFIED SCHOOL DISTRICT, THE CITY OF OAKLAND, ITS COUNCIL MEMBERS DIRECTORS, OFFICERS, AGENTS, EMPLOYEES AND ASSIGNS ARE ADDITIONAL INSURED PER #CG2026 ATTACHED.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – DESIGNATED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)
Any person or organization that you are required to add as an additional insured on this policy, under a written contract or agreement currently in effect, or becoming effective during the term of this policy. The additional insured status will not be afforded with respect to liability arising out of or related to your activities as a real estate manager for that person or organization.
a written contract or agreement currently in effect, or becoming effective during the term of this policy. The additional insured status will not be afforded with respect to liability arising out of or related to

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

Section II - Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your acts or omissions or the acts or omissions of those acting on your behalf:

- A. In the performance of your ongoing operations; or
- B. In connection with your premises owned by or rented to you.

ADINEROS



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

6/30/2011

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 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).

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	rancisco, CA 94104			E-MAIL ADDRESS:				
				SURER(S) AFFOR	RDING COVERAGE		NAIC#	
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NSURE	D			INSURER B:				
	East Bay Agency for Childre	n		INSURER C:				
	303 Van Buren Ave Oakland, CA 94610			INSURER D:				
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	KASEY BLACKBURN OAKL 495 JONES AVENUE OAKLAND, CA 94603	AILD O		ACCORDANCE				

Letter of Agreement for Oakland Fund for Children and Youth (OFCY) Early Childhood Education

This Letter of Agreement establishes the intention of East Bay Agency for Children (EBAC) and E. Morris Cox @ REACH Child Development Center (CDC) to work together in an OFCY-funded preschool mental health consultation program at E. Morris Cox @ REACH CDC. The parties agree to collaborate as follows:

E. Morris Cox @ REACH CDC will fulfill the following responsibilities:

- CDC Site provides adequate space and access to the classrooms so that the components of the early mental health consultation model can be implemented.
- CDC Site provides adequate space for the mental health consultant to complete on-site written work and access to a telephone
- Site Administrator meets regularly with the mental health consultant to ensure that the program is meeting identified goals and to ensure that all departmental and district policies are followed.
- CDC Site shares student outcome data to better refine program, and for the purposes of the OFCY and local evaluations, as appropriate.
- Site Administrator invites the mental health consultant to participate in school day
 meetings and professional development opportunities to ensure consistency in standards
 of teaching and learning and positive school climate.
- Site Administrator provides opportunities for regular communication between staff, parents and East Bay Agency for Children (EBAC).

East Bay Agency for Children (EBAC) will fulfill the following responsibilities:

- Ensure all hiring criteria and procedures, such as fingerprint clearances, criminal background checks, and TB testing are completed with approval for all Early Mental Health staff and volunteers.
- Use a relationship-based consultation model to increase preschool children's socialemotional skills development.
- Provide direct work with staff (in the classroom) and families (including home visits).
- Provide ongoing technical support to staff, including site administrators, in developing strategies to implement best practices to meet children's social emotional needs in an environment that utilizes research based preschool curriculum.
- Provide staff that is well versed in a broad range of work with children who have challenging behaviors including children with special needs.
- Work with evaluators to collect and analyze data pertinent to all partners.
- Manage after school grant funds contracted to EBAC and fulfill fiscal responsibilities as required by the Oakland Unified School District and funders.
- Become familiar with and abide by State and District policies, requirements, and procedures, including participation on the Student Success Team when necessary.
- Support all CDC staff by providing meeting time to conference weekly, and provide training for parents and staff when necessary.
- Adhere to all time schedules and contracted service hours to insure consistency with children, families and staff.

Joint Responsibilities between East Bay Agency for Children (EBAC) and E. Morris Cox @ REACH CDC include:

- Implementation of an early mental health consultation model that supports all children
 and staff in the classroom and increases parent understanding of and participation in the
 nurturing and guidance of their children.
- EBAC and E. Morris Cox @ REACH CDC staff will participate in periodic discussions about team-building, conflict mediation and partnering with parents.

EBAC and E. Morris Cox @ REACH CDC are aware of their responsibilities fiscally and programmatically for all grant requirements. As lead applicant, EBAC recognizes that it is responsible for ensuring that the terms of contracted services with E. Morris Cox @ REACH CDC are fulfilled.

Superintendent

Letter of Agreement for Oakland Fund for Children and Youth (OFCY) Early Childhood Education

This Letter of Agreement establishes the intention of East Bay Agency for Children (EBAC) and Brookfield Child Development Center (CDC) to work together in an OFCY-funded preschool mental health consultation program at Brookfield CDC. The parties agree to collaborate as follows:

Brookfield CDC will fulfill the following responsibilities:

- CDC Site provides adequate space and access to the classrooms so that the components of the early mental health consultation model can be implemented.
- CDC Site provides adequate space for the mental health consultant to complete on-site written work and access to a telephone
- Site Administrator meets regularly with the mental health consultant to ensure that the program is meeting identified goals and to ensure that all departmental and district policies are followed.
- CDC Site shares student outcome data to better refine program, and for the purposes of the OFCY and local evaluations, as appropriate.
- Site Administrator invites the mental health consultant to participate in school day
 meetings and professional development opportunities to ensure consistency in standards
 of teaching and learning and positive school climate.
- Site Administrator provides opportunities for regular communication between staff, parents and East Bay Agency for Children (EBAC).

East Bay Agency for Children (EBAC) will fulfill the following responsibilities:

- Ensure all hiring criteria and procedures, such as fingerprint clearances, criminal background checks, and TB testing are completed with approval for all Early Mental Health staff and volunteers.
- Use a relationship-based consultation model to increase preschool children's socialemotional skills development.
- Provide direct work with staff (in the classroom) and families (including home visits).
- Provide ongoing technical support to staff, including site administrators, in developing strategies to implement best practices to meet children's social emotional needs in an environment that utilizes research based preschool curriculum.
- Provide staff that is well versed in a broad range of work with children who have challenging behaviors including children with special needs.
- Work with evaluators to collect and analyze data pertinent to all partners.
- Manage after school grant funds contracted to EBAC and fulfill fiscal responsibilities as required by the Oakland Unified School District and funders.
- Become familiar with and abide by State and District policies, requirements, and procedures, including participation on the Student Success Team when necessary.
- Support all CDC staff by providing meeting time to conference weekly, and provide training for parents and staff when necessary.
- Adhere to all time schedules and contracted service hours to insure consistency with children, families and staff.

Joint Responsibilities between East Bay Agency for Children (EBAC) and Brookfield CDC include:

- Implementation of an early mental health consultation model that supports all children and staff in the classroom and increases parent understanding of and participation in the nurturing and guidance of their children.
- EBAC and Brookfield CDC staff will participate in periodic discussions about teambuilding, conflict mediation and partnering with parents.

EBAC and Brookfield CDC are aware of their responsibilities fiscally and programmatically for all grant requirements. As lead applicant, EBAC recognizes that it is responsible for ensuring that the terms of contracted services with Brookfield CDC are fulfilled.

This Letter of Agreement covers the OFCY grant period from July 2011 to June 2012.

1. 4.	
- Lana / Jan	
Dianna Linn	Date
Director of Clinical Services	
East Bay Agency for Children	1
adam Tayl	13 Oct 2011
Adam Taylor, Site Administrator	Date
Brookfield Child Development Center	
Lun Serton	10-4-11
John Santpro	Date
ECE Director, OUSD	
Dr. Tony Smith, PhD.	Date
Superintendent	



October 10, 2011

Ms. Sheila Clark Oakland Unified School District Sheila.clark@ousd.k12.ca.us Fax: 510.639.3340

Ms. Clark;

As an annual update regarding the following EBAC employees:

Vida Bowers Nicole Laperdon Liz Varon Nancy Wallin

Please note that per the custodial contract that we (East Bay Agency for Children) signed with the DOJ, distribution of the live-scan documentation is prohibited by law. Additionally, the distribution of TB Test results is a HIPAA violation.

In an effort to comply with your requirements, I can verify that we have on file, as a condition of employment, fingerprint and TB clearances for each of the abovereferenced individuals.

Best regards,

HR Manager

510.268.3770 x116

ADMINISTRATIVE OFFICES

Child Assault Prevention (CAP)

303 Van Buren Ave. Oakland, CA 94610 Ph: 510.268.3770 Fx: 510.268.1073 www.ebac.org

PROGRAMS Circle of Care

Conley Day Treatment Fremont Healthy Start Hawthorne Family Resource Center Lafayette Day Treatment New Haven Day Treatment Oakland Day Treatment Prevention and Life Skills (PALS) Probation Mental Health Sequoia Day Treatment Sequoia Healthy Start

Therapeutic Nursery School BOARD OF DIRECTORS

Ken Matsumoto President Erica Brevet-Stott V.P. Development Dana Hughes V.P. Governance Randall Block V.P. Finance, President Elect Marlis Branaka Secretary

Suzan Alsup Larry Anderson Anthony Barrueta Ramona Bascom, OP Catherine Fischer Carl Goldberg Rita Howard Tamara Johnson LaTonya Lawson Noel McArdell Sherry Paterra Christine Scrivani Marguerite Stricklin Natalie Van Tassel Anne Washington AC Webb Ted Westphal

ADVISORY BOARD Anne Bodel Hon. Wilma Chan Hon. Ignacio De La Fuente Alice Lai-Bitker David LaPiana Harvey Lapides, M.D. Ted Lyman Bette McKenzie Helen Mendel, C.M.D. Gary Meyer James Morris Brian Rogers Tony Smith Fritz Sparks Gail Steele David Stein Roger Thompson

EXECUTIVE DIRECTOR

Steve Eckert, LCSW

Please Remember EBAC In Your Will



Community Schools, Thriving Students PROFESSIONAL SERVICES CONTRACT ROUTING FORM 2011-2012

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					hat this vendor does not appear on the Excluded Parties List () Name John Santoro Phone								(510) 639-3340				
	Administrator / Manager (Originator)					910/Early Childhood Education Fax						(510) 639-4807					
1.																	
	Signature Date Approve											10-12-4					
	Resource Manager, if using funds managed by: State and Federal Quality, Community, School Development Complementary Learning / After School Programs Scope of work indicates compliant use of restricted resource and is in alignment with school site plan (SPSA)														nooi Programs		
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Cpm

NICOLE LAPERDON

339 LENOX AVE., OAKLAND, CA 94610 (760) 815-0224 | NLAPERDON@GMAIL.COM

EDUCATION

Masters of Social Work, May 2009

San Jose State University, San Jose, CA

International Studies Abroad, Summer-Fall 2005

University of Belgrano, Buenos Aires Argentina

Bachelor of Arts in Psychology, June 2046

University of California, Santa Cruz

CREDENTIALS AND CERTIFICATES

- Registered ACSW, 6/2009—Present
- Pupil Personnel Credential, anticipated 10/2010
- Bilingual Counseling Certificate, 6/2008
- Substance Abuse Counseling Certificate, 5/2009

PROFESSIONAL QUALIFICATIONS

- Well versed in clinical practices with children and families of client's ages 0-3.
- Advanced knowledge of school-based mental health services.
- · Experience working with children with special needs.
- Over 3 years of experience providing family, group, and individual therapy in homes, schools, and offices.
- Over 3 years case management experience.

RELEVANT EXPERIENCE

Therapeutic Supervision Counselor, The Parent Center, Santa Cruz, CA

1/20:0 Pricent

- Provided brief family counseling to aid in reunification (a one year grant).
- Supervised in-home, court-ordered visits for families of children 0-10 with open CPS cases.
- Served children with special needs
- Coordinated services with all involved professionals.
- Documented all sessions for the courts.

Medi-Cal Counselor, Pajaro Valley Prevention, Watsonville, CA

4/2009-12/2009

- Provided school based family and individual counseling for eligible Medi-Cal eligible children ages 5-1f.
- · Counseled clients referred through the school system and Child Protective Services.
- Responsible for all required Medi-Cal charting, billing, case notes, treatment plans, and assessments.
- Case coordination with all professionals involved with child and family.

School Social Work Intern, Santa Theresa High School, San Jose, CA

8/2008-6/2009

- Counseled and provided case/crisis management services to individuals, groups, and families of students.
- Facilimted a girls self esteem group for children with special needs.
- Participated in multidisciplinary team meetings to coordinate services with school personnel.
- Provided referrals and linkages to community services.
- Attended IEP meetings in order to support students and provide psychosocial assessment information.
- Supported teachers with addressing the social-emotional needs of students.
- Co-facilitated the Camp Everytown student club in order to assist in decreasing racism and prejudice throughout Santa Teresa High School.
- Created and implemented Teen Domestic Violence student education program.
- Collected data for progress reports in order to track clinical services provided.

Social Work Intern, Bill Wilson Center, San Jose, CA

9/2007-0/2008

- Provided individual and family therapy sessions for low income youth ages 4-18 in an office setting.
- Facilitated group counseling for youth ages 14-17 in a residential home setting.
- Conducted initial intake assessment for parent-child interactive therapy with parents of children agas 2-7.

AmeriCorps Member, Public Allies Silicon Valley, Milpitas, CA

9/2006-5/2007

- Hired as Program Coordinator for Bring Me A Book Foundation.
- Facilitated and coordinated parent workshops regarding the importance of reading aloud to preschool ago children.
- Trained and coordinated volunteers in presenting workshops to parents.
- Participated in 5 hours per week of diversity and career development training.
- Coordinated three community service events in the Bay Area.

Crisis Counselor, Suicide Prevention Hotline, Santa Cruz, CA

4/2006--8/2006

- Provided crisis line services weekly.
- · Linked clients with community resources.

Intern, California Rural Legal Assistance, Santa Cruz, CA

1/2006---6/2006

- Conducted initial interview and assessment of service needs.
- Reviewed client's needs with lawyer and communicated the lawyer's suggested next steps to the client.
- Referred clients to other social service agencies as appropriate.

COMMUNITY LEADERSHIP

Co-Chair, Lobby Days for Social Work Graduate Student Association, San Jose State University

9/2008---5/2009

Camp Leader, YMCA at Booksin Elementary School, Sun Jose, CA

6/2008--8/2008

RESEARCH EXPERIENCE

Independent Research Project, San Jose State

8/2008-5/2009

 Interviewed students and key informants to identify whether Camp Everytown improved ethnic identity development for graduate thesis.

Research Assistant, UC Santa Cruz

3/2005-6/2005

Observed and recorded infant's reactions to laboratory stimulus for college professor's research project.

PROFESSIONAL & PERSONAL REFERENCES AVAILABLE UPON REQUEST

Elizabeth Varon, MFT 30717 5040 Proctor Ave. Oakland, CA 94618 (510) 206-9563

OBJECTIVE

Provide program management and clinical supervision utilizing my skills as a Marriage and Family Therapist.

EDUCATION

Marriage and Family Therapist, MFT 30717, July 1993 M.S. in Clinical Psychology, Summa cum Laude, May 1991 San Francisco State University, San Francisco B.A in Special Education, with Honors, April 1988 University of Florida, Gainesville

CLINICAL EXPERIENCE

Clinical Supervisor, STARS Community Services (April 2006- present)

Oversight of mental health and case management services to 8 public schools in the East Bay. Provide clinical supervision as well as quality review for the EPSDT program. Assist with development and coordination of the program, including collaboration with Alameda County Behavioral Health Care Services and several school districts.

Psychotherapist, Pathways to Wellness and Private Practice (Oct. 2004- April 2006)

Provided individual, couples and family therapy working with children and adults in short-term and long-term treatment.

Case Manager, Alameda County Behavioral Health Care Services (May 2001 - Sept. 2004)

Provided case management and consultation services to students and families in the AB3632 program including attending IEP's, and collaborating with seventeen Alameda County school districts. Worked collaterally with therapists, probation officers and DSS workers to coordinate care.

<u>Early Childhood Services Coordinator</u>, Jewish Family and Children's Services East Bay (July 2000 - May 2001) Performed clinical observation, staff consultation, and led parent workshops to six Jewish preschools in the east bay. Coordinated the Preschool Partnership Project; a program that integrated a Jewish preschool with a state-funded preschool to establish community linkages.

<u>Shelter Program Coordinator and Placement Evaluation Program Coordinator</u>, Children's Garden, San Rafael (February 1994 - April 1998)

Coordinated a ninety-day assessment program for children in residential care where I conducted social/emotional evaluations. Supervised and consulted with home and classroom staff. Coordinated the Children's Garden Shelter. Duties included intake and initial assessment of child and collateral work with DSS, schools, psychiatrists and counselors. Supervised staff and conducted performance evaluations.

Counselor, Children's Health Council, Palo Alto (August 1991- August 1993)

Elementary school counselor for a program that offered crisis intervention and brief and long-term therapy to students and their families. Led groups on divorce, social skills development, and anger management.

Provided consultation to staff and the Student Study Team involved in the IEP process.

Special Education Teacher, Burt Children's Center, San Francisco (August 1988-June 1988)

Taught elementary curriculum to students labeled Severely Emotionally Disturbed in a residential facility.

Nancy Wallin, MFTI # 60594 1628 Cornell Avenue, Apt. 2, Berkeley, CA 94702

c: (530) 902-1154 / h: (510) 898-1492

purplemama2@yahoo.com

Qualifications

Independent, innovative Somatic Psychology graduate seeks Program Director position. Background includes 14 years owning school age day care, supervising staff, as well as positive therapeutic interactions with Elementary age children and their parents. 3 years working therapeutically with 2-5 year olds.

Education

Studies towards Pupil Personnel Service Credential

Present

San Jose State University, San Jose, CA

Master of Arts in Counseling Psychology, Emphasis in Somatic Psychology

2009

California Institute of Integral Studies, San Francisco, CA

Teaching Credential - Elementary Grades

1995

UC Davis, Davis, CA

Bachelor of Arts in English

1991

Whittier College, Whittier, CA

Career History/Accomplishments

Clinical Intern

Therapeutic Nursery School, Oakland, CA

2008-Present

- > Provide weekly non-directive play therapy interactions with 2-5 year olds
- > Work positively in a team environment
- > Facilitate weekly therapeutic interventions with parents and social workers
- > Skill in UR paperwork
- > Participate in team meetings, including IEP process
- > Provide therapeutic milieu interactions for groups of children

Founder/Owner/Director of Licensed School Age Daycare Program

1995-2009

A World of Learning, Davis, CA

- > Worked closely with children to assist with homework and discipline issues
- > Engaged with parents to aid children's social/emotional development
- > Developed nutrition programs and planned activities
- Organized administrative tasks, supervised employees, ensured regulatory compliance
- > Managed all bookkeeping

Enrollment Coordinator

1999-2000

Davis Waldorf School, Davis, CA

- > Coordinated and increased enrollment
- > Hired and supervised summer teachers
- > Created administrative policies

Volunteer Coordinator; Craft/Food Booth Coordinator; Festival Director 1996-2006

Whole Earth Festival, Davis CA

- > Organized and recruited volunteers for three day public festival on UC Davis Campus
- > Coordinated 170 crafts and food booths; organized all logistics for festival
- > Facilitated weekly staff meetings; provided support to staff of 40

references available upon request

Vida Bowers 8048 Greenridge Drive, #22 Oakland, California 94605 510-562-8771

EMPLOYMENT HISTORY:

Bowers Christian Preschool Oakland, California (08/95 - 10/96) (10/97 - present)

Assistant Teacher

Responsibilities included teaching pre-kindergarten academics and activities, menu scheduling, preparing and serving meals. Maintaining student records.

University of California Berkeley Berkeley, California APEX: Disabled Students Program (10/96 - 09/97)

Administrative Assistant

Responsibilities included reconciliation of General Ledger and Payroll Expense Reports. Preparing and processing a variety of University forms. Researching and resolving all accounting, payroll and personnel issues. Serve as Department Receptionist and Benefits Counselor.

University of California Berkeley Berkeley, California College of Chemistry (01/90 - 07/95)

Administrative Assistant

Responsibilities included processing invoices for payment by using POTS, CAPS, and BEARS systems. Researching and resolving all invoicing and accounting problems. Written and/or verbal communication with internal and external personnel. Telephone and parking recharges. File maintenance, training and unit backup.

Williams-Sonoma, Inc. San Francisco, California (08/84 - 01/90)

Accounts Specialist (06/87 - 01/90)

Responsibilities included researching and resolving billing disputes, maintaining fraud listings, purchase orders, credit and collections, bad debts and the issuing and reconciliation of vouchers.

Assistant Supervisor (04/85 - 06/87)

Responsibilities included supervising staff of 10 employees. Maintaining production statistics for department. Initiated and implemented incentive program, employee evaluations, scheduling, projections, payroll and training.

Customer Service Representative (08/84 - 04/85)

Responsibilities included total customer service functions, inputting telephone/mail orders, order tracing and replacements, problem solving, correspondence, maintain on-line customers file, credits, refunds and extensive phone contact with customers.