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Enactment Date	4/12/2023 os

Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Sondra Aguilera, Chief Academic Officer

Meeting Date April 12, 2023

Subject Amendment to Services Agreement 2022-2023 with KidzToPros, Inc.

Ask of the Board

Approve Amendment
 Ratify Amendment

Background and Recommendation

On September 1, 2022, vendor and the District entered into a Services Agreement for vendor to help students improve their mental and social skills, develop self-esteem, and improve their coordination, physical fitness, and strength through sports programs. Activities include soccer, flag football, basketball, kickball, Hip-Hop Dance, Maker Space, Wonder Robotics, and Coding. Services are delivered through a series of full-day sessions on Saturdays as well as integration into after school programs at sites mutually agreed to by vendor and the Community Schools and Student Services Department.

The District seeks to increase services from vendor to add after school sports services at Brookfield Elementary, Lincoln Elementary, Crocker Elementary, Highland Community Elementary, Chabot Elementary schools. This will increase the Agreement value by \$44,576.00.

Term Start Date: 9/1/22 End Date: 05/31/2023

Not-To-Exceed Amount \$120,600.00

Competitively Bid Yes

If the Service Agreement/Contract was not competitively bid and the not-to-exceed amount is more than \$99,100, list the exception(s) that applies (requires Legal review/approval and may require a resolution):

**In-Kind
Contributions**

District will provide space for programs to take place. District staff will coordinate locations and dates of services delivery for Saturday and after school programs.

**Funding
Source(s)**

Resource 2600 – Expanded Learning Opportunities Program in the amount of \$120,600.00

Attachment(s)

- Amendment No. 1, Services Agreement 2022-2023
- Original Agreement, Enactment No. 22-1669
- RFP #21-120ExLO and vendor bid materials

AMENDMENT NO. 1
to
Services Agreement 2022-2023

This Amendment amends the attached legal agreement (“Original Agreement”) and any prior amendments (“Prior Amendments,” together with Original Agreement, “(Amended) Agreement”), incorporated herein by reference, which includes the following information:

- The (Amended) Agreement is between the Oakland Unified School District (“OUSD”) and the below named entity or individual (“VENDOR,” together with OUSD, “PARTIES”):
KidzToPros, Inc.
- The Parties entered into the Original Agreement on the below date:
9/1/2022
- The Enactment Number of the Original Agreement is below:
22-1669

The PARTIES hereby agree to amend the (Amended) Agreement as stated herein.

1. **Services:** The scope of work of the (Amended) Agreement is

unchanged.

X The scope of work of the (Amended) Agreement has changed. If the scope of work has changed: Provide brief description of revised scope of work including measurable description of expected final results, such as services, materials, products, and/or reports; select the appropriate option below:

Revised scope of work attached

X VENDOR agrees to provide the following amended services:

Vendor will add after school sports services at Brookfield Elementary, Lincoln Elementary, Crocker Elementary, Highland Community Elementary, Chabot Elementary schools.

2. **Term (duration):** X The term of the (Amended) Agreement is

unchanged

The term of the (Amended) Agreement has changed.
If the term has changed: The parties agree to amend the
below original End Date of the (Amended) Agreement
to the below new End Date:

Original End Date: Click or tap to enter a date.

New End Date: Click or tap to enter a date.

3. **Compensation:** The not-to-exceed amount in the (Amended)
Agreement is unchanged

X The not-to-exceed amount in the (Amended)
Agreement has changed. If the not-to-exceed amount
has changed: The not-to-exceed amount in the
(Amended) Agreement is amended as follows:

X Increase not-to-exceed amount by:

\$44,576.00

Decrease not-to-exceed amount by:

\$Click or tap here to enter text..

The new not-to-exceed amount under the
(Amended) Agreement, as herein amended, is
\$120,600.00

4. **COVID-19:** To the extent that the Amendment did not contain the following guarantees, by signing this Amendment, VENDOR agrees that:
- a. Through its execution of this Amendment, VENDOR declares that it is able to meet its obligations and perform the Services required pursuant to this Amendment in accordance with any shelter-in-place (or similar) order or curfew (or similar) order (“Orders”) issued by local or state authorities and with any social distancing/hygiene (or similar) requirements.
 - b. VENDOR agrees to notify OUSD within twelve (12) hours if VENDOR or any employee, subcontractor, agent, or representative of VENDOR (i) tests positive for COVID-19 or shows or reports symptoms consistent with COVID-19 and (ii) has been on OUSD property or has been in prolonged close contact with any OUSD student or student’s family member, staff, agents, representatives, officers, consultants, trustees, and volunteers within 48 hours of testing positive for COVID-19 or the development of symptoms consistent with COVID-19.

- c. In addition to the requirements of subparagraph (b), VENDOR agrees to immediately adhere to and follow any OUSD directives regards health and safety protocols including, but not limited to, providing OUSD with information regarding possible exposure of OUSD student or student's family member, staff, agents, representatives, officers, consultants, trustees, and volunteers to VENDOR or any employee, subcontractor, agent, or representative of VENDOR and information necessary to perform contact tracing, as well as complying with any OUSD testing and vaccination requirements.
 - d. VENDOR shall bear all costs of compliance with this Paragraph.
5. **Insurance.** To the extent that the Agreement did not contain the following insurance coverage amounts, by signing this Amendment, VENDOR agrees that it shall maintain, unless waived under the terms of the Agreement, Commercial General Liability Insurance with limits of at least one million dollars (\$1,000,000) per occurrence, and two million dollars (\$2,000,000) aggregate. All other terms regarding Commercial General Liability Insurance remain the same.
6. **Termination and Suspension.** To the extent that the Agreement did not contain the following provisions, by signing this Amendment, VENDOR agrees that:
- a. Notwithstanding any other language of the Agreement, if there is an unforeseen emergency or an Act of God during the term of this Agreement that would prohibit or limit, at the sole discretion of OUSD, the ability of VENDOR to perform the Services, OUSD may terminate this Agreement upon seven (7) days prior written notice to VENDOR. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or seven (7) days after the notice was provided, whichever is later.
 - b. If OUSD, at its sole discretion, develops health and safety concerns related to the VENDOR's provision of Services, then the OUSD Superintendent or an OUSD Chief or Deputy may, upon approval by OUSD legal counsel, issue a notice to VENDOR to suspend the Agreement, in which case VENDOR shall stop providing Services under the Agreement until further

notice from OUSD. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of suspension.

7. **Legal Notices.** To the extent the Agreement did not contain the following provisions, legal notices may be sent either (i) via email, (ii) personally delivered during normal business hours, or (iii) sent by U.S. Mail (certified, return receipt requested), to the contact identified in the Agreement. VENDOR agrees that the address for legal notice to OUSD is 1000 Broadway, Suite 440, Oakland, CA 94607. All other terms regarding Legal Notices remain the same.
8. **Remaining Provisions:** All other provisions of the (Amended) Agreement remain unchanged and in full force and effect as originally stated.
9. **Amendment Publicly Posted.** This Amendment, its contents, and all incorporated documents are public documents and will be made available by OUSD to the public online via the Internet.
10. **Signature Authority.**
 - a. Each PARTY has the full power and authority to enter into and perform this Amendment, and the person(s) signing this Amendment on behalf of each PARTY has been given the proper authority and empowered to enter into this Amendment.
 - b. Notwithstanding subparagraph (a), only the Superintendent, Chiefs, Deputy Chiefs, and the General Counsel has authority to sign contracts for OUSD and only under limited circumstances, which required ratification by the OUSD Governing Board. VENDOR agrees not to accept the signature of another other OUSD employee as having the proper authority and empowered to enter into this Amendment or as legally binding in any way.
11. **Amendment Contingent on Governing Board Approval.** OUSD shall not be bound by the terms of this Amendment unless and until it has been (i) formally approved by OUSD's Governing Board or (ii) validly and properly executed by the OUSD Superintendent, the General Counsel, or a Chief or Deputy Chief authorized by the Education Code or Board Policy, and no payment shall be owed or made to VENDOR absent such formal approval or valid and proper execution.

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

VENDOR

Name: Naqqash Haider

Signature: _____

DocuSigned by:
Naqqash Haider
A9E5EE7B24DD428

Position: School Partnership Manager

Date: 3/16/2023

VENDOR acknowledges and agrees not to expect or demand payment for any Services performed prior to the PARTIES, particularly OUSD, validly and properly executing this Agreement until this Agreement is validly and properly executed and shall not rely on verbal or written communication from any individual, other than the President of the OUSD Governing Board, the OUSD Superintendent, or the OUSD General Counsel, stating that OUSD has validly and properly executed this Agreement. VENDOR specifically acknowledges and agrees to this term/condition on the above date.

OUSD

Name: Mike Hutchinson

Signature: _____



Position: President, board of Education

Date: 4/13/2023

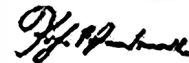
Board President

Superintendent

Chief/Deputy Chief/Executive Director

Name: Kyla Johnson-Trammell

Signature: _____



Position: Secretary, Board of Education

Date: 4/13/2023

Template approved as to form by OUSD Office of the General Counsel.

Board Office Use: Legislative File Info.	
File ID Number	22-2062
Introduction Date	9/28/22
Enactment Number	22-1669
Enactment Date	9-28-2022 CJH

Board Cover Memorandum

To Board of Education

From Sondra Aguilera, Acting Superintendent
Andrea Bustamante, Executive Director, Community Schools & Student Services Department

Meeting Date September 28, 2022

Subject Services Agreement with KidzToPros Inc.

Ask of the Board Approve Services Agreement
 Ratify Services Agreement

Services *Vendor will help students improve their mental and social skills, develop self-esteem, and improve their coordination, physical fitness, and strength through sports programs. Activities to include soccer, flag football, basketball, kickball, Hip-Hop Dance, Maker Space, Wonder Robotics, and Coding. Services to be delivered through a series of full-day sessions on Saturdays as well as integration into after school programs at sites mutually agreed to by vendor and the Community Schools and Student Services Department.*

Term Start Date: 9/1/22 End Date: 5/31/23

Not-To-Exceed Amount \$76,024

Competitively Bid Yes

If the Service Agreement was not competitively bid and the not-to-exceed amount is more than \$99,100, list the exception(s) that applies (requires Legal review/approval and may require a resolution): [Exception]

In-Kind Contributions *District will provide space for programs to take place. District staff will coordinate locations and dates of services delivery for Saturday and after school programs.*

**Funding
Source(s)**

Resource 2600 – Expanded Learning Opportunities Program

Background

As a result of receiving Expanded Learning Opportunities Program (ELOP) funding from the State of California, the District has expanded comprehensive after school programming to include every OUSD elementary, middle, and high school. One required element of after school programming is physical activity for students. Additionally, ELOP funding allows for services on weekends and over the summer.

To take advantage of this opportunity to provide additional services to students, the District issued Request for Proposal (RFP) #21-120ExLO seeking vendors to propose sports-based youth development programs during expanded learning (before school, after school, intersession) time. Vendor successfully completed RFP requirements and was selected as a partner to provide services for TK-6 programs.

Attachment(s)

- Service Agreement with KidzToPros Inc.
- Physical Enrichment Program Plan
- Physical Enrichment Program Budget
- RFP #21-120ExLO and vendor bid materials

SERVICES AGREEMENT 2022-2023

This Services Agreement (“Agreement”) is a legally binding contract entered into between the Oakland Unified School District (“OUSD”) and the below named entity or individual (“VENDOR,” together with OUSD, “PARTIES”): KidzToPros Inc.

The PARTIES hereby agree as follows:

1. **Term.**

- a. This Agreement shall start on the below date (“Start Date”):
9/1/22

If no Start Date is entered, then the Start Date shall be the latest of the dates on which each of the PARTIES signed this Agreement.

- b. The work shall be completed no later than the below date (“End Date”):
5/31/23

If no End Date is entered, then the End Date shall be the first June 30 after the Start Date. If the term set forth above would cause the Agreement to exceed the term limits set forth in Education Code section 17596, the Agreement shall instead automatically terminate upon reaching said term limit.

2. **Services.** VENDOR shall provide the services (“Services”) as described in #1A and #1B of **Exhibit A**, attached hereto and incorporated herein by reference. To the extent that there may be a school closure (e.g., due to poor air quality, planned loss of power, COVID-19) or similar event in which school sites and/or District offices may be closed or otherwise inaccessible, VENDOR shall describe in #1B of **Exhibit A** whether and how its services would be able to continue.

3. **Alignment and Evaluation.**

- a. VENDOR agrees to work and communicate with OUSD staff, both formally and informally, to ensure that the Services are aligned with OUSD’s mission and are meeting the needs of students as determined by OUSD.

- b. OUSD may evaluate VENDOR in any manner which is permissible under the law. OUSD's evaluation may include, without limitation: (i) requesting that OUSD employee(s) evaluate the performance of VENDOR, each of VENDOR's employees, and each of VENDOR's subcontractors, and (ii) announced and unannounced observance of VENDOR, VENDOR's employee(s), and VENDOR's subcontractor(s).
4. **Inspection and Approval.** VENDOR agrees that OUSD has the right and agrees to provide OUSD with the opportunity to inspect any and all aspects of the Services performed including, but not limited to, any materials (physical or electronic) produced, created, edited, modified, reviewed, or otherwise used in the preparation, performance, or evaluation of the Services. In accordance with Paragraph 8 (Compensation), the Services performed by VENDOR must meet the approval of OUSD, and OUSD reserves the right to direct VENDOR to redo the Services, in whole or in part, if OUSD, in its sole discretion, determines that the Services were not performed in accordance with this Agreement.
5. **Data and Information Requests.** VENDOR shall timely provide OUSD with any data and information OUSD reasonably requests regarding students to whom the Services are provided. VENDOR shall register with and maintain current information within OUSD's Community Partner database unless OUSD communicates to VENDOR in writing otherwise, based on OUSD's determination that the Services are not related to community school outcomes. If and when VENDOR's programs and school site(s) change (either midyear or in subsequent years), VENDOR shall promptly update the information in the database.
6. **Confidentiality and Data Privacy.**
 - a. OUSD may share information with VENDOR pursuant to this Agreement in order to further the purposes thereof. VENDOR and all VENDOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services, provided such information is (i) marked or identified as "confidential" or "privileged," or (ii) reasonably understood to be confidential or privileged.

- b. VENDOR understands that student data is confidential. If VENDOR will access or receive identifiable student data, other than directory information, in connection with this Agreement, VENDOR agrees to do so only after VENDOR and OUSD execute a separate data sharing agreement.
 - (i) If VENDOR is a software vendor, it agrees to access or receive identifiable student data, other than directory information, only after executing a California Student Data Privacy Agreement (“CSDPA”) or CSDPA Exhibit E (available here).
 - (ii) If VENDOR is not a software vendor, it agrees to access or receive identifiable student data, other than directory information, only after executing the OUSD Data Sharing Agreement ([available here](#)).
 - (iii) Notwithstanding Paragraph 28 (Indemnification), should VENDOR access or receive identifiable student data, other than directory information, without first executing a separate data sharing agreement, VENDOR shall be solely liable for any and all claims or losses resulting from its access or receipt of such data.
 - c. All confidentiality requirements, including those set forth in the separate data sharing agreement, extend beyond the termination of this Agreement.
7. **Copyright/Trademark/Patent/Ownership.** VENDOR understands and agrees that all matters produced under this Agreement, excluding any intellectual property that existed prior to execution of this Agreement, shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by VENDOR, its employees, or its subcontractors in connection with the Services performed under this Agreement. VENDOR cannot use, reproduce, distribute, publicly display, perform, alter, remix, or build upon matters produced under this Agreement without OUSD’s express written permission. OUSD shall have all right, title and interest in said matters,

including the right to register the copyright, trademark, and/or patent of said matter in the name of OUSD. OUSD may, with VENDOR's prior written consent, use VENDOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium.

8. **Compensation.** OUSD agrees to pay VENDOR for satisfactorily performing Services in accordance with this Paragraph, Paragraph 10 (Invoicing), and #1C in **Exhibit A**.

- a. The compensation under this Agreement shall not exceed:
\$76,024.00

This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by VENDOR including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, permitted subcontractor costs, and other costs.

- b. OUSD shall not pay and shall not be liable to VENDOR for any costs or expenses paid or incurred by VENDOR not described in **Exhibit A**.
- c. Payment for Services shall be made for all undisputed amounts no more frequently than in monthly installment payments within sixty (60) days after VENDOR submits an invoice to OUSD, in accordance with Paragraph 10 (Invoicing), for Services actually performed and after OUSD's written approval that Services were actually performed. The granting of any payment by OUSD, or the receipt thereof by VENDOR, shall in no way lessen the liability of VENDOR to correct unsatisfactory performance of Services, even if the unsatisfactory character of the performance was not apparent or detected at the time a payment was made. If OUSD determines that VENDOR's performance does not conform to the requirements of this Agreement, VENDOR agrees to correct its performance without delay.
- d. Compensation for any Services performed prior to the Start Date or after the End Date shall be at OUSD's sole discretion and in an amount solely determined by OUSD. VENDOR agrees that it shall not expect or demand payment for the performance of such services.
- e. VENDOR acknowledges and agrees not to expect or demand payment for any Services performed prior to the PARTIES,

particularly OUSD, validly and properly executing this Agreement until this Agreement is validly and properly executed and shall not rely on verbal or written communication from any individual, other than the President of the OUSD Governing Board, the OUSD Superintendent, or the OUSD General Counsel, stating that OUSD has validly and properly executed this Agreement.

9. **Equipment and Materials.** VENDOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement.
10. **Invoicing.** Invoices furnished by VENDOR under this Agreement must be in a form acceptable to OUSD.
 - a. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, without limitation: VENDOR name, VENDOR address, invoice date, invoice number, purchase order number, name of school or department to which Services were provided, name(s) of the person(s) performing Services, date(s) Services were performed, brief description of Services provided on each date, the total invoice amount, and the basis for the total invoice amount (e.g., if hour rate, the number of hours on each date and the rate for those hours).
 - b. If OUSD, at its sole discretion, determines an invoice fails to include the required elements, OUSD will not pay the invoice and will inform VENDOR of the missing items; VENDOR shall resubmit an invoice that includes the required elements before OUSD will pay the invoice.
 - c. Invoices must be submitted no more frequently than monthly, and within 30 days of the conclusion of the applicable billing period. OUSD reserves the right to refuse to pay untimely invoices.
 - d. OUSD reserves the right to add or change invoicing requirements. If OUSD does add or change invoicing requirements, it shall notify VENDOR in writing and the new or modified requirements shall be mandatory upon receipt by VENDOR of such notice.
 - e. To the extent that VENDOR has described how the Services may be provided both in-person and not in-person, VENDOR's invoices shall—in addition to any invoice requirement added or changed under subparagraph (c)—indicate whether the Services

are provided in-person or not.

- f. All invoices furnished by VENDOR under this Agreement shall be delivered to OUSD via email unless OUSD requests, in writing, a different method of delivery.

11. **Termination and Suspension.**

- a. For Convenience by OUSD. OUSD may at any time terminate this Agreement upon thirty (30) days prior written notice to VENDOR. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of termination. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or thirty (30) days after the notice was provided, whichever is later.
- b. Due to Unforeseen Emergency or Acts of God. Notwithstanding Paragraph 19 (Coronavirus/ COVID-19) or any other language of this Agreement, if there is an unforeseen emergency or an Act of God during the term of this Agreement that would prohibit or limit, at the sole discretion of OUSD, the ability of VENDOR to perform the Services, OUSD may terminate this Agreement upon seven (7) days prior written notice to VENDOR. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or seven (7) days after the notice was provided, whichever is later.
- c. For Cause. Either PARTY may terminate this Agreement by giving written notice of its intention to terminate for cause to the other PARTY. Written notice shall contain the reasons for such intention to terminate. Cause shall include (i) material violation of this Agreement or (ii) if either PARTY is adjudged bankrupt, makes a general assignment for the benefit of creditors, or a receiver is appointed on account of its insolvency. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the

termination by the OUSD Governing Board or three (3) days after the notice was provided, whichever is later, unless the condition or violation ceases or satisfactory arrangements for the correction are made.

- d. Upon termination, VENDOR shall provide OUSD with all materials produced, maintained, or collected by VENDOR pursuant to this Agreement, whether or not such materials are complete or incomplete or are in final or draft form.
- e. If OUSD, at its sole discretion, develops health and safety concerns related to the VENDOR's provision of Services, then the OUSD Superintendent or an OUSD Chief or Deputy may, upon approval by OUSD legal counsel, issue a notice to VENDOR to suspend the Agreement, in which case VENDOR shall stop providing Services under the Agreement until further notice from OUSD. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of suspension.

12. **Legal Notices.** All legal notices provided for under this Agreement shall be sent: (i) via email to the email address set forth below, (ii) personally delivered during normal business hours or (iii) sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other PARTY at the address set forth below.

OUSD

Name: Joshua R. Daniels
Site/Dept: Office of General Counsel
Address: 1000 Broadway, Suite 440
City, ST Zip: Oakland, CA 94607
Phone: 510-879-8535
Email: ousdlegal@ousd.org

VENDOR

Name: Sandra Smith
Title: VP of School Partnership
Address: 1584 Fulton Pl.
City, ST Zip: Fremont, CA 94539
Phone: 415-722-4546
Email: Sandra.Smith@kidztopros.com

Notice shall be effective when received if personally served or

emailed or, if mailed, three days after mailing. Either PARTY must give written notice of a change of mailing address or email.

13. Status.

- a. This is not an employment contract. VENDOR, in the performance of this Agreement, shall be and act as an independent contractor. VENDOR understands and agrees that it and any and all of its employees shall not be considered employees of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. VENDOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to VENDOR's employees.
- b. If VENDOR is a natural person, VENDOR verifies all of the following:
 - (i) VENDOR is free from the control and direction of OUSD in connection with VENDOR's work;
 - (ii) VENDOR's work is outside the usual course of OUSD's business; and
 - (iii) VENDOR is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed for OUSD.
- c. If VENDOR is a business entity, VENDOR verifies all of the following:
 - (i) VENDOR is free from the control and direction of OUSD in connection with the performance of the work;
 - (ii) VENDOR is providing services directly to OUSD rather than to customers of OUSD;
 - (iii) the contract between OUSD and VENDOR is in writing;
 - (iv) VENDOR has the required business license or business tax registration, if the work is performed in a jurisdiction that requires VENDOR to have a business license or business tax registration;
 - (v) VENDOR maintains a business location that is separate from the business or work location of OUSD;
 - (vi) VENDOR is customarily engaged in an independently established business of the same nature as that involved

- in the work performed;
- (vii) VENDOR actually contracts with other businesses to provide the same or similar services and maintains a clientele without restrictions from OUSD;
- (viii) VENDOR advertises and holds itself out to the public as available to provide the same or similar services;
- (ix) VENDOR provides its own tools, vehicles, and equipment to perform the Services;
- (x) VENDOR can negotiate its own rates;
- (xi) VENDOR can set its own hours and location of work; and
- (xii) VENDOR is not performing the type of work for which a license from the Contractor's State License Board is required, pursuant to Chapter 9 (commencing with section 7000) of Division 3 of the Business and Professions Code.

14. Qualifications and Training.

- a. VENDOR represents and warrants that VENDOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control or supervision of OUSD. VENDOR will performed the Services in accordance with generally and currently accepted principles and practices of its profession for services to California school districts and in accordance with applicable laws, codes, rules, regulations, and/or ordinances. All VENDOR employees and agents shall have sufficient skill and experience to perform the work assigned to them.
- b. VENDOR represents and warrants that its employees and agents are specially trained, experienced, competent and fully licensed to provide the Services identified in this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and/or regulations, as they may apply, if VENDOR was selected, at least in part, on such representations and warrants.

15. Certificates/Permits/Licenses/Registration. VENDOR's employees or agents shall secure and maintain in force such certificates, permits, licenses and registration as are required by law in connection with the furnishing of Services pursuant to this Agreement.

16. **Insurance.**

- a. Commercial General Liability Insurance. Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR shall maintain Commercial General Liability Insurance, including automobile coverage, with limits of at least one million dollars (\$1,000,000) per occurrence, and two million dollars (\$2,000,000) aggregate, for corporal punishment, sexual misconduct, harassment, bodily injury and property damage. Coverage for corporal punishment, sexual misconduct, and harassment may either be provided through General Liability Insurance or Professional Liability Insurance. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured with the additional insured endorsement provided to OUSD within 15 days of effective date of this Agreement (and within 15 days of each new policy year thereafter during the term of this Agreement). Evidence of insurance shall be attached to this Agreement or otherwise provided to OUSD upon request. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against VENDOR. The policy shall protect VENDOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
- b. Workers' Compensation Insurance. Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR 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 (including, but not limited to, Labor Code section 3700) and Federal laws when applicable. Employers' Liability Insurance shall not be less than one million dollars (\$1,000,000) per accident or disease.

17. **Testing and Screening.**

- a. Tuberculosis Screening. Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR is required to screen employees who will be working at OUSD sites for more than six hours. VENDOR agents who work with students must submit to a tuberculosis risk assessment as required by Education Code

section 49406 within the prior 60 days. If tuberculosis risk factors are identified, VENDOR agents must submit to an intradermal or other approved tuberculosis examination to determine that he/she is free of infectious tuberculosis. If the results of the examination are positive, VENDOR shall obtain an x-ray of the lungs. VENDOR, at its discretion, may choose to submit the agent to the examination instead of the risk assessment.

- b. Fingerprinting/Criminal Background Investigation. Unless specifically waived by OUSD as noted in **Exhibit A**, for all VENDOR employees, subcontractors, volunteers, and agents providing the Services, VENDOR shall ensure completion of fingerprinting and criminal background investigation, and shall request and regularly review subsequent arrest records. VENDOR confirms that no employee, subcontractor, volunteer, or agent providing the Services has been convicted of a felony, as that term is defined in Education Code section 45122.1. VENDOR shall provide the results of the investigations and subsequent arrest notifications to OUSD.

Waivers are not available for VENDORS whose employees, subcontractors, volunteers, and agents will have any contact with OUSD students.

- c. VENDOR shall use either California Department of Justice or Be A Mentor, Inc. (<http://beamentor.org/OUSDPartner>) fingerprinting and subsequent arrest notification services.
- d. VENDOR agrees to immediately remove or cause the removal of any employee, representative, agent, or person under VENDOR's control person from OUSD property upon receiving notice from OUSD of such desire. OUSD is not required to provide VENDOR with a basis or explanation for the removal request.

18. **Incident/Accident/Mandated Reporting.**

- a. VENDOR shall notify OUSD, via email pursuant to Paragraph 12 (Legal Notices), within twelve (12) hours of learning of any significant accident or incident in connection with the provision of Services. Examples of a significant accident or incident include, without limitation, an accident or incident that involves law enforcement, possible or alleged criminal activity, or possible or actual exposure to a communicable disease such as COVID-19. VENDOR shall properly submit required accident or incident

reports within one business day pursuant to the procedures specified by OUSD. VENDOR shall bear all costs of compliance with this Paragraph.

- b. To the extent that an employee, subcontractor, agent, or representative of VENDOR is included on the list of mandated reporters found in Penal Code section 11165.7, VENDOR agrees to inform the individual, in writing that they are a mandated reporter, and describing the associated obligations to report suspected cases of abuse and neglect pursuant to Penal Code section 11166.5.

19. **Coronavirus/COVID-19.**

- a. Through its execution of this Agreement, VENDOR declares that it is able to meet its obligations and perform the Services required pursuant to this Agreement in accordance with any shelter-in-place (or similar) order or curfew (or similar) order (“Orders”) issued by local or state authorities and with any social distancing/hygiene (or similar) requirements.
- b. To the extent that VENDOR provides Services in person and consistent with the requirements of Paragraph 10 (Invoicing), VENDOR agrees to include additional information in its invoices as required by OUSD if any Orders are issued by local or state authorities that would prevent VENDOR from providing Services in person.
- c. Consistent with the requirements of Paragraph 18 (Incident/Accident/Mandated Reporting), VENDOR agrees to notify OUSD, via email pursuant to Paragraph 12 (Legal Notices), within twelve (12) hours if VENDOR or any employee, subcontractor, agent, or representative of VENDOR (i) tests positive for COVID-19 or shows or reports symptoms consistent with COVID-19 and (ii) has been on OUSD property or has been in prolonged close contact with any OUSD student or student’s family member, staff, agents, representatives, officers, consultants, trustees, and volunteers within 48 hours of testing positive for COVID-19 or the development of symptoms consistent with COVID-19.
- d. In addition to the requirements of subparagraph (c), VENDOR agrees to immediately adhere to and follow any OUSD directives regards health and safety protocols including, but not limited to, providing OUSD with information regarding possible exposure of

OUSD student or student's family member, staff, agents, representatives, officers, consultants, trustees, and volunteers to VENDOR or any employee, subcontractor, agent, or representative of VENDOR and information necessary to perform contact tracing, as well as complying with any OUSD testing and vaccination requirements.

- e. VENDOR shall bear all costs of compliance with this Paragraph, including but not limited to those imposed by this Agreement.
20. **Assignment.** The obligations of VENDOR under this Agreement shall not be assigned by VENDOR without the express prior written consent of OUSD and any assignment without the express prior written consent of OUSD shall be null and void.
21. **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, VENDOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code section 12900 and Labor Code section 1735 and OUSD policy. In addition, VENDOR agrees to require like compliance by all its subcontractor (s). VENDOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex, sexual orientation, or other legally protected class.
22. **Drug-Free/Smoke Free Policy.** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, VENDORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.
23. **Waiver.** No delay or omission by either PARTY in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a subsequent act from constituting a violation of this Agreement.
24. **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.

25. **Conflict of Interest.**

- a. VENDOR shall abide by and be subject to all applicable, regulations, statutes, or other laws regarding conflict of interest. VENDOR shall not hire any officer or employee of OUSD to perform any service by this Agreement without the prior approval of OUSD Human Resources.
- b. VENDOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between VENDOR's family, business or financial interest and the services provided under this Agreement, and in the event of 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.
- c. Through its execution of this Agreement, VENDOR acknowledges that it is familiar with the provisions of section 1090 *et seq.* and section 87100 *et seq.* of the Government Code, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event VENDOR receives any information subsequent to execution of this Agreement which might constitute a violation of said provisions, VENDOR agrees it shall notify OUSD in writing.

26. **Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion.** Through its execution of this Agreement, VENDOR certifies to the best of its knowledge and belief, that it and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded Parties List (<https://www.sam.gov/>).

27. **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 described in Paragraph 8 (Compensation). Notwithstanding any other provision of this Agreement, in no event shall OUSD be liable, regardless of whether

any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the Services performed in connection with this Agreement.

28. **Indemnification.**

- a. To the furthest extent permitted by California law, VENDOR shall indemnify, defend and hold harmless OUSD, its Governing Board, agents, representatives, officers, consultants, employees, trustees, and volunteers (“OUSD Indemnified Parties”) from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of VENDOR’s performance of this Agreement. VENDOR also agrees to hold harmless, indemnify, and defend OUSD Indemnified Parties from any and all claims or losses incurred by any supplier, VENDOR, or subcontractor furnishing work, services, or materials to VENDOR arising out of the performance of this Agreement. VENDOR shall, to the fullest extent permitted by California law, defend OUSD Indemnified Parties at VENDOR’s own expense, including attorneys’ fees and costs, and OUSD shall have the right to accept or reject any legal representation that VENDOR proposes to defend OUSD Indemnified Parties.
- b. To the furthest extent permitted by California law, OUSD shall indemnify, defend, and hold harmless VENDOR, its Board, agents, representatives, officers, consultants, employees, trustees, and volunteers (“VENDOR Indemnified Parties”) from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of OUSD’s performance of this Agreement. OUSD shall, to the fullest extent permitted by California law, defend VENDOR Indemnified Parties at OUSD’s own expense, including attorneys’ fees and costs.

29. **Audit.** VENDOR shall establish and maintain books, records, and systems of account, in accordance with generally accepted accounting principles, reflecting all business operations of VENDOR transacted under this Agreement. VENDOR shall retain these books, records, and systems of account during the term of this Agreement and for three (3) years after the End Date. VENDOR shall permit OUSD, its agent, other

representatives, or an independent auditor to audit, examine, and make excerpts, copies, and transcripts from all books and records, and to make audit(s) of all billing statements, invoices, records, and other data related to Services covered by this Agreement. Audit(s) may be performed at any time, provided that OUSD shall give reasonable prior notice to VENDOR and shall conduct audit(s) during VENDOR'S normal business hours, unless VENDOR otherwise consents.

30. **Litigation.** This Agreement shall be deemed to be performed in Oakland, California and is governed by the laws of the State of California, but without resort to California's principles and laws regarding conflict of laws. The Alameda County Superior Court shall have jurisdiction over any litigation initiated to enforce or interpret this Agreement.
31. **Incorporation of Recitals and Exhibits.** Any recitals and exhibits attached to this Agreement are incorporated herein by reference. VENDOR agrees that to the extent any recital or document incorporated herein conflicts with any term or provision of this Agreement, the terms and provisions of this Agreement shall govern.
32. **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.
33. **Severability.** If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.
34. **Provisions Required By Law Deemed Inserted.** Each and every provision of law and clause required by law to be inserted in this Agreement shall be deemed to be inserted herein and this Agreement shall be read and enforced as though it were included therein.
35. **Captions and Interpretations.** Section and paragraph headings in this Agreement are used solely for convenience, and shall be wholly

disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a PARTY because that PARTY or its legal representative drafted such provision, and this Agreement shall be construed as if jointly prepared by the PARTIES.

36. **Calculation of Time.** For the purposes of this Agreement, “days” refers to calendar days unless otherwise specified and “hours” refers to hours regardless of whether it is a work day, weekend, or holiday.
37. **Counterparts and Electronic Signature.** This Agreement, and all amendments, addenda, and supplements to this Agreement, may be executed in one or more counterparts, all of which shall constitute one and the same amendment. Any counterpart may be executed and delivered by facsimile or other electronic signature (including portable document format) by either PARTY and, notwithstanding any statute or regulations to the contrary (including, but not limited to, Government Code section 16.5 and the regulations promulgated therefrom), the counterpart shall legally bind the signing PARTY and the receiving PARTY may rely on the receipt of such document so executed and delivered electronically or by facsimile as if the original had been received. Through its execution of this Agreement, each PARTY waives the requirements and constraints on electronic signatures found in statute and regulations including, but not limited to, Government Code section 16.5 and the regulations promulgated therefrom.
38. **W-9 Form.** If VENDOR is doing business with OUSD for the first time, VENDOR acknowledges that it must complete and return a signed W-9 form to OUSD.
39. **Agreement Publicly Posted.** This Agreement, its contents, and all incorporated documents are public documents and will be made available by OUSD to the public online via the Internet.
40. **Signature Authority.**
 - a. Each PARTY has the full power and authority to enter into and perform this Agreement, and the person(s) signing this Agreement on behalf of each PARTY has been given the proper authority and empowered to enter into this Agreement.
 - b. Notwithstanding subparagraph (a), only the Superintendent,

Chiefs, Deputy Chiefs, and the General Counsel have been delegated the authority to sign contracts for OUSD, and only under limited circumstances, which require ratification by the OUSD Governing Board. VENDOR agrees not to accept the signature of another other OUSD employee as having the proper authority and empowered to enter into this Agreement or as legally binding in any way.

- a. Notwithstanding Paragraph 11, if this Agreement is executed by the signature of the Superintendent, Chiefs, Deputy Chiefs, or General Counsel under their delegated authority, and the Board thereafter declines to ratify the Agreement, the Agreement shall automatically terminate on the date that the Board declines to ratify it. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of termination. Upon termination, VENDOR shall provide OUSD with all materials produced, maintained, or collected by VENDOR pursuant to this Agreement, whether or not such materials are complete or incomplete or are in final or draft form.

41. **Contract Contingent on Governing Board Approval.** OUSD shall not be bound by the terms of this Agreement unless and until it has been (i) formally approved by OUSD's Governing Board or (ii) validly and properly executed by the OUSD Superintendent, the General Counsel, or a Chief or Deputy Chief authorized by the Education Code or Board Policy, and no payment shall be owed or made to VENDOR absent such formal approval or valid and proper execution.

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

VENDOR

Name: Sandra Smith

Signature: A84CCABFC5A94BE...

Position: VP of School Partnership

Date: 8/29/2022

One of the terms and conditions to which VENDOR agrees by its signature is subparagraph (e) of Paragraph 8 (Compensation), which states that VENDOR acknowledges and agrees not to expect or demand payment for

any Services performed prior to the PARTIES, particularly OUSD, validly and properly executing this Agreement until this Agreement is validly and properly executed and shall not rely on verbal or written communication from any individual, other than the President of the OUSD Governing Board, the OUSD Superintendent, or the OUSD General Counsel, stating that OUSD has validly and properly executed this Agreement. **VENDOR specifically acknowledges and agrees to this term/condition on the above date.**

OUSD

Name: Sondra Aguilera

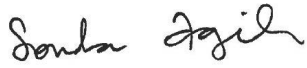
Signature:  DocuSigned by:
Sondra Aguilera
B072CB803AD400...

Position: Chief Academic Officer

Date: 8/30/2022

- Board President
- Superintendent
- Chief/Deputy Chief/Executive Director

Name: Sondra Aguilera

Signature: 

Position: Acting Secretary, Board of Education

Date: 9-29-2022

Template approved as to form by OUSD Office of the General Counsel.

EXHIBIT A

1A. **General Description of Services to be Provided:** *Provide a description of the service(s) VENDOR will provide.*

Vendor will help students improve their mental and social skills, develop self-esteem, and improve their coordination, physical fitness, and strength through sports programs. Activities to include soccer, flag football, basketball, kickball, Hip-Hop Dance, Maker Space, Wonder Robotics, and Coding. Services to be delivered through a series of full-day sessions on Saturdays as well as integration into after school programs at sites mutually agreed to by vendor and the Community Schools and Student Services Department. Locations and levels of services to be captured via 2022 Expanded Learning Opportunities Program Physical Enrichment Program Plan and Budget tools (attached).

1B. **Description of Services to be Provided During School Closure or Similar Event:** *If there is a school closure (e.g., due to poor air quality, planned loss of power, COVID-19) or similar event in which school sites and/or District offices may be closed or otherwise inaccessible, would services be able to continue?*

No, services would not be able to continue.

Yes, services would be able to continue as described in 1A.

Yes, but services would be different than described in 1A. Please briefly describe how the services would be different.

[Click or tap here to enter text.](#)

1C. **Rate of Compensation:** *Please describe the basis by which compensation will be paid to VENDOR:*

Hourly Rate: **\$**[Click or tap here to enter text.](#) per hour

Daily Rate: **\$**[Click or tap here to enter text.](#) per day

Weekly Rate: **\$**[Click or tap here to enter text.](#) per week

Monthly Rate: **\$**[Click or tap here to enter text.](#) per month

Per Student Served Rate: **\$**[Click or tap here to enter text.](#) per student served

Performance/Deliverable Payments: Describe the performance and/or deliverable(s) as well as the associated rate(s) below:

As described in attached Physical Enrichment Program Plan and Budget.

2. **Specific Outcomes:** *(A) What are the expected outcomes from the*

services of this Agreement? Please be specific. For example, as a result of the service(s): How many more OUSD students will graduate from high school? How many more OUSD students will attend school 95% or more? How many more OUSD students will have meaningful internships and/or paying jobs? How many more OUSD students will have access to, and use, the health services they need? (B) Please describe the measurable outcomes specific to the services. Please complete the sentence prompt: "Participants will be able to..." C. If applicable, please provide details of program participation. Please complete the sentence prompt: "Students will..."

Students will engage in sports-based activities to build self-esteem to improve their mental and physical well-being.

3. **Alignment with School Plan for Student Achievement – SPSA (required if using State or Federal Funds):** *Please select the appropriate option below:*

Action Item included in Board Approved SPSA (no additional documentation required) – Item Number:

Click or tap here to enter text.

Action Item added as modification to Board Approved SPSA – School site must submit the following documents to the Strategic Resource Planning for approval through the Escape workflow process:

- Meeting announcement for meeting in which the SPSA modification was approved.
- Minutes for meeting in which the SPSA modification was approved indicating approval of the modification.
- Sign-in sheet for meeting in which the SPSA modification was approved.

4. **Adapting Services for Students with Disabilities:** If VENDOR will provide direct services to students under this Agreement, describe the manner in which services will be accommodated, modified, or otherwise adapted to meet the unique needs of students with disabilities:

Vendor has coaches which are trained to work with special needs students and the curriculum has been designed to fit the unique needs of the participants and encourage creativity, active participation, and the development of important social as well as physical skills.

5. **Waivers:** OUSD has waived the following. Confirmation of the waiver is attached herewith:

Commercial General Liability Insurance (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no contact (in-person **or virtual**) with OUSD students, and the compensation not-to-exceed amount is \$25,000 or less.)

Corporal Punishment Insurance Coverage. (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no contact (in-person or virtual) with OUSD students.)

Workers' Compensation Insurance (Waiver only available, at OUSD's sole discretion, if VENDOR has no employees.)

Tuberculosis Screening (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no in-person contact with OUSD students.)

Fingerprinting/Criminal Background Investigation (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no contact (in-person **or virtual**) with OUSD students.)

2022 Expanded Learning Opportunities Physical Enrichment Program Plan

TK-ELEMENTARY/MIDDLE(6th) SCHOOLS

Cover Sheet	
Sports Organization Name:	Kidz To Pros
Authorized Signatory Name:	Sandra J. Smith
Authorized Signatory Job Title:	Vice President - School Partnership
Authorized Signatory Email Address:	sandra.smith@kidztopros.com
Authorized Signatory Phone #:	415-722-4546
Authorized Signatory Address	1584 Fulton Pl. Fremont CA 94539
Contract Management Question: <i>Describe the manner in which services will be accommodated, modified, or otherwise adapted to meet the unique needs of students with disabilities (e.g. within the intersession program and/or site-based program):</i>	KidzToPros have coaches which are trained to work with special needs students and the curriculum has been designed to fit the unique needs of the participants and encourage creativity, active participation, and the development of important social as well as physical skills.

Program Options:

9-hr Intersession Programs (\$1,000/coach/day)

2022 Expanded Learning Opportunities Physical Enrichment Program Plan

TK-ELEMENTARY/MIDDLE(6th) SCHOOLS

Date of Intersession Program	Program Description	Total # of Coaches (20:1 Student/Staff ratio)	Total # of Students Served (Max 100 Students)	Proposed Budget
9/12/2022	<i>Basket Weaving</i>	5	100	\$5000
11/5/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
11/12/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
11/19/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
12/3/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
12/10/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
12/17/2022 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
1/7/2023 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
1/14/2023	Maker Space and Play It All	5	100	\$5,000

2022 Expanded Learning Opportunities Physical Enrichment Program Plan

TK-ELEMENTARY/MIDDLE(6th) SCHOOLS

(Max. 8 sites per week)				
1/21/2023 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
1/28/2023 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
2/11/2023 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
2/18/2023 (Max. 8 sites per week)	Maker Space and Play It All	5	100	\$5,000
			Total:	

6-Week Site Based Sports Program (1hr/2xWeek) \$2,400 per 20 students

<i>Preferred School Site</i>	<i>Preferred Season (Fall, Winter, or Spring)</i>	<i>Total Number of Program Offerings</i>	<i>Program Description</i>	<i>Total # of Coaches (20:1 Student/Staff ratio)</i>	<i>Total # of Students Served (Max 100 Students)</i>	<i>Budget</i>
Prescott Elementary	Fall and Winter (32 classes) 96 Hours	2 (TK -2) Tue/ Thurs	Soccer	3	30	\$9,600

2022 Expanded Learning Opportunities Physical Enrichment Program Plan

TK-ELEMENTARY/MIDDLE(6th) SCHOOLS

Prescott Elementary	Fall and Winter (32 classes) 96 Hours	2 (TK -2) Tue/ Thurs	Wonder Robotics	3	30	\$9,600
Prescott Elementary	Fall and Winter (32 sessions) 64 Hours	2 (3-5) Tue/ Thurs	Coding	2	30	\$6,400
Prescott Elementary	Fall and Winter (32 sessions) 64 Hours	2 (3-5) Tue/ Thurs	Basketball	2	30	\$6,400
Brookfield	Fall and Winter (32 sessions) 192 Hours	Tk - 5	Play It All	6	60	\$19,200
Brookfield	Fall and Winter (32 sessions) 64 Hours	3 - 5	Play It All	2	20	\$6,400
Global Family School	Fall and Winter (32 sessions) 64 Hours	TBD	TBD	2	20	\$6,400
Joaquin Miller	Fall and Winter (32 sessions) 48 Hours	K	Soccer	3	30	\$4,800
Joaquin Miller	Fall and Winter- 16 weeks (81 sessions) 162 Hours	1 - 5	Soccer	2	40	\$16,200

2022 Expanded Learning Opportunities Physical Enrichment Program Plan

TK-ELEMENTARY/MIDDLE(6th) SCHOOLS

Chabot Elementary	Fall and Winter (32 sessions) 64 Hours	K-1	TBD	2	20	\$6,400
Cleveland Elementary	Fall and Winter	3-5	Play It All	TBD	TBD	TBD

Interession Sports Services

Agency		
Name:	KidzToPros	Amount
Description		
Interession 11/5 -5 coaches	\$	5,000.00
Interession 11/12 -5 coaches	\$	5,000.00
Interession 11/19 -5 coaches	\$	5,000.00
Interession 12/3 -5 coaches	\$	5,000.00
Interession 12/10 -5 coaches	\$	5,000.00
Interession 12/17 -5 coaches	\$	5,000.00
SUBTOTALS		
TOTAL DIRECT SERVICES	\$	30,000.00
INDIRECT		
4% OF DIRECT SERVICES	\$	1,200.00
TOTAL		
TOTAL FOR INTERSESSION SERVICES	\$	31,200.00

After School Sports Services

Agency Name: KidzToPros	Amount
Description	
Approved and finalized by School	
Joaquin Miller - Soccer - (Gr 3-5)- 8 weeks - 8 sessions - 6 coaches 40 students - Wednesday(3 hrs) - (Sep 28 - Nov 16)	\$ 4,800.00
Joaquin Miller - Soccer - K - 8 weeks - 16 sessions - 3 coaches 30 students - Thursday - (Sep 29 - Nov 17)	\$ 2,400.00
Joaquin Miller - Soccer - (Gr 1-2) - 8 weeks - 8 sessions - 4 coaches 40 students - Friday(2 hrs) - (Sep 30 - Dec 2)	\$ 3,200.00
Prescott Elementary - Soccer - Gr K-2 - 8 weeks - 6 coaches - 30 students - Tuesday and Thursday (2 hrs) (Sep 27 - Nov 17)	\$ 4,800.00
Prescott Elementary - Wonder Robotics - Gr K-2 - 8 weeks - 6 coaches - 30 students - Tuesday and Thursday (2 hrs) (Sep 27 - Nov 17)	\$ 4,800.00
Prescott Elementary - Coding- Gr3-5 - 8 weeks - 4 coaches - 30 students - Tuesday and Thursday (2 hrs) (Sep 27 - Nov 17)	\$ 3,200.00
Prescott Elementary - Basketball- Gr 3-5 - 8 weeks - 4 coaches - 30 students - Tuesday and Thursday (2 hrs) (Sep 27 - Nov 17)	\$ 3,200.00
Laurel Elementary - Hip-Hop dance- K - 8 weeks - 8 sessions - 2 coaches 40 students - Tuesday - (Sep 27 - Nov 15)	\$ 1,600.00
Laurel Elementary - Hip-Hop dance - K - 8 weeks - 8 sessions - 2 coaches 40 students - Thursday - (Sep 29 - Nov 17)	\$ 1,600.00
Grass Valley - Play it All - K - 8 weeks - 8 sessions - 1 coach - 10 students Oct 3rd - Dec 5th	\$ 800.00
Grass Valley - Hockey - (Gr 1-2)- 8 weeks - 8 sessions - 1 coach - 20 students Oct 3rd - Dec 5th	\$ 800.00
Grass Valley - Basketball - (Gr 3-5)- 8 weeks - 8 sessions - 2 coach - 40 students Oct 3rd - Dec 5th	\$ 1,600.00
Grass Valley - Hip-Hop dance - K - 8 weeks - 8 sessions - 1 coach - 10 students Oct 5th - Nov 30th	\$ 800.00
Grass Valley - Soccer- (Gr 1-2)- 8 weeks - 8 sessions - 1 coach - 20 students Oct 5th - Nov 30th	\$ 800.00
Grass Valley - Flag Football- (Gr 3-5)- 8 weeks - 8 sessions - 2 coach - 40 students Oct 5th - Nov 30th	\$ 1,600.00
Cleveland Elementary - Play It All- (Gr 3-5)- 7 weeks - 7 sessions - 1 coach - 20 students Oct 5th - Nov 30th	\$ 700.00

Hillcrest Elementary - Street Hockey- (Gr 2-3)- 16 weeks - 32 sessions - 2 coach - 40 students Oct 6th - Feb 16th	\$	3,200.00
Hillcrest Elementary - Hip-Hop Dance- (Gr 2-3)- 16 weeks - 32 sessions - 2 coach - 40 students Oct 4th - Feb 14th	\$	3,200.00

SUBTOTALS

TOTAL DIRECT SERVICES	\$	43,100.00
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INDIRECT

4% OF DIRECT SERVICES	\$	1,724.00
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TOTAL

TOTAL FOR AFTER SCHOOL SERVICES	\$	44,824.00
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OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools,
Thriving Students

08-28-2022

OUSD USE ONLY

KidzToPros

1584 Fulton Pl.

Fremont, CA 94539-_____

ATTN: Hiroji Fukui

RE: Authorization to Proceed with Consultant Contract Processing

This letter is to inform you that you have successfully completed the consultant review process for Vendor Management in ContractsOnline for the current school year.

This authorization shall expire at the conclusion of the 2022-2023 school year.

Please note that THIS IS NOT AN AUTHORIZATION TO START WORK.

You must complete the entire Contract Approval Process, which includes:

A) Final contract execution and District Approval, and/or;

B) Issuance of your Purchase Order Number

whichever happens first.

Thank you for your commitment to help support and enhance the educational experience of Oakland students.

Procurement Department,
Oakland Unified School District



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
08/17/2022

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.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement.

Table with columns for PRODUCER, CONTACT NAME, PHONE, FAX, E-MAIL ADDRESS, INSURER(S) AFFORDING COVERAGE, and NAIC #.

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

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

Main table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSD, SUBR WVD, POLICY NUMBER, POLICY EFF, POLICY EXP, LIMITS.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
A - Professional Liability 1,000,000 Included A - Cyber Liability 100,000 A - Molestation & Abuse 1,000,000/2,000,000 A - Assault or Battery 1,000,000 included.

Table with columns: CERTIFICATE HOLDER and CANCELLATION.

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

<p>Name Of Additional Insured Person(s) Or Organization(s): Oakland Unified School District</p>
<p>Information required to complete this Schedule, if not shown above, will be shown in the Declarations.</p>

A. 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:

1. In the performance of your ongoing operations; or
2. In connection with your premises owned by or rented to you.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

CORPORAL PUNISHMENT

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

Exclusion **a.** of paragraph **2.**, Exclusions of COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY (Section **I** – Coverages) is replaced by the following:

This insurance does not apply to:

- a.** "Bodily injury" or "property damage" expected or intended from the standpoint of the insured.

This exclusion does not apply to "bodily injury" resulting from:

- (1)** The use of reasonable force to protect persons or property; or
- (2)** Corporal punishment to your student administered by or at the direction of any insured.



OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

Request for Proposal (RFP) #21-120ExLO

SPORTS-BASED YOUTH DEVELOPMENT PROGRAM EXPANDED LEARNING

* Submit proposals and all questions/inquiries to:

**OAKLAND UNIFIED SCHOOL DISTRICT
Attention: Procurement Department
900 High Street, 2nd Floor
OAKLAND, CA 94601**

email: francisco.flores@ousd.org
phone: (510) 437-6311

**Proposals Due:
Friday, June 17th, 2022 @ 2:00 p.m.**

THE TERMS AND CONDITIONS OF THIS CONTRACT ARE GOVERNED BY
THE CALIFORNIA EDUCATION AND PUBLIC CONTRACT CODES.

Submission Deadline & Process:

Bids must be received prior to or on **Friday, June 17, 2022 at 2:00pm**

Provider to submit:

- (1) Hardcopy Proposal
- (1) USB - Electronic RFP version

Proposal shall be clearly marked: **“Response to RFP No. 21-120ExLO”**

Proposal shall be submitted to:

**OAKLAND UNIFIED SCHOOL DISTRICT
SPORTS-BASED YOUTH DEVELOPMENT PROGRAM
FOR EXPANDED LEARNING OFFICES
Attention: PROCUREMENT DEPARTMENT
900 High Street
OAKLAND, CA 94601**

Bids received later than the designated time and specified date will be returned to the proposer unopened. **Facsimile (FAX) copies of the proposal will not be accepted.**

The District reserves the right to accept or reject any or all proposals or any combination thereof and to waive any irregularity in the bidding process.

Copies of the RFP/Bid documents may be obtained from **Oakland Unified School District, Procurement Department’s website** <https://www.ousd.org/procurement>, if you have specific questions or concerns regarding RFP, you may contact us by email to: procurement@ousd.org.

** Applications submitted after 2:00 pm (PST) , June 17, 2022 will not be considered.*

*** Applications submitted by facsimile, telephone or electronic mail will not be accepted.*

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This RFP document and additional materials referenced within can be accessed at the OUSD website: www.ousd.org/afterschool. Select the “2022 Sports-Based Youth Program Request for Proposals ” link under “Afterschool Programs.” Any updates on the RFP process will be posted here and you may sign up for our mailing list, so applicants are encouraged to visit the webpage.

B. Schedule

Event	Date
RFP Process 2022 Announced	May 20, 2022
RFP Pre -Bid Conference (Virtual)	May 31, 2022 @ 1:00 p.m. (Zoom link on Procurement Website)
RFP Deadline for Questions	June 3, 2022 @ 2:00 p.m.
RFP Submission Date	Friday, June 17, 2022 @ 2:00 p.m.
RFP Proposal/Bid Opening (Virtual)	June 20, 2022 @ 1:00 p.m. (Zoom link on Procurement Website)
Organization Status Notifications	July 1, 2022
Deadline to Appeal Decision	July 8, 2022
Status Notification Publicized	August 2022

OUSD will use every effort to adhere to the schedule. However, OUSD reserves the right to amend the schedule, as it deems necessary, and will post a notice of amendment at www.ousd.org/procurement.

Proposers are advised that the District reserves the right to amend this RFP at any time. Amendments will be done formally by providing written amendments to all potential Proposers known to have received a copy of the RFP. Proposers must acknowledge receipt of any and all RFP amendments. This shall be done by signing the Acknowledgement of Amendment(s) to RFP form. If a Proposer desires an explanation or clarification of any kind regarding this RFP, the Proposer must make a written request for such explanation. Requests should be addressed via email to:

Rosaura M. Altamirano
Senior Manager, Supply Chain & Logistics
rosaura.altamirano@ousd.org

The District will advise all Proposers known to have received a copy of the RFP of the explanation or clarification, by email or by formal RFP amendment via email as the District may in its sole discretion deem appropriate.

What is an RFP? An RFP (Request for Proposals) is a Proposal-based selection process, in accordance with Public Contracts Code section 20111.5. It is a request by OUSD Dept. of Expanded Learning for organizations to submit their Proposals to be considered as an OUSD sport-based provider for expanded learning programs, after which OUSD will determine which providers are qualified and award contracts based on that determination.

What is a Pre-Bid Conference? A pre-bid conference is conducted to clear up any confusion regarding project details, scope of work and solicitation of documents that outside providers may have. In addition, outside providers will have an opportunity to ask questions.

C. Required Supporting Documentation

To support RFP responses and verify organizational Proposals, the following documentation is required. The *Application Questions* in Appendix II will directly reference these documents and ask for an elaboration of the information these documents provide. These documents do not count towards the 5-page limit for the RFP application described in Appendix II. Additionally, please label all supporting documents clearly according to this list:

- 1) Submission of sample(s) schedule of the sports-based youth development program organization wishes to offer. Either a school-based model, an intercession model, or both. Therefore, when submitting a weekly schedule, the organization needs to incorporate questions in the application form during the service category (targeted demographic, grade levels, # of school-based sites, which intercession--fall, winter, spring, etc.)
- 2) Program budget pertaining to the program schedule (see Application Question 2 in Appendix II for details)
- 3) Letters of Reference (maximum of 2)
- 4) Statement of Qualifications
 - A. A Statement of Qualifications is paragraph or two on the organizations letterhead that explains why they are qualified to provide this services.
- 5) Commercial General Liability Insurance Coverage via an ACORD sheet.
 - A. Address in the "Certificate Holder" section: Oakland Unified School District, Attn: Risk Management; 1000 Broadway, Suite 440, CA 94607
 - B. Policy Limits: 1,000,000 per occurrence / \$2,000,000 aggregate
 - C. Policy Endorsement that names OUSD as an additional Insured (from the Agent): this is a Separate document from above.
- 6) Agency Letter that states the following:
 - A. All of the employees that work at OUSD have passed fingerprint review by CA DOJ and FBI, TB testing requirements, and mandate reporting.
 - i ATI Numbers will need to appear on all invoices submitted to OUSD
 - ii Proof of fingerprint passage and TB Test passage of staff working at OUSD will be available to OUSD upon demand.
 - B. Staff meet OUSD Instructional Aide requirement (48 college units or Instructional Aid Certificate)
 - C. Designated staff supporting the intersession model must have first-aid, concussion, and CPR certified.

D. Introduction and Overview

The Oakland Unified School District (OUSD) Department of Expanded Learning (ExLO) and Oakland Athletic League (OAL) invites interested organizations to apply for the sports-based youth development programs serving youth, particularly TK-6th grades, to provide entry point for youth to have the opportunity to participate in middle and high sports activities. Sports-based youth development organizations must support and align with the OUSD's strategic plan to create equitable and joyful schools.

The push for the Expanded Learning Office's to provide sports-based youth development is founded in these local and national data.

- Low-income kids are 6 times more likely to quit sports due to costs (*Source. Project Play*)
- 1 out of 3 girls felt their schools were not offering girls, sports that interested them, and 1 out of 4 had challenges around participating due to family responsibilities or lack of money (*Source. Go Out & Play: Youth Sports in America, WSF, 2008. Coaching Corps*)
- Kids quit most sports by age 11 (*Project Play*)
- Girls, enter sports later, participate in lower numbers and drop out sooner in many settings. Urban and rural girls drop sports at twice the rate of boys. (*Source. Go Out & Play: Youth Sports in America, WSF, 2008. Coaching Corps*)
- High school girls who play sports are less likely to be involved in an unintended pregnancy; more likely to get better grades in school and more likely to graduate than girls who do not play sports. (*Source. Women's Sports Foundations founded by Billie Jean King*)

Therefore, our sports-based youth development program approach primary focus is to increase the menu of sports-based youth development programs to our TK-6th grade students. Secondly, increase access to youth sports programs within our elementary sites across Oakland, which will help increase participation in the middle and high school sports for girls and students who do not usually have access to sports programs. Thirdly, create the condition for "equalable play." The sport-based youth development organizations will be an integral part of our OUSD Full Service Community Schools and make an impactful contribution toward strengthening our district, expanded learning system, and community.

Oakland Unified School District's (OUSD) mission is to build a Full-Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers/coaches every day. Expanded Learning supports this mission while holding our values of equity, joy, and liberation for youth and adults with the express purpose of interrupting inequity, examining biases, creating inclusive, and just conditions for all students to achieve equally high outcomes.

Eligible sports-based youth development organizations will help all students develop strong social-emotional skills, leadership, and foundational knowledge of the sports. In addition foster sportsmanship, teamwork, and an appreciation for an athletes' mindset to further play in middle and high school sports programs.

The two types of sports-based youth development programs that the Expanded Learning Office is hoping to solicit CBOs to apply are (i) the sports-based youth development at the school site, is the **school-based model (SBI)**, and (ii) the **intercession model (IM)** during the 2022-23 school year serving across all of the OUSD elementary schools.

(i) The **School-based Model of Sports-Based Youth Program**. This model provides youth with multiple weeks (ranging from 4 to 8 weeks) of sports program within the context of the after-school hours (Monday-Friday 3-6pm) and working directly with the approved OUSD Expanded Lead Agencies. Interest CBOs must provide 2-days a week, 45-60 minute sessions, of the sports program that meets ASES and 21st CCLC physical activity component; of a warm-up, organize sports activities, and a cool down. Each CBO is required to have a 20:1 ratio (except for TK/K, which is 10:1 ratio). The ratio of students to staff may vary based on the types of the youth-based program (high-risk, high supervision, etc.). The OUSD Expanded Learning Office will approve the students to staff ratio before the contract is agreed upon.

The 51-OUSD elementary schools/programs will select which eligible sports-based programs will be a match for the students/community. *Note: The Expanded Learning Office does not guarantee organization placement to school or the number of school sites that will opt into the sports program.

(ii) The **Intercession Model of Sports-Based Youth Program**. This model provides youth with a weekend or a week-long sports program at a location. The approved organization must “offer a 9-hour of program” for each day of operation. This includes program early admission, registering/checking-in students to signing students out, and programs. The Intercession model is structured like a camp-style format to invite 51-elementary students to register for the “Intercession Model” program.

Organizations can apply both models but must demonstrate the capacity and history of providing the sports-based youth development program.

<p>School-Based Model: Offer multiple weeks of sport-based programming either 2-days of the week serving 20 students per site.</p>	<p>Intercession Model (Offering 9-hours of programming)</p> <ul style="list-style-type: none"> ● Weekends (Saturday, Sunday, or both days) ● Fall Break: week-long offering ● Winter Break: week-long offering ● Spring Break: week-long offering
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Example of School-Based Model:

*4 week program at Jackson Elementary School
(Serving TK-2nd on Tuesday/Thursday for 45 to 60 minutes
and 3rd-5th grade on Monday/Friday)*

*6 week program at El Pena Academy
(Serving TK-1st grade on Tuesday/Thursday for 45 to 60 minutes
and 2nd-3rd grade on Monday/Friday, and 4th/5th on Wednesday)*

Example of Intercession (“9-hours” of Program Offering)

*8:00-9:00 Early Registration and orientation
9:00-11:00 Morning (AM Session) serving TK-2nd grades
11:00 Dismal
11:00-12:00 Break
12:00-1:00 Lunch
1:00 - 3:00 Afternoon (PM Session) serving 3rd-5th grades
3:00-4:00 Free Play and Pick-up*

Term of the List of Qualified Agencies

The Request for Proposals (RFP) for sport-based organizations will result in a list of OUSD vetted sport-based organizations which OUSD will enter into a one-year contract. The selection and scheduling of the sports provider are at the discretion of the Expanded Learning Office, the expanded learning lead agency, and the school site administrator (Principal). School year schedules are created through a partnership between the sport-based organization and the Expanded Learning Office. Once selected to serve as a sport-based provider, the organization will work directly with the Expanded Learning Office to schedule the menu of sports-based youth development programs throughout the year starting in August to May before the contract is agreed upon.

Overview of OUSD Expanded Learning Programs

OUSD Expanded Learning Programs strive to create and sustain "safe haven" environments where Oakland children and youth can access expanded learning opportunities and integrated education, health, cultural, and enrichment programs outside of school hours or the regular school year. OUSD Expanded Learning Programs operate in elementary, middle, and high schools across the city of Oakland.

When programming is conducted in-person, over 9,000 students across 80 schools participate in OUSD expanded learning programs that operate Monday - Friday until 6:00 pm. Students who participate in expanded learning programs every day receive an additional 540 hours of learning by the end of the school year, equivalent to 90 additional days of school. In these valuable after-school hours, students engage in youth development activities that foster their physical health, social-emotional learning/well-being, and support their academic achievement in school. In order to meet these goals, the quality and success of the District's expanded learning programs are critical.

These expanded learning and summer programs are aligned with efforts in Oakland to improve young people's educational outcomes, including Oakland's investment in Kids First! The legislative initiative goal to "Help Children and Youth Succeed in School and Graduate High School" and the Oakland Unified School District's Full-Service Community Schools initiative seeks to provide health, education, and social services to youth, and their families, and the community.

OUSD expanded learning and summer programs offer critical support to schools, students, and their families. In addition to providing children and youth with sanctuary, quality expanded learning programs to support students academically and socially, OUSD expanded learning programs serve a large proportion of youth who typically benefit from additional learning support, including students from low-income households (75%) and English Learners (31%). Additionally, approximately 25% of OUSD after-school participants are African American and 45% are Latino.

OUSD seeks sport-based organizations whose mission and vision closely align and support the District's strategic plan and vision for Full-Service Community Schools.

High-quality sport-based organizations must satisfy the physical activity grant funding requirements— detailed further below and in the MOU—and provide additional opportunities for youth to practice the social skills they need to succeed.

E. Funding

Sports-based youth programs will be funded through the Expanded Learning Opportunity Program (ELO-P). The California Department of Education (CDE). CDE introduced ELO-P funding in 2021 to increase expanded learning opportunities for unduplicated students. The CDE grant required the grantee to record student participation through a database called Aeries, an OUSD's internal attendance tracking system.

- Example of suggested budget when providing a **school-based model**:
 - Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 4 weeks (# of days) = \$1,600 x 5 sites = \$8,000
 - Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 5 weeks (# of days) = \$2,000 x 5 sites = \$10,000
 - Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 6 weeks = \$2,400 x 5 sites (# of days) = \$12,000
 - Example of suggested budget when providing **intercession model** (i.e. Saturday Camp)
 - \$350 per coach per session (Morning Session and afternoon session) = \$700
 - Propose flat rate to host 9-hours
 - Ex: 1-Staff/Sports Coach at \$350 per session x 2 sessions x 1 days = \$700 x 5 coaches (serving 100 youth) x \$700 = \$3,500

F. Sport Based Programs Operation

Approved sports-based youth program organizations must have an organizational infrastructure to provide sports programs throughout the year. Therefore, interested organizations need to review and consider the list of expectations of each program model before applying to be the sport-based program.

[School-based model (labeled as "SBM" and intercession model labeled as "IM")]

- Interested organizations must be able to provide sports-based programs at a minimum of 2-schools when providing a school-based program model. (SBM)
- Interested organizations must uphold the grant, district compliance, and program quality standards (e.g. attendance, safety training, participation in sports-based learning provided by the district, Positive Coaching Alliance, etc). (SBM & IM)
- Interested organizations implement sign in/out procedure
- Interested organizations, when providing district snacks will comply with district protocol and federal requirements
- Interested organizations must incorporate ASES and 21st CCLC physical activity component of a warm-up, organize sports activities, and a cool down
- Interested organizations must serve a 20:1 ratio (students: staff). (SBM)
 - Will collaborate with the ExLO Office to identify the maximum number of students participating during school-based model or intercession model. (IM)
- Approved sports-based organizations provide school-based or intercession models and work with the ExLO Office to offer high-quality sports programs and meet district safety requirements or grant compliance to ensure continual funding. (SBM & IM)

G. Enrollment, Attendance, and Evaluation Documentation

Approved sport-based youth program organizations will need to consider CDE Guidelines, OUSD Expanded Learning Office expectations, and site-level input (e.g. site administrator) when it comes to student enrollment consideration, attendance protocol, and programmatic evaluation.

- a. **Enrollment:** The approved sport-based organization must work under the umbrella of the expanded learning provider and track all student participation.
- b. **Attendance:** Attendance must be tracked for all camps and must be turned into the expanded learning provider.
- c. **Evaluation:** The expanded learning provides yearly evaluation of programs and works to get feedback from students, community, and partners.

H. Contract and Payments

Sport-based youth program organizations that are approved through the process described in this RFP must enter a 1-year contract with OUSD. They may not begin operating at a school site unless the District and agency have executed a contract on the District's template. Invoices are processed on a cost-reimbursement basis for actual expenditures incurred.

I. RFP Process

Any sport-based youth program organization applying for the 2022 - 23 school year and/or beyond must successfully complete the sport-based RFP process and earn *highly recommended* or *conditionally recommended* status, detailed below. Therefore, an organization that does not successfully complete the RFP process or does not earn a *highly recommended* or *conditionally recommended* status will not be contracted with OUSD to serve in the sport-based organization role in the 2022-23 school year.

Sport-based organizations that submit an RFP by the deadline will be assessed based on their RFP responses. Applications that have the potential to earn the *highly recommended* or *conditionally recommended* status and require additional information may be invited for an interview with the RFP Review Team.

Organizations completing this 2022 RFP process will be assessed and scored into one of the following three categories:

- 1) **Highly Recommended:** Organization has adequately demonstrated its capacity to serve in a sport-based role and fulfill *all* sports camp responsibilities outlined by OUSD and listed in Section III of this RFP and required document. This *highly recommended* status will be valid for up to 2022-2023 school years, depending on the organization's successful implementation of the agreed-upon scope of work.
- 2) **Conditionally Recommended:** Organization has adequately demonstrated its capacity to serve in the sport-based organization role and to fulfill *most, though not all*, of the responsibilities outlined by OUSD and listed in Section III of this RFP and required document. Organizations receiving this *conditionally recommended* status will be provided with specific feedback from the RFP Review Team on areas of responsibility where the organization has not adequately demonstrated effective capacity. This *conditionally recommended* status will be valid for up to one year. Within that

year, the community organization will be asked to provide the OUSD EXLO with additional evidence of its ability to fulfill all sport-based organization responsibilities, including documentation of the organization's efforts to improve based on feedback from the RFP Review Team. At the end of this first conditional year, the community partner will be re-assessed by the OUSD EXLO team and re-categorized as *highly recommended*, *conditionally recommended*, or *not recommended*.

- 3) **Not Recommended:** Organization has not adequately demonstrated its capacity to serve in the sport-based organization role and to fulfill most of the responsibilities outlined by OUSD and listed in Section III of this RFP and required documents. Organizations receiving this *not recommended* status will not be included in the list of qualified sport-based organizations that will be shared with Principals and lead agencies. Organizations can appeal by following the instructions in the appeals process described in Appendix V.

OUSD will notify the sports-based youth development organization of its determination by June 12, 2022 via email. If OUSD determines that an organization is Not Recommended, the organization shall have the opportunity to contest that determination. Additional details regarding this process are contained in Section L.

J. Minimum Proposals

OUSD is seeking applications from established Sport-based youth program organizations that have demonstrable experience in operating skill building coaching in a camp setting for elementary school students. All organizations must provide acceptable documents demonstrating two (2) years of experience in the following areas:

- Providing program services to the students in the service category (ies) being applied for. Specifically, evidence of a positive track record of the capacity to effectively coordinate the skill building of sports as well as successful collaboration with the school site administrator, faculty and staff.
- Hiring, retention, and provision of professional development of appropriately qualified staff to provide services to OUSD students in a culturally and linguistically competent and age-appropriate manner with a focus on youth development strategies.
- Maintaining collaborative relationships with school site leadership and expanded learning providers (lead agencies) in the development and implementation of a high-quality sports focus program that supports the district's and the school's goals.

Sport-based youth program organizations that apply for the role must be able to comply with all requirements outlined in the standard OUSD contract (see Appendix IV for a sample of current year). For example, while a copy of the organization's current insurance coverage is required with this application, should the organization be chosen, it will need to attain the level of insurance outlined in the MOU.

K. Application Submission Contents

Failure to provide any of the following information or forms may result in an application being disqualified.

A Complete Lead Agency Application will consist of all the following required items:

- 1) **Proposal Cover Sheet** (see Appendix I for sample)
- 2) **Letter of Agreement** (no more than one (1) page): A one-page letter signed by the person authorized to obligate the proposing agency to perform the commitments contained in the application. The letter should state that the proposing agency is willing and able to perform the commitments contained in the application.
- 3) **Written Responses to Application Questions** (no more than 5 double-spaced pages in response to the four (4) titled sections that appear in Appendix II Application Questions), signed under penalty of perjury,
- 4) **Supporting Documents**, listed in (Appendix III).
- 5) **Sample Program Schedule and Summary:** Based on the sample program , please provide a sample program schedule along with a short description of each activity. No more than (2) pages.
- 6) **Sample of Sports Supplies/Equipements:** Based on the sample fiscal management and resources development section

L. Application Submission Details

FORMAT

All submissions must be on the RFP Application Form, typed using an easy to read 12-point font such as Arial or Times New Roman and one inch margins. All submissions must be double-spaced. All submissions must answer all four (4) titled sections below in no more than 5 pages total. Organizations may elaborate on specific documents provided in the Required Supporting Documentation (Appendix III)

M. Evaluation and Selection

For all applications, the completion of the application will be assessed first; applications that do not submit complete documentation demonstrating the capacity to meet the minimum requirements will not have the application reviewed.

Applications demonstrating the capacity to meet minimum requirements will have their Proposals evaluated and scored by an RFP Review Team made up of individuals with expertise in the relevant subject matter for which the application is submitted.

Evaluation Rubric

Performance Area	Expectations for Highly Recommended Sports-Based Organization
Organizational Capacity and District Alignment (35 Points)	<ul style="list-style-type: none"> ● Organization has a clear mission and vision that complements OUSD’s vision for community schools and college, career, and community ready students. ● Organization can clearly articulate how their sports-based youth program model will support OUSD’s elementary students and provide age-appropriate activities/sports. . ● Organization has extensive experience serving the Oakland community and/or in communities of similar demographics, assets, and challenges. ● The organization has extensive experience working in partnership with school sites and district leaders. ● Organization has the capacity to serve OUSD’s diverse student demographics--i.e. serving multiple grade levels, girls, sport’s ability, English as a second language, cultural, etc. ● Organization can clearly articulate and show evidence of implementing the two types of youth sports model--the Monday through Friday program during the out of school time and/or during the intercession, successful. ● The organization has experience in the hiring, retention, and provision of professional development to appropriately qualified staff to provide services to OUSD students in a culturally and linguistically competent and age-appropriate manner with a focus on youth development strategies.
Fiscal Management and Resource Development (15 Points)	<ul style="list-style-type: none"> ● The organization has a strong budget template that clearly illustrates staffing costs, supplies, administrative costs, etc. within the model program of youth sports. ● The organization clearly describes how it can secure additional funding to support high-quality sports-based youth development at . ● The organization is able to clearly describe its systems, structures, and processes to ensure sound fiscal management of grant funds and how to comply with grant-related record-keeping for auditing purposes.
Agency Infrastructure (15 Points)	<ul style="list-style-type: none"> ● The organization supports successful program implementation and clearly describes organization staffing systems, and processes that will ensure that all responsibilities will be fulfilled effectively and with fidelity. ● The organization has designated administrative systems and procedures in place to ensure that sports camps are operating in full compliance with requirements set forth by OUSD and the California Department of Education (CDE). ● The organization shows the capacity to hire and support a clearly designated staff for each camp and maintain active collaboration with the school site administrator and other school faculty.
Youth Development Expertise and District Alignment (35 Points)	<ul style="list-style-type: none"> ● The organization’s program model clearly supports youth development. Organization provides descriptions of successes and challenges serving Oakland youth.

Applicants must agree to abide by all OUSD policy requirements as outlined in the Appendix IV Boilerplate MOU checklist. The list of “Sports-based Organizations” will be utilized by school site Principals for a period of up to one year pending funding availability to select an organization to administer a sports camp program at various school sites.

N. Terms & Conditions for Receipt of Applications

Errors and Omissions by Applicant

Applicants are responsible for reviewing all portions of this RFP, and promptly notifying the District, in writing, if they discover any ambiguity, discrepancy, omission, or other error in the RFP. Any such notification should be directed to the District promptly after discovery, but in no event later than five working days prior to the date for receipt of applications. Modifications and clarifications will be made by addenda as provided below.

Change Notices

The District may modify the RFP prior to the application due date by issuing Change Notices, which will be posted on the Procurement page of the OUSD website. The applicant shall be responsible for ensuring that its application reflects any and all Change Notices issued by the District prior to the application due date regardless of when the application is submitted. Therefore, the District recommends that applicants consult the website frequently, including shortly before the application due date, or sign up for our mailing list (<https://www.ousd.org/Page/14136>) for updates to ensure they have downloaded all Change Notices.

Failure to Object to Errors and Omissions in Application

Failure by the District to object to an error, omission, or deviation in the application will in no way modify the RFP or excuse the vendor from full compliance with the specifications of the RFP or any contract awarded pursuant to the RFP.

Financial Responsibility

The District accepts no financial responsibility for any costs incurred by applicants in responding to this RFP. Submissions of the RFP will become property of the District and may be used by the District in any way deemed appropriate.

Proposer's Obligations Under the Conflict of Interest Laws and Board Policies

A proposer must be aware that if the proposer will enter into a contract with the District, proposer/contractor shall be responsible to comply with conflict of interest laws and Board policies, which are briefly summarized in Section 11.4 ("Conflict of Interest") of the attached Appendix IV ("OUSD" sample contract). It is the responsibility of a contractor to comply with the law and OUSD Board policies. Submission of an application signifies that the quoted prices are genuine and not the result of collusion or any other anti-competitive activity.

Reservations of Rights by the District

The issuance of this RFP does not constitute an agreement by the District that any contract will actually be entered into by the District. The District expressly reserves the right at any time to:

- Reject any or all applications;
- Reissue a Request for Proposals ;
- Prior to submission deadline for applications, modify all or any portion of the selection procedures, including deadlines for accepting responses, the

specifications or requirements for any materials, equipment or services to be provided under this RFP, or the requirements for contents or format of the applications;

- Procure any materials, equipment or services specified in this RFP by any other means;
- Determine that no project will be pursued.

No Waiver

No waiver by the District of any provision of this RFP shall be implied from any failure by the District to recognize or take action on account of any failure by a proposer to observe any provision of this RFP.

O. Standard Contract Provisions

Any sports-based organization selected from the *Expanded Learning Qualified List* by an approved OUSD Lead Agency, and which chooses to enter into contract with OUSD, will enter into a contract substantially in the form of the Expanded Learning Sports-Based Youth Organization contract, attached hereto as Appendix IV. Failure to timely execute the contract, or to furnish any and all insurance certificates and policy endorsements, surety bonds or other materials required in the contract, shall be deemed an abandonment of a contract offer. The District, in its sole discretion, may select another qualified agency and may proceed against the original selectee for damages.

APPENDIX I: RFP Application

2022 OUSD Request for Proposals Application (Template)

(Email procurement@ousd.org for template)

ASES, 21st CCLC, ELO-P, and ASSETS After-School Programs

Cover Sheet Template:

Organization Name			
Primary Contact Person:		Secondary Contact Person:	
Email:		Email:	
Telephone #:		Telephone #:	

Does your organization have 501c3 status? Please provide documentation of this status in your supporting documentation section.		Yes
		No
Are you currently providing sports programming in OUSD?		Yes
		No
If so, please list the sites that you are providing sports programming in OUSD schools.		
Have you provided sports programming in the past? If so, please identify the years and durations served.		Yes
		No
		# Years
Do you currently provide sports programming in other school districts besides OUSD?		Yes
		No
If yes , please list all school districts you have served.		

Services Category: Mark all that apply. What type of sports-based program are you interested in applying?

<p><input type="checkbox"/> School-Based Model: Offer multiple weeks of sport-based programming either 2-days of the week serving 20 students per site.</p> <ul style="list-style-type: none"><input type="checkbox"/> TK/K grade<input type="checkbox"/> 1st grade<input type="checkbox"/> 2nd grade<input type="checkbox"/> 3rd grade<input type="checkbox"/> 4th grade<input type="checkbox"/> 5th grade<input type="checkbox"/> 6th grade	<p><input type="checkbox"/> Intercession Model (Offering 9-hours of programming)</p> <ul style="list-style-type: none"><input type="checkbox"/> Weekends (Saturday, Sunday, or both days) <i>Indicate the targeted grade [-]</i><input type="checkbox"/> Fall Break: week-long offering <i>Indicate the targeted grade [-]</i><input type="checkbox"/> Winter Break: week-long offering <i>Indicate the targeted grade [-]</i><input type="checkbox"/> Spring Break: week-long offering <i>Indicate the targeted grade [-]</i>
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Provide any additional information to explain your services category. The organization wishes to provide services, including the targeted grade level (TK-6th grades). When applying for a school-based model, indicate the number of school sites/programs your organization can serve. When applying for the intercession model, indicate the number of sessions (or "camp-style sessions) your organization can serve.

In the box below, please briefly explain your rationale for this number of sites? Types of space the organization needs to run the sports-based program (Example: Need access to knee-high water tanks to run a water basket weaving program). Types of equipments required to run the sports-based program.

On behalf of _____ (Agency), I, _____ (name)

(Position), declare under penalty of perjury under the laws
of the State of California that the foregoing is true and correct.

Signature: _____ Date: _____

APPENDIX II: Application Questions

After reading the RFP narrative, please respond to all of the questions within all four (4) titled sections below in no more than 5 double-spaced pages in 12pt Font. Organizations may elaborate on specific documents provided in the Required Supporting Documentation (Appendix III)

1. ORGANIZATIONAL CAPACITY (2 paragraph double space)

OUSD's mission is to build a Full-Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent educators every day. Our vision is that all Oakland Unified School District students will find joy in their academic experience while graduating with the skills to ensure caring, competent, fully informed, critical thinkers prepared for college, career, and community success. **Please explain why your organization is uniquely positioned to partner with the OUSD Expanded Learning Office to serve students in a sports-based youth development program. How long have your organization been delivering sports-based programs? What are your organization's mission and vision, and how does it align with OUSD?**

- Describe the type(s) of sports-based youth development programs your organization wishes to offer--is it school-based model, intercession model; a structured recreational or structure organized sports (competitive or non-competitive). Examples of the organization desire to provide services, including the targeted grade level (TK-6th grades), etc.

Example of School-Based Model:

*4 week program at Jackson Elementary School
(Serving TK-2nd on Tuesday/Thursday for 45 to 60 minutes
and 3rd-5th grade on Monday/Friday)*

*6 week program at El Pena Academy
(Serving TK-1st grade on Tuesday/Thursday for 45 to 60 minutes
and 2nd-3rd grade on Monday/Friday, and 4th/5th on Wednesday)*

Example of Intercession ("9-hours" of Program Offering)

*8:00-9:00 Early Registration and orientation
9:00-11:00 Morning (AM Session) serving TK-2nd grades
11:00 Dismissal
11:00-12:00 Break
12:00-1:00 Lunch
1:00 - 3:00 Afternoon (PM Session) serving 3rd-5th grades
3:00-4:00 Free Play and Pick-up*

- Describe your experience and approach to serving the Oakland community and/or other communities with similar demographics, assets, challenges, etc. Discuss your background working with Oakland families and other community partners--urban, suburban, rural, middle-to-high income, low-income statuses, etc. (Reference the supporting documents required under Eligible Applicant Proposals Appendix III to support your experience).
- OUSD Expanded Learning Office is looking for partners who can demonstrate the ability to collaborate with transparency and commit to shared decision making with Oakland

students, families, site leaders and district leaders. Provide our office with clear examples of how your agency has or will approach working with stakeholders and engage in collaborative leadership.

- Describe your organization's strategy in hiring, retention, and providing professional development of appropriate qualified staff to provide services to OUSD students in a culturally appropriate manner. Please include artifacts to support your description. i.e. Job announcements.
- With your program offering, do you also provide staff with your organization to deliver sports-based programs or do you hire external staff to lead activities?

2. FISCAL MANAGEMENT AND RESOURCE DEVELOPMENT (1 paragraphs)

- What fiscal management system does your organization have in place to submit invoices in a timely and accurate manner.
- What systems and processes are in place to support staff with student safety and engagement.
- Supply management, what supplies would your organization need to be successful.
- OUSD will provide all necessary supplies, how will your organization work with OUSD to retrieve and return all equipment back to the school site/district.
- Using your organization's budget create a budget narrative showing how your agency would allocate funds to run a high-quality expanded learning program. These budgets will need to be based on the grant requirements detailed in the Funding description above (Section E.); including a required staffing ratio of 1:20 (or better). Utilize any of the following anticipated contract amounts to develop your budget.
- Your budget should also show secured leveraged funds, and resources that you would contribute to the operational costs of running a sports-based youth development program. Submission of propose budget can be the range for the following types of program model:
 - **School-based Sports.** Staff can be paid per hours depending our sports credential but not to exceed \$100 per hours (*request of credential or certification will be asked at the discretion of district). Serving a minimum of 20:1 student to staff ratio unless it is TK/K 10:1 ratio.
 - Intercession of 1-day "9-hours" program can be range but can not exceeds
 - Example of budget proposed for the sports-based program for a school-based model
 - *Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 4 weeks = \$1,600 x 5 sites = \$8,0000*
 - *Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 5 weeks = \$2,000 x 5 sites = \$11,000*
 - *Ex: 1-Staff/Sports Coach at \$100 per hours x 2 hours x 2 days a week x 6 weeks = \$2,400 x 5 sites = \$12,000*
 - Example of budget proposed for the sports-based program for the intercession model (i.e. 9-hours Sports Camp)
 - *Ex: 1-Staff/Sports Coach at \$350 per session x 2 sessions x 1 days = \$700 x 5 coaches (serving 100 youth) x \$700 = \$3,500*
 - Other(s) but not limited to the district approval per ELOP grant guidelines.

- The budget must detail:
 - Staffing costs for service delivery, staff training, and prep time
 - Any agency management-level staff who will be paid by to support direct service programming
 - Supplies, materials, curriculum, books, field trips, etc. will be covered by the Expanded Learning office.
 - **All purchase materials and types of equipment will stay with the school or district office when the program/contract is over.*
 - Submission of supplies, equipments, field trips, etc. will need to be approved and confirmed by the district office once sports-based lead agency is approved.
 - Any supplies/equipment used for the program will need to be approved by the district approved vendor list.
- Agency administrative costs not to exceed 4% of the contracted amount.
 - Your budget does not need to include snack costs

3. AGENCY INFRASTRUCTURE (1 Pages)

- Describe the administrative systems and procedures your agency will put in place to ensure that your expanded learning program(s) is/are operating fully in compliance with requirements set forth by OUSD and the CA Dept. of Education. (*Unless otherwise stated by CDE under extenuating circumstances all sites are required to*):
 - Student ratio of 1:20 or better serving 1st to 6th grade students, or 1:10 or better serving TK/K
 - Staff meet OUSD Instructional Aide requirement (48 college units or Instructional Aid Certificate)
 - Professional record keeping and reproduction upon request for district audits
- Describe who will be the primary point(s) of contact for the OUSD expanded learning partnership, and who will maintain active collaboration with the school site leadership. Describe how this individual will ensure strong partnership with OUSD, the partnering school site(s), and other community partners working within OUSD expanded learning programs.

4. YOUTH DEVELOPMENT EXPERTISE, PROGRAM QUALITY ASSESSMENT PROCESS, AND SCHOOL DISTRICT ALIGNMENT (2 Pages)

- Could you cite prior successes and challenges serving Oakland youth or similar to Oakland? How does your program demonstrate diversity, equity, and inclusion?
- Has your program gone through an evaluation process? If so, please provide a supporting document. If not, please describe the impact of youth sports on your organization.
- How does your program foster character development or social-emotional learning through your program offering?

APPENDIX III. Instructions for RFP Application Submission:

Any documents submitted after the deadline will not be accepted or reviewed.

Required Supporting Documentation Instructions:

All proposals will need to be in a Hardcopy Proposal and USB - Electronic RFP version. Any files missing could result in a disProposal from the RFP process.

All files will need to be clearly labeled based on the list below:

- **Sample schedule** of a sports-based program within the two model programs of a school-based program which is the Monday through Friday or the “intercession” 9-hours program. *[Example of Title: Model Program_Organization Name_Types of Sports]*
- **A sample budget** pertaining to the program schedule and activity summary
- **Signed letter of agreement** (as elaborated upon in Section N)
- **Letters of reference** (maximum of 2)
- Documents demonstrating fulfillment of minimum Proposals (outlined in Section C)
 - Statement of Qualifications
 - Commercial General Liability Insurance
 - Agency Letter that states the following; staff working within OUSD must pass fingerprint review by CA DOJ and FBI, TB testing requirements, mandate reporting. In addition, staff must meet the minimum Instruction Aid (IA) qualification and be first-aid, concussion, and CPR certified.

APPENDIX IV: SAMPLE OF OUSD SERVICES AGREEMENT

(DO NOT COMPLETE)

SERVICES AGREEMENT 2021-2022

This Services Agreement (“Agreement”) is a legally binding contract entered into between the Oakland Unified School District (“OUSD”) and the below named entity or individual (“VENDOR,” together with OUSD, “PARTIES”):

Click or tap here to enter text.

The PARTIES hereby agree as follows:

1. **Term.**

- a. This Agreement shall start on the below date (“Start Date”):

Click or tap to enter a date.

If no Start Date is entered, then the Start Date shall be the latest of the dates on which each of the PARTIES signed this Agreement.

- b. The work shall be completed no later than the below date (“End Date”):

Click or tap to enter a date.

If no End Date is entered, then the End Date shall be the first June 30 after the Start Date. If the term set forth above would cause the Agreement to exceed the term limits set forth in Education Code section 17596, the Agreement shall instead automatically terminate upon reaching said term limit.

2. **Services.** VENDOR shall provide the services (“Services”) as described in #1A and #1B of **Exhibit A**, attached hereto and incorporated herein by reference. To the extent that there may be a school closure (e.g., due to poor air quality, planned loss of power, COVID-19) or similar event in which school sites and/or District offices may be closed or otherwise inaccessible, VENDOR shall describe in #1B of **Exhibit A** whether and how its services would be able to continue.

3. **Alignment and Evaluation.**
 - a. VENDOR agrees to work and communicate with OUSD staff, both formally and informally, to ensure that the Services are aligned with OUSD's mission and are meeting the needs of students as determined by OUSD.
 - b. OUSD may evaluate VENDOR in any manner which is permissible under the law. OUSD's evaluation may include, without limitation: (i) requesting that OUSD employee(s) evaluate the performance of VENDOR, each of VENDOR's employees, and each of VENDOR's subcontractors, and (ii) announced and unannounced observance of VENDOR, VENDOR's employee(s), and VENDOR's subcontractor(s).
4. **Inspection and Approval.** VENDOR agrees that OUSD has the right and agrees to provide OUSD with the opportunity to inspect any and all aspects of the Services performed including, but not limited to, any materials (physical or electronic) produced, created, edited, modified, reviewed, or otherwise used in the preparation, performance, or evaluation of the Services. In accordance with Paragraph 8 (Compensation), the Services performed by VENDOR must meet the approval of OUSD, and OUSD reserves the right to direct VENDOR to redo the Services, in whole or in part, if OUSD, in its sole discretion, determines that the Services were not performed in accordance with this Agreement.
5. **Data and Information Requests.** VENDOR shall timely provide OUSD with any data and information OUSD reasonably requests regarding students to whom the Services are provided. VENDOR shall register with and maintain current information within OUSD's Community Partner database unless OUSD communicates to VENDOR in writing otherwise, based on OUSD's determination that the Services are not related to community school outcomes. If and when VENDOR's programs and school site(s) change (either midyear or in subsequent years), VENDOR shall promptly update the information in the database.
6. **Confidentiality and Data Privacy.**
 - a. OUSD may share information with VENDOR pursuant to this Agreement in order to further the purposes thereof. VENDOR and all VENDOR's agents, personnel, employee(s), and/or

subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services, provided such information is (i) marked or identified as “confidential” or “privileged,” or (ii) reasonably understood to be confidential or privileged.

- b. VENDOR understands that student data is confidential. If VENDOR will access or receive identifiable student data, other than directory information, in connection with this Agreement, VENDOR agrees to do so only after VENDOR and OUSD execute a separate data sharing agreement.
 - (i) If VENDOR is a software vendor, it agrees to access or receive identifiable student data, other than directory information, only after executing a California Student Data Privacy Agreement (“CSDPA”) or CSDPA Exhibit E (available here).
 - (ii) If VENDOR is not a software vendor, it agrees to access or receive identifiable student data, other than directory information, only after executing the OUSD Data Sharing Agreement (available here).
 - (iii) Notwithstanding Paragraph 28 (Indemnification), should VENDOR access or receive identifiable student data, other than directory information, without first executing a separate data sharing agreement, VENDOR shall be solely liable for any and all claims or losses resulting from its access or receipt of such data.
- c. All confidentiality requirements, including those set forth in the separate data sharing agreement, extend beyond the termination of this Agreement.

- 7. **Copyright/Trademark/Patent/Ownership.** VENDOR understands and agrees that all matters produced under this Agreement, excluding any intellectual property that existed prior to execution of this Agreement, shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents

prepared by **VENDOR**, its employees, or its subcontractors in connection with the Services performed under this Agreement. **VENDOR** cannot use, reproduce, distribute, publicly display, perform, alter, remix, or build upon matters produced under this Agreement without **OUSD**'s express written permission. **OUSD** shall have all right, title and interest in said matters, including the right to register the copyright, trademark, and/or patent of said matter in the name of **OUSD**. **OUSD** may, with **VENDOR**'s prior written consent, use **VENDOR**'s name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium.

8. **Compensation.** **OUSD** agrees to pay **VENDOR** for satisfactorily performing Services in accordance with this Paragraph, Paragraph 10 (Invoicing), and #1C in **Exhibit A**.

a. The compensation under this Agreement shall not exceed:

\$Click or tap here to enter text..

This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by **VENDOR** including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, permitted subcontractor costs, and other costs.

b. **OUSD** shall not pay and shall not be liable to **VENDOR** for any costs or expenses paid or incurred by **VENDOR** not described in **Exhibit A**.

c. Payment for Services shall be made for all undisputed amounts no more frequently than in monthly installment payments within sixty (60) days after **VENDOR** submits an invoice to **OUSD**, in accordance with Paragraph 10 (Invoicing), for Services actually performed and after **OUSD**'s written approval that Services were actually performed. The granting of any payment by **OUSD**, or the receipt thereof by **VENDOR**, shall in no way lessen the liability of **VENDOR** to correct unsatisfactory performance of Services, even if the unsatisfactory character of the performance was not apparent or detected at the time a payment was made. If **OUSD** determines that **VENDOR**'s performance does not conform to the requirements of this Agreement, **VENDOR** agrees to correct its performance without delay.

- d. Compensation for any Services performed prior to the Start Date or after the End Date shall be at OUSD's sole discretion and in an amount solely determined by OUSD. VENDOR agrees that it shall not expect or demand payment for the performance of such services.
 - e. VENDOR acknowledges and agrees not to expect or demand payment for any Services performed prior to the PARTIES, particularly OUSD, validly and properly executing this Agreement until this Agreement is validly and properly executed and shall not rely on verbal or written communication from any individual, other than the President of the OUSD Governing Board, the OUSD Superintendent, or the OUSD General Counsel, stating that OUSD has validly and properly executed this Agreement.
9. **Equipment and Materials.** VENDOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement.
10. **Invoicing.** Invoices furnished by VENDOR under this Agreement must be in a form acceptable to OUSD.
- a. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, without limitation: VENDOR name, VENDOR address, invoice date, invoice number, purchase order number, name of school or department to which Services were provided, name(s) of the person(s) performing Services, date(s) Services were performed, brief description of Services provided on each date, the total invoice amount, and the basis for the total invoice amount (e.g., if hour rate, the number of hours on each date and the rate for those hours).
 - b. If OUSD, at its sole discretion, determines an invoice fails to include the required elements, OUSD will not pay the invoice and will inform VENDOR of the missing items; VENDOR shall resubmit an invoice that includes the required elements before OUSD will pay the invoice.
 - c. Invoices must be submitted monthly, and within 30 days of the conclusion of the applicable billing period, unless otherwise agreed. OUSD reserves the right to refuse to pay untimely invoices.

- d. OUSD reserves the right to add or change invoicing requirements. If OUSD does add or change invoicing requirements, it shall notify VENDOR in writing and the new or modified requirements shall be mandatory upon receipt by VENDOR of such notice.
- e. To the extent that VENDOR has described how the Services may be provided both in-person and not in-person, VENDOR's invoices shall—in addition to any invoice requirement added or changed under subparagraph (c)—indicate whether the Services are provided in-person or not.
- f. All invoices furnished by VENDOR under this Agreement shall be delivered to OUSD via email unless OUSD requests, in writing, a different method of delivery.

11. Termination.

- a. For Convenience by OUSD. OUSD may at any time terminate this Agreement upon thirty (30) days prior written notice to VENDOR. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of termination. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or thirty (30) days after the notice was provided, whichever is later.
- b. Due to COVID-19. Notwithstanding Paragraph 19 (Coronavirus/ COVID-19) or any other language of this Agreement, if a shelter-in-place (or similar) order due to COVID-19 is issued or is in effect during the term of this Agreement that would prohibit or limit, at the sole discretion of OUSD, the ability of VENDOR to perform the Services, OUSD may terminate this Agreement upon seven (7) days prior written notice to VENDOR. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or seven (7) days after the notice was provided, whichever is later.
- c. For Cause. Either PARTY may terminate this Agreement by giving written notice of its intention to terminate for cause to

the other PARTY. Written notice shall contain the reasons for such intention to terminate. Cause shall include (i) material violation of this Agreement or (ii) if either PARTY is adjudged bankrupt, makes a general assignment for the benefit of creditors, or a receiver is appointed on account of its insolvency. Upon approval by OUSD legal counsel, the OUSD Superintendent or an OUSD Chief or Deputy may issue the termination notice without approval by the OUSD Governing Board, in which case this Agreement would terminate upon ratification of the termination by the OUSD Governing Board or three (3) days after the notice was provided, whichever is later, unless the condition or violation ceases or satisfactory arrangements for the correction are made.

- d. Upon termination, VENDOR shall provide OUSD with all materials produced, maintained, or collected by VENDOR pursuant to this Agreement, whether or not such materials are complete or incomplete or are in final or draft form.

- 12. **Legal Notices.** All legal notices provided for under this Agreement shall be sent via email to the email address set forth below and shall be either (i) personally delivered during normal business hours or (ii) sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other PARTY at the address set forth below.

OUSD

Name: Joshua R. Daniels
Site/Dept: Office of General Counsel
Address: 1000 Broadway, Suite 300
City, ST Zip: Oakland, CA 94607
Phone: 510-879-8535
Email: ousdlegal@ousd.org

VENDOR

Name: Click or tap here to enter text.
Title: Click or tap here to enter text.

Address: Click or tap here to enter text.
City, ST Zip: Click or tap here to enter text.
Phone: Click or tap here to enter text.
Email: Click or tap here to enter text.

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

13. Status.

- a. This is not an employment contract. VENDOR, in the performance of this Agreement, shall be and act as an independent contractor. VENDOR understands and agrees that it and any and all of its employees shall not be considered employees of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. VENDOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to VENDOR's employees.
- b. If VENDOR is a natural person, VENDOR verifies all of the following:
 - (i) VENDOR is free from the control and direction of OUSD in connection with VENDOR's work;
 - (ii) VENDOR's work is outside the usual course of OUSD's business; and
 - (iii) VENDOR is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed for OUSD.
- c. If VENDOR is a business entity, VENDOR verifies all of the following:
 - (i) VENDOR is free from the control and direction of OUSD in connection with the performance of the work;
 - (ii) VENDOR is providing services directly to OUSD rather than to customers of OUSD;
 - (iii) the contract between OUSD and VENDOR is in writing;

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

14. Qualifications and Training.

- a. VENDOR represents and warrants that VENDOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control or supervision of OUSD. VENDOR will performed the Services in accordance with generally and currently accepted principles and practices of its profession for services to California school districts and in accordance with applicable laws, codes, rules, regulations, and/or ordinances. All VENDOR employees and agents shall have sufficient skill and experience to perform the work assigned to them.
- b. VENDOR represents and warrants that its employees and agents are specially trained, experienced, competent and fully licensed to provide the Services identified in this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws,

ordinances and/or regulations, as they may apply, if VENDOR was selected, at least in part, on such representations and warrants.

15. **Certificates/Permits/Licenses/Registration.** VENDOR's employees or agents shall secure and maintain in force such certificates, permits, licenses and registration as are required by law in connection with the furnishing of Services pursuant to this Agreement.
16. **Insurance.**
 - a. **Commercial General Liability Insurance.** Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR shall maintain Commercial General Liability Insurance, including automobile coverage, with limits of at least one million dollars (\$1,000,000) per occurrence for corporal punishment, sexual misconduct, harassment, bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured with the additional insured endorsement provided to OUSD within 15 days of effective date of this Agreement (and within 15 days of each new policy year thereafter during the term of this Agreement). Evidence of insurance shall be attached to this Agreement or otherwise provided to OUSD upon request. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against VENDOR. The policy shall protect VENDOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
 - b. **Workers' Compensation Insurance.** Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR 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 (including, but not limited to, Labor Code section 3700) and Federal laws when applicable. Employers' Liability Insurance shall not be less than one million dollars (\$1,000,000) per accident or disease.

17. **Testing and Screening.**

- a. Tuberculosis Screening. Unless specifically waived by OUSD as noted in **Exhibit A**, VENDOR is required to screen employees who will be working at OUSD sites for more than six hours. VENDOR agents who work with students must submit to a tuberculosis risk assessment as required by Education Code section 49406 within the prior 60 days. If tuberculosis risk factors are identified, VENDOR agents must submit to an intradermal or other approved tuberculosis examination to determine that he/she is free of infectious tuberculosis. If the results of the examination are positive, VENDOR shall obtain an x-ray of the lungs. VENDOR, at its discretion, may choose to submit the agent to the examination instead of the risk assessment.
- b. Fingerprinting/Criminal Background Investigation. Unless specifically waived by OUSD as noted in **Exhibit A**, for all VENDOR employees, subcontractors, volunteers, and agents providing the Services, VENDOR shall ensure completion of fingerprinting and criminal background investigation, and shall request and regularly review subsequent arrest records. VENDOR confirms that no employee, subcontractor, volunteer, or agent providing the Services has been convicted of a felony, as that term is defined in Education Code section 45122.1. VENDOR shall provide the results of the investigations and subsequent arrest notifications to OUSD.

Waivers are not available for VENDORS whose employees, subcontractors, volunteers, and agents will have any contact with OUSD students.

- c. VENDOR shall use either California Department of Justice or Be A Mentor, Inc. (<http://beamentor.org/OUUSDPartner>) finger-printing and subsequent arrest notification services.
- d. VENDOR agrees to immediately remove or cause the removal of any employee, representative, agent, or person under VENDOR's control person from OUSD property upon receiving notice from OUSD of such desire. OUSD is not required to provide VENDOR with a basis or explanation for the removal request.

18. Incident/Accident/Mandated Reporting.

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

19. Coronavirus/COVID-19.

- a. Through its execution of this Agreement, VENDOR declares that it is able to meet its obligations and perform the Services required pursuant to this Agreement in accordance with any shelter-in-place (or similar) order or curfew (or similar) order ("Orders") issued by local or state authorities and with any social distancing/hygiene (or similar) requirements.
- b. To the extent that VENDOR provides Services in person and consistent with the requirements of Paragraph 10 (Invoicing), VENDOR agrees to include additional information in its invoices as required by OUSD if any Orders are issued by local or state authorities that would prevent VENDOR from providing Services in person.
- c. Consistent with the requirements of Paragraph 18 (Incident/Accident/Mandated Reporting), VENDOR agrees to notify OUSD, via email pursuant to Paragraph 12 (Legal Notices), within twelve (12) hours if VENDOR or any employee, subcontractor, agent, or representative of VENDOR tests positive for COVID-19, shows or reports symptoms consistent

with COVID-19, or reports to VENDOR possible COVID-19 exposure.

- d. VENDOR agrees to immediately adhere to and follow any OUSD directives regards health and safety protocols including, but not limited to, providing OUSD with information regarding possible exposure of OUSD employees to VENDOR or any employee, subcontractor, agent, or representative of VENDOR and information necessary to perform contact tracing, as well as complying with any OUSD testing and vaccination requirements.
 - e. VENDOR shall bear all costs of compliance with this Paragraph, including but not limited to those imposed by this Agreement.
20. **Assignment.** The obligations of VENDOR under this Agreement shall not be assigned by VENDOR without the express prior written consent of OUSD and any assignment without the express prior written consent of OUSD shall be null and void.
21. **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, VENDOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code section 12900 and Labor Code section 1735 and OUSD policy. In addition, VENDOR agrees to require like compliance by all its subcontractor (s). VENDOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex, sexual orientation, or other legally protected class.
22. **Drug-Free/Smoke Free Policy.** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, VENDORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.

23. **Waiver.** No delay or omission by either PARTY in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a subsequent act from constituting a violation of this Agreement.
24. **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.
25. **Conflict of Interest.**
- a. VENDOR shall abide by and be subject to all applicable, regulations, statutes, or other laws regarding conflict of interest. VENDOR shall not hire any officer or employee of OUSD to perform any service by this Agreement without the prior approval of OUSD Human Resources.
 - b. VENDOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between VENDOR's family, business or financial interest and the services provided under this Agreement, and in the event of 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.
 - c. Through its execution of this Agreement, VENDOR acknowledges that it is familiar with the provisions of section 1090 *et seq.* and section 87100 *et seq.* of the Government Code, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event VENDOR receives any information subsequent to execution of this Agreement which might constitute a violation of said provisions, VENDOR agrees it shall notify OUSD in writing.
26. **Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion.** Through its execution of this Agreement, VENDOR certifies to the best of its knowledge and belief, that it and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded

Parties List (<https://www.sam.gov/>).

27. **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 described in Paragraph 8 (Compensation). Notwithstanding any other provision of this Agreement, in no event shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the Services performed in connection with this Agreement.
28. **Indemnification.**
- a. To the furthest extent permitted by California law, VENDOR shall indemnify, defend and hold harmless OUSD, its Governing Board, agents, representatives, officers, consultants, employees, trustees, and volunteers ("OUSD Indemnified Parties") from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of VENDOR's performance of this Agreement. VENDOR also agrees to hold harmless, indemnify, and defend OUSD Indemnified Parties from any and all claims or losses incurred by any supplier, VENDOR, or subcontractor furnishing work, services, or materials to VENDOR arising out of the performance of this Agreement. VENDOR shall, to the fullest extent permitted by California law, defend OUSD Indemnified Parties at VENDOR's own expense, including attorneys' fees and costs, and OUSD shall have the right to accept or reject any legal representation that VENDOR proposes to defend OUSD Indemnified Parties.
 - b. To the furthest extent permitted by California law, OUSD shall indemnify, defend, and hold harmless VENDOR, its Board, agents, representatives, officers, consultants, employees, trustees, and volunteers ("VENDOR Indemnified Parties") from any and all claims or losses accruing or resulting from injury, damage, or death of any person or entity arising out of OUSD's performance of this Agreement. OUSD shall, to the fullest extent permitted by California law, defend VENDOR Indemnified Parties at OUSD's own expense, including

attorneys' fees and costs.

29. **Audit.** VENDOR shall establish and maintain books, records, and systems of account, in accordance with generally accepted accounting principles, reflecting all business operations of VENDOR transacted under this Agreement. VENDOR shall retain these books, records, and systems of account during the term of this Agreement and for three (3) years after the End Date. VENDOR shall permit OUSD, its agent, other representatives, or an independent auditor to audit, examine, and make excerpts, copies, and transcripts from all books and records, and to make audit(s) of all billing statements, invoices, records, and other data related to Services covered by this Agreement. Audit(s) may be performed at any time, provided that OUSD shall give reasonable prior notice to VENDOR and shall conduct audit(s) during VENDOR'S normal business hours, unless VENDOR otherwise consents.
30. **Litigation.** This Agreement shall be deemed to be performed in Oakland, California and is governed by the laws of the State of California, but without resort to California's principles and laws regarding conflict of laws. The Alameda County Superior Court shall have jurisdiction over any litigation initiated to enforce or interpret this Agreement.
31. **Incorporation of Recitals and Exhibits.** Any recitals and exhibits attached to this Agreement are incorporated herein by reference. VENDOR agrees that to the extent any recital or document incorporated herein conflicts with any term or provision of this Agreement, the terms and provisions of this Agreement shall govern.
32. **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.
33. **Severability.** If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated

in any way.

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

incorporated documents are public documents and will be made available by OUSD to the public online via the Internet.

40. **Signature Authority.**

- a. Each PARTY has the full power and authority to enter into and perform this Agreement, and the person(s) signing this Agreement on behalf of each PARTY has been given the proper authority and empowered to enter into this Agreement.
- b. Notwithstanding subparagraph (a), only the Superintendent, Chiefs, Deputy Chiefs, and the General Counsel have been delegated the authority to sign contracts for OUSD, and only under limited circumstances, which require ratification by the OUSD Governing Board. VENDOR agrees not to accept the signature of another other OUSD employee as having the proper authority and empowered to enter into this Agreement or as legally binding in any way.
- a. Notwithstanding Paragraph 11, if this Agreement is executed by the signature of the Superintendent, Chiefs, Deputy Chiefs, or General Counsel under their delegated authority, and the Board thereafter declines to ratify the Agreement, the Agreement shall automatically terminate on the date that the Board declines to ratify it. OUSD shall compensate VENDOR for Services satisfactorily provided through the date of termination. Upon termination, VENDOR shall provide OUSD with all materials produced, maintained, or collected by VENDOR pursuant to this Agreement, whether or not such materials are complete or incomplete or are in final or draft form.

41. **Contract Contingent on Governing Board Approval.** OUSD shall not be bound by the terms of this Agreement unless and until it has been (i) formally approved by OUSD's Governing Board or (ii) validly and properly executed by the OUSD Superintendent, the General Counsel, or a Chief or Deputy Chief authorized by the Education Code or Board Policy, and no payment shall be owed or made to VENDOR absent such formal approval or valid and proper execution.

REST OF PAGE IS INTENTIONALLY LEFT BLANK

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

VENDOR

Name: Enter Vendor signatory name Signature: _____

Position: Enter Vendor signatory position Date: Enter date of signature

One of the terms and conditions to which VENDOR agrees by its signature is subparagraph (e) of Paragraph 8 (Compensation), which states that VENDOR acknowledges and agrees not to expect or demand payment for any Services performed prior to the PARTIES, particularly OUSD, validly and properly executing this Agreement until this Agreement is validly and properly executed and shall not rely on verbal or written communication from any individual, other than the President of the OUSD Governing Board, the OUSD Superintendent, or the OUSD General Counsel, stating that OUSD has validly and properly executed this Agreement. VENDOR specifically acknowledges and agrees to this term/condition on the above date.

OUSD

Name: Enter OUSD signatory name Signature: _____

Position: Enter OUSD signatory position Date: Enter date of signature

- Board President
- Superintendent
- Chief/Deputy Chief/Executive Director

Name: Kyla Johnson-Trammell Signature: _____

Position: Secretary, Board of Education

Date: Enter date of signature

Template approved as to form by OUSD Office of the General Counsel.

EXHIBIT A

1A. **General Description of Services to be Provided:** *Provide a description of the service(s) VENDOR will provide.*

Click or tap here to enter text.

1B. **Description of Services to be Provided During School Closure or Similar Event:** *If there is a school closure (e.g., due to poor air quality, planned loss of power, COVID-19) or similar event in which school sites and/or District offices may be closed or otherwise inaccessible, would services be able to continue?*

No, services would not be able to continue.

Yes, services would be able to continue as described in 1A.

Yes, but services would be different than described in 1A. Please briefly describe how the services would be different.

Click or tap here to enter text.

1C. **Rate of Compensation:** *Please describe the basis by which compensation will be paid to VENDOR:*

Hourly Rate: \$Click or tap here to enter text. per hour

Daily Rate: \$Click or tap here to enter text. per day

Weekly Rate: \$Click or tap here to enter text. per week

Monthly Rate: \$Click or tap here to enter text. per month

Per Student Served Rate: \$Click or tap here to enter text. per student served

Performance/Deliverable Payments: Describe the performance and/or deliverable(s) as well as the associated rate(s) below:

Click or tap here to enter text.

2. **Specific Outcomes:** *(A) What are the expected outcomes from the services of this Agreement? Please be specific. For example, as a result of the service(s): How many more OUSD students will graduate from high school? How many more OUSD students will attend school*

95% or more? How many more OUSD students will have meaningful internships and/or paying jobs? How many more OUSD students will have access to, and use, the health services they need? (B) Please describe the measurable outcomes specific to the services. Please complete the sentence prompt: "Participants will be able to..." C. If applicable, please provide details of program participation. Please complete the sentence prompt: "Students will..."

Click or tap here to enter text.

3. **Alignment with School Plan for Student Achievement – SPSA (required if using State or Federal Funds):** Please select the appropriate option below:

- Action Item included in Board Approved SPSA (no additional documentation required) – Item Number:

Click or tap here to enter text.

- Action Item added as modification to Board Approved SPSA – School site must submit the following documents to the Strategic Resource Planning for approval through the Escape workflow process:

- Meeting announcement for meeting in which the SPSA modification was approved.
- Minutes for meeting in which the SPSA modification was approved indicating approval of the modification.
- Sign-in sheet for meeting in which the SPSA modification was approved.

4. **Waivers:** OUSD has waived the following. Confirmation of the waiver is attached herewith:

- Commercial General Liability Insurance (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no contact (in-person **or virtual**) with OUSD students, and the compensation not-to-exceed amount is \$25,000 or less.)

- Workers' Compensation Insurance (Waiver only available, at OUSD's sole discretion, if VENDOR has no employees.)

Tuberculosis Screening (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no in-person contact with OUSD students.)

Fingerprinting/Criminal Background Investigation (Waiver only available, at OUSD's sole discretion, if VENDOR's employees, subcontractors, volunteers, and agents will have no contact (in-person ***or virtual***) with OUSD students.)

(END OF SAMPLE CONTRACT)

APPENDIX V: Appeals Process for Applicants

Any applicant may appeal to the Oakland Unified School District Procurement Department if the determination that it is not prequalified. An appeal must be based on one or both of two following:

- **Unfair process** (e.g., the appellant's proposal was treated differently than others, conflict of interest by OUSD Department of Expanded Learning staff, etc.)
- **Material error** (e.g., the appellant's proposal was reviewed under the wrong funding strategy, failure to consider all application materials, incorrect application of evaluation rubric or some other mistake of fact occurred), or

The appellant must submit the appeal by July 8, 2022 (i.e., 5 business days after the Notification Date). If the appellant fails to file an appeal prior to the applicable appeals deadline, the appellant waives any and all rights to challenge the decision of the District, whether by administrative process, judicial process, or any other legal process or proceeding.

An appeal must clearly state the facts that establish one of the above-referenced bases for appeal and how, as a result, the appellant's proposal was affected negatively. The appeal will be considered and adjudged by the Senior Procurement Analyst, whose decision will be final. Appellant should submit the appeal and any supporting documents should be sent electronically by email to:

Francisco Flores
Senior Procurement Analyst
francisco.flores@ousd.org

Appellants will receive written notice of the outcome of their appeal July 15, 2022. In the event that an applicant's appeal is successful, the agency will be treated as all other prequalified agencies.



**KidzToPros Response to Oakland Unified School
District**

**SPORTS-BASED YOUTH DEVELOPMENT PROGRAM
EXPANDED LEARNING**

RFP #21-120ExLO

OAKLAND UNIFIED SCHOOL DISTRICT
Attention: Procurement Department
900 High Street, 2nd Floor
OAKLAND, CA 94601



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APPENDIX I: RFP APPLICATION

2022 OUSD Request for Proposal Application

APPENDIX I: RFP Application

2022 OUSD Request for Proposals Application (Template)

ASES, 21st CCLC, ELO-P, and ASSETS After-School Programs

Organization Information			
Organization Name	KidzToPros Inc		
Primary Contact Person:	Naqqash Haider	Secondary Contact Person:	Sandra Smith
Email:	naqqash.haider@kidzt opros.com	Email:	sandra@kidztopros.com
Telephone #:	510-393-7852	Telephone #:	877-202-1554

Sports Programming Questions		
Does your organization have 501c3 status? Please provide documentation of this status in your supporting documentation section.		Yes
	X	No
Are you currently providing sports programming in OUSD?		Yes
	X	No
If so, please list the sites that you are providing sports programming in OUSD schools.		
Have you provided sports programming in the past?		Yes
	X	No
If so, please identify the years and durations served.		# Years
Do you currently provide sports programming in other school districts besides OUSD?	X	Yes
		No
If yes, please list all school districts you have served.		
<p>BAY AREA: KidzToPros has provided programs at 30+ school districts, including: San Francisco USD; Fremont USD; San Jose USD; Cupertino USD; San Ramon USD; Santa Clara USD; San Mateo-Foster City USD; Berkeley USD; Livermore Valley Joint USD; Castro Valley USD; Berryessa Union Elementary; Campbell Union; Milpitas USD; Alameda USD; Dublin USD; New Haven USD; Brisbane Elementary SD; Burlingame Elementary; Cambrian; Evergreen Elementary SD; Moreland; Morgan Hill USD; Oak Grove Elementary SD; Pajaro Valley Joint Unified; Redwood City Elementary; San Carlos School District; Millbrae Elementary SD; Sunnyvale Elementary SD; Scotts Valley USD</p> <p>NATIONWIDE: KidzToPros has served over 300 school districts across the country, including Denver Public Schools, Boulder Valley School District, Chicago Public Schools, San Diego USD, Austin ISD</p>		

APPENDIX I: RFP Application

Services Category: Mark all that apply. What type of sports-based program are you interested in applying?

School-Based Model: Offer multiple weeks of sport-based programming either 2-days of the week serving 20 students per site.

- TK/K grade
- 1st grade
- 2nd grade
- 3rd grade
- 4th grade
- 5th grade
- 6th grade

Intercession Model (Offering 9-hours of programming)

- Weekends (Saturday, Sunday, or both days)
Indicate the targeted grade [-]
- Fall Break: week-long offering
Indicate the targeted grade [-]
- Winter Break: week-long offering
Indicate the targeted grade [-]
- Spring Break: week-long offering
Indicate the targeted grade [-]

Provide any additional information to explain your services category. The organization wishes to provide services, including the targeted grade level (TK-6th grades). When applying for a school-based model, indicate the number of school sites/programs your organization can serve. When applying for the intercession model, indicate the number of sessions (or "camp-style sessions) your organization can serve.

KidzToPros Sports Programs helps children in grades TK-6 improve their mental and social skills, develop self-confidence, and improve coordination, physical fitness, and strength. Our sports programs are designed to keep children active and engaged, while igniting a love of sport and teamwork!

KidzToPros Sports Programs include: *Play It All Sports!*, *Basketball*, *Soccer*, *Flag Football* and *Street Hockey*

KidzToPros can serve all of our sports programs, in both school-based and intercession models, to all 51 elementary schools within OUSD.

In the box below, please briefly explain your rationale for this number of sites? Types of space the organization needs to run the sports-based program (Example: Need access to knee-high water tanks to run a water basket weaving program). Types of equips required to run the sports-based program.

KidzToPros has the recruiting, hiring, and training staff to support the execution of our sports programs at all OUSD schools. We have experience hiring and placing 1,000s of staff for after-school programs, holiday camps and summer camps.

Depending on the program(s) at each respective school, KidzToPros would need access to a gym, basketball court (indoor or outdoor), blacktop, and/or a field.

KidzToPros programs require the following equipment: basketballs; soccer balls; soccer goals; footballs; kickballs; hockey sticks; hockey balls/pucks; portable hockey nets; flag belts; cones; pinnies; ball pump

On behalf of KidzToPros Inc. (Agency), I, Sandra Smith (name)

VP School Partnerships (Position), declare under penalty of perjury under the laws

of the State of California that the foregoing is true and correct.

Signature:



Date: June 16, 2022



Letter of Agreement

KidzToPros has carefully examined all instructions, requirements, specifications, terms and conditions of the Oakland Unified School District (“OUSD”) Sports-based Youth Development Program Expanded Learning RFP #21-120ExLO (“RFP”) and certifies:

1. It is a reputable company regularly engaged in providing the services necessary to meet the requirements, specifications, terms and conditions of the RFP.
2. It has the necessary experience, knowledge, abilities, skills, and resources to satisfactorily perform the requirements, specifications, terms and conditions of the RFP. Further, upon award, KidzToPros agrees to perform the requirements, specifications, terms and conditions of the RFP.
3. All statements, information and representations prepared and submitted in response to the RFP are current, complete, true, and accurate.
4. It is not currently barred or suspended from doing business with the Federal government, any of the members represented, or any of their respective agencies.
5. It shall be bound by all statements, representations, warranties, and guarantees made in the response to the RFP.
6. That all of the requirements of this RFP have been read and understood. KidzToPros acknowledges that the Agreement may be canceled if any conflict of interest or appearance of a conflict of interest is discovered by OUSD.
7. The individual signing below has authority to enter into this on behalf of Respondent.
8. This contract is subject to purchase orders duly authorized and executed by OUSD.

Corporate Name	KidzToPros Inc
Authorized Signature	
Print Name	Sandra Smith
Title	VP School Partnerships
Date	June 16, 2022
Address	1584 Fulton Place, Fremont CA 94539
Phone	877-202-1554
Email	sandra@kidztopros.com



APPENDIX II: Written Responses to Application Questions

1. ORGANIZATIONAL CAPACITY

KidzToPros is uniquely positioned to offer OUSD the highest quality sports-based youth development programs. Our sports programs are designed to teach a progression of skills - physical, mental and social-emotional - for kids ages 4 to 14. From developing fundamental movements, gross motor skills, coordination development and communication; to techniques and game specific skills incorporated within fun games to develop FUNdamentals; to technical and tactical awareness incorporating physiological development, game understanding, leadership and life skills.

While kids enjoy our sports-based programs, our program managers and professional coaches understand that the skills honed in sports, such as confidence, cooperation, and perseverance, are life skills that enable students to become the best version of themselves – successful in school and beyond.

KidzToPros offers both school-based and Intersession models of sports-based programs and will work collaboratively with the school district and individual schools to deliver the program that best meets the needs of their students. Our sample schedule details different sports options for K-6 and includes popular programs like basketball, flag football, soccer, hockey, and Play It All.

KidzToPros has successfully delivered after school and summer programs to nearby Escuela Bilingue Internacional, Northern Light School, Rocketship Public Schools, St. Anthony School, and East Bay German International School. Further, KidzToPros has partnered with schools in 30 school districts in the Bay Area.

We provide our own KidzToPros staff who complete comprehensive online and in-person training and are 100% committed to ensuring they are professional, caring, and responsive to kids, parents, and school officials.



The KidzToPros Area Program Manager (APM) will be the main point of contact for the district's designated personnel for summer programs and will check in on a consistent basis to discuss the students' experience in each respective program and gather feedback to improve the programs. The APM will communicate all feedback to the KidzToPros Regional Program Manager, Director of Operations and Curriculum Leader as needed.

2. FISCAL MANAGEMENT AND RESOURCE DEVELOPMENT

KidzToPros uses Bill.com to create and pay bills, send invoices and receive payment.. We are fully insured to industry standards and our employees are background-checked, fingerprinted, TB and Covid tested (where required), and fully trained in company procedures. Refer to Appendix I for information on sports equipment. KidzToPros will work with the district on an inventory management process. Our staff is trained to respect and manage equipment, putting it back as they found it and alerting school personnel to any issues.

3. AGENCY INFRASTRUCTURE

KidzToPros is in compliance with the requirements set forth by Oakland Unified School District and the California Department of Education in meeting a student ratio of 1:20 (or better) for 1st grade through 6th grade students and a student ratio of 1:10 (or better) for Transitional Kindergarten/Kindergarten students.

Program Managers (PMs) are responsible for overseeing the successful operations of all KidzToPros programs on school premises. This includes hiring, training, and scheduling staff at each school, ensuring that a safe environment has been created for kids to have fun, learn, and build interpersonal relationships with their peers and instructors, and communicating with school, parents, and staff on a continual basis. Our platform records the check-in and check-out times for all



students and on-the-clock instructors, which ensures that required teacher to student ratios are being upheld.

The primary point of contact for confirming schools, programs and schedules is Naqqash Haider, School Partnership Manager (naqqash.haider@kidztopros.com | (510) 393-7852. Naqqash will work closely with the district and the principals to design the best program for each school based on the school and student needs.

Once programs are confirmed, KidzToPros Program Managers will coordinate the facilities, staff and equipment. KidzToPros has three PMs who will work together with the School Partnership Manager to ensure the sports-based programs at OUSD meet the highest standards expected. They will be responsible for hiring, training, scheduling and reviewing KidzToPros coaches for each school in the district. In the Bay Area, our Area Program Managers are Jose Padilla, Zawadi Grayson, and Adrian Sarmiento, all of whom meet OUSD's requirement of having attained at least 48 college credits.

4. YOUTH DEVELOPMENT EXPERTISE, PROGRAM QUALITY ASSESSMENT PROCESS, AND SCHOOL DISTRICT ALIGNMENT

KidzToPros believes that sports-based programs are an ideal setting to help kids develop the life skills of confidence, teamwork, cooperation, sportsmanship, and perseverance. Losing a game can be frustrating and disappointing but KidzToPros coaches are trained to help kids effectively manage these challenging human emotions and find their way back to having fun and enjoying the game. Through sports, kids learn how to carry on after disappointment and gear up for the next win. Many schools across the country have cut back on recess time in order to increase classroom time, leaving students with little opportunity to participate in physical activities. At KidzToPros, we



recognize that the social-emotional learning that happens in sports is just as valuable as the academic learning that happens in the classroom. Plus, kids love it!

Our KidzToPros Area Program Manager and Coaches work collaboratively with respective school Principals (or their SEL contact) to determine the social-emotional concepts (e.g., self-awareness, self-management, social awareness, relationship skills and responsible decision-making) that are most age-appropriate for their students. KidzToPros emphasizes these concepts and integrates them into our sports games and activities.

KidzToPros provided an after-school enrichment program at Northern Light School, which serves 50 students each day from a diverse range of socioeconomic and cultural backgrounds. We also provided programs at Rocketship Public Schools to help bolster the academic and extracurricular opportunities available to students in the surrounding low-income communities in San José, CA.

KidzToPros' inquiry and project-based programs engage and empower students to make decisions, learn from mistakes, and persevere to become their best selves. In all KidzToPros programs, important skills and Social and Emotional Learning (SEL) like communication, teamwork, collaboration, critical thinking, and problem solving are consistently emphasized.

Each program at KidztoPros is designed to meet specific learning outcomes, as defined by Bloom's Taxonomy (widely in curriculum practices especially within K-12 educational programs.) KidzToPros uses external data and assessment based on this taxonomy to evaluate the outcomes of our programs. Applying this model to the development of learning outcomes ensures students achieve a deep understanding of the curriculum material and develop the ability to be creative with their new skills.



APPENDIX III: Required Supporting Documentation

Sample Schedule of the Sports-Based Youth Development Program

KidzToPros Sports Programs: Descriptions

KidzToPros offers the following sports programs for both the school-based model and Intersession models.

All KidzToPros sports programs emphasize the importance of mindful play, leadership, teamwork, respect for others, not giving up, and being kind to one another.

Grades	Program	Program Description
TK - K 1 - 3 4 - 6	Play It All Sports	Students participate in a variety of sports including soccer, basketball, flag football and kickball, learning the values of teamwork, problem-solving, and good sportsmanship. Our passionate, highly trained coaches will help students develop their sports skills. They'll also teach a few new tricks, while providing guidance, motivation, and encouragement!
TK - K 1 - 3 4 - 6	Basketball	KidzToPros Basketball program introduces the fundamentals of shooting, passing, dribbling, layups, jump shots, pivoting, footwork, defense, and rebounding.
TK - K 1 - 3 4 - 6	Soccer	KidzToPros Soccer program teaches the fundamental skills of soccer - how to pass, receive, dribble, goal keep, and defend while developing strong footwork and foot-eye coordination.
2 - 3 4 - 6	Flag Football	In this no-contact, co-ed flag football program, children will have fun while being physically active and gaining knowledge of the sport of football. Young athletes will learn the fundamentals of the game, including throwing, catching, offense/defense, and the different positions on the field. They practice their skills through drills and scrimmages.

Grades	Program	Program Description
2 - 3 4 - 6	Hockey	Kids will discover the fun and excitement of hockey – no ice rink needed! This modified version of hockey is played in regular shoes on blacktop with a small ball and hockey sticks. Kids will participate in a mix of instruction, drills, and games to develop the fundamental hockey skills of dribbling, passing, shooting, defending, and goalkeeping.



KidzToPros Sports Program: Sample Schedule for School-Based Model

KidzToPros will offer our sports programs to all 51 school sites for a minimum of 2 days per week. Our programs can be for 1 to 3 hours per day at each school.

KidzToPros will work with the principal at each school to determine the programs, time and duration that best suit the school and student needs.

The following three scenarios represent different ways KidzToPros can offer our sports programs at a school site:

Sample Schedule 1

- Principal chooses *two programs per grade*
- Each program is offered *two times per week for one hour*, anytime between 3pm - 6pm. (offering students the ability to participate in other activities after school).
- The programs will run for *6 - 8 weeks*.
- KidzToPros provides up to *2 coaches for each grade program*.

SCHEDULE 1	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
TBD Time	PK-K PIA	PK-K BB	PK-K PIA	PK-K BB	
TBD Time		G1-3 PIA	G1-3 BB	G1-3 PIA	G1-3 BB
TBD Time	G4-5 PIA		G4-5 FF	G4-5 PIA	G4-5 FF

Sample Schedule 2

- Principal chooses *two programs per week*.
- Each program runs for *three hours each day, from 3pm - 6pm*.
- *Each grade group participates for one hour of the program each day*.
- The programs will run for *6 - 8 weeks*.
- KidzToPros provides up to *2 coaches each day*.

SCHEDULE 2	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
3:00 pm - 4:00 pm	PK-K PIA	PK-K BB	PK-K PIA	PK-K BB	
4:00 pm - 5:00 pm	G1-3 PIA	G1-3 BB	G1-3 PIA	G1-3 BB	
5:00 pm - 6:00 pm	G4-5 PIA	G4-5 BB	G4-5 PIA	G4-5 BB	



Sample Schedule 3

- KidzToPros provides *2 coaches each day*.
- School chooses *a different program to be run each hour*.
- Programs can run *once or multiple days per week*.
- All programs will run for *6 - 8 weeks*.

SCHEDULE 3	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
3:00 pm - 4:00 pm	Program 1	Program 4	Program 1	Program 4	Program 7
4:00 pm - 5:00 pm	Program 2	Program 5	Program 2	Program 5	Program 8
5:00 pm - 6:00 pm	Program 3	Program 6	Program 3	Program 6	Program 9



KidzToPros Sports Program: Sample Schedule for Intersession Model

1. Intersession Model: Saturday / Sunday Programs

- KidzToPros offers programs on two Saturdays and/or Sundays at each of the 51 school sites.
- KidzToPros will provide *6 coaches at each site per day*, serving up 120 students per site.
- KidzToPros can serve a maximum of 10 sites per day, from August 8th to May 25th (recommended calendar to support all schools with two weekends in the school year is provided below).
- Programs will run from *8am - 5pm each day*.

The below calendar represents programs being run each Saturday and Sunday at 3 sites each weekend. This schedule would provide each school site with an opportunity to host two weekends during the school year.

Month	Saturday		Sunday	Number of sites
August	13	and /or	14	3
	20	and /or	21	3
	27	and /or	28	3
September	3	and /or	4	3
	10	and /or	11	3
	17	and /or	18	3
	24	and /or	25	3
October	1	and /or	2	3
	8	and /or	9	3
	15	and /or	16	3
	22	and /or	23	3
	29	and /or	30	3
November	5	and /or	6	3
	12	and /or	13	3
December	3	and /or	4	3
	10	and /or	11	3
January	14	and /or	15	3
	21	and /or	22	3

Month	Saturday		Sunday	Number of sites
	28	and /or	29	3
February	4	and /or	5	3
	11	and /or	12	3
	18	and /or	19	3
	25	and /or	26	3
March	4	and /or	5	3
	11	and /or	12	3
	18	and /or	19	3
	25	and /or	26	3
April	15	and /or	16	3
	22	and /or	23	3
	29	and /or	30	3
May	6	and /or	7	3
	13	and /or	14	3
	20	and /or	21	3
	27	and /or	28	3
TOTAL SITES				102

2. Intersession Model: Fall Break, Winter Break, and Spring Break

- KidzToPros will provide up to 8 *coaches* at each site for **Fall, Winter, and Spring breaks**. We will be able to serve all 51 sites.
- By providing 8 coaches, up to 160 students can participate in the weekly program at each site.

Fall Break dates: Nov 21st to Nov 25th

Winter Break dates: Dec 19th to Dec 23rd and/or Dec 26th to Dec 30th

Spring Break dates: April 3rd to April 7th

Daily Schedule for Intersession Model

8:00 am - 9:00 am	Early Registration, orientation and check-in
9:00 am - 9:15 am	Start camp and Warm-up Camp starts with a fun game to warm up physically and mentally. This is a great chance for kids to make new friends and break the ice.
9:15 am - 10:15 am	Camp Specific Activity Dive into the select sports activity of the day with learning and building upon the game fundamentals
10:15 am - 10:30 am	Break and Snacks
10:30 am - 12:00 pm	Camp Specific Activity
12:00 pm - 12:50 pm	Lunch
12:50 pm - 1:15 pm	Free Time / Structured Activities This is a chance for kids to try other activities and engage with their peers.
1:15 pm to 2:15 pm	Camp Specific Activity Match play. Kids will form teams and scrimmage against each other. Focus on communication, sportsmanship and teamwork
2:15 pm - 2:30 pm	Break and Snacks
2:30 pm to 4:00 pm	Camp Specific Activity Match play - tournament style Players will rotate between teams to ensure that each kid has an opportunity to play with every other kid in the program.
4:00 pm - 4:45 pm	Free indoor or outdoor structured Play
4:45 pm - 5:00 pm	Gather equipment, return to storage location and general clean up. Intersession day ends.



Sample Budget for School-based Model

Scenario 1: 2 programs per grade group per week

- \$100 per coaches per hour
- 8 weeks
- 2 hours each week; 2 days per week
- \$1,600 per program

SCENARIO 1	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
TBD Time	PK-K PIA	PK-K BB	PK-K PIA	PK-K BB	
TBD Time		G1-3 PIA	G1-3 BB	G1-3 PIA	G1-3 BB
TBD Time	G4-5 PIA		G4-5 FF	G4-5 PIA	G4-5 FF

Scenario 2: 2 programs per week; 3 hours per day; 2 days per week

- \$100 per coach per hour
- 8 weeks
- 3 hours per day; 2 days per week
- \$4,800 per program

SCENARIO 2	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
3:00 pm - 4:00 pm	PK-K PIA	PK-K BB	PK-K PIA	PK-K BB	
4:00 pm - 5:00 pm	G1-3 PIA	G1-3 BB	G1-3 PIA	G1-3 BB	
5:00 pm - 6:00 pm	G4-5 PIA	G4-5 BB	G4-5 PIA	G4-5 BB	

Scenario 3: 2 instructors per week; 3 hours per day; 5 days per week

- \$100 per coach per hour
- 8 weeks
- 3 hours per day; 5 days per week
- COST = \$24,000 total for the 8-week program

SCENARIO 3	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
3:00 pm - 4:00 pm	Program 1	Program 4	Program 1	Program 4	Program 7
4:00 pm - 5:00 pm	Program 2	Program 5	Program 2	Program 5	Program 8
5:00 pm - 6:00 pm	Program 3	Program 6	Program 3	Program 6	Program 9



Sample Budget for Intersession Model

Intersession: Saturday and/or Sunday

- \$70 per hour per coach
- 6 coaches at each site per day, serving up to 120 students per site
- 9 hours per day
- 8am - 5pm
- COST = \$70 per hour * 6 coaches * 9 hours = **\$ 3,780 per day**

Intersession: Holiday Break

- \$70 per hour per coach
- 8 coaches at each site per day, serving up to 160 students per site
- 9 hours per day
- 8am - 5pm
- COST
 - \$70 per hour * 9 hours * 5 days = **\$ 3,150 per week per coach**
 - \$70 per hour * 9 hours * 5 days * 8 coaches = **\$ 25,200 per week for 8 coaches**



Letters of Reference (max 2)



KidzToPros Partnership with Rocketship Alma Academy

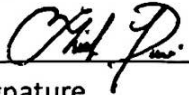
Letter of Reference

Scope of Services: KidzToPros PM Enrichment

Rocketship Alma Academy serves the low-income community in San Jose, California through a scalable and sustainable public school model that propels student achievement, develops exceptional educators, and partners with parents.

During the school year 2021-22, KidzToPros provided after-school enrichment to 50 students each day, for up to 3 hours per day. The program provided homework assistance, along with STEAM and sports activities to students.

Shivesh Puri
Associate Director
Rocketship Public Schools
(540) 557-7577
spuri@rsed.org



Signature



Date



KidzToPros PARTNERSHIP with Cupertino Union School District

Scope of Services

KidzToPros STEM, Arts & Sports Summer Camp

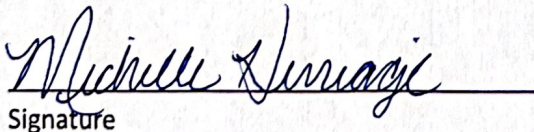
Cupertino Union School District has partnered with KidzToPros to offer summer camp programs in the latest STEM technology, visual and performing arts, and sports. KidzToPros camps emphasize the development of critical thinking and technology skills for the 21st century. Students will learn the importance of collaboration, teamwork and sportsmanship in a fun, creative and safe environment. Campers will be challenged, inspired and motivated to learn new skills, while having fun and socializing with their peers!

KidzToPros will host **700 CUSD students at three school locations during the summer of 2022.**

KidzToPros Afterschool Programs

During the past four school years, KidzToPros has provided STEM, Arts and Sports after-school enrichment programs at **twenty-three elementary and middle schools** within CUSD.

Cupertino Union School District
Michelle Herriage, Ed.D
Director, Educational Services and Enterprise Programs
1309 S. Mary Avenue, Sunnyvale, CA 94087
(408) 252-3000 ext. 61139
herriage_michelle@cusdk8.org


Signature

5.23.22
Date



Statement of Qualifications

KidzToPros, Inc.
1584 Fulton Place
Fremont, CA 94539

To: Oakland Unified School District
Re: KidzToPros Statement of Qualifications

KidzToPros is uniquely positioned to offer Oakland Unified School District the highest quality sports-based youth development program. We bring six years of experience delivering enrichment programs to over 35,000 children in 30+ school districts throughout the Bay Area. Our sports programs follow a progression of skills development for children from age 4 to 14, providing cumulative skills in sports and educating kids on the values of communication, teamwork, and sportsmanship. While kids have a lot of fun in our sports-based programs, our program managers and coaches understand that the skills honed in sports, such as confidence, cooperation, and perseverance, are life skills that enable students to become the best version of themselves – successful in school and beyond.

Since its founding in 2016, KidzToPros has delivered more than 1 million curriculum hours in STEAM and sports to over 60,000 students in 9 metropolitan areas in the US. KidzToPros program curriculum has been developed by a team of experts to help the kids. Whether it's basketball, soccer or hockey, coding, robotics or art, KidzToPros programs help kids stay active and engaged in a fun, inspiring and safe environment with their friends and supportive coaches and instructors. KidzToPros recognizes that the essential life skills learned on the playing field are just as valuable as the academic skills learned in the classroom.

Our programs will deliver valuable lessons to youth about achieving goals, and the values of mental strength, determination, perseverance and teamwork - in a safe, supportive environment. These lessons will carry students beyond school and into life. Thank you for giving KidzToPros the opportunity to provide sports-based programs to OUSD students.



Commercial General Liability Insurance Coverage



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
06/07/2022

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement.

PRODUCER: TWFG Insurance Services, 39812 Mission Blvd, Suite 101, Fremont, CA 94539. CONTACT NAME: Sandie Estrada, PHONE: 661-622-4177, FAX: 877-230-1342, E-MAIL: sestrada@twfg.com. INSURER(S) AFFORDING COVERAGE: Philadelphia Insurance Co, Employers Preferred Insurance Co, Kinsale Insurance Company.

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

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

Table with columns: INSR LTR, TYPE OF INSURANCE, ADDL INSD, SUBR WVD, POLICY NUMBER, POLICY EFF (MM/DD/YYYY), POLICY EXP (MM/DD/YYYY), LIMITS. Rows include Commercial General Liability, Automobile Liability, Umbrella Liability, Workers Compensation, and Directors & Officers.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
A - Professional Liability 1,000,000 Included A - Cyber Liability 100,000 A - Molestation & Abuse 1,000,000/2,000,000 A - Assault or Battery 1,000,000 included E - Medical Accident Blanket PHPA026965 10/27/2021-10/27/2022 Medical Expense 25,000 Dismemberment 10,000 General Liability Umbrella Policy offers a total of 5,000,000 General Aggregate.

General Liability Umbrella Policy offers a total of 5,000,000 General Aggregate, Oakland Unified School District is an additional insured with respect to the attached additional insured endorsement.

CERTIFICATE HOLDER: Oakland Unified School District, ATTN: Risk Management, 1000 Broadway, Suite 440, Oakland, CA 94607. CANCELLATION: SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE: Sandie Estrada

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

<p>Name Of Additional Insured Person(s) Or Organization(s): Oakland Unified School District</p>
<p>Information required to complete this Schedule, if not shown above, will be shown in the Declarations.</p>

A. 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:

1. In the performance of your ongoing operations; or
2. In connection with your premises owned by or rented to you.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.




Agency Letter

KidzToPros, Inc.
1584 Fulton Place
Fremont, CA 94539

To: Oakland Unified School District
Re: KidzToPros Agency Letter

In relation to KidzToPros' response to OUSD RFP #21-120ExLO, the company will certify compliance with:

- Fingerprinting and background checks, by the CA Department of Justice and FBI, for all employees and contractors before they have contact with any District students (per CA Education Code Section 45125.1(e).
- Have on file current documentation of Tuberculosis Screening and negative TB Test results for all employees and contractors who have contact with District students.
- Child Abuse and Neglect Act guidelines for Mandated Reporters as required by California Penal Code § 11164-11174.
- All KidzToPros employees will meet the OUSD Instructional Aide requirement of having earned at least 48 college units.
- Designated staff supporting Intersession Model Sports Programs will have first-aid, concussion and CPR training and certification.
- OUSD Invoice procedures, including having ATI Numbers on all invoices submitted to OUSD.



Authorized Representative

Sandra Smith

Name

June 16, 2022

Date



KidzToPros Company Profile

KidzToPros is excited to submit a response to the Oakland Unified School District (RFP #21-120ExLO) to provide sports-based youth development programs to the district's students. KidzToPros' sports-based programs provide a great opportunity for students to develop their physical fitness and athletic skills in a fun and active environment with their peers. Our professional coaches understand that important skills honed in sports, such as, confidence, cooperation, and perseverance, are essential life skills that help prepare kids for greater success in school and beyond.

KidzToPros offers programs beyond sports-based ones, including STEM and Art programs that can be offered in a wide variety of delivery options. All of our programs emphasize important skills, such as teamwork and collaboration, and introduce valuable, cutting-edge STEM activities such as coding and game design. KidzToPros will work with the city, the school district and individual schools to determine the best programs and duration of programs for their students.

Since its founding in 2016, KidzToPros has delivered more than 1 million curriculum hours to over 65,000 students. KidzToPros program curriculum has been developed by a team of experts to help the kids of today become the innovators of tomorrow. Whether it's flag football, basketball, soccer or hockey, our programs help kids stay physically active in a fun, inspiring environment with their friends and with supportive coaches.

KidzToPros looks forward to working with the Oakland Unified School District to meet the sports-based program needs of its students.

KidzToPros Mission

KidzToPros' mission is to provide meaningful after-school enrichment and summer camp programs to students wherever they are located in America. In the span of 6 years, KidzToPros has partnered with over 500 schools in 15 metropolitan regions to deliver on-campus and online STEM, Arts and Sports programs. Parents trust KidzToPros to deliver programs that provide engagement, education, and inspiration.

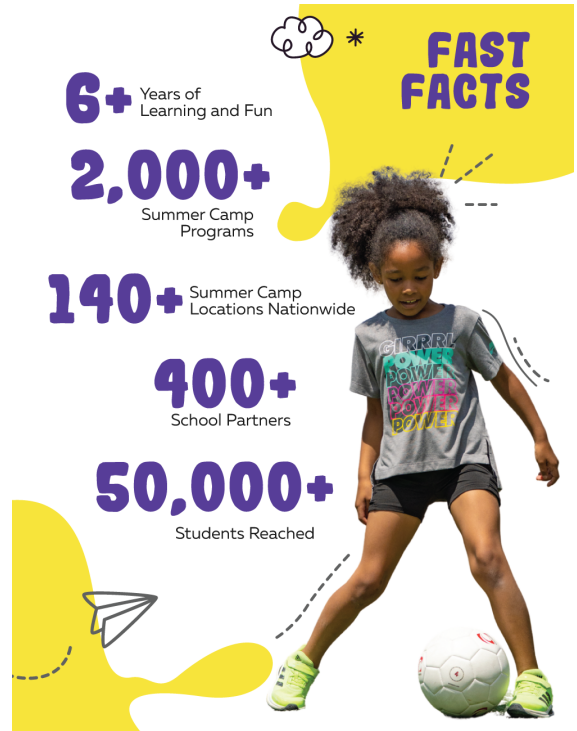
Since its founding in 2016, KidzToPros has delivered more than 1 million curriculum hours to more than 65,000 students. KidzToPros is uniquely positioned to provide programs in STEM, arts and sports. Our program curriculum has been developed by a team of experts to help the kids of today become the innovators of tomorrow. Whether it's a course in robotics, digital art, 3D modeling or Improv Comedy, KidzToPros' programs are designed to ignite curiosity and spark a love of learning.



KidzToPros History

KidzToPros is a woman-founded Silicon Valley company. The company was born out of CEO Pooja Shah’s frustration with trying to find meaningful after-school enrichment for her two sons. Shah had always wanted to start a business. Now she had a mission – making it easy for parents like herself to find quality education and enrichment activities for their children. So, together with Shane Fernandes, she founded KidzToPros.

Using best practices learned from their time at Facebook, Apple, and Google, the co-founders created project-based curricula, built a strong team of coaches and instructors, and developed a powerful operations management platform to deliver and manage all programs.





KidzToPros Experience: Partnerships with Public School Districts

KidzToPros has over five years experience collaborating with school districts and schools to provide summer enrichment and after-school programs that improve student achievement and outcomes. KidzToPros partners with each district to implement programs that best suit the needs of their students.

Below are examples of where KidzToPros partnered with school districts to offer ***STEM, Arts and Sports Summer Enrichment Programs***:

- *Denver Public Schools (CO)*
 - KidzToPros is providing STEM enrichment to 3,000 students at 15 elementary schools and 225 students at 3 middle schools during their Summer Connections 2022 program.
- *U-46 School District (IL)*
 - 900 students will participate in KidzToPros weekly summer camp programs, which are paid for by the school district with federal funding.
- *Spring Education Group / Stratford Schools (CA)*
 - Students at 15 Stratford Schools participate in STEM, Arts and Sports programs throughout the year, in both after-school programs and summer camp.
- *Cupertino Unified School District (CA)*
 - KidzToPros is providing summer camp programs to over 700 students from low-income families through the district's ELO-P funding. KidzToPros also provides summer camps directly to families at 4 additional CUSD school locations.

KidzToPros has partnered with the following school districts to offer ***in-school and after-school programs*** to their students:

- *Denver Public Schools (CO)*
 - KidzToPros offers after-school programs to students at over 20 schools within DPS, with the district and individual schools providing funding for students at 10 schools.
- *Boulder Valley School District (CO)*
 - 26 elementary schools offer KidzToPros programs throughout the school year through the district's *Lifelong Learning* program.
- *Cupertino Unified School District (CA)*
 - 20 schools offer KidzToPros after-school programs to their students.
- *Paramus Public Schools (NJ)*
 - Contracted with KidzToPros for Structured Recess at 5 schools, with a focus on positive physical activities, social-emotional learning, and improving communication and teamwork skills during school hours.



KidzToPros Sports-based Programs: SITE LOCATIONS

KidzToPros is equipped to provide sports-based programs to all 51 schools in the Oakland Unified School District as specified in RFP #21-120ExLO.

KidzToPros Sports-based Programs: STAFFING

All programming and staffing will be overseen by the **KidzToPros Regional Program Manager**, who ensures quality enrichment is provided in a safe environment. This includes, but is not limited to, hiring and training all staff in programming and health and safety procedures, overseeing quality instruction, managing supplies and equipment, and addressing family needs.

All KidzToPros instructors are background-checked and will have passed a Criminal Offender Records Information (CORI) certification. KidzToPros will inform the school and the Oakland Unified School District of any staff absences. KidzToPros will provide substitute instructors who have also passed a CORI certification.

Each Instructor brings a minimum of 2 years of subject-specific expertise in the area which they will be teaching. With excellent communication and organizational skills, KidzToPros Instructors communicate clearly with both students and their parents, as well as recognize and quickly resolve any conflicts that may arise between students.

KidzToPros has a staff of 10 full-time recruiters that are focused on recruiting, screening and hiring experienced, trustworthy instructors. KidzToPros Instructors are committed to the personal growth of each student in our programs and ensuring they have a positive, enriching, fun and safe experience.

KidzToPros Staff Training

KidzToPros Instructors understand the positive impact that After-school enrichment can have on students and the importance of being trained and prepared to instruct students. The goal of KidzToPros training is to fully prepare Instructors to successfully run Structured Recess, while not being a drain on school staff.

Prior to starting at a school site, each Instructor is fully onboarded and trained in KidzToPros Enrichment curriculum, along with the policies and procedures of KidzToPros, the Oakland Unified School District and the respective school where they will be instructing.

KidzToPros staff will participate in any OUSD training or orientations to cover logistics, health and safety guidelines, and communicate with OUSD program directors.



List of Key Personnel

Naqqash Haider, School Partnership Manager - naqqash.haide@kidztopros.com

Naqqash has been with KidzToPros for over four years, working with school districts and schools to determine the best programs to bring their students.

- **Education**
 - MBA, Institute of Business Management, Karachi, Pakistan
- **Experience**
 - School Partnership Program, KidzToPros
 - Sales Manager, TrueLite Trace

Brandon McGill, Director of Operations

Brandon oversees key cross-functional areas of Operations, Human Resources, Recruiting, and Customer Service.

- **Education**
 - M.A. Honors History, 20th Century Russian History, Edinburgh University, Edinburgh, Scotland
 - M.Sc. Strength and Conditioning, Edinburgh University, Edinburgh, Scotland
- **Work Experience**
 - *KidzToPros*, Director of Operations, May 2021 to present
 - *Volofit*, Directing and Managing Franchise Performance and Development, 2019-2021
 - *Gloveworx USA*, Chief Operating Officer, 2016-2019
 - *Velocity Sports Performance*, Director, Franchise Performance, 2012-2016
- **Certifications**
 - UKSCA–ASCC, BWLA, RockTape Functional Movement (Tape and IASTM)

Jose Padilla, Program Manager

- **Education**
 - Australian National University, Associate's Degree in Psychology
- **Experience**
 - Program Manager, KizToPros
 - Executive Assistant, Open Mind School
 - Case Manager, Integrated Life LLC
 - Program Coordinator, After-School All-Stars
 - Aba Instructor, California Psychcare
 - Program Leader, After-School All-Stars
 - Volunteer, El Rancho High School



Zawadi Grayson, Program Manager

- **Education**
 - Masters Degree, Political Science and Musical Theater, Los Medanos College, Pittsburgh, CA
- **Experience**
 - Program Manager, KidzToPros
 - District Tutor, Hey Tutor
 - Manager, AquaTech Swim Club
 - Sales Professional: Comcast; Sprint; Wireless Lifestyle

Adrian Sarmiento, Program Manager

- **Education**
 - Global University, Pastoral License
 - Foothill College, AA Communications (in progress)
- **Experience**
 - Program Manager, KidzToPros
 - Gen Now Youth Director, Department Director
 - Associate Youth Director, Department Director
 - Leadership Internship, Beth School of Leadership