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# Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Andrea Bustamante, Executive Director, Community Schools & Student Services  
Martha Pena, Coordinator, After School Programs

**Board Meeting Date** June 24, 2020

**Subject** Memorandum of Understanding  
Contractor: Higher Ground Neighborhood Development Corporation  
Services For: East Oakland Pride Elementary School

**Action Requested and Recommendation** Approval by the Board of Education of Memorandum of Understanding between the District and Higher Ground Neighborhood Development Corporation, Oakland, CA, for the latter to serve as lead agency for program coordination, math intervention, homework support, student supervision and a variety of enrichment services, as described in the MOU, for East Oakland Pride Elementary School’s comprehensive After School Program, for the period of August 1, 2020 through July 31, 2021, in an amount not to exceed \$111,269.00.

**Background**  
*(Why do we need these services? Why have you selected this vendor?)*

The After School Education and Safety (ASES) is the result of the 2002 voter approved initiative, Proposition 49. This proposition amended California Education Code 8482 to expand and rename the former Before and After School Learning and Safe Neighborhood Partnerships Program. The ASES Program funds the establishment of local after school education and enrichment programs. These programs are created through partnerships between schools and local community resources to provide literacy, academic enrichment and safe, constructive alternatives for students in kindergarten through ninth grade. The ASES program is defined within the language of SB 638 and Education Code (EC) sections 8482 and 8484.6.

This organization has demonstrated experience and capacity in serving in the after school lead agency role. This organization successfully met all of the requirements of OUSD’s Request for Qualifications process and has been approved as a qualified lead agency partner by the OUSD Expanded Learning Office.

**Competitively Bid** Was this contract competitively bid? No  
If no, exception:

**Fiscal Impact** Funding resource(s): 6010/After School Education and Safety (ASES) Grant



**Attachments**

- Memorandum of Understanding
- Program Plan and Budget
- Certificate of Insurance
- Statement of Qualifications



**After School Template for Elementary and Middle Schools  
Memorandum of Understanding 2020-2021  
Between Oakland Unified School District and  
Higher Ground Neighborhood Development Corp.**

1. **Intent.** This Memorandum of Understanding ("MOU") establishes the Oakland Unified School District's ("OUSD") intent, contingent upon OUSD's receipt of California Department of Education and/or U.S. Department of Education after school grant funds, to contract with Higher Ground Neighborhood Development Corp. ("AGENCY") to serve as the lead agency to provide after-school and/or summer educational programs and to serve a sufficient number of students and run services for a sufficient number of days to earn the core grant allocation of funding at 107/East Oakland Pride Elementary School under the following grants:
  - After School Education and Safety Program ("ASESP")
  - California Department of Education ("CDE") 21<sup>st</sup> Century Community Learning Center (21<sup>st</sup> CCLC)
  - Oakland Fund for Children and Youth - This MOU will also outline services provided on OUSD school grounds through the Oakland Fund for Children and Youth ("OFCY") After-School Initiative funds that shall be utilized as matching funds to CDE ASESP and 21<sup>st</sup> CCLC funds.
  - Private grants
2. **Term of MOU.** The term of this MOU shall be August 1, 2020 through July 31, 2021. The term may be extended by written agreement of both parties.
3. **Termination by OUSD.** OUSD may at any time terminate this MOU for any or no reason upon not less than five (5) days written notice to AGENCY. OUSD shall compensate AGENCY for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this MOU for cause should AGENCY fail to perform any part of this MOU. In the event of termination for cause, OUSD may secure the required services from another contractor. If OUSD's cost of procuring services from another contractor exceeds the cost of providing the services pursuant to this MOU, AGENCY shall pay the additional cost.
  - a) **No Premature Termination by AGENCY** AGENCY hereby certifies that it is willing and able to provide required services for the full term of the MOU. AGENCY will not be permitted to unilaterally terminate the MOU or cease providing required services prior to completing the full term unless OUSD approves any change and/or unless OUSD deems immediate removal of AGENCY is necessary for cause. In the event AGENCY ceases to provide required services prior to the end of the MOU term, or is terminated for cause, OUSD may secure the required services from another contractor. If OUSD's cost of procuring services from another contractor exceeds the cost of providing the services pursuant to this MOU, or OUSD is unable to secure required services from another contractor, AGENCY shall pay any additional cost. If OUSD suffers any loss of funding or other program consequences attributable to AGENCY's premature termination, AGENCY shall pay any additional cost in addition to any damages otherwise due under this MOU.
  - b) **Advance Notice by AGENCY for Coming School Year.** AGENCY must provide advance notice to Principal and OUSD After School Programs Office by the end of the first semester if AGENCY cannot continue providing after school lead agency services for the succeeding school year. This date allows the school site to have sufficient time to find a new lead agency partner, and enables OUSD to work to preserve after school grant funding (including OFCY city funding) for the school.
4. **Compensation. Contingent on OUSD receipt of** California Department of Education and/or U.S. Department of Education after school grant funds and subject to grant funding levels, the ASES and 21<sup>st</sup> CCLC grant award amount for Higher Ground Neighborhood Development Corp is \$ 111,269.00 . AGENCY shall be entitled to compensation from these funds in accordance with the following terms and conditions:



- 4.1. **Total Compensation.** Subject to the provisions of 4.2 Positive Attendance and the provisions of 4.3 Administrative Fee and subject to AGENCY compliance with MOU requirements, AGENCY shall receive the amount of the grant award less OUSD's administrative fees and other site costs agreed to by the Site Administrator and AGENCY. Penalties may be assessed or payments withheld for non-compliance, including but not limited to MOU requirements, attendance reporting, fiscal invoicing, full participation at OUSD required meetings and trainings and in continuous quality improvement efforts.
- 4.2. **Positive Attendance.** Payment for services rendered related to the ASEP and 21st CCLC grants shall be based on actual student attendance rates (\$8.19 a day per student through ASEP and \$7.50 a day per student through 21<sup>st</sup> CCLC), not estimates, as those programs are "positive attendance based." OUSD reserves the right to modify the annual core allocation based on reported attendance. In the event that payments made to AGENCY exceed the reported attendance for the Core grant, the AGENCY will return payments to OUSD at the rate of \$8.19 a day for ASEP and \$7.50 a day for 21<sup>st</sup> CCLC per student. Documentation of attendance must be submitted through the OUSD/OFCY attendance systems in order for invoices for payment of services for the ASEP and 21st CCLC grants to be processed. Exhibit A ("Attendance Reporting Schedule 2020-2021"). In the event that the school site at which AGENCY has agreed to provide programming is closed for any emergency reason (including but not limited to reasons related to COVID-19), and AGENCY provides programming remotely pursuant to Section 5.4.5 of this Agreement, AGENCY shall calculate attendance based on student participation in AGENCY's remote programming.
- 4.2.1. **Reconciliation Process for Positive Attendance Based Grant Funds.** OUSD will adjust the payment of the "positive attendance based" grants based on quarterly review of monthly invoices and attendance for services rendered related to the ASEP, 21<sup>ST</sup> CCLC (Core Grant) for any adjustments resulting from the reconciliation of the attendance reports for that quarter's months. The attendance reconciliation process will assess the program's performance with respect to the required compliance with the grant mandated attendance rates. Based on the review, financial adjustments of additional payment or additional withholding will be made. Any remaining balance(s) will be forwarded to AGENCY or OUSD. Any adjustment required in excess of the withholding will necessitate additional adjustments to future invoices and payments.
- 4.2.2. **Administrative Charges and Reconciliation.** Reconciliation process for positive attendance based grants must factor in the subtraction of administrative and other OUSD central charges, as outlined in section 4.3, from any grant amounts earned through attendance (OUSD indirect, custodial, evaluation, and After School Programs Office administrative and training/technical assistance fees).
- 4.3. **OUSD Administrative Fees.** OUSD shall charge and withhold up to 14% from the overall ASEP and 21<sup>st</sup> Century grant awards for central indirect, administrative, custodial, evaluation, and direct service training and technical assistance.
- 4.4. **AGENCY Administrative Fees.** AGENCY understands and agrees that it may not charge more than 4% of the total contract amount as administrative fees and that its administrative fees must be set at an appropriate dollar amount to keep the ASEP and 21<sup>st</sup> Century grants within the grant-mandated allowable 15% for total indirect/administrative costs. The agency administrative fees charged to the ASEP and 21<sup>st</sup> CCLC grants must be used for direct administrative costs and cannot be used for agency indirect costs. Direct administrative costs consist of expenditures for administrative activities that provide a direct benefit to the ASEP and 21<sup>st</sup> CCLC programs. Indirect costs consist of expenditures for administrative activities that are necessary for the general operation of the agency, but that cannot be tied to the ASEP and 21<sup>st</sup> CCLC programs.
- 4.5. **Program Budget.** The grant will remain as part of the site budget. Funds will be encumbered from the site budget on behalf of AGENCY for the school year 2020-2021 and will not exceed



\$ 111,269.00 in accordance with Exhibit B. **Exhibit B** ("ASESP/21<sup>st</sup> CCLC Planning Tool/Comprehensive After School Program Budget for AGENCY 2020-2021").

- 4.6. **Modifications to Budget.** Any modifications to the approved grant budget must be approved by OUSD, AGENCY, and CDE before expenditures of funds for modified line items are authorized. Except as expressly set forth herein, OUSD shall not be liable to AGENCY for any costs or expenses paid or incurred by AGENCY in performing services for OUSD. The granting of any payment by OUSD, or the receipt thereof by AGENCY, shall in no way lessen the liability of AGENCY to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by OUSD and in that case must be replaced by AGENCY without delay.
- 4.7. **Program Fees.** The intent of the ASESP and 21<sup>st</sup> CCLC programs is to establish local programs that offer academic assistance and enrichment for students in need of such services regardless of their ability to pay. Though it is not against the rules to charge fees for participation in programs, the CA Department of Education discourages it because it could exclude students in need from attending and taking advantage of the after school program. Fees should not create a barrier to participation in the after school program. After school services must be equally accessible to all students targeted for services regardless of their ability to pay. Programs that propose to charge fees may not prohibit any family from participating based on their inability to pay and must offer a sliding scale of fees and scholarships for those who could not otherwise afford to participate. Any income collected from fees must be used to fund program activities specified in the grant application. AGENCY shall do full accounting of fees collected, and documentation shall be kept for 5 years for auditing purposes. If AGENCY decides to charge fees, this decision shall be made collaboratively with the Site Administrator, and AGENCY shall work collaboratively with the Site Administrator and parent leaders to develop an appropriate program fee structure for the school community. AGENCY shall provide the OUSD After School Programs Office with written documentation of the program fee structure prior to charging any program fees, and shall provide OUSD with additional documentation upon request, to ensure grant compliance. Programs that charge program fees will waive or reduce these fees for students who are eligible for free or reduced-priced meals. Programs cannot charge fees if the child is a homeless youth, as defined by the federal McKinney-Vento Homeless Assistance Act (42 U.S.C. Sec.1143a), newcomers (refugee, asylee, and unaccompanied minor), or if the child is in foster care.
5. **Scope of Work.** AGENCY will serve as lead agency at 107/East Oakland Pride Elementary School, will be responsible for operations and management of the ASESP, 21<sup>st</sup> CCLC, OFCY, and private grants contracted to AGENCY by OUSD for fiscal year 2020-2021. This shall include the following required activities:
- 5.1. **Student Outcomes.** AGENCY shall achieve the student outcomes as described in the grant application narrative and articulated in documents from the program evaluation team. AGENCY agrees to develop school specific outcomes, as defined in partnership with the principal. AGENCY recognizes that the principal is the chief decision maker for after school and summer programs, and ensures that school site objectives are met.
- 5.1.1. **Alignment with Single Plan for Student Achievement ("Site Plan").** AGENCY will ensure the after school program aligns with OUSD and 107/East Oakland Pride Elementary School and objectives to ensure the success of students as articulated in the Site Plan. AGENCY will work in partnership with the school principal to ensure that the program components are aligned with and complement OUSD standards and school site curriculum.
- 5.1.2. **Continuous Quality Improvement (CQI).** AGENCY must fully engage in continuous quality improvement (CQI) processes and complete the following steps of the CQI cycle each year, and timely submit corresponding CQI deliverables to the After School Programs Office:
- beginning of year self-assessment using YPQA/SAPQA tool



- planning with data (using self-assessment and external assessment PQA data, and other program data as available)
- development of quality action plan (QAP) with SMART goals for program improvement
- progress check for program quality e.g. quality coaching

The CQI cycle is intended to be a collaborative process involving program staff, and can include other stakeholders (ie. youth leaders, school partners, parents, other community partners).

Agency staff (Site Coordinators and other agency staff) are also required to participate in any OUSD sponsored CQI training provided by the OUSD After School Programs Office.

5.2. **Oversight.** AGENCY will provide oversight, fiscal management, payroll services, technical assistance, and facilitation of collaboration with other service providers. Agency must ensure compliance with ASEP and 21<sup>st</sup> CCLC funding guideline requirements and follow OUSD after school policies and procedures. This includes compliance with OUSD staffing requirements and policies including No Child Left Behind and other legislative mandates.

5.3. **Enrollment.** AGENCY will enroll     K     through     5th     grade students at 107/East Oakland Pride Elementary School, to serve sufficient number of students and run services for a sufficient number of days to earn the full core grant allocation of funding.

#### 5.4. Program Requirements

5.4.1. **Program Hours.** The program shall be offered Monday through Friday, every regular school day annually, commencing immediately upon the conclusion of the regular school day, operating a minimum of 15 hours/week, and until 6:00 pm daily. Instructional activities must include a balance of both academic and enrichment/recreation components.

5.4.2. **Program Days.** The program shall be offered a minimum of 177 - 180 days during the 2020–2021 school year. AGENCY will close the ASEP and 21<sup>st</sup> CCLC program no more than a maximum of 3 days in the 2020-2021 school year for staff professional development, as permitted by Education Code. Programs that receive 21<sup>st</sup> CCLC Supplemental grant funds or private funding for summer shall additionally operate a sufficient number of days and hours in the summer, on weekends, and during intercession in the manner prescribed by the grant legislation and/or funder, in order to meet attendance goals required by the CA Department of Education and/or the funder.

5.4.3. **Program Components.** AGENCY agrees to provide programming that supports the guidelines as outlined in the ASES and 21<sup>st</sup> CCLC grants for students at 107/East Oakland Pride Elementary School. AGENCY acknowledges and agrees to provide programming consistent with grant guidelines understanding that:

- **Educational and Literacy.** An educational and literacy element that must provide tutoring and/or homework assistance designed to help students meet state standards in one or more of the following core academic subjects: reading/language arts, mathematics, history and social studies, or science. A broad range of activities may be implemented based on local student needs and interests.
- **Enrichment.** The enrichment element must offer an array of additional services, programs and activities that reinforce and complement the school's academic program. Enrichment may include but is not limited to arts, youth development, leadership, recreation, sports, music, career awareness, college interest, service learning and other youth development activities based upon student needs and interests. All programs must offer both enrichment and recreation/physical fitness activities as core components of the after school program, and summer program if summer program is provided.
- **Family Literacy Services.** AGENCY shall assess the need for family literacy services among adult family members of the students to be served by the program. All programs will, at a



minimum, either refer families to existing services or coordinate with local service providers to deliver literacy and educational development services.

- **Equitable Access Programming.** AGENCY shall include a component for students at 107/East Oakland Pride Elementary School to support full access to program components.
- **Supplemental and Summer Services.** In all programs receiving 21<sup>st</sup> CCLC Supplemental grant funds or private funding for summer, AGENCY will provide educational and enrichment programming in the summer, on weekends, and/or during intercessions. A broad range of activities may be implemented based on local student needs and interests, and district guidelines for summer programming. Supplemental and summer services may be added under this MOU. If summer services will be added, a separate MOU amendment will reflect the summer scope, summer budget and any changes in location as to summer services to be provided.
- **Middle School Sports League Activities.**  
All programs participating in the Middle School Sports League must include those activities in their Program Planning tool and Program Schedule. Middle School Sports League activities, including but not limited to on and off site practices and games, are subject to the field trip policy high risk field trip activities requirements provided in this agreement. All sports participants and volunteers must have on file a completed Middle School Sports Release of Liability and Assumption of Risk prior to participation (attached hereto as Exhibit E (1)).

5.4.3.1. Super Snacks/Snack/Supper/Beverages: AGENCY shall meet Federal and State meal and snack requirements and all meals and snacks must be provided by OUSD Nutrition Services department. Nutrition Services shall:

5.4.3.1.1. Provide meals and beverages that meet State and Federal standards;

5.4.3.1.2. Provide the number of meals and beverages requested by AGENCY unless/until Nutrition Services determines that AGENCY's participation is lower than the super snack/snack/meal/beverage count provided by the AGENCY, in which case, the number will be adjusted;

5.4.3.1.3. Provide all supplies including utensils, napkins, forks, required;

5.4.3.1.4. Support compliance by AGENCY with required State and Federal administrative requirements;

5.4.3.1.5. Provide annual training to AGENCY.

5.4.3.2. Each AGENCY participating in the Nutrition Services super snack/snacks/supper/beverage program shall:

5.4.3.2.1. Attend annual training. In the event that the person responsible for super snack or snack distribution changes, AGENCY will make arrangements with Nutrition Services for training of new employees or representative of the AGENCY;

5.4.3.2.2. Complete After School Super Snack, Snack and Supper Menu Production Worksheets (MPW) on a daily basis;

5.4.3.2.3. Ensure meal count is accurate;

5.4.3.2.4. Submit completed MPW to cafeteria staff by the next business day;

5.4.3.2.5. Return leftovers to cafeteria;

5.4.3.2.6. Ensure that only students are served and receive food from the program;

5.4.3.2.7. Ensure that meals are not removed from campus



- 5.4.3.2.8. Immediately report to OUSD Site Coordinator and Nutrition Services any concerns related to food safety or food contamination
- 5.4.3.3. AGENCY will be billed at the rates immediately below, for meals by Nutrition Services under the following conditions.
- 5.4.3.3.1. MPW not completed and submitted by the next business day;
- 5.4.3.3.2. Super Snacks and Snacks are ordered and not picked up
- 5.4.3.4. In addition to any applicable liability associated with audit findings, AGENCY will be charged the following for each meal that OUSD is unable to claim due to AGENCY's failure to comply with program requirements:
- 5.4.3.4.1. Super Snack: \$3.65
- 5.4.3.4.2. Snack: \$1.00
- 5.4.3.4.3. Supper: \$3.65
- 5.4.3.5. AGENCY will be liable for audit findings and/or assessments (See Section 12 below) that are attributable to AGENCY's failure to comply with the rules and regulations of the Nutrition Services program, including liability if reimbursement is denied Nutrition Services because of AGENCY's failure to comply with program requirements.
- 5.4.3.6. In accordance with guidance provided by the California Department of Education, in the event that the school site at which AGENCY has agreed to provide programming is closed for any emergency reason (including but not limited to reasons related to COVID-19), OUSD may fulfill its above-described obligations to provide after-school meals, snacks, and/or beverages through a "grab-and-go" meal distribution program, in which case AGENCY shall not be responsible for distributing after-school meals, snacks, and/or beverages.
- 5.4.4. **Staff Ratio.** The staff to youth ratio shall not exceed 1:20, with no more than 20 youth for each qualified, adult staff supervisor.
- 5.4.5. **Remote Provision of Services.** In the event that the school site at which AGENCY has agreed to provide programming is closed for any emergency reason (including but not limited to reasons related to COVID-19), AGENCY shall provide programming remotely, rather than in-person at the school site.
- 5.5. **Data Collection.** AGENCY will work with OUSD to collect and analyze data on student enrollment, student attendance, student academic performance, student satisfaction, and parent satisfaction. This includes, but is not limited to:
- 5.5.1. **Accountability Reports.** AGENCY will provide OUSD with the following set of program accountability reports:
- Financial reports
  - Activity reports
  - Outcomes reports: behavioral and academic
  - Staff Qualifications
- 5.5.2. **Attendance Reports.** AGENCY will provide OUSD with attendance reports using the OUSD/OFCY attendance systems and maintaining required attendance records utilizing the OUSD/OFCY attendance systems, including completion of mandatory monthly reports. Original written documentation of all daily attendance records, including all daily sign in/out sheets, will be maintained by Agency for 5 years for auditing purposes.



5.5.3. **Use of Enrollment Packet.** AGENCY will use OUSD After School Program Parent Permission and Student Information enrollment packet, including early release waiver, for all after school participants. **(Exhibit C)** AGENCY will seek approval from the OUSD After School Programs Office for any modifications to the OUSD enrollment packet, in advance of distribution.

5.5.4. **Maintain Clean, Safe and Secure Environment.** AGENCY shall maintaining clean, safe, and secure program environments for staff and students in conjunction with OUSD guidelines. AGENCY, as they view necessary, will initiate and establish additional cleanliness, safety, supervision, training and security policies and protocols sufficient to ensure staff, student and family member safety.

5.6. **Alignment of After School Safety Plan with School Site Comprehensive Safety Plan.** AGENCY will use the OUSD After School Program Emergency Plan template and work collaboratively with school site administrator to complete and/or update and submit an annual after school safety plan by mid October which aligns with and is part of the school site's comprehensive safety plan. AGENCY will seek approval from the OUSD After School Programs Office for any modifications to the OUSD template, in advance of distribution.

5.7. **Incident and Injury Reporting, Crisis Response and Training; Accident Insurance**

5.7.1. AGENCY will train staff and agents in required Incident and Injury Reporting and Crisis Response Protocols. All accidents or injuries to after school program participants, visitors or staff must be reported via email to [ousdincidents@ccmsi.com](mailto:ousdincidents@ccmsi.com) by AGENCY staff within one business day of occurrence. OUSD will secure at its own expense limited OUSD student accident insurance coverage to assist in payment of eligible student medical expenses incurred by parent/guardians due to OUSD student accidents during the after school program. This coverage will be secondary to any primary medical insurance for which student participants are eligible. After School Program staff will immediately refer parent/guardians seeking payment of medical expenses under student accident coverage to OUSD's designated accident insurance representative.

5.8. **Meeting Participation.** AGENCY will participate in technical assistance, training, orientation, monthly meetings and other support and resource development activities provided by OUSD and collaborative partners in conducting program planning, implementation, and evaluation. These include required regular meetings with the school principal or other identified designee to ensure collaboration with the school vision. AGENCY staff will participate in meetings facilitated by the OUSD After School Programs Office to address program quality, program improvement and general troubleshooting.

5.9. **Relationships.** AGENCY will maintain six essential collaborative relationships to ensure partnerships towards effective program implementation:

- Administration, faculty, and staff of 107/East Oakland Pride Elementary School
- OUSD After School Programs Office
- OUSD central administration departments
- Parents/Guardians
- Youth
- Community organizations and public agencies

5.10. **Licenses.** AGENCY shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.

5.11. **Loss of Standing as Qualified Organization:** AGENCY shall insure MOU requirements are met. Failure to do so may result in loss of standing as a qualified organization and/or termination of partnership.

6. **Field Trip Policy. FIELD TRIPS, OFF SITE EVENTS AND OFF SITE ACTIVITIES:**



- AGENCY shall provide each Site Administrator and the OUSD After School Programs Office with a schedule of all after school program field trips and/or off site events and/or off site activities by the first day of each semester, and a schedule of all summer field trips and/or off site events and activities by the first day of the summer program, if AGENCY is providing summer services (**Exhibit D**)
- AGENCY hereby certifies that after school and any summer program staff and/or subcontractors will comply with the following procedures for all field trips, off site events and off site activities:
  - 6.1. **Licenses Permission Slips/Acknowledgement.** Field trip/excursion permission slip must be signed by parent(s)/guardian(s) of all student participants and an acknowledgement must be signed by all adult chaperones both of which shall include the following information:
    - 6.1.1. a full description of the trip and scheduled activities
    - 6.1.2. student/adult participant health information
    - 6.1.3. **“Notice of Waiver of All Claims:** Education Code § 35330 provides that all persons making a field trip or excursion shall be deemed to have waived all claims against any school district, charter school, or the State of California for injury, accident, illness or death occurring during or by reason of the field trip or excursion, regardless of who holds the claims. If the field trip or excursion to which this permission slip applies is out-of-state, I hereby knowingly waive all of my and my daughter’s/son’s/ward’s claims against any school district, charter school, and/or the State of California for injury, accident, illness or death occurring during or by reason of the out-of state field trip or excursion.”
  - 6.2. After school and summer program staff or subcontractors leading trip must have a written list of students attending trip.
  - 6.3. No student shall be prevented from making a trip due to lack of sufficient funds.
  - 6.4. After school and summer program staff or subcontractors leading trip shall have a sufficient first aid kit in his or her possession or immediately available. If the trip is conducted in areas known to be infested with poisonous snakes, this first aid kit shall contain medically accepted snakebite remedies.
  - 6.5. **Health Conditions/Medication:** Trip participant health information will be gathered and reviewed in advance of trip and any needed revisions to supervision plan made, including making sure that chaperones understand relevant information (eg food allergies). A plan will be developed to collect, secure, and dispense prescription medications from their original containers only and consistent with physician’s instructions.
  - 6.6. **Supervision**
    - 6.6.1. AGENCY Executive Director must review and approve supervision plan.
    - 6.6.2. Trip as structured is appropriate to age, grade level and course of study.
    - 6.6.3. Chaperones are all AGENCY employees or subcontractors, parent(s)/guardian(s), or other authorized chaperones and are 21 or older. After School and Summer Program Coordinators and lead trip staff are satisfied that all chaperones are willing and able to perform required duties, including understanding and implementing instructions, understanding health information for students in their group, and responding effectively in the event of an emergency. Trip attendees shall be limited to assigned school or after school program staff, students and authorized chaperones. Guests, including but not limited to friends and other family members, are strictly prohibited absent prior written approval of the after school program coordinator or AGENCY executive director. Before the trip, after school and summer program staff leading trip shall provide any adult chaperones who may accompany the students with clear information regarding their responsibilities. Chaperones shall be assigned a prescribed group of students and shall be



responsible for the continuous monitoring of these students' activities. Chaperones shall not consume alcoholic beverages or be under the influence of controlled substances while accompanying and supervising students on a trip.

6.6.4. When a trip is made to a place of business or industry, staff shall arrange for an employee of the host company to serve as conductor.

6.6.5. Adult:Student Ratio is at least 1:10 or higher if swimming or wading or high risk trip. If the trip involves water activities, this ratio shall be revised to ensure closer supervision of elementary grade or younger students, appropriate to their ages. The ratio of adults to students on field trips and excursions shall be reasonable under the circumstances.

6.6.6. Safety requirements have been met (eg: current First aid/CPR training of at least one chaperone, first aid kits, emergency contact and health info, instructions for chaperones, staff and chaperones have cell phones which are charged and available for communication).

6.7. **Transportation Requirements:** The AGENCY after school and summer program staff or subcontractors shall ensure compliance with all state laws and may transport by the use of AGENCY's own equipment, contract to provide transportation or arrange transportation by the use of other equipment to enrolled after school and summer participants provided that: (A) parent/guardians' written permission has been obtained in advance; (B) After School Program Coordinator and/or Summer Program Coordinator has confirmed that: transportation arrangements are safe and appropriate; (C) all drivers have valid California driver's license; (D) all drivers have received fingerprint clearance; (E) provided that such transport is covered under driver or registered owner's personal automobile insurance or AGENCY automobile liability insurance policy for at least \$100,000 per individual and \$300,000 per occurrence for liability for bodily injury; and \$50,000 per occurrence for liability for property damage; (F) all drivers and registered owners of private or rented vehicles used shall complete and sign declaration of driver forms assuring that: (i) the driver is at least 21 years of age and holds a current valid California driver's license;(ii) the driver has not been convicted of reckless driving or driving under the influence of drugs or alcohol within the past five years; and (iii) the driver provides proof of sufficient insurance; (G) if AGENCY transports by use of an Agency owned vehicle or arranges and/or contracts with a third party to provide this transportation, the AGENCY or organization or company with whom they contract must meet or exceed the standards required of OUSD's District approved bus vendors, including but not limited to: be licensed as a transportation provider, be certified to transport students (e.g., School Pupil Activity Bus certification) and have at least \$5,000,000 Automobile liability and \$1,000,000 General Liability insurance; which has an endorsement naming OUSD and AGENCY as additional insured; (H) arrangements have been made for additional vehicle for use in event of illness or emergency; and (I) students receive instruction in safe conduct on bus or other transport; and (J) drivers shall receive safety and emergency instructions and information which shall be kept in their vehicle, including health and emergency information for each student riding in his/her vehicle.

6.8. AGENCY must have reasonable confirmation that all organizations involved in the trip have demonstrated expertise and exhibit reasonably safe and reputable operating procedures and business practices appropriate to student trips.

6.9. Vendor is licensed to provide all proposed activities.

6.10. All after school program student participants on field trips, off site events or activities must be covered by medical or accident insurance. (See Incident and Injury Reporting and Accident Insurance above.)

6.11. **ADDITIONAL REQUIREMENTS FOR HIGH RISK, OVERNIGHT, OUT OF STATE TRIPS:**

6.11.1. **Definition of High Risk Activities**



6.11.1.1. Because of concerns about the risk to student safety, the after school program coordinator shall not permit the following activities on campus or during AGENCY sponsored after school or summer program trips, events and activities unless the activity is properly supervised, students wear protective gear as appropriate, and each participant has medical or accident insurance coverage:

- Amusement Parks
- Interscholastic Athletic Activities
- Bicycle riding
- Circus Arts
- Hiking (Moderate to rigorous terrain or length) vs short nature “walks”
- Hang gliding
- Horseback riding
- Ice Skating
- In-line or Roller Skating
- Rock climbing, climbing walls
- Skateboarding or use of non-motorized scooters
- Snow sports of any kind
- Trampoline; Jumpers
- Motorcycling
- Rodeo
- Target Shooting
- Water Activities including but not limited to: swimming, snorkeling, scuba diving, sailing, boating, kayaking, river rafting, water slides, water skiing etc.
- Outdoor active, experiential programs (Ropes course, pulley, etc.)
- Other activities determined by the school principal to have a high risk to student safety

6.11.1.2. The cost of limited OUSD student accident insurance coverage for student accidents during such activities shall be borne by OUSD.

6.11.1.3. Students who operate or ride as a passenger on a bicycle, non-motorized scooter or skateboard upon a street, bikeway or any other public bicycle path or trail shall wear a properly fitted and fastened bicycle helmet that meets the standards of law. Students also shall be required to wear such helmets while wearing in-line or roller skates.

6.11.2. Department of Justice and FBI fingerprinting and fingerprint clearance must be obtained for all non-District employee chaperones. Chaperones who continue beyond one school year will need to get fingerprint clearance once every three years from the time they begin chaperoning on after school program trips. Chaperones shall act in accordance with district policies, regulations and school rules. A person who is required to register as a sex offender pursuant to Penal Code 290 shall not serve as a chaperone on any field trip.

6.11.3. No chaperone shall be assigned to provide supervision or instruction of students unless he/she has submitted evidence of an examination within the past 60 days to determine that he/she is free of active tuberculosis. Chaperones whose skin test negative shall thereafter be required to take tuberculosis test every four years or sooner if deemed necessary by AGENCY.

6.11.4. Letter must be sent to parent(s)/guardian(s) and if it is an overnight trip, a meeting must be held for staff, chaperones, parent(s)/guardian(s) and students in advance of trip to discuss trip and safety related procedures, itinerary and questions.

6.11.5. Sleeping arrangements and night supervision are safe and appropriate.

6.11.6. **Vendor Proof of Insurance:** After School Program Coordinator and/or Summer Program Coordinator has obtained proof of insurance from all private vendors including:



- Facility
- Program

## 6.12. **Additional Requirements for Field Trips/Excursions Which Include Swimming or Wading**

- 6.12.1. No swimming or wading shall be allowed on trips unless planned and approved in advance.
- 6.12.2. When wading in the ocean, bay, river or other body of water as part of a planned, supervised outdoor education activity, after school program staff shall provide for a number of chaperones to exceed the normal one to ten ratio and shall instruct both chaperones and students of the real and potential risks inherent in such activities and the precautions necessary for their safety.

### 6.12.3. **Swimming Activities**

- 6.12.3.1. Parents/guardians must provide written permission for the student to swim and must indicate the student's swimming ability. Students whose parents do not give permission for their child to swim shall be identified in advance of trip and a tracking system designed to ensure they do not enter pool or swim area.
- 6.12.3.2. Swimming facilities, including backyard pools, must be inspected by the AGENCY Executive Director and after school program staff before the trip is scheduled.
- 6.12.3.3. Owners of private pools must provide a certificate of insurance, designating OUSD and AGENCY as an additional insured, for not less than \$2,000,000 in liability coverage.
- 6.12.3.4. Lifeguards must be designated for all swimming activities. If lifeguards are not provided by the pool owner or operator, the AGENCY Executive Director shall ensure their presence. The AGENCY Executive Director shall ensure that lifeguards are Red Cross certified or equivalent and must be at least 21 years old. A swim test must be administered before any student is permitted in the deep end of the pool or swim area. A tracking system shall be designed in advance of trip to identify those students who have and have not passed the swim test.
- 6.12.3.5. The ratio of adult chaperones to students shall be at least one to ten. In grades 4-6, this ratio shall be at least one to eight. In grades K-3, this ratio shall be at least one to four.
- 6.12.3.6. Specific supervisory responsibilities shall be determined in advance to accommodate the varying swimming abilities of students. These responsibilities shall be clarified in writing and reviewed verbally before the trip.
- 6.12.3.7. Emergency procedures shall be included with written instructions to adult chaperones and staff.
- 6.12.3.8. Staff and chaperones assigned to supervise students must wear swim suits and know how to swim and be at each side of the pool or swim area actively monitoring students at all times.
- 6.12.3.9. The After School Program Coordinator and/or Summer Program Coordinator may require students to wear flotation devices, depending upon their age and swimming ability.
- 6.12.3.10. A buddy-system or other means of surveillance shall be arranged in advance and strictly enforced during swimming activities.

## 6.13. **Additional Requirements for trips to East Bay Regional Park District Bodies of Water (swimming pools, lagoons, shoreline parks and lakes) and Related Facilities**

- 6.13.1. At least 2 weeks prior to trip date, all persons attending trip, including, but not limited to, each and every student, teacher, instructor, chaperone, supervisor, parent, administrator, volunteer, or aide (hereinafter "participant") will provide to the School District Office of the General Counsel an



original, properly completed, signed and dated East Bay Regional Park District Waiver (**attached as Exhibit E**), executed by either the participant if he or she is 18 years of age or older, or the participant's parent or legal guardian if the participant is under 18 years of age

6.13.2. Should AGENCY fail to provide an original, properly completed, signed and dated East Bay Regional Park District Waiver for each trip participant as defined in Section 6.13.1 above, AGENCY agrees to hold harmless, defend and indemnify OUSD, its officers, employees, volunteers and agents from all claims and actions resulting therefrom.

6.14. In the event that a field trip cannot proceed as planned for any reason (including but not limited to the closure of the field trip destination in response to COVID-19), AGENCY shall provide alternative programming to students (including remote programming, in the event that the school site at which AGENCY has agreed to provide programming is closed).

7. **Financial Records.** AGENCY agrees and understands that OUSD is responsible for fiduciary and programmatic oversight for the expenditure of the ASESP and 21st CCLC grant funds contracted to AGENCY by OUSD for fiscal year 2020-2021. AGENCY will function as a sub recipient of funding and as such will follow all required fiscal guidelines and meet outlined standards as referenced in applicable Federal and State sub recipient guidelines for the federal 21<sup>st</sup> Century Community Learning Centers grant program, CFDA Number 84.287, awarded by the Office of Elementary and Secondary Education Academic Improvement and Teacher Quality Programs office. Sub recipients that receive over \$500,000 of federal funds are required to undergo an annual audit and communicate findings to OUSD, as requested. AGENCY will ensure that all contracted funds of this MOU are expended as per grant guidelines.

7.1. **Accounting Records.** AGENCY will maintain its accounting records based upon the principles of fund accounting.

7.2. **Disputes.** AGENCY shall make all records related to ASESP, 21ST CCLC available to OUSD for review. OUSD and AGENCY shall meet and confer regarding any disputes as to the amount of actual expenses before taking any action to collect funds.

## 8. Invoicing

8.1. **Billing Structure.** AGENCY shall only invoice for actual expenditures incurred. Supporting documentation must be presented along with monthly invoices upon request. Billing details must be provided upon request to OUSD to ensure compliance with related sub recipient and grant guidelines.

8.2. **Unallowable Expenses.** AGENCY may not purchase computers or capital equipment using ASES, 21<sup>st</sup> Century Core Grant, 21<sup>st</sup> Century Direct Access, or 21<sup>st</sup> Century Family Literacy funds.

8.3. **Invoice Requirements.** AGENCY will submit invoices with evidence of the following staff qualifications for each AGENCY employee and AGENCY agent, including employees of subcontracting agencies and volunteers: TB Clearance, current CA Department of Justice and FBI fingerprint clearance, and Instructional Aide requirement. AGENCY will utilize the required OUSD invoicing and staff qualifications form (**Exhibit F**) for regular invoice submission.

8.4. **Submission of Invoices.** AGENCY must submit invoices to OUSD on a timely and regular basis for services rendered. OUSD will not accept invoices submitted more than thirty days beyond the end of each fiscal quarter. No invoices will be accepted more than 30 days past the end of June 30 of the contractual fiscal year. AGENCY must also submit invoices according to specific invoicing deadlines as outlined by OUSD to ensure timely processing. (**Exhibit G**)

8.5. **Submission of Invoices for ASESP and 21<sup>st</sup> Century Grants.** For services rendered related to the ASESP and 21st CCLC grants, OUSD shall pay AGENCY, on a monthly basis, for appropriately documented expenses related to the ASESP and 21ST CCLC grants, with a cumulative total for 2020-2021 not to exceed \$ 111,269.00 in accordance with the attached



Exhibits to this Memorandum. Invoices for payment of services shall be submitted by the 10<sup>th</sup> of each month to the OUSD After School Programs Office, utilizing the required OUSD invoicing and staff qualifications form (**Exhibit F**). OUSD will strive to adhere to second Accounts Payable check run per the published schedule of monthly payments if invoices are submitted in accordance with the deadlines and requirements set forth in this section and the accompanying Exhibits.

9. **Ownership of Documents.** AGENCY agrees that, pursuant to California law, it shall maintain program and fiscal documentation for the ASES and 21<sup>st</sup> CCLC programs for a minimum of five years. All documents created by AGENCY pursuant to this MOU, including but not limited to reports, designs, schedules, registration packets, early release waivers, and other materials prepared, or in the process of being prepared, for the services to be performed by AGENCY, are and shall be at the time of creation and thereafter the property of OUSD, with all intellectual property rights therein vested in OUSD at the time of creation. OUSD shall be entitled to access to and copies of these materials during the progress of the work. Any such materials in the hands of AGENCY or in the hands of any subcontractor upon completion or termination of the work shall be immediately delivered to OUSD. If any materials are lost, damaged or destroyed before final delivery to OUSD, AGENCY shall replace them at its own expense and AGENCY hereby assumes all risks of loss, damage or destruction of or to such materials. AGENCY may retain a copy of all materials produced under this MOU for its use in its general business activities.

## 10. Changes

- 10.1. **Agency Changes.** AGENCY may, at any time, by written order, make changes consistent with Section 5 Scope of Work of this MOU. If such changes cause an increase or decrease in the budgeted cost of or the time required for performance of the agreed upon work, an equitable adjustment as mutually agreed shall be made in the limit on compensation as set forth in Section 4 or in the time of required performance as set forth in Section 5.4, or both. In the event that AGENCY encounters any unanticipated conditions or contingencies that may affect the scope of work or services and result in an adjustment in the amount of compensation specified herein, AGENCY shall so advise OUSD immediately upon notice of such condition or contingency. The written notice shall explain the circumstances giving rise to the unforeseen condition or contingency and shall set forth the proposed adjustment in compensation. Such notice shall be given to OUSD prior to the time that AGENCY performs work or services related to the proposed adjustment in compensation. Any and all pertinent changes shall be expressed in a written amendment to this MOU and signed by OUSD prior to AGENCY's implementation of such changes.
- 10.2. **Changing Legislation.** AGENCY understands that changes in Federal, or state legislation or District policy may impact funding levels, grant requirements, and responsibilities of AGENCY during an academic school year. This MOU may be amended during the 2020-2021 fiscal year to reflect additional changes resulting from such legislation.

## 11. Conduct of Consultant

- 11.1. **Staff Requirements.** AGENCY must comply with all Federal and State employment and labor laws. AGENCY will adhere to the following staff requirements for each AGENCY "agent", including employees, staff of subcontracting agencies, and volunteers. AGENCY will provide OUSD with evidence of staff qualifications, consistent with invoicing requirements outlined in Section 8.3 which include:
- 11.1.1. **Child Abuse and Neglect Reporting Act.** AGENCY will provide at its own expense sufficient Mandated Reporter training to all AGENCY agents at least annually within their first month working with OUSD students and comply with the Child Abuse and Neglect Reporting Act (CANRA) guidelines as Mandated Reporters to report suspicions of possible child abuse to the appropriate reporting agency as stated in California Penal Code § 11164 – 11174.
- 11.1.2. **Tuberculosis Screening.** AGENCY agents who work with students must submit to a tuberculosis risk assessment as required by Education Code 49406 within the prior 60 days. If



tuberculosis risk factors are identified, AGENCY 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, the AGENCY agent shall obtain an x-ray of the lungs. At his/her discretion, AGENCY agent may choose to submit to the examination instead of the risk assessment.

- 11.1.3. **Fingerprinting of Agents.** Current California Department of Justice (CDOJ) fingerprint clearance and FBI fingerprint clearance for each AGENCY agent working with students. AGENCY shall not permit its agents to come into contact with students until CDOJ and FBI clearance is ascertained, and AGENCY shall certify in writing to OUSD that none of its agents who may come into contact with pupils have been convicted of a violent or a serious felony. AGENCY shall further certify that it or its subcontracting agencies have received and reviewed fingerprint results for each of its agents, and Agency or its subcontracting agencies shall request and review subsequent arrest records for all agents who may come into contact with OUSD pupils in providing services to the District under this Agreement.
- 11.1.4. **Minimum Qualifications.** AGENCY staff and agents who directly supervise students and are included in the 1:20 staff to student ratio must meet the following minimum qualifications for an instructional aide: a high school diploma or its equivalency and one of the following: (a) an AA degree; or completion of 48 semester units in college; or (b) successful completion of the Instructional Assistant exam, administered by the Alameda County Office of Education. In addition, AGENCY shall provide at its own expense, First Aid and CPR Training to sufficient AGENCY staff to ensure that no less than 2 AGENCY staff members with current First Aid and CPR Training are present on site during the program each day. AGENCY must provide staff and agents adequate professional development, training, coaching and preparation time to enable staff and agent performance to meet the goals of the ASES/21<sup>st</sup> Century after school grant program and provide a safe and secure program.
- 11.2. **Removal of Staff.** In the event that OUSD, in its sole discretion, at any time during the term of this MOU, desires the removal of any AGENCY related persons, employee, representative or agent from OUSD school site and/or property, AGENCY shall immediately upon receiving notice from OUSD of such desire, cause the removal of such person or persons. In the event OUSD requests the removal of any AGENCY related persons, employee, representative or agent from OUSD school site and/or property, the OUSD site administrator shall provide to the AGENCY written, supporting rationale for the decision. OUSD After School Program Office, after conferring with Legal and the Executive Officer supporting the site, shall decide, taking all the facts and circumstances into account, if AGENCY may reassign an employee or agent to another OUSD site. Prior to the removal or change of any AGENCY staff member who is a regular part of the after school program, AGENCY shall inform the Site Administrator with as much notice as possible, and will work with the Site Administrator to ensure a smooth transition in staffing.
- 11.3. **Conflict of Interest.** AGENCY shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. OUSD shall be permitted to hire an officer or employee of AGENCY for OUSD services in connection with or unrelated to this Agreement and AGENCY shall be permitted to hire any officer or employee of OUSD to perform any service by this Agreement, provided that the agreement attached hereto as Exhibit J is fully executed prior to the performance of any services by the officer or employee. AGENCY affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between AGENCY's family, business or financial interest and the services provided under this MOU, and in the event of change in either private interest or services under this MOU, 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.
- 11.4. **Drug-Free / Smoke Free Policy.** AGENCY understands that OUSD does not permit drugs, alcohol, and/or smoking at any time in any buildings and/or grounds on OUSD property. AGENCY agrees to adhere to this policy for its students, staff, visitors, employees and or subcontractors.



11.5. **Non-Discrimination.** Consistent with the policy of OUSD and California and Federal laws, AGENCY shall not engage in unlawful discrimination of students on the basis of actual or perceived physical or mental disability, medical condition, sex, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the California Penal Code. Consistent with the policy of OUSD in connection with all work performed under Contracts, AGENCY shall not engage in unlawful discrimination in employment on the basis of actual or perceived race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation. AGENCY agrees to comply with applicable Federal and California laws including, but not limited to, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, Title IX and the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, AGENCY agrees to require like compliance by all its subcontractor(s).

11.6. **Bullying; Sexual Harassment.** The District's Board of Education recognizes the harmful effects of bullying and sexual harassment on student learning, school attendance and participation in after school programs. In order to have a safe environments that protect students from physical and emotional harm, AGENCY shall establish student safety as a high priority and shall not tolerate sexual harassment or bullying of any student. AGENCY shall adopt a policy expressly against harassment, sexual harassment, intimidation, and bullying and ensure related training on prevention and response is accordingly provided for all AGENCY employees and agents.

11.7. **Restorative Justice (RJ) and Positive Behavioral Interventions and Supports (PBIS).** As a part of the District's commitment to eliminate disproportionality in discipline affecting African American male students, the District has initiated Restorative Justice and PBIS programs at many school sites. AGENCY is encouraged to learn more about these programs at school sites and work with District Staff to implement programs in the after school programs that support positive school climate.

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

13. **Insurance.** Throughout the life of the MOU, AGENCY shall pay for and maintain in full force and effect with an insurance company(s) admitted by the California Insurance Commissioner to do business in the State of California and rated not less than "A/VII" in Best Insurance Rating Guide, the following policies of insurance and shall require each subcontractor to do the same:

13.1. **Commercial General Liability** insurance which shall include contractual, products and completed operations, corporal punishment and sexual misconduct and harassment coverage, and bodily injury and property damage liability insurance with combined single limits of not less than \$1,000,000 per occurrence.

13.2. **Worker's Compensation** insurance, as required by the California Labor Code, with not less than the statutory limits.




13.3. **Property and Fire** insurance shall provide to protect: Real Property, against risk of direct loss, commonly known as Special Form and Fire Legal Liability, to protect against liability for portions of premises leased or rented; Business Personal Property, to protect on a Broad Form, named peril bases, for all furniture, equipment and supplies of AGENCY. If any OUSD property is leased, rented or borrowed, it shall also be insured the same as real property.

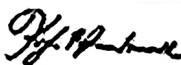
The above policies of insurance shall be written on forms acceptable to the Risk Manager of OUSD and endorsed to name the OUSD, its officers, employees, volunteers or agents, as additional insured. Said Additional Insured endorsement shall be provided to OUSD upon AGENCY's execution of this MOU and before work commence under this MOU. If at any time said policies of insurance lapse or become canceled, this MOU shall become void. The acceptance by OUSD of the above-required insurance does not serve to limit the liability or responsibility of the insurer or AGENCY to OUSD. **Exhibit H** ("Certificates of Insurance").

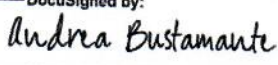
14. **Incorporation of Recitals and Exhibits.** The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
15. **Counterparts.** This MOU and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
16. **Program Books and Supplies.** Supplies can only be purchased by OUSD, not by Lead Agency. Supplies to be used in both the school day and after school program must be joint funded, with a maximum of 50% applied to ASES/21st. The only exception is that supplies for Supplemental programming on non-school days can be purchased by the lead agency. All supplies purchased with grant funding are and remain the property of OUSD and must remain at the site.
17. **Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion:** The District 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, verifies that this vendor does not appear on the Excluded Parties List. <https://www.sam.gov/>

On behalf of our respective institutions or organizations, we hereby execute this Memorandum of Understanding.

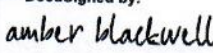
**OAKLAND UNIFIED SCHOOL DISTRICT**

  
 \_\_\_\_\_ 6/25/2020  
 = President, Board of Education  
 = State Administrator  
 = Superintendent  
 Date

  
 \_\_\_\_\_ 6/25/2020  
 Secretary,  
 Board of Education  
 Date

DocuSigned by:  
  
 \_\_\_\_\_ 5/27/2020  
 Executive Director  
 Community Schools and Student Services Dept.  
 Date

**AGENCY**

DocuSigned by:  
  
 \_\_\_\_\_ 5/26/2020  
 Agency Director Signature  
 amber blackwell  
 \_\_\_\_\_  
 Print Name, Title  
 amber blackAdministrative  
 Dire

- Attachments:**
- **Exhibit A.** Attendance Reporting Schedule
  - **Exhibit B.** Planning Tool/Comprehensive After School Program Budget
  - **Exhibit C.** Enrollment Packet, including Early Release Waiver
  - **Exhibit D.** List of Anticipated Field Trips, Off Site Events and Off Site Activities
  - **Exhibit E.** Waiver for use of East Bay Regional Park District Bodies of Water (Swimming Pools,



DocuSigned by:  
Michelle Grant 5/27/2020  
Principal \_\_\_\_\_ Date \_\_\_\_\_

DocuSigned by:  
Monica Thomas 5/29/2020  
Network Superintendent \_\_\_\_\_ Date \_\_\_\_\_

DocuSigned by:  
Sondra Aguilera 5/29/2020  
Chief Academic Officer \_\_\_\_\_ Date \_\_\_\_\_  
Continuous School Improvement

- Lagoons, Shoreline Parks and Lakes) and Related Facilities
- **Exhibit E (1)** Middle School Sports Release of Liability and Assumption of Risk
  - **Exhibit F.** Invoicing and Staff Qualifications Form
  - **Exhibit G.** Fiscal Procedures and Policies
  - **Exhibit H.** Certificates of Insurance
  - **Exhibit I.** Statement of Qualifications
  - **Exhibit J.** Agreement to Allow Distinct and Separate Employment by OUSD and AGENCY

Legislative File ID: 20-1215

*MOU template approved by Office of the General Counsel May 2020*



Exhibit A

Attendance Reporting Schedule

Oakland Unified School District After School Programs Attendance Reporting Schedule	
<b>Monthly Attendance Period</b>	<b>Deadline to Input Attendance Data into Cityspan</b>
July 1 – July 31, 2020	<b>August 10, 2020</b>
August 1 - August 30, 2020	<b>September 8, 2020</b>
September 1-30, 2020	<b>October 9, 2020</b>
October 1-30, 2020	<b>November 9, 2020</b>
November 1-30, 2020	<b>December 8, 2020</b>
December 1-31, 2020	<b>January 11, 2021</b>
January 1-31, 2021	<b>February 9, 2021</b>
February 1-28, 2021	<b>March 9, 2021</b>
March 1-31, 2021	<b>April 9, 2021</b>
April 1-30, 2021	<b>May 10, 2021</b>
May 1-31, 2021	<b>June 8, 2021</b>
June 1-30, 2021	<b>June 15, 2021</b>



Exhibit B

ASES and 21<sup>st</sup> CCLC After School Program Plan  
and After School Budget Planning Spreadsheet

*(Template distributed separately)*

**INSERT HERE**



# 2020-21 AFTER SCHOOL BUDGET PLANNING SPREADSHEET

ELEMENTARY & MIDDLE SCHOOLS 01.2020

<b>Site Name:</b>	East Oakland Pride Academy		<b>ASES</b>			<b>OFCY Match Funds</b>	<b>Other Lead Agency Funds</b>
<b>Site #:</b>	107.00		Resource 6010, Program 1553				
Average # of students to be served daily (ADA):	85	%	OUSD	Lead Agency	%	Lead Agency	Lead Agency
<b>TOTAL GRANT AWARD</b>			<b>133,169.40</b>			<b>85,000.00</b>	<b>0.00</b>

**CENTRAL COSTS: INDIRECT, ADMIN, EVAL, PD, CUSTODIAL, SUPPLIES**

OUSD Indirect (5.00%)		6,341.40			
OUSD ASPO admin, evaluation, and training/technical assistance costs		8,297.16			
Custodial Staffing and Supplies at 3.5%		4,148.58			

<b>TOTAL SITE ALLOCATION</b>		<b>114,382.26</b>			
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**CERTIFICATED PERSONNEL**

1120	Quality Support Coach/Academic Liaison		2,500.00		
1120	Certificated Teacher Extended Contracts- math or ELA academic intervention (required for MS)		0.00		
1120	Certificated Teacher Extended Contracts- ELL supports				
1120	Certificated Teacher Extended Contracts- math or ELA academic intervention (recommended for MS)				
<b>Total certificated</b>			<b>2,500.00</b>		<b>0.00</b>

**CLASSIFIED PERSONNEL**

2205	Site Coordinator (list here, if district employee)		0.00	0.00	
2220	SSO (optional)		0.00		
			0.00		
			0.00		
<b>Total classified</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

**BENEFITS**

3000's	Employee Benefits for Certificated Teachers on Extended Contract (benefits at 24.5%)		612.50		
3000's	Employee Benefits for Classified Staff on Extra Time/Overtime (benefits at 28%)		0.00		
3000's	Employee Benefits for Salaried Employees (benefits at 42%)		0.00		
3000's	Lead Agency benefits (rate: 25%)			0.00	
<b>Total benefits</b>			<b>612.50</b>	<b>0.00</b>	<b>0.00</b>

**BOOKS AND SUPPLIES**

4310	Supplies (OUSD only, except for Summer Supplemental)		0.00		0.00
4310	Curriculum (OUSD only)		0.00		<b>0.00</b>
5829	Field Trips		0.00	390.35	5,600.00
4420	Equipment (OUSD only)		0.00		0.00
	Bus tickets for students			2,736.00	2,500.00
	Professional Development for Site Staff			2,680.00	3,482.00
<b>Total books and supplies</b>			<b>0.00</b>	<b>5,806.35</b>	<b>11,582.00</b>

**CONTRACTED SERVICES**

5825	Site Coordinator (list here if CBO staff)		21,240.00		21,240.00
	Lead Literacy (1016.5 x \$20 + 21%)		18,999.93		5,600.00
5825	Math Mentor (950.5 x \$20 + 21%)		13,000.00		10,000.00



5825	General Recreation Coach (925 x \$18)			12,632.00	4,000.00	
5825	Prescott Circus (265hrs/yr x \$40.00)			6,080.00	4,500.00	
5825	STEM instructors (840hrs/yr x \$20)			8,920.00	7,880.00	
5825	College/STEM readiness facilitator (220hrs/yr x \$20)			5,400.00		
5825	Miguel Gonzalez (87hrs/yr x \$64)			1,440.00	4,111.00	
5825	Restorative Justice Toupe (256hrs/yr x \$20)			2,634.87		
5825	Leo Kirkpatrick (74hrs/yr x \$64)			642.00	4,111.00	
5825	Mental Health consultant (optional)		0.00			
5825	Staff time to participate in Continuous Quality Improvement process			5,186.00	3,552.00	
5825	Direct Service work of the agency to the site			6,109.02	8,424.00	
5825						
5825						
	Total services		0.00	102,283.82	73,418.00	0.00

**IN-KIND DIRECT SERVICES**

						0.00
	Total value of in-kind direct services					0.00

**LEAD AGENCY ADMINISTRATIVE COSTS**

	Lead Agency admin (4% max of total contracted \$)			3,179.59		0.00
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**SUBTOTALS**

	<b>Subtotals DIRECT SERVICE</b>	85.00	5,103.82	108,090.17	###	85,000.00	0.00
	<b>Subtotals Admin/Indirect</b>	15.00	16,795.82	3,179.59	###	0.00	0.00


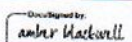
**TOTALS**

	Total budgeted per column		21,899.64	111,269.76		85,000.00	0.00
	Total BUDGETED	####		133,169.40	###	85,000.00	0.00
	<b>BALANCE remaining to allocate</b>			0.00			
	<b>TOTAL GRANT AWARD/ALLOCATION TO SITE</b>			133,169.40			

**ASES MATCH REQUIREMENT:**

ASES requires a 3:1 match for every grant award dollar awarded.	
Total Match amount required for this grant:	44,398.80
Facilities count toward 25% of this match requirement:	11,099.70
Remaining match amount required:	33,299.10
Match should be met by combined OFCY funds, other site funds, private dollars, and in-kind resources. This total equals:	0.00
Total Match amount left to meet:	33,299.10

**Required Signatures for Budget Approval:**

Principal:		Date:	5/27/2020
Lead Agency:		Date:	5/26/2020





**OUSD Expanded Learning Programs -After-School Program  
ELEMENTARY/MIDDLE & HIGH SCHOOLS - 2020-2021  
ASES and 21st Century Community Learning Center (21st CCLC) After-School Program Plan**

SECTION 1: SCHOOL SITE AND AFTER-SCHOOL PROGRAM INFORMATION	
<b>School Site Name:</b>  East Oakland Pride Elementary	<b>School Type (<u>Underline below</u>)</b> <u>Elementary (TK-5)</u> Elementary/Middle (TK-8) Middle (6-8) High School (9-12) <ul style="list-style-type: none"> <li>- Alternative High School</li> <li>- Continuation High School</li> <li>- Comprehensive High School</li> </ul>
<b>CDS Code: (This is a 14-digit code, search <a href="#">here</a>)</b> 01 61259 0115600	<b>After-School Lead Agency:</b> Higher Ground Neighborhood Development Corp.
<b>Principal Name:</b>  Michelle Grant	<b>Principal Signature and date:</b> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-top: 10px;"> <small>DocuSigned by:</small>  <i>Michelle Grant</i>  <small>A247D5EAF8FA9463</small> </div> <div style="text-align: right; margin-top: 10px;">5/27/2020</div>
<b>Lead Agency Director Name:</b> Vannary Jim	<b>Lead Agency Director Signature and date:</b> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-top: 10px;"> <small>DocuSigned by:</small>  <i>amber blackwell</i>  <small>AFA7338DE351411</small> </div> <div style="text-align: right; margin-top: 10px;">5/26/2020</div>
<b>After-School Site Coordinator Name:</b> Laius McCormick	<b>After-School Site Coordinator Signature and date:</b> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-top: 10px;"> <small>DocuSigned by:</small>  <i>amber blackwell</i>  <small>AFA7338DE351411</small> </div> <div style="text-align: right; margin-top: 10px;">5/26/2020</div>





**SECTION 2: PROGRAM OPERATIONS**  
**Average Daily Attendance, Program Dates, Minimum Days & Enrollment**

To be compliant with grant requirements, the after-school program must commence immediately upon the conclusion of the regular day, operate a minimum of 15 hours/week, and be open until at least 6:00 pm on every school day for elementary and middle schools (EC 8483). Programs are required to operate all 180 days of the school year.

<b>Projected daily attendance for the 2020-21 school year program.</b>	92
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**Program Operations for the 2020-2021 school year.** First Day: August 10,, 2020 Last Day: May 27, 2021

**UPDATED ED CODE:** Per CDE Education Code Section 8483.7(c) allows programs to close for a maximum of 3 days during a calendar year (not a school year) for staff development. Families and school site personnel must be notified of these program closure dates in advance, and the lead agency must maintain and upload documentation of professional development activities offered on these dates, including training agenda and staff sign-in sheets. **This should be uploaded no later than 5 business days after the closure day.**

[Fill out this Google Form to identify the three days](#) (if any) your program plans to close this year for PD. The program must be open all other days of the school year. (Updates for any date changes are due September 2020).

**Minimum Days.** When a school holds minimum days, the after-school program is required to begin as soon as the school day ends, and execute programming until 6:00 pm. Minimum days have a significant impact on after-school staff and budget. Thus, during the program planning process, school leadership and the lead agency partner must discuss the anticipated number of minimum days for the program year and discuss shared resources to fund minimum day programming. **There is an expectation already established for the 36 weekly minimum days, however, if the school is planning on more than these and 10 extra days for report card conferencing you should discuss how the staffing fees for these extra days will be funded in partnership with the school day.**

**Projected Number of Minimum Days for School Year 2020-2021:**  
*\*Schools should provide the lead agency with a calendar of minimum days for the 1st day of school.*  
**Is your school-day bell schedule attached? Yes**

**Please note that the grants from CDE do not increase funding for minimum days. If the school adds additional minimum days beyond the projected number above, identify school-site funds to be utilized to fund these additional hours of programs?**

Specialized staff scheduling: HG has created a minimum day schedule on all minimum days that occur and are scheduled; HG provides sub support and initiates a staff stagger schedule. All minimum days are updated and documented in Cityspan through a change in schedules within each appropriate minimum day activity.





**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

## **OUSD Expanded Learning Department After-School Programs**





**SECTION 3a: PROGRAM MODEL.**

**Average Daily Attendance, Program Dates, Minimum Days & Enrollment**

Which of the following program models will your site operate as for 2020-2021? ([If you choose Extended Day, please explain why using this link.](#))

**Program Model: Traditional After School**

**Traditional After-School:** Voluntary program, open to all students, with enrollment priorities targeting certain students.

**Extended Day Program:** After-school-program classes offered to an entire group of students from targeted grades and/or for all students of the school after the end of the regular bell schedule. (Note: extended day classes must not appear on the school bell schedule)

**Blended/Hybrid:** A combination of some extended day and some traditional after-school programming. (*If you are conducting a blended/hybrid program, please use the section below to explain your program model type.*)

Which grade levels will be served by this program? (List or give a range below)

TK, K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

**ENROLLMENT PROCESS & TIMELINE** x **Attach your enrollment timeline to this document**

Important dates to include in your timeline:

- **April - June:** Spring enrollment for 2020-21 programs.
- Families will be notified of 2020 -21 after school enrollment before the **last day of school**, May 29, 2020.
- After school programs begin on the **first day of school** when enrollment is at a minimum 75% capacity.
- **August - September:** new school year enrollment of families for remaining program slots.
- Remaining program slots will be filled by **September 30, 2020**, except for slots reserved for transitional students (i.e., Homeless, foster youth; Newcomers) entering the program for the first time and/or mid-year
- All programs must maintain **waitlists** after program slots are filled.

**\*\*This may look different for High School and Continuation schools based on alternative schedules and intersession. Please include the items above that are applicable to your schedule and recruitment process.**

**Describe how your school will identify and recruit students beginning of Spring 2020. Indicate how families will be notified of 2020-2021 enrollment before the last day of school.**

Pre-Enrollment/enrollment priority to homeless youth/families based on criteria needs and referrals from key stakeholders from the school day and/or after school. Pre-enroll students that are already in the program for two weeks. Once our pre-enrollment process is complete for our current student, we open enrollment to the entire school.

Higher Ground engages in a pre and open enrollment process that includes acceptance of applications all week, The collection of





Pre-enrollment is the 1<sup>st</sup> two weeks in May. Pre-enrollment is reserved for returning students. We strive to re-enroll at least 80% of our total enrollment leaving room for new students notifying parents every Friday.

Open enrollment for all students both returning and new will occur the 3<sup>rd</sup> week in April and run through the 3<sup>rd</sup> week of May. Acceptance and waitlist letters go home starting the 2<sup>nd</sup> week in May and parent orientations are scheduled.

All parent orientations are done by the last Friday of the 3<sup>rd</sup> week in May. All acceptance and waitlist students are posted the last week of school. enrollment applications from the school and after school offices to process on Wednesdays. Wednesday's acceptance letters and phone calls to listed phone numbers are done and letters are created, passed out to children in their classes on Fridays, and they start programming on the following Monday.

Enrollment Benchmarks.

Posters are printed and posted around the School a week Prior to the pre-enrollment process.

### SECTION 3b: PROGRAM MODEL. (Continued)

#### Average Daily Attendance, Program Dates, Minimum Days & Enrollment

##### Who can receive the Golden Ticket?

Per federal statute, California Education Code and Oakland Unified School District policy, any students identified by the OUSD Transitional Student and Family Unit can receive a *Golden Ticket*. Transitional students are by definition:

- Any OUSD student who is a homeless youth, as defined by the federal ***\*McKinney-Vento Homeless Assistance Act (42 U.S.C. Sec. 1143a)***, who is in foster care, or is designated as an unaccompanied minor.
- Any OUSD student who identifies as a newcomer, refugee or as an asylee. ***\*Subtitle VII-B of the McKinney-Vento Homeless Assistance Act (42 U.S.C. § 11431 et seq.)***
  - *Establishes the definition of homeless used by schools*
  - *Ensures that children and youth experiencing homelessness have immediate and equal access to public education*
  - *Provides for educational access, stability, and support to promote school success*
  - *Needed to address the unique barriers faced by many homeless students*

##### Complete the following questions for Section 3b:

- To the best of your knowledge, how many Golden Tickets were distributed in the 2019-20 school year? (*please estimate: 0-5 students, 6-10, or 10+ more*) 3
- How will you make your program more accessible to serve the needs of Golden Ticket students/families?

HG supports students with a Golden ticket by providing them with priority enrollment and behavior plans provided by our Restorative Justice Coached that align with identified trauma or social-emotional needs for





all applicable golden ticket Students. For students, we are not able to serve after school prevention and intervention strategies site managers will contact the district for referrals or points of service.

- CDE and OUSD have established district-wide guidelines for Target Population and Enrollment in ASES and 21st Century After School Programs. With these guidelines, each school will create a site-specific After School Enrollment Policy that will be made public to the school community. Describe 1-3 enrollment priorities that will be made public and why?

Higher Ground modifies programming for golden tickets families based on the reason they receive the ticket. Modifications can be but are not limited to the following:

- Grouping children based on the type of adult they need not grade level.
- Prescribing a modified schedule if the need causes major disruption in programming.
- Allowing siblings to remain together.
- Ensuring that children are receiving and eating the snack.
- Ensuring families can participate in Higher Ground Saturday enrichment programming.
- seeking outside referrals for family service through our network of community Partners.

**SECTION 4: PROGRAM COMPONENTS**

\*CDE requires that programs must provide a safe environment and include an **educational component** that provides tutoring and/or homework assistance; and an **educational enrichment** component, which may include, but not limited to STEAM, recreation, prevention and other Social Emotional Learning (SEL) activities (EC Section 8482.6); and provide opportunities for **physical activity**. (EC Section 8483.3[c][7])

<p><b>Educational and Literacy Component</b> that includes tutoring/ homework assistance in the core subjects (language arts, math, history /social science, etc.)</p>	<p><b>Describe how the after-school program will provide the educational &amp; literacy component.</b></p> <p><b>How are students building academic skills? How are social-emotional academic development being integrated?</b> <i>(Include specific strategies for creating a <a href="#">safe &amp; supporting environment through encouragement and active engaged learning.</a>)</i></p> <p>Students will receive a portfolio. The program is for each grade to practice vocabulary words given from the Teacher's 3 days a week for 30 minutes looking up definitions. Writing words in a sentence and writing the words 10 times each. On Thursday the students are given a test to see how well they retained the site words.</p>
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<p><b>Educational Enrichment Component</b> that offers students engaging activities in a variety of areas (fine arts, career technical education, presentation, etc.)</p>	<p><b>Describe how the after-school program will offer educational enrichment activities.</b> <i>(Include specific strategies designed to foster <a href="#">skill-building</a>; <a href="#">youth voice and leadership</a> and <a href="#">diversity, access and equity</a>.)</i></p> <p>Students participate in various art classes that address educational enrichment and skill building of students. We operate STEAM programming one to two times per week that involves critical thinking, literacy, geometry, chemistry, physics, and earth science. Higher Grounds educational enrichments offerings all have lesson plans with learning targets and goals displayed so the children understand what they are learning. Programming conducts affirmations during large group check in and snack increasing Children's ability to recall, as well as, works oral confidence. Higher Grounds chants as well ad providing opportunities for Children to lead strengthen our approach to reaching the whole Child within enrichment. Higher grounds Enrichments have internal enrichments that HG team members conduct and outside specialists who provide higher level instruction. Enrichments can include visual and performing art: competitive cheer and dance groups, drama, soccer, track , general recreation, and cooperative games. External enrichments include Karate, urban arts, fine arts, cooking, drums, and tennis. By building on a student's island of competency we are creating stronger social emotional programs.</p>
<p><b>Physical Activity</b> other than recess that is structured and supervised with a warm-up, structured physical activities and a cool down. (This should happen for <b>all</b> students in the program.)</p>	<p><b>Describe how the after-school program will provide <a href="#">structured physical activity</a> for all participants.</b> <i>(Include specific strategies to promote <a href="#">healthy choices and behaviors</a>.)</i></p> <p><i>CDE expects <b>Elementary</b> programs to offer 30-60 minutes of developmentally appropriate, <b>daily physical activity</b> (to help meet CDE recommendation of 60 daily minutes of moderate to vigorous physical activity for youth) <b>This is not 'free play' or recess.</b> (We understand Middle and High will vary based on sports programs and scheduling. Please explain how the after-school program will address physical activity in your program, including type, frequency, and target population. All students should have the opportunity for physical activity).</i></p> <ul style="list-style-type: none"> <li>• <i>Plan and evaluate (review fitness test results, track minutes, etc.)</i></li> <li>• Include a variety of activities throughout the year</li> </ul> <p>Four days a week all students will have the opportunity to for structured and unstructured. All Students participate in general calisthenics for an average of 30 minutes before rotating to academic time. Physical education stations are offered daily allowing the goal to be met. Children who sign up for general recreation enrichment are provided with large and small group outside games that include running, jumping and activities that promote cooperation All students are provided with large and small group outside games that include running, jumping and exercise daily. Once the calisthenics and group games are complete all students break off into groups for reflection or cool down of activities.</p> <p>Do you have staff that is certified through <b>CoachingCorps</b> who will be returning for the 20-21 school year? Yes Laus McCormick-Taylor is certified and received her certification online.</p>





	<p>Do you have a coach trained through OUSD <b>Oakland Athletic League</b> or other organizations?</p> <p><b>If the program does not have either of the above</b>, how does your site or agency plan to train those staff members supporting physical activity expectations?</p>
<p><b>Family Literacy Component</b> that includes literacy activities and other educational services that engage adult family members of students.</p>	<p><b>Describe how the after-school program provides opportunities to promote literacy and/or other educational services to adult family members of students?</b></p> <p>By creating meaningful monthly family events where Parents can participate in activities with their Children i.e. Family math night, family reading night, family game night and family reading night once a month. All Higher Ground programs host and promote the same sets of events however at New Highland we try and emphasize community building among the families that represent the program.</p>
<p><b>1. Please complete and attach the program schedule for in 2020-2021 that reflects the program components identified above.</b></p> <p><b>2. Fill out the <a href="#">attached template</a> to describe program components then link them into this document.</b> Program component description link: linked to the <a href="#">spreadsheet</a> create a drop-box option (a) CDE--academic, enrichment, physical activity “use the same title”.</p> <p><i>*In the fall, sites are required to resubmit updated program schedules. <b>This schedule should be clearly aligned with the supports identified in section 4.</b></i></p>	
<p><b>Academic Alignment with School Day and <a href="#">District Priorities</a></b></p>	
<p>Please provide a short narrative that identifies how the after-school program will support school goals aligned with district student learning goals in the appropriate grade level box below.</p> <ul style="list-style-type: none"> <li>Collaborate with the school site administrator and consult the School Site Plan to align with the school day.</li> <li>Consult the descriptions below for the District’s priorities for elementary, middle and high school.</li> </ul> <p><b><u>OUSD Student Learning Goals:</u></b></p> <p>1- All students build <b>relationships</b> to feel connected and engaged in learning</p> <p>2- All students continuously grow towards meeting or exceeding standards in <b>English Language Arts</b></p> <p>3- All students continuously grow towards meeting or exceeding standards in <b>Math</b></p> <p>4- English Learner students continuously develop their language, reaching <b>English Fluency</b> in 6 years or less</p> <p>5- All students grow a year or more in <b>Reading</b> each year</p> <p>6- All Students graduate college-, career-, and community-ready</p>	
<p><b>How will after-school program further these OUSD Learning Goals?</b> (Choose 2-3 to focus on for the 20-21 School Year)</p> <p>The Program goals for Higher Ground at East Oakland Pride are:</p>	





Hire, supervise, train and support program staff and leaders.  
 Ensure that the program reflects youth development quality standards.  
 Partner with the OUSD Expanded Learning Office on district initiatives, sustainability efforts, and quality improvement system-building work.

**SECTION 5: CONTINUOUS QUALITY IMPROVEMENT (Alignment with CDE and OUSD)**

To increase the effectiveness of a program, it is critical to engage in an ongoing continuous cycle of assessment, planning, and improvement. While the process should be carried out at the site level, documentation of this process should be submitted by the grantee.

This cycle of improvement revolves around twelve critical standards—the [Quality Standards for Expanded Learning in California](#)—which were developed in partnership between the California Department of Education’s (CDE) After School Division and the California Afterschool Network (CAN) Quality Committee.

**POINTS OF SERVICE Quality Standards & PROGRAMMATIC Quality Standards**

**[Fill out this Google Form to identify where your program is with CDE’s quality standards. \[Google Form\]\(#\)](#)**

**Resources:**

- [Definitions: CDE Quality Standards](#)
- [Unpacked: CDE Quality Standards & CQI Spectrum](#)
- [Scoring Key: CDE Quality Standards & CQI Process](#)

**PROGRAM SELF-ASSESSMENT TRUTH \* HOPE \* CHANGE \* CURIOSITY (THC<sup>2</sup>)**

<p><b>Highlight the stakeholders who participated in the Program Self-Assessment in 2019-2020</b></p>	<p>Internal evaluator          District administrator          Program director          Parents/guardians          Advisory group</p>	<p>External evaluator          Certificated staff          Site coordinator          Students          Other stakeholders _____</p>	<p>School administrator          Classified staff          Site-level/line staff          Community partners</p>
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<p><b>TRUTH</b> <i>What is currently happening in the program? Use data to identify the truth about 1-2 self-selected aspects of the program.</i></p>	<p>We have developed Program assessments, Professional development training, and one on one evaluations. Three times a year, our program is assessed with program auditing. Monthly, the program director/ coordinator assembles with the school administration and discusses the findings of the evaluation for improvement.</p> <p>Our external program assessment is completed by our board of directors and leaders of the agency to continue to provide a comprehensive program. The domains we base our assessment on are Safe environment, supportive environment, interaction, and engagement. Each domain has several indicators that we adopt throughout the program day. We complete each indicator and score the evaluation with low(1), medium (3), High (5). Every month we meet to access where we can improve programming. Three times a year, our program is assessed with program auditing.</p>
<p><b>HOPE</b> <i>What is the dream for the program in these areas as identified by students, families, parents, staff and site support team?</i></p>	<p>We hope to provide more Parent and neighborhood participation to our program by gathering Parents/ Guardians, faculty, and neighboring communities. Once a month to discuss topics surrounding the program, academics, high needs students, poverty, enrichment providers, neighborhood issues to help better our program, as well as establish a PAC ( parent after school committee) to provide insight and to serve our community as a whole.</p>
<p><b>CHANGE</b> <i>What steps will be taken to make the shifts needed to realize the HOPE identified above?</i></p>	<p>To do more community outreach, encourage families to come to SSC meetings, and volunteer in our program. Talk to our neighbors and welcome them to our program and community events, projects that we are implementing in our program and school. We want our parents and community to have a changed mindset about who we are and what we are going to do for the youth and the We will do this By sending home fliers, making robocalls, and discussing it at the sign-out table.</p>





**CURIOSITY**

*What deeper questions or inquiries are coming up? Something that needs more time to think about to make long-term shifts.*

How do we get more buy in from the families , what incentive can we give for a better family turnout?

How do we get more buy-in from the families, what incentive can we give for a better family turnout? Providing parents with surveys as to what they admire or appreciate. Implementing those ideas or suggestions into our meetings such as door prizes, give incentives to parents, have raffles, door prizes, food distributions. For the non-English speaking parents, we want to have an interpreter there to translate for them, so they have a better understanding of who we are and what we do.



**SECTION 6: Facilities**

- (a) Plan with the school site administrator which rooms and outside spaces the after-school program will use Monday - Friday from the start of the program to 6. **Make sure to include bathrooms and snack area.**
- (b) **Lead Agency Director, will go into Facilitron website to complete facilities usage requests no later than May 15, 2020.** Visit Facilitron website at: [www.facilitron.com/dashboard/login](http://www.facilitron.com/dashboard/login)

Indoors (specify room numbers and space names)			Outdoors		
Room Number & Name of Space	# of Students	Hours to be used	Room Number & Name of Space	# of Students	Hours to be used
13	100	10am-6pm	garden	100	2:45pm-6pm
cafeteria	100	2:30-6pm	Front yard	100	2:45pm-6pm
Library	100	2:45-6pm	Play area	100	2:45pm-6pm
Room 2	100	4pm-6pm	bathroom	100	2:45pm-6pm
Auditorium	100	2:45-6pm	breezeway	100	2:45pm-6pm
Room 19	100	2:45pm 6pm			

In addition, choose up to 5 other dates the program will use space outside of normal program hours. Please specify which space will be needed (IE: showcases, events and family engagement). **Be advised any additional dates/spaces used outside of these dates, the lead agency will be responsible for facilities cost.**

Name of Event	Back to School event	Potential Date	9/2/20	Number of Students	100	Hours of Use/Room Numbers	2:00PM-5:45pm Cafeteria
Name of Event	Winter/enrichment showcase	Potential Date	12/16/20	Number of Students	100	Hours of Use/Room Numbers	2:00PM-5:45pm Auditorium Cafeteria
Name of Event	Spring/enrichment showcase	Potential Date	3/24/20	Number of Students	100	Hours of Use/Room Numbers	2:00PM-5:45pm Auditorium Cafeteria
Name of Event	End of the year/Enrichment celebration	Potential Date	5/19/20	Number of Students	100	Hours of Use/Room Numbers	2:00PM-5:45pm School yard Cafeteria
Name of Event	Literacy reading	Potential Date	2/17/20	Number of Students	100	Hours of Use/Room Numbers	3:30pm-5:30pm





Event	night	al Date		Students		Use/Room Numbers	auditorium Cafeteria
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**SECTION 7a: PROGRAM FEES**

**Will this after-school program charge program fees for 2020-2021**  Yes  No  
 If, **“YES, program fees will be charged,”** please complete the following assurances. Both the Principal and Lead Agency boxes must be initialed.

Principal	Lead Agency	ASSURANCES
		Our program <b>will not turn away</b> any eligible student from program participation due to the inability to pay program fees. We understand that the California Education Code prohibits program fees from being a barrier to program participation
		Our program will <b>communicate</b> in writing and verbally to parents/guardians that an eligible child will not be turned away from program participation due to the inability to pay.  Per CDE, our programs will communicate in writing and publically to parents/guardians program fee expectations in language parents can understand. <b>This should be included in your enrollment applications, posted in your school (publicly accessible), parent handbooks and any marketing materials. Ensure that all documentation is accessible to families. This means they should be translated into the major languages used by the families in your school.</b>
		Our program will publicize the <b>program fee structure</b> in written program materials for school leaders, parents/guardians, and/or community members (i.e. communication letter, meetings agenda, etc.).
		Our program shall not charge a fee to a family for a child if the program once notified that the child is a <b>homeless youth</b> , as defined by the federal McKinney-Vento Homeless Assistance Act (42 U.S.C. Section 1143.a), <b>or for a child who the program knows is in foster care.</b>
		Our program will provide <b>receipts</b> to parents/guardians for each payment made.
		The lead agency will <b>manage funds</b> raised by program fees according to standard accounting practices and will provide quarterly Income Statements to the Principal and OUSD Expanded Learning Office detailing amount collected from program fees and expenditures. This will be turned in quarterly.
		<b>The Use of Fees:</b> Any fees collected by programs shall be used for program activities, services for students, and program administrative costs. CDE guidance calls for all programs to “keep accurate records of fees collected, and fees should be tracked separately from the grant funds received.” Keep documents in the event of an annual financial audit and/or Federal Program Monitoring (FPM). Families who receive free and reduced lunch should be prioritized for no cost program admission.



**SECTION 7b: PROGRAM FEES (Continued)**

**Describe how the school/program plans to collect program fees and who will be exempt from paying fees or received a reduced fee?**

This year we are launching this donation expectation project and fundraising program across our four school based service programs. The expectation donation will be \$20.00 per child, per year, and it is requested at Orientation. A sliding scale option for families with four or more siblings enrolled in the after school program is available with proof of income eligibility.

**Describe how all fees collected will be used for after-school programming.**

- All funds will be collected before the first day of the program at parent orientation. All families must participate in orientation before starting the program and provide required donation expectation sliding scale expectations.
- All funds will be collected by the After School Coordinator for the year and receipt given for the amount paid.
- Partial payments are accepted during identified payment times and locations, up to the scheduled orientation date.
- A tax ID number is available upon request for those wishing to report your donation to this project.
- Higher Ground’s receipt book and payment log will be the way your payments are documented.
- Higher Ground’s Site Coordinator will maintain and account for all project and family donations.
- All funds are deposited within 24 hours of receipt of the school sites individual bank account that is accessible by each Site Coordinator and overseen by Higher GroundNDC accounting staff.
- All donations are reported at the end of the year and accounted for.
- A project donations report will be generated and posted on our website for transparency.

**Describe how fees will be**





**communicated to school  
leaders/school community.**

Initial meeting with the School Administrators/ QSC, giving them a copy of the enrollment timeline. Updating the Admin during monthly meetings and Principal reports.

**X Attach a copy of written evidence of the program fee materials/process (i.e. parent letters, parent handbook, etc. meeting with agenda/minutes? The program timeline**



## OUSD EXPANDED LEARNING PROGRAMS Partner Assurances & Agreements 2020–2021

School Site East Oakland Pride	
Lead Agency Higher Ground NDC	Date 3/17/2020
Name of After School Program Higher Ground Lions	After School Site Coordinator Name (if known at this time):
Principal Signature	Lead Agency Signature
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### Assurances for Grant Compliance & After School Alignment with School Day

Principal and Lead Agency representative will **review and discuss** each assurance below.

Please note **hyperlinks** for the following documents referenced below:

- Grant Assurances signed by OUSD Superintendent
- Quality Support Coach Role Description

1. Site Administrator and Lead Agency Director/Site Coordinator have reviewed the **CA Dept. of Education's ASES and/or 21<sup>st</sup> CCLC Grant Assurances** , and understand mandated grant compliance elements.
2. Site Administrator and Site Coordinator will **meet at least once monthly** to ensure program is meeting identified goals. *(Bi-weekly check-ins are recommended.)*
3. Site will provide the after-school program with appropriate **facilities and resources** in support of program goals, including office space with internet and phone access for the Site Coordinator, and safe storage for program records.
4. Site Administrator will share the **School Site Safety Plan** with the Site Coordinator and discuss appropriate policies and procedures to ensure safety during the after-school hours. *(See page 3 for details on After School Safety Plan requirements.)*
5. Site Administrator and Site Coordinator understand the program must meet **CDE attendance targets** in order to retain grant funding. Site and program will work collaboratively to ensure strong student recruitment and retention.

















	 PRINCIPAL INITIALS	 LEAD AGENCY INITIALS
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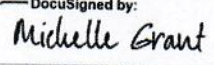



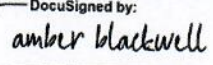
# Assurances for Grant Compliance & After School Alignment with School Day, continued

PRINCIPAL INITIALS      LEAD AGENCY INITIALS

6. School will share **student outcome data** to better refine program (Attendance data, test scores, Report Cards, IEP's, etc). Site Coordinator will share relevant student and program data with school.
7. Site Administrator and lead agency partner have reviewed the **Quality Support Coach key responsibilities**, and understand this role is critical for strengthening staff practices and program quality. Site Administrator will identify and recruit a certificated, qualified individual to serve as the **After School Quality Support Coach**.
8. Site will invite Site Coordinator and appropriate staff to participate in **faculty meetings and professional development opportunities**, in order to ensure consistency in standards of teaching and learning, and positive school culture & climate.
9. Site will invite Site Coordinator to participate on **school committees** (ie. SSC, COST, SST, Culture Climate team, SPSA planning team, etc) to ensure coordination of services.
10. Site Administrator is aware that CDE does not increase after school grant funding for **minimum days**, and that programs are required to operate until **6pm** on minimum days. If additional minimum days are added to the school schedule next year, site will allocate resources to help offset the cost of additional hours of programming.
11. **Lead agency will register with/update OUSD provider database.** In order to maintain accurate, up-to-date information on the services provided, the Lead Agency shall register in OUSD's provider database, update schools of operation prior to commencing services for school year 2019 – 20, and update during the current school year if schools of operation change.
12. Lead Agency will ensure that appropriate After School staff **participate in OUSD Expanded Learning Office meetings and professional development** throughout the year including: mandatory ASPO Summer Institute, ongoing site coordinator meetings; continuous quality improvement (CQI) trainings; agency director meetings; various professional learning communities (time commitment varies); local conferences (i.e., annual Bridging the Bay conference), and other relevant district trainings (i.e., safety, PBIS, etc.).
13. Site and Lead Agency understand that **professional development helps ensure program quality**. Lead agency is committed to providing/accessing professional development opportunities for after school staff, based on needs identified by program data. The lead agency will adequately budget for staff time to participate in professional development over the course of the year (for key line staff, recommended at least 20 hours of PD/year).

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1. The 2020–2021 Comprehensive School Site Safety Plan includes the **After School Emergency Plan**. The Site Administrator and After School Program (ASP) Site Coordinator will update the After-School Emergency Plan annually by discussing and aligning plans and procedures for after school and school day safety, including emergency preparedness and crisis response. **Indicate all actions that will occur to ensure after school program safety and alignment with school day procedures for emergency preparedness and emergency response:**

- Site Administrator and ASP Site Coordinator will meet at beginning of school year to update After School Emergency Plan collaboratively.
- Site will share Comprehensive School Site Safety Plan with after school partner.
- School day and after school programs will coordinate emergency drill schedules & procedures (ie. earthquake, fire, and lockdown drills).
- After School staff will participate in site-level faculty safety trainings.
- School will provide after school staff with access to disaster supplies and other resources in case there is an emergency after school.
- The completed After School Emergency Plan (ASEP) will be submitted to Expanded Learning Programs Office by 10/1/20.

Other. SPECIFY:

2. **List the training and resources** the school will provide after school staff on safety procedures, including lockdown procedures and communication protocols for crisis response.

3. Principal and Site Coordinator have **reviewed** the **OUSD After School Emergency/Crisis 1<sup>st</sup> Level Response Notification Protocol** and understand expectations regarding communication and **incident reporting** when an issue involving after school safety occurs.  Yes  No

**Facility Keys**

It is critical that the After-School Site Coordinator has access to facility keys in order to ensure safety after school should a lockdown or lockout be needed. Will the After-School Program **have access to facility keys** for all areas where after school programming occurs?  Yes  No

If no, indicate how the school campus will be secured if crisis should occur during after school hours and if lockdown is necessary:





## After School Safety and Emergency Planning, continued

### SSO Staffing

**Check one:**

- Site will utilize after school and/or school day funds to pay Extra time/Over time (ET/OT) for an after school SSO.
- Site does not need an SSO.
- Site does not have the resources to fund an after school SSO.

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## Continuous Quality Improvement (CQI)

*In collaboration with the community, the Expanded Learning Department cultivates transformative experiences for children through adults on their journey as they become thriving, productive leaders.*

OUSD's after-school programs will engage in an ongoing continuous cycle of assess, plan, and improve. While the process should be carried out at the site level, documentation of this process should be submitted by the grantee.

### Continuous Quality Improvement

In accordance with California *Education Code* sections 8484 and 8427, all After School Education and Safety (ASES), 21st Century Community Learning Centers (21st CCLC) grants, and 21st Century High School After School Safety and Enrichment for Teens (ASSETs) programs in California shall engage in a data-driven continuous quality improvement (CQI) process based on the Quality Standards. It is expected that each site keeps a copy of its Quality Improvement Plan available on site for review. (i.e Program Planning Tool)


### Quality Standards


California's Expanded Learning Quality Standards assess "Quality" from programmatic, staff, and participant levels. This cycle of improvement revolves around twelve critical standards—the Quality Standards for Expanded Learning in California.

The CDE language for CQI is Assess-Plan-Improve, in OUSD the language has shifted to: **Truth-Hope-Change**; and **Curiosity (THC2)**. The THC2 was co-developed in partnership with community partners. This new process makes the CQI accessible, flexible, and sustainable.

- Lead agency will budget adequately to ensure program staff participate in collaborative steps in the CQI process of Truth, Hope, Change, and Curiosity framework.
- Site Coordinator will participate in meetings/trainings to develop their knowledge in leading continuous quality improvement process.
- Lead agency and Site Coordinator will become familiar with the OUSD Expanded Learning CQI process i.e. Frequently Ask Questions (FAQ).
- Lead agency and Site Coordinator will familiarize and engage the Quality Standards for Expanded Learning in California.
- Lead agency director will provide support and ensure completion of *Section 5* of the Continuous Quality Improvement in the program planning tool:
- Site Coordinator will share the Program Planning Tool with the Site Administrator and school staff.

Lead agency and Site Coordinator will complete annual data-collection process to support continuous quality improvement--e.g. Student survey, parent feedback, etc.

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# ADDENDUM #1

**COMPLETED BY MIDDLE SCHOOL AFTER SCHOOL PROGRAMS ONLY**

## Middle School Sports

### Middle School Athletics

Sports are an exciting way to keep students engaged in school, and to support health & wellness and community building. OUSD encourages after school programs to participate in the OUSD middle school sports league, which consists of after school sports practices and games on the weekend. Lead agency staff, teachers on extended contract, and/or classified staff on extra time/overtime can serve as coaches for middle school athletics. Sites will allocate \$2,500 to implement a comprehensive after-school sports program. These funds will be used to purchase sports equipment and supplies. All supplies purchased with after-school funds will remain on site and in the after-school office and can only be used for after-school programs sports.

Below are all the middle school sports activities that the after-school program will be offering students this year in partnership with the Oakland Athletic League.

- Co-ed Flag Football
- Girls Cross Country
- Boys Cross Country
- Girls Basketball
- Boys Basketball

- Girls Soccer
- Boys Soccer
- Girls Track and Field
- Boys Track and Field
- Girls Volleyball

- Boys Volleyball

- I understand that my middle school sports activities will be listed on my 2020–2021 program schedule.
- I understand I will submit a Schedule of Field Trips and Off-Campus Activities form each semester, listing my program’s after school athletic games and practices.
- I understand that all students participating in middle school sports will complete an OUSD Release of Liability and Assumption of Risk form for Middle School Sports League Activities.
- I understand that individuals providing coaching for middle school sports will need to go through the OUSD coaches hiring process.

PRINCIPAL SIGNATURE

LEAD AGENCY SIGNATURE

## ADDENDUM #2

**COMPLETED BY HIGH SCHOOL AFTER SCHOOL PROGRAMS ONLY**

### ASSETs Program Schedule

#### ASSETs Program Schedule

*Must be completed by all programs that receive or have currently applied for ASSETs funding.*


**Describe your planned programming** on weekends, intercession breaks, summer, and other non-school days during the 2020-2021 school year. Your plans must match your proposed program budget.

<b>Number of non-school days you plan to offer during the 2020-2021 fiscal year</b> <small>(JULY 1, 2020–JUNE 30, 2021)</small>	
<b>Dates of Service</b>	
<b>Proposed Hours of Operation</b>	

**Description of program activities:** *(describe goals of programming, target audience, planned activities, etc.) Please include any programming geared to internships or requiring off campus travel.)*



PRINCIPAL SIGNATURE



LEAD AGENCY SIGNATURE



ADDENDUM #3  
COMPLETED BY SITES WITH EQUITABLE ACCESS GRANTS ONLY  
21<sup>st</sup> Century and ASSETs Equitable Access

## Equitable Access

*Must be completed by all programs that receive or have applied for 21<sup>st</sup> CCLC Equitable Access funding.*

Some 21<sup>st</sup> CCLC and ASSETs programs receive extra Equitable Access funding. The intent of Equitable Access funding is to provide targeted supports for special populations of students who may face challenges and barriers to program participation. Examples of allowable use of Equitable Access funds include:

- additional academic interventions/supports to struggling students (ie. English Language Learners, students with special needs, etc.)
- mental health support services that enable students to fully participate in the after school program
- translation services, bus tickets, and other supports that make it possible for students to participate in program

**How will your 21<sup>st</sup> CCLC/ASSETs program support equitable access in your program? Which population(s) of students in your program will receive extra support through the Equitable Access supplemental grant? Please describe your planned use of Equitable Access funds. *Your plans must align with your Equitable Access budget.***



PRINCIPAL SIGNATURE



LEAD AGENCY SIGNATURE

**2020-2021 After School Program Schedule**

School Site: East Oakland Pride

Name of Program: Higher Ground NDC

School Day End Time on Regular Days (according to Bell Schedule): 2:45 PM

School Day End Time on Minimum Days (according to Bell Schedule): 1:30 PM

**Time Block**

**Monday**

**Tuesday**

**Wednesday**

**Thursday**

**Friday**

1:30pm - 2:00pm

2:00pm - 2:45pm

2:45pm - 3:15pm

3:15pm - 3:30pm

3:30pm - 4:45pm

4:45pm - 5:45pm

5:45pm - 6:00pm

6:00 PM

Check-In/Transition

Team Building/Leadership

Snack and Sign In

Calesthenics

Academics

Enrichment

Reflection

Sign Out and Program Closure

Snack and Sign In

Calesthenics

Academics

Enrichment

Reflection

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Snack and Sign In

Calesthenics

Academics

Enrichment

**Important Notes:**

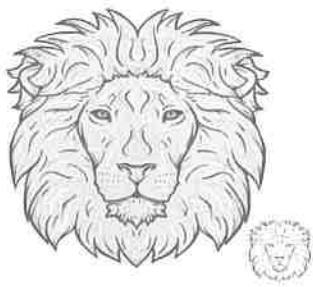
\* Please note that the after school program must start immediately at the same time that the regular school day ends. Please check the official school bell schedule for 2020-21 for the exact ending time of the regular school program. On minimum days, the after school program must start immediately at the end of minimum day.

Programs must submit this program schedule, along with a copy of the school's 2019-20-bell schedule, to the ASPO office for review and approval.

Sign-out and Program Closure cannot occur earlier than 6pm for elementary and middle school programs. Programs must operate at least 3 hours per day and at least 15

Programs will be asked to re-submit updated program schedules at the beginning of each semester.





# East Oakland PRIDE Elementary

## Bell Schedule 2019-2020

Warning Bell 8:25am

Tardy Bell 8:30am

### Morning Recess

Grades TK-1 10:20-10:35am

Grades 2-3 10:35-10:50am

Grades 4-5 10:50-11:05am

### Lunch

Grades TK-1 11:35am-12:10pm

Grades 2-3 12:05-12:40pm

Grades 4-5 12:35-1:10pm

### Afternoon Recess

Grades TK-1 1:15-1:25pm

Dismissal: 2:30pm

*Shortened Day Dismissal (Wednesday): 1:30pm*



**HIGHER GROUND NEIGHBORHOOD DEVELOPMENT CORP.**

highergroundndc@yahoo.com

**2020-21 HG Pre-Enrollment/Enrollment Process**

**TIMELINE**

**\*For all donations, a receipt is to be issued by the coordinator. A copy must be kept and provided for parent/guardian.**

Dates	Tasks
March 30 <sup>th</sup> - April 3 <sup>rd</sup>	OUSD-Spring Break
	Program Operations Director inquires with OUSD on ASES applications including early release.
April 7 <sup>th</sup>	POD make edits to all enrollment documentation for the 2020-21 school year.
April 7 <sup>th</sup>	Spanish enrollment documentation checked for edits for our Spanish documents, if needed
April 7 <sup>th</sup>	POD prep packets for print for copy to give to Amber.
April 20 <sup>th</sup> – 24 <sup>th</sup>	Prepared enrollment packets are sent to print.
April 30 <sup>th</sup>	Packets from print center are completed and picked up by Amber and/or Laius
April 27 <sup>th</sup>	<p>Advertisement of pre-enrollment with timelines, orientation dates, and required information needed to process enrollment for the 20-21 school year. This includes large posters posted in all common areas, flyers at the sign out table, main office, and posted on all community boards. It is very important this information is disseminated to secure enrollment. A tracking list is needed to confirm you reach out to families and follow HG’s enrollment ratio rubric of K/1, 2,3,4/5., 6-8. We will only accept Kinder who have siblings in the program and no more than 5 kindergartners on the roster. All sites must use the enrollment criteria form to register youth, however priority is to accept all current students to return. All managers must be mindful of gender and needs when enrolling youth with new students. This may change based on the needs of enrollment to be at full capacity with changing your site’s enrollment rubric</p> <p>Rubric is as follows:</p> <p>K/1 (only 5 kinders/ 15 1<sup>st</sup> graders); mixed M/F            2<sup>nd</sup> grade- 20 youth            3<sup>rd</sup> grade- 20 youth            4<sup>th</sup>/5<sup>th</sup> grade-(mixed M/F, recommended 10 girls/10 boys)            6-8<sup>th</sup> grade- 20 youth</p> <p>All sites are to create flyers to notify “returning” families that they will be guaranteed a spot in the after school program if they submit a</p>



	completed application prior to May 11th. After May 11 <sup>th</sup> all open spots will be available for new families, including returning families that have not yet submitted an application. Again, if returning families submit after May 12th they will not be guaranteed after school position, especially large families with siblings.
April 27 <sup>th</sup>	Audit & distribution of pre-enrollment packets, parents- student handbooks and any additional HG/OUSD forms to management. This two session is our packet building party.
May 4 <sup>th</sup> – 8 <sup>th</sup> (Returning and waitlist students only)	<p>Hard copies of pre-enrollment will be distributed &amp; available for parents &amp; guardians for all <b>returning</b> students. Applications will be available in the after school program and main school offices. Returning students are &amp; waitlist students first `` priority.”</p> <p>Acceptance of Returning Students Applications begins notification &amp; scheduling of Mandatory Parent Orientation appointments on designated days such as Wednesday, Thursday, and Friday (morning, afternoon, evening only). All parents/guardians are to be notified of tuition donation for service of \$20. Letting them know how priority works, and getting them to understand that we are not a “first come, first serve basis. If an acceptance is issued, parents must attend orientation and the agreement to enroll is after school is non in void. Returning families are guaranteed a spot until May12th with a completed application</p>
May 11 <sup>th</sup> – 15 <sup>th</sup> (new students and open enrollment only)	<p>Hard copies of pre-enrollment will be distributed &amp; available for parents &amp; guardians for all <b>new</b> students. Applications will be available in the after school program and main school offices.</p> <p>Acceptance of new Students Applications begins notification &amp; scheduling of Mandatory Parent Orientation appointments on designated days such as Wednesday, Thursday, and Friday (morning, afternoon, evening only). All parents/guardians are to be notified of tuition donation for service of \$20. Letting them know how priority works, and getting them to understand that we are not a “first come, first serve basis. If an acceptance is issued, parents must attend orientation and the agreement to enroll is after school is non in void.</p>
May 20 <sup>th</sup>	Last day for pre-enrollment if space is available. All other applications collected will automatically go on the waitlist and process the first week of school.
May 20 <sup>th</sup>	<p>Pre-Enrollment packets are to continue to be distributed for families interested in the program. Packets are to be placed in the main office and outside of the AS Office.</p> <p>There will be no accepting of students after May 25th. Families that turn in applications after May 25th and will be automatically placed on</p>

	<p>the waitlist. These applications will be processed at the beginning of the school year.</p> <p>Orientation can continue for approved applications for returning and new families only during this period for makeup. The site manager will schedule parent orientations Wed-Fri with morning, afternoon, and evening sessions. Bilingual sessions are to be in the afternoon and evenings only. All parents/guardians are to be notified of donation for service of \$20 during orientation including OUSD/HG policies listed in the parent-student handbook ; sharing how enrollment priority works, and getting them to understand that we are not a “first come, first serve basis. If an acceptance is issued, parents must attend orientation to review policies and signing of the parent-student agreement. If orientation is not completed the agreement to enroll is after school is non in void.</p>
May 27th	Acceptance of application and parent orientation ends.
May 27th	<p>Post all Accepted and Waitlisted students on common areas, copies are provided to the site administrator, teachers, school office, community school manager.</p> <p>If orientations are missed, there will be a first week orientation during the first week of school only for makeup. If orientations are missed, students will be dropped and new students from referrals and/or waitlists will be moved in to fill in the student’s spot.</p>

Parent Orientation occurs on Wednesday, Thursday, and Fridays starting the week of May 1<sup>st</sup> until May 25<sup>th</sup> in the morning, afternoon, and evenings.

Bilingual orientations are only to occur in the afternoon and evenings on Wednesday, Thursday, and Friday, if a bilingual staff is available.

All Acceptance and Waitlisted students will be phone called by the Program Assistant(s)/Youth Worker to ensure parents are notified of their child’s status in the program for next school year. Copies of their acceptance letter and/or waitlist letters are to be filed and a copy provided to the family.

A call log will be kept for those contacted with acceptance and/or waitlisted families.

**PRE-ENROLLMENT PROCESS**

Selection of students to enroll is based on priority needs for pre-enrollment/enrollment will include input from COST A teams(after school/daytime team, principal input and referrals, HG leadership)- This is to secure that HG follows it’s 20/60/20 rule to support the balance of



students with high, medium, low needs along with leaving spaces for referrals that the program can appropriately support to its full function and staff capacity.

Coordinators will make certain parents understand they must do an application for each child they wish to enroll in the program. They will also explain to parents that for the 2020-21 school year there is a priority enrollment process. The program is not first come, first served, only by priority need

The Pre-Enrollment Application Process will include: Pre-Enrollment Letter; OUSD Application; OUSD Early Release Policy; OUSD Chronic health question Student Registration Form; , Medical Allergy Form, HG Community Kidz Application; HG Student Need Priority Checklist; and HG Student Profile Information for Enrollment Process – IEPs, learning disability, etc; and HG Parent-Student Behavior Agreement.

Once parents turn in the application, the HG Coordinator with input from the after school team( A Team), site administrators will review and prioritize the students and create a full list that prioritized students by overall need, then by grade ALL of the paperwork and the orientation must be completed fully to fully process the application. All applications not completed will be returned for re-processing.

Turned in incomplete applications does not secure a spot.

Once you input your prioritized list on the new form and you have shared it with the Principal, send out your Acceptance and Waitlist letters that have the Orientation dates on it. Remember we ARE doing an orientation before the end of the school year.

Parent Orientation – the site manager will explain the purpose of new forms, priority acceptance process, program policy and procedures and that program starts on the first day of school. Make sure parents have completed the entire application and that we have correct mailing addresses and phone numbers. Explain there will be a mandatory Parent Meeting within the first month of the program to go over any programmatic, agency, school or District changes in policy or procedures.

Two days before school starts, the Coordinator and team should be on-site and either call or send letters to the parents reminding them the program starts on the first day of school. The Coordinator will also make certain that the “Introductory Letter” is available in the front office. And full application packets are there as well.

Once school starts, we begin our regular Enrollment process. And this is open to the entire school, but the priority is: Principal Referrals, Teacher Referrals, COST/SST Referrals and Intervention Mentor Referrals. You are still using the priority system to include your waitlist students from the pre-enrollment process.

### **ENROLLMENT PROCESS begins on 08/2020**

The Enrollment Process will include:

The Introductory Letter is in the office.

The Enrollment Packet will be in the office and will include: Pre-Enrollment Letter; OUSD Application; OUSD Early Release Policy; OUSD Chronic health question Student Registration Form 2020-21; Medical Allergy Form; HG Community Kidz Application; HG Student Need Priority Checklist; and HG Student Profile Information for Enrollment Process – IEPs, learning disability, etc; and HG Parent-Student Behavior Agreement.

Our process for accepting applications. We collect applications Monday – Wednesday and process them. We then distribute either Acceptance or Wait List letters by Thursday with the time of the Friday orientation. If parents attend the orientation, their child can start on Monday. Students do NOT start without their parent/guardian attending the orientation. NO EXCEPTIONS. Students can only start the program on MONDAY. Youth are inputted into our attendance data system (Citispan/ Aeries) for the after school program.

Wait Lists are updated weekly an updated list will be provided to the school site administrators, school staff and teachers.

### **SUMMARY**

After School begins on the 1st Day of school.

The program will operate 5 sessions: Program Start-Up (1<sup>st</sup> wk); Getting To Know You (08/10); Quarter 1 Quarter 2 Quarter 3 and Summer Bridge

The program will close 3 days for professional development during the school year. The specific days will be determined once the OUSD school calendar is released.

### **Donation(s)**

This year we are launching this donation expectation project and fundraising program across our four school based service programs. The expectation donation will be \$20.00 per child, per year, and it is requested at Orientation. A sliding scale option for families with four or more siblings enrolled in the after school program is available with proof of income eligibility. We do not turn families away for failure to meet expectations. However this is a collective process and if you want your child/ren to experience all that Higher Ground wants to offer everyone must do their part. Parents who cannot afford the donation will be expected to do one of the following: volunteer at one of our two fresh produce markets every Thursday(if lead by after school), Chaperone field trips, sit on the programs Governance Team, actively participate at all science fairs, help plan and staff Saturday family activities, and just simply be a joy and support to your school, after school coordinator, students, and staff working for you and your student.

### **Sliding Scale Donation Expectation Eligibility Due At Orientation**

A family of four or more must provide the most recent check stubs for the past two month and the most recent tax return. If a family is unemployed they must provide proof of aid, or income benefits. If a family is not receiving aid or income benefits they must provide a notarized statement indicating that they do not have adequate income to pay the \$60 or more dollars



required for full donation expectations. Successful completion of income proof slides the fee to a flat rate of \$20.00 for a family of four and \$30.00 for five or more siblings enrolled in HG after school programs. Again we do not deny families but request for participation in after school.

**The process for collecting, tracking, and accounting of funds is as follows for this project**

- All funds will be collected before the first day of the program at parent orientation. All families must participate in orientation before starting the program and provide required donation expectation sliding scale expectations.
- All funds will be collected by the After School Coordinator for the year and receipt given for the amount paid.
- Partial payments are accepted during identified payment times and locations, up to the scheduled orientation date.
- A tax ID number is available upon request for those wishing to report your donation to this project.
- Higher Ground's receipt book and payment log will be the way your payments are documented.
- Higher Ground's Site Coordinator will maintain and account for all project and family donations.
- All funds are deposited within 24 hours of receipt of the school sites individual bank account that is accessible by each Site Coordinator and overseen by Higher GroundNDC accounting staff.
- All donations are reported at the end of the year and accounted for.
- A project donations report will be generated and posted on our website for transparency.

A web page dedicated to this project will also be set up so contributors can see their dollars at work.

Donation Deposits are to occur every Monday starting May 9<sup>th</sup>. All donations records are to be kept using your receipt book. All deposits slips are to be included in your fiscal report. This includes adding your donations to the fiscal report. All documentation will be monitored weekly by Amber with the Wells Fargo accounts.

Quality Assurance audits will be completed by Vannary and Amber for compliance with the 2020-21 enrollments forms on 5/6, 5/13, 5/20 and 5/26. In June, we all will verify compliance so it is very important you accept only fully completed enrollment forms

Enrollment reports out are to be including in the weekly ADA-enrollment report sent by the Program Assistants. Coordinators are to include this in your coordinator report along with current enrollment numbers.

**\*\*\*ONLY 68 YOUTH ENROLLED TO LEAVE REFERRALS, WAITLISTED FOR WEEK 1. WEEK 2 WE WILL RAMP UP TO 92, IF NEEDED, AND IF STAFFING PERMIT ITS**

Enrollment groups are for K/1, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>/5<sup>th</sup>. Kindergarten and First Grade are to be a combined class. Only siblings of Kindergarten are to be accepted. 2<sup>nd</sup>, 3<sup>rd</sup> are to be individual

groups. 4<sup>th</sup>/5<sup>th</sup> grade is a combined class. Grades 6<sup>th</sup>-8<sup>th</sup> are combined providing services from Tuesday-Thursday.

5/4-5/22/2020      Compiling data for students using the Student Profile Sheet to be completed by youth workers, PA, and/or managers.

5/27/2020      All records will be picked up, marked by site-school year, boxed to place at the main office.



# PARENT PERMISSION AND RELEASE AND STUDENT INFORMATION

## OAKLAND UNIFIED SCHOOL DISTRICT

### ASES and/or 21st CENTURY ELEMENTARY & MIDDLE SCHOOL AFTER-SCHOOL PROGRAMS

I give my child permission to participate in the 2020-21 \_\_\_\_\_ After-School Program.

Name of School: \_\_\_\_\_

Student's Name \_\_\_\_\_ Grade \_\_\_\_\_ Date of Birth \_\_\_\_\_

Parent/Guardian Name (Please print) \_\_\_\_\_ Signature \_\_\_\_\_ Today's Date \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

### EMERGENCY CONTACT INFORMATION

In case of emergency, please contact:

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone: work/home/cell \_\_\_\_\_

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone: work/home/cell \_\_\_\_\_

Does your child have health coverage?     Yes     No

Name of Medical Insurance \_\_\_\_\_ Policy/ Insurance # \_\_\_\_\_ Primary Insured's Name \_\_\_\_\_

Email \_\_\_\_\_ Email \_\_\_\_\_

I authorize After-School Program Staff to furnish and/or obtain emergency medical treatment which may be necessary for my child during the After-School Program.

Parent/Guardian Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

## RELEASE OF LIABILITY

I understand the nature of the After-School program and that participation is voluntary. I understand that the Oakland Unified School District is not responsible for loss, damage, illness, or injury to person or property as a result of participation in the After-School program. I hereby release and discharge the Oakland Unified School District and its officers, employees, agents, and volunteers from any and all claims for injury, illness, death, loss or damage as a result of participation in the After-School program.



\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

## AFTER-SCHOOL PROGRAM ATTENDANCE POLICIES

I understand that my child is expected to participate fully in the After-School program:

- ❖ **Elementary School** students are expected to participate in the After-School program **every day until 6pm, for a total of 15 hours per week.**
- ❖ **Middle School** students who participate in the After-School program **at least 3 days per week until 6pm, for a minimum total of 9 hours per week** will be given priority for enrollment.

I understand that eligible students who are able to fulfill these attendance requirements have priority for enrollment and that if my child cannot fully participate, my child may lose his/her spot in the program.

I understand that my child (in 2<sup>nd</sup> grade or higher) must sign in to program daily and my child (applicable to high school students) or his/her parent/guardian must sign out of program daily.

## STUDENT RELEASE/ PICK UP POLICY

As parent/guardian, I understand that the After-School Program will begin immediately After-School is out and will end by **6:00 p.m.** Students will not be released to go home from the After-School Program until they are signed out by the parent/guardian or one of the individuals listed below unless parent/guardian has completed and returned a Waiver of Pick Up Policy:



\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

When I am unable to pick my child up, I give After-School Program staff permission to release my child to:

\_\_\_\_\_  
Name/Relationship

\_\_\_\_\_  
Phone Numbers: Home/Work/Cell

\_\_\_\_\_  
Name/Relationship

\_\_\_\_\_  
Phone Numbers: Home/Work/Cell

REMEMBER: Please pick up your child on time at the end of stated program closure. If students are not picked up by the end of program, After-School Program staff may be required to contact Child Protective Services or law enforcement. **Please note: Three instances of tardiness in picking up your child will result in his/her dismissal from the program.**



## PERMISSION TO EVALUATE PROGRAMS AND TRACK STUDENT PROGRESS

For the 2020-2021 school year, I give consent to Oakland Unified School District to disclose to After-School Program Staff my child's confidential academic data (test scores, report cards, attendance, and other performance indices), and input my child's data into the database created for afterschool programs for the sole purpose of providing targeted support and academic instruction and assessing the academic effectiveness of the After-School Program. I also give permission for After-School Program staff to monitor my student's progress and to request my child to voluntarily participate in evaluation surveys for the purpose of determining program effectiveness. I understand that consent to disclose information and evaluate programs is not a requirement to participate in the after-school program and that I can withdraw this consent at any time by notifying the After-School Program and the OUSD After-School Programs office in writing.



\_\_\_\_\_  
Parent/Guardian/Caretaker Signature

\_\_\_\_\_  
Date

## PHOTO/VIDEO RELEASE

During your child's attendance in the After-School Program, s/he may participate in an activity that is being photographed or videotaped; these photographs/video recordings may be used for promotional purposes.

My child \_\_\_\_ may \_\_\_\_ may not  
be photographed/videotaped by the After-School program for promotional purposes.

I authorize the OUSD or any third party it has approved to photograph or videotape my child during After-School program activities and to edit or use any photographs or recordings at the sole discretion of OUSD. I understand that I and my child shall have no legal right or interest arising from the recording, including economic interest. I also agree to release and hold harmless the OUSD and any third party it has approved from and against all claims, demands, damages, and liabilities arising out of or use of the recording.



\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

## SPECIAL NOTE REGARDING PROGRAM FEES

Some After-School Programs may charge fees on a sliding scale in order to serve more students and provide more services. Programs that charge family fees will waive or reduce the cost of these fees for students who are eligible for free or reduced-priced meals. Programs cannot charge a fee if the child is a homeless youth, as defined by the federal McKinney-Vento Homeless Assistance Act (42 U.S.C. Sec.1143a), newcomers (refugee, asylee, and unaccompanied minor), or if the child is in foster care. **No eligible student will be denied enrollment due to a family's inability to pay program fees.**

## EARLY RELEASE WAIVER (OPTIONAL)

### ELEMENTARY AND MIDDLE SCHOOL STUDENTS

- ❖ **Elementary School** students are expected to participate in the After-School program every day until 6pm, for a total of 15 hours per week.
- ❖ **Middle School** students who to participate in the After-School program at least 3 days per week until 6pm, for a minimum total of 9 hours will be given priority.

Eligible students who are able to fulfill these attendance requirements daily have priority for enrollment.

Based on the OUSD Early Release Policy, families can request Early Release of their child from the After-School Program for any of the following reasons:

- Parallel Program
- Family Emergency
- Personal Family Circumstance
- Medical appointment
- Transportation
- Community safety
- Child accident
- Other conditions, as deemed appropriate

School Site: \_\_\_\_\_

Name of Program: \_\_\_\_\_

Name of Student: \_\_\_\_\_

Grade: \_\_\_\_\_

I request early release of my child from the After-School Program at \_\_\_\_\_ o'clock p.m.  
(Please check reason)

- I am concerned for my child's safety in returning home by him/herself after dark.
- I am unavailable to pick my child up after this time.
- Other: \_\_\_\_\_

I hereby release and discharge the Oakland Unified School District and its officers, employees, agents and volunteers from all claims for injury, illness, death, loss or damage arising from my child's early release from the After-School Program.



\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date



# WAIVER OF PICK UP POLICY AND PERMISSION TO RELEASE WITHOUT SUPERVISION (OPTIONAL)

## FOR STUDENTS AGES 12 AND OLDER ONLY

School Site: \_\_\_\_\_

Name of Program: \_\_\_\_\_ Name of Student: \_\_\_\_\_

Grade: \_\_\_\_\_

Date of Birth of Student: \_\_\_\_\_

If I arrive, later than the dismissal time or am unable to pick up my child at the end of the After-School Program:

I give the After-School Program staff permission to release my child from the After-School Program without supervision.

I hereby release and discharge the Oakland Unified School District and its officers, employees, agents, and volunteers from all claims for injury, illness, death, loss or damage arising from the release of my child without supervision if I arrive later than dismissal time or am unable to pick up my child at the end of the After-School Program day.



\_\_\_\_\_  
Parent/Guardian/Caretaker Signature

\_\_\_\_\_  
Date

# After-School Programs, 2020-21

AFTER-SCHOOLPROGRAM NAME: \_\_\_\_\_

SCHOOL SITE: \_\_\_\_\_

## STUDENT HEALTH FORM

### STUDENT INFORMATION

Student's Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

Grade in 2020-21 \_\_\_\_\_ Language spoken in the home \_\_\_\_\_

### PARENT/GUARDIAN INFORMATION

Parent/Guardian Name (First, Last) \_\_\_\_\_

Student's Home Address \_\_\_\_\_

Phone (home) \_\_\_\_\_

Parent/Guardian Cell # \_\_\_\_\_ Parent/Guardian Work # \_\_\_\_\_

Name of Child's Doctor \_\_\_\_\_ Telephone \_\_\_\_\_

### EMERGENCY

In case of emergency, please contact:

Name: \_\_\_\_\_ Relationship to student: \_\_\_\_\_

Phone Number: \_\_\_\_\_

### HEALTH

Please check if your child has any of these Health Conditions and requires management after school:

HEALTH CONDITION	MEDICATION
<input type="checkbox"/> Severe Allergy to: _____	<input type="checkbox"/> Student has EpiPen® at school
<input type="checkbox"/> Asthma	<input type="checkbox"/> Student has inhaler at school
<input type="checkbox"/> Diabetes	<input type="checkbox"/> Student has medication at school
<input type="checkbox"/> Seizures	<input type="checkbox"/> Student has medication at school
<input type="checkbox"/> Sickle Cell Anemia	<input type="checkbox"/> Student has medication at school
<input type="checkbox"/> Cystic Fibrosis	<input type="checkbox"/> Student has medication at school
<input type="checkbox"/> Other conditions: _____	<input type="checkbox"/> Student has medication at school

Medical History that may be of importance \_\_\_\_\_

List any Allergies: \_\_\_\_\_

Medications needed during the school day: \_\_\_\_\_

Medications needed After-School hours: \_\_\_\_\_



## **SPECIAL INSTRUCTIONS**

All students with asthma, diabetes, and severe allergies should have emergency medication available to After-School Program staff in the event of an asthma attack, low blood sugar, or allergic reaction along with a medical management plan (Diabetes, Severe Allergy, or Asthma Action Plan) signed by you and your doctor. The After-School Program will need to have medication for your child that is separate from the medication you provide the regular school day program.

See your School Nurse/Health Services for more information.

## **AUTHORIZATION TO TREAT MINOR**

I give permission for the After-School Program staff to administer medication that my child may require during the After-School Program.

I authorize After-School Program Staff to furnish and/or obtain emergency medical treatment, which may be necessary for my child during the After-School Program.

Date: \_\_\_\_\_ Parent/Guardian Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Does your child have vision problems? \_\_\_\_\_

Have you ever been notified that your child has difficulty seeing? \_\_\_\_\_

Is your child supposed to wear glasses? \_\_\_\_\_

***Please return this form immediately to the After-School Program. Thank you!***









Exhibit E

EAST BAY REGIONAL PARK DISTRICT

WAIVER AND RELEASE OF LIABILITY AND INDEMNITY AGREEMENT

Waiver and Release of Liability. In consideration of being allowed to use and participate in activities at East Bay Regional Park District's facilities, including but not limited to its pools, lakes, shorelines and swimming lagoons ("Recreational Activity"), I, for myself and my spouse, my child, heirs, personal representatives, next of kin, and assigns, voluntarily agree to release, waive, discharge, and promise not to sue the East Bay Regional Park District, its officers, directors, agents, volunteers, and employees (collectively the "District") from any and all liability for any accident, illness, injury, death, wrongful death, or property damage/loss arising out of my participation in the Recreational Activity and/or use of District facilities and equipment (along with the use of transportation provided, arranged, or paid for by the District, including such transportation for medical treatment), whether occurring on or off District property, and whether caused by any negligence of the District or otherwise, excepting only to the extent caused by District's gross negligence.

Assumption of Risk. I understand that participation in the Recreational Activity and the use of District facilities, equipment, and transportation carry inherent risks that cannot be eliminated regardless of the care taken to avoid injury. These risks may result in injuries that include, but are not limited to, disease, cuts, eye injuries, blindness, broken bones, concussions, heart attacks, heat stroke, dehydration, joint or back injuries, slipping on uneven surfaces, brain injuries, drowning, paralysis, and death, as well as damage/loss of personal property. I also understand that these risks might arise for a variety of reasons, including but not limited to, actions, inaction or negligence of other parties, participants, or the District. I further understand that there may be other risks that are not known to me or reasonably foreseeable at this time. By signing below, I acknowledge that participation in the Recreational Activity and the use of District facilities, equipment, and transportation is voluntary and that I knowingly assume any and all risks, known and unknown.

Indemnity Agreement. In consideration for the District's permission to participate in the Recreational Activity, I voluntarily agree to indemnify and hold harmless the District from all claims, demands, and causes of action brought by me or anyone else as a result of my participation in the Recreational Activity and/or use of District facilities and equipment (along with the use of transportation provided, arranged, or paid for by the District, including such transportation for medical treatment), whether caused by any negligence of the District or otherwise, and agree to reimburse the District for any resulting costs, expenses, and attorneys' fees

Severability. I understand and acknowledge that this Agreement is intended to be as broad and inclusive as permitted by law. If any portion of this Agreement is deemed invalid, it is agreed that the remaining portion of the Agreement shall continue in full legal force and effect.

Minor Participants. If Participant is under 18, Participant's custodial parent or legal guardian must sign below, warranting that he or she is the Participant's custodial parent or legal guardian, and is agreeing to the terms and conditions of this Agreement, on both his or her and the Participant's behalf. Parent or legal guardian acknowledges by their signature that they are giving up the same rights for the minor as they would be giving up if they signed this Agreement on their own behalf.

I have read this Agreement and understand that I am giving up substantial rights by signing it, but do so voluntarily and intend to completely release the District from the liability described above to the greatest extent allowed by law. I also understand that this Agreement is legally binding on me and my child (if applicable), spouse, heirs, personal representatives, assigns, and next of kin.

Participant Name \_\_\_\_\_  
(Print)

Name of Custodial Parent or Guardian (if Participant is under 18): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Participant Signature (if over 18) or Custodial Parent or Guardian Signature



Exhibit E (1)  
Middle School Sports Release of Liability and Assumption of Risk

**OAKLAND UNIFIED SCHOOL DISTRICT AND \_\_\_\_\_**  
**20\_\_-20\_\_ MIDDLE SCHOOL SPORTS LEAGUE ACTIVITIES**

**RELEASE OF LIABILITY AND ASSUMPTION OF RISK**

In exchange for being permitted to participate or have my child/ward participate in activities and use equipment and facilities, I agree to release, indemnify and discharge Oakland Unified School District ("OUSD"), \_\_\_\_\_, and their respective agents, directors and employees on behalf of myself, my spouse/domestic partner, children, heirs, assigns, and estate as described below.

1. I am familiar with the Middle School Sports League Activities and facility rules and agree that I and my child will follow them. I understand that the recreational activities or use of the facilities or equipment carries inherent risks which cannot be eliminated regardless of the presence of coaches or other care taken to avoid injury. I understand that, in the event that a Middle School Sports League school site is closed for any emergency reason (including but not limited to reasons related to COVID-19), the Middle School Sports League shall provide physical programming remotely, rather than in-person at the school site, and that this remote physical activity likewise carries inherent risks. I understand that OUSD and \_\_\_\_\_ are not responsible for loss, damage, illness, or injury, or death, to person or property as a result of use of the facilities or equipment or participation in the Middle School Sports League activities (including remote physical activity) offered after school and on designated weekend days as scheduled.
2. As parent/guardian, I certify that my child is physically fit and medically able to participate in the Middle School Sports League activities and that parent/guardians have not been advised otherwise by a qualified medical person. I authorize OUSD, \_\_\_\_\_, or Middle School Sports League staff to furnish and/or obtain emergency medical treatment which may be necessary for me or my child during Middle School Sports League activities. Participant and/or parent/guardian agree to pay all costs associated with medical care and transportation for the participant as provided by law.
3. As parent/guardian, I have reviewed the schedule(s) for Middle School Sports League activities and understand that weather permitting the Middle School Sports League activities generally run after school and on designated weekend days of each month as scheduled. Parent/Guardians understand that they are responsible for transporting their child/children and picking up their children promptly at the end of the program and that there is no OUSD or \_\_\_\_\_ supervision for children after the Middle School Sports League program ends.
4. I agree as an adult participant, or the Parent/Guardian of a minor participant, to grant the right and permission to photograph and/or record me or my child/ward in connection with Middle School Sports League and to use the photograph and/or recording for all purposes.

By signing this document (Release of Liability and Assumption of Risk), I understand that if anyone is hurt or property damaged in connection with Middle School Sports League activities (including remote physical activity), I may be found to have waived my or my child/ward's right to maintain a lawsuit against OUSD, \_\_\_\_\_, or their respective agents, directors, and employees and I am voluntarily choosing to participate.

**SIGNATURE \_\_\_\_\_**  
**(Participant or Parent/Legal Guardian if under age of 18)**

**Today's Date \_\_\_\_\_**

**Participant Name (print)**

**Grade**

**Date of Birth**

---

**School**

**(COMPLETE INFORMATION ON BOTH SIDES)**



**OAKLAND UNIFIED SCHOOL DISTRICT AND \_\_\_\_\_**  
**20\_\_-20\_\_ MIDDLE SCHOOL SPORTS LEAGUE ACTIVITIES**

Participant Name (print) \_\_\_\_\_ Grade \_\_\_\_\_ Date of Birth \_\_\_\_\_

School \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_ Email Address \_\_\_\_\_

In case of emergency please contact:

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone: work/home/cell \_\_\_\_\_

**If the Participant Is A Minor (under age 18):**

Print name of Parent or Legal Guardian of Minor \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_ Email Address \_\_\_\_\_

**SIGNATURE** \_\_\_\_\_  
**(Participant or Parent/Legal Guardian if under age of 18)**

**Today's Date** \_\_\_\_\_

**Student Participant Health Conditions**

- Severe Allergy to: \_\_\_\_\_  Student has an Epi-pen at school
- Asthma  Student has an inhaler at school
- Diabetes  Student has medication at school
- Seizures  Student has medication at school
- Sickle Cell Anemia  Student has medication at school
- Other condition(s): \_\_\_\_\_  Student has medication at school

Medications needed during the school day: \_\_\_\_\_

Medications needed after school hours: \_\_\_\_\_

Special Instructions: \_\_\_\_\_

All students with asthma, diabetes, and severe allergies should have emergency medication available to school staff in the event of an asthma attack, low blood sugar, or allergic reaction along with a Severe Allergy/Asthma Action plan signed by you and your doctor. See your School Nurse/Health Services for more information.

Health Insurance Plan Name: \_\_\_\_\_ Subscriber/Policy No. \_\_\_\_\_  
**(COMPLETE INFORMATION ON BOTH SIDES)**



**INVOICING AND STAFF QUALIFICATIONS FORM  
2020-2021**

**Basic Directions**

**Complete the chart below for each subcontractor and attach with Lead Agency monthly invoices.**

1. Employee, agent or subcontractor name.
2. ATI #. This is the fingerprint clearance number assigned by the Department of Justice.
3. Current TB Clearance. Current means within the last 4 years. This documentation should be maintained in Lead Agency files and copies must be upload to the Google Folder.
4. IA Requirement. No Child Left Behind Law requires that any staff who directly supervise students and are included in the 20:1 student-to-adult ratio meet the IA requirement. This documentation will be maintained in Lead Agency files and a copy must be submitted to OUSD.

**Agency Information**

Agency Name		Agency's Contact Person	
Billing Period		Contact Phone #	

Employee, Agent, or Subcontractor Name	ATI #	Current TB Clearance Documentation on File	IA Requirement Documentation on File
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No
		_ Yes _ No	_ Yes _ No



Exhibit G (1)



**PROCEDURE FOR INVOICING  
Oakland Unified School District**

**Comprehensive After School Programs 2020-2021**

The following procedures are required in submitting invoices that utilize 21<sup>st</sup> Century and/or ASES funding:

- ◆ All 21<sup>st</sup> Century and/or ASES invoices must be submitted to the OUSD After School Programs Office in order to be processed and paid. We are located at 1000 Broadway, Suite 150.
- ◆ All invoices must be generated on your organization's letterhead. This applies to both agency and individual contractors.
- ◆ To maintain invoicing consistency so that all necessary information is included, please use the attached invoicing format. Simply cut and paste the format onto your organization's letterhead. Please utilize the sample invoice as a guide. All of the information in the top section of the invoice template **MUST** be completed in order to process for payment. Also, in the body of the template, a detailed breakdown of charges must be provided, including number of hours worked and hourly rate. **Failure to fully complete an invoice according to these specifications may result in a delay of payment.**
- ◆ All invoices should cover only one calendar month, i.e. the 1<sup>st</sup> through the 30<sup>th</sup> or 31<sup>st</sup>.
- ◆ Contractor, Agency, Site Coordinator, and Principal signatures must be secured prior to submission of invoices to the After School Programs Office. All of these signatures must be originals.
- ◆ Invoices for the month are generally due in the After School Programs Office by 5:00 p.m. on the 10<sup>th</sup> of the following month. This is not a steadfast rule; for example, the invoice for November 1-30<sup>th</sup> is due in our office on the 9<sup>th</sup> of December (the 10<sup>th</sup> is a Saturday). **Invoices that are submitted after the due dates listed below will be processed the following monthly invoicing period.**

The tentative schedule for OUSD payments is anticipated as follows:

<b>Invoices due to our office by 5:00 pm on:</b>	<b>Accounts Payable checks to be mailed on:</b>
August 10, 2020	August 25, 2020
September 8, 2020	September 22, 2020
October 9, 2020	October 23, 2020
November 9, 2020	November 20, 2020
December 8, 2020	December 21, 2020
January 11, 2021	January 25, 2021
February 9, 2021	February 26, 2021
March 9, 2021	March 23, 2021
April 9, 2021	April 30, 2021
May 10, 2021	May 28, 2021
June 7, 2021 for May invoices	June 25, 2021
June 15, 2021 for Final Billing	TBD

If there are any questions regarding the invoicing process, please contact our office at (510) 879-2888.





Exhibit G (2)

**PROCEDURES for PAID INSERVICE/EXTENDED CONTRACTS and TIME SHEETS  
OUSD CERTIFICATED TEACHERS 2020-2021**

The following procedures are required in submitting fiscal forms for Paid In-service/Extended Time for OUSD employees utilizing 21<sup>st</sup> Century and/or ASES funding:

Paying OUSD Certificated Employees (Teachers)

- ◆ Academic Liaisons should submit a Paid Inservice form and Extended Contract teachers should submit a "Request for Extended Contract" IN ADVANCE to approve all projected work to be completed, using appropriate Budget Org Key (Object Code usually -1120 or -1122)
- ◆ **The FIRST submission of the Paid Inservice/Extended Contract paperwork must be accompanied by a timesheet in order to be processed by OUSD Payroll. No payment will be rendered until timesheets are submitted to our office.**
- ◆ Have Employee sign Extended Contract & ALL Time Sheets
- ◆ Have Principal approve and sign Paid Inservice/Extended Contract & ALL Time Sheets
- ◆ Please be sure to submit ORIGINALS of all documents
- ◆ Please use only ONE SIDED Time Sheets
- ◆ Deliver to OUSD After School Programs Office — All 21<sup>st</sup> Century and/or ASES Paid Inservice/Extended Contracts and Time Sheets must be submitted to the OUSD After School Programs Office in order to be processed and paid. We are located at 1000 Broadway, Suite 150.
- ◆ **Union Contract rate for teachers is \$26.61/hr.**
- ◆ **Union Contract rate for Academic Liaisons is \$34.67/hr.**
- ◆ Once the Paid In-service form or Request for Extended Contract has been submitted and approved, only timesheets are required to be submitted for subsequent payments.

Paid In-service/Extended Contract Timesheets Due to After School Programs Office on the following anticipated dates:	OUSD Anticipated Payroll Issue Dates ***Please note: Allow 45 days processing time for the first submission. Future submissions take approximately 5 weeks .***
September 15, 2020	October 20, 2020
October 15, 2020	November 22, 2020
November 15, 2020	December 22, 2020
December 15, 2020	January 21, 2021
January 14, 2021	February 22, 2021
February 15, 2021	March 22, 2021
March 15, 2021	April 22, 2021
April 15, 2021	May 20, 2021
May 13, 2021	June 22, 2021
June 7, 2021	June 29, 2021

If there are any questions regarding these documents or procedures, please contact our office at (510) 879-2888.





Exhibit G (3)

**PROCEDURES for EXTENDED TIME and/or OVERTIME FORMS (ET/OT)  
for OUSD CLASSIFIED EMPLOYEES 2020-2021**

The following procedures are required in submitting fiscal forms for Extended Time and/or Overtime (ET/OT) for OUSD classified employees utilizing 21<sup>st</sup> Century and/or ASES funding:

Paying OUSD Classified Employees (SSOs, Custodians, Instructional Aides, etc.)

- ◆ Complete "Combined ET/OT/CT and Move-Up/Acting Time Report", using appropriate Budget Org Key
- ◆ Have Employee Sign Form
- ◆ Have Site Coordinator Sign Form
- ◆ Have Principal Approve and Sign Form
- ◆ All Custodial ET/OT forms must be submitted to Custodial Services at 900 High Street.
- ◆ All SSO ET/OT forms must be submitted to the SSO Office at 1011 Union St.
- ◆ Any other ET/OT forms for 21<sup>st</sup> Century and ASES classified staff must be delivered to Oakland SUCCESS After School Programs Office in order to be processed and paid. Please see payment schedule in chart below. **Forms that are submitted after the due dates listed below will be paid on the following Payroll Issue Date.** We are located at 1000 Broadway, Suite 150.
- ◆ *Rate varies depending on employee's hourly rate.*

ET/OT Forms Due to After School Programs Office on the following anticipated dates:	OUSD Anticipated Payroll Issue Dates
September 15, 2020	September 29, 2020
September 29, 2020	October 12, 2020
October 12, 2020	October 29, 2020
October 29, 2020	November 15, 2020
November 15, 2020	November 30, 2020
November 30, 2020	December 15, 2020
December 15, 2020	December 29, 2020
December 22, 2020	January 12, 2021
January 12, 2021	January 31, 2021
January 31, 2021	February 15, 2021
February 15, 2021	February 28, 2021
February 28, 2021	March 15, 2021
March 15, 2021	March 31, 2021
March 31, 2021	April 15, 2021
April 15, 2021	April 29, 2021
April 29, 2021	May 13, 2021
May 13, 2021	May 31, 2021
May 31, 2021	June 15, 2021
June 15, 2021	June 29, 2021

If there are any questions regarding these documents and procedures, please contact our office at (510) 879-2888.

Exhibit H

**INSERT HERE**









Exhibit I

Statement of Qualifications

**INSERT HERE**

# HigherGround

HIGHER GROUND NEIGHBORHOOD DEVELOPMENT CORP. (510)658-6454 email:  
[higherground\\_ndc@yahoo.com](mailto:higherground_ndc@yahoo.com)

## STATEMENT OF QUALIFICATIONS

School Year	Site	Summa of Pro rams and Services
2019-2022 2014-2017	East Oakland Pride Elementary	Comprehensive <ul style="list-style-type: none"> <li>• After School Programming</li> <li>• Developmental Recess</li> <li>• Behavioral Health</li> </ul>
2018-2020	KIPP Bridges Elementary School	Comprehensive After School Program Grade Level Collaborative Support-Physical Education Class
2017-2020	Bay Area Technical Academy	Comprehensive After School Pro ram
2016-2020	Northern Light School	Comprehensive After School
2004-2022	New Highland Elementary School	<ul style="list-style-type: none"> <li>• Comprehensive After School Program Coordination Implementation</li> <li>• Community Schools Coordination</li> <li>• Developmental Recess</li> <li>• PBIS School Climate Coaching work</li> <li>• Grade Level Collaborative Support — Physical Education</li> <li>• Classes</li> </ul>
2016-2022	Parker Elementary	<ul style="list-style-type: none"> <li>• Comprehensive After School Program Coordination Implementation</li> <li>• PBIS School Climate Coaching work</li> </ul>
2004-2019	Sobrante Park Elementary School	<ul style="list-style-type: none"> <li>• Comprehensive After School Program Coordination Implementation</li> <li>• PBIS School Climate Coaching work</li> </ul>
2016-2020	Vetting Provider for Sacramento Unified School District. Extended Day Pro rams	<ul style="list-style-type: none"> <li>• Comprehensive After School Program Coordination Implementation</li> </ul>
2016-2018	Melrose Leadership	<ul style="list-style-type: none"> <li>• Developmental Recess Behavioral Health</li> </ul>
2015-2018	Bel Air Elementary School	<ul style="list-style-type: none"> <li>• Developmental Recess</li> <li>• PBIS School Climate Coachin work</li> </ul>
2008-2018	Brookfield Elementary School	<ul style="list-style-type: none"> <li>• Comprehensive After School Program Coordination Implementation</li> <li>• PBIS School Climate Coaching work</li> </ul>



2014-2017	Rise Elementary School	<ul style="list-style-type: none"> <li>Comprehensive After School Program Implementation</li> <li>Developmental Recess</li> <li>PBIS School Climate Coaching work</li> <li>Grade Level Collaborative Support — Physical Classes</li> </ul>	<p>Coordination</p> <p>Education</p>
2013 - 2015	Castlemont Prep Academy	<ul style="list-style-type: none"> <li>Developmental Recess</li> <li>School Day Behavioral Health Program</li> </ul>	
2004-2014	Allendale Elementary School	<ul style="list-style-type: none"> <li>School Day Behavioral Health Program</li> <li>Developmental Recess</li> <li>Service Learning</li> <li>Comprehensive After School Program Coordination</li> <li>Implementation</li> <li>Community Schools Coordination</li> <li>PBIS School Climate Coaching work</li> </ul>	
Fall 2010 onl	Marshall Elementary School	<ul style="list-style-type: none"> <li>Fiscal Agent</li> </ul>	
2006 - 2010	E. Morris Cox Elementary School	<ul style="list-style-type: none"> <li>School Day Behavioral Health Program</li> </ul>	

2006-2008	Jefferson Elementary School	<ul style="list-style-type: none"> <li>After School SES Coordination</li> </ul>	
2003 - 2005	Fruitvale Elementary School	<ul style="list-style-type: none"> <li>After School Behavioral Health Group</li> </ul>	
2003	Oakland Unified School District Charter Schools Office	<ul style="list-style-type: none"> <li>OUSD granted HGNDC a license to operate a K-5 public community schools elementary Charter school called Lotus Agriculture &amp; Technology Academy</li> </ul>	
2002	Higher Ground Neighborhood Development Corp. Established	<ul style="list-style-type: none"> <li>Receipt of 501 (c) (3) from State of California</li> </ul>	
2000	Secured California Charter School Planning Grant	<ul style="list-style-type: none"> <li>Granted 30K for the planning of an Oakland Unified School Community Schools k-5 Charter.</li> </ul>	



**EXHIBIT J**  
**Agreement to Allow Distinct & Separate Employment by OUSD and AGENCY**

As set forth in Paragraph 11.4 of the Memorandum of Understanding between AGENCY and Oakland Unified School District ("OUSD"), this Agreement ("Agreement") allows for the employment of the EMPLOYEE, \_\_\_\_\_, for distinct and separate employment roles with OUSD and with AGENCY. These two employment positions do not overlap in duties, hours, or control by the respective employers, OUSD or AGENCY. As used in this Agreement, "Parties" means Employee, OUSD, and AGENCY.

1. **Employment Position.** OUSD shall provide Employee with a written document describing the position that Employee shall perform for OUSD. AGENCY shall provide Employee with a written document describing the position that Employee shall perform for AGENCY. None of the duties performed for either employer shall interfere or conflict with their responsibilities for the other employer.
2. **Hours of Work.** OUSD shall inform Employee of the hours of work for the OUSD employment position. AGENCY shall inform Employee of the hours of work for the AGENCY position. None of the work hours shall be overlapping. Employee shall not work any hours beyond the regular working hours for either OUSD or AGENCY unless express written approval is given by the Employer for whom the extra hours are being worked.
3. **Control & Supervision – OUSD Employment.** During the employment position and working hours performed for OUSD, EMPLOYEE will devote their full services to OUSD and shall not engage in any work that conflicts with or compromises EMPLOYEE's best efforts to OUSD. EMPLOYEE shall be supervised by designated OUSD personnel and OUSD will provide the information, tools, and equipment necessary for such employment. OUSD shall control all aspects of the employment relationship for the work performed for OUSD. EMPLOYEE shall not use the information, tools, or equipment of OUSD in performing the work for AGENCY, without OUSD's express permission. All work product of the EMPLOYEE shall belong to the employer for whom the services were being provided at the time the work was created. AGENCY shall not have any control or supervision over EMPLOYEE during the EMPLOYEE's OUSD work hours.
4. **Control & Supervision – AGENCY Employment.** During the employment position and working hours performed for AGENCY, EMPLOYEE will devote their full services to AGENCY and shall not engage in any work that conflicts with or compromises EMPLOYEE's best efforts to AGENCY. EMPLOYEE shall be supervised by designated AGENCY personnel and AGENCY will provide the information, tools, and equipment necessary for such employment. AGENCY shall control all aspects of the employment relationship for the work performed for AGENCY. EMPLOYEE shall not use the information, tools, or equipment of AGENCY in performing the work for OUSD, without AGENCY's express permission. All work product of the EMPLOYEE shall belong to the employer for whom the services were being provided at the time the work was created. OUSD shall not have any control or supervision over EMPLOYEE during the EMPLOYEE's AGENCY work hours.
5. **Workers Compensation Liability Insurance.** As required by California and federal law, each employer shall maintain workers compensation liability insurance for Employee's behalf for the employment position for which EMPLOYEE is employed by each of them.
6. **Wages.** OUSD is separately and independently liable for all wages and benefits earned by EMPLOYEE for performance of the OUSD employment position. OUSD shall have no liability for any portion of wages and benefits earned by EMPLOYEE for performance of the AGENCY employment position, and AGENCY agrees to indemnify, defend, and hold harmless OUSD from any such claim. Similarly, AGENCY is separately and independently liable for all wages and benefits earned by EMPLOYEE for performance of the AGENCY employment position. AGENCY shall have no liability for any portion of wages and benefits earned by EMPLOYEE for performance of the OUSD employment position, and OUSD agrees to indemnify, defend, and hold harmless OUSD from any such claim.
7. **No Joint Employer Relationship.** The Parties acknowledge and agree that it is not their intent to create any joint employer relationship and, instead, each employment relationship is separate and distinct as set forth in this Agreement. Notwithstanding, EMPLOYEE understands and agrees personnel information may be exchanged between OUSD and AGENCY.
8. **Termination.** Subject to any applicable employment laws, any Party may terminate this Agreement or any employment relationship created under this Agreement with two weeks written notice to the other Parties.



9. Litigation. This Agreement shall be performed in Oakland, California and is governed by the Laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement.
10. Integration/Entire Agreement of Parties: This Agreement and the Memorandum of Understanding between AGENCY and OUSD from which this Agreement stems, constitute 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 all Parties.
11. Counterparts. This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
12. Signature Authority. Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.
13. Employment Contingent on Governing Board Approval: OUSD shall not be bound by the terms of this Agreement or employment of EMPLOYEE until it has been formally approved by OUSD's Governing Board, and no payment shall be owed or made to EMPLOYEE absent formal approval. This Agreement shall be deemed to be approved when it has been signed all Parties and employment of EMPLOYEE has been approved by the Governing Board.

OAKLAND UNIFIED SCHOOL DISTRICT

*[Handwritten Signature]*

- 
- President, Board of Education
  - Superintendent or Designee

*[Handwritten Signature]*

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Secretary, Board of Education

AGENCY

---

EMPLOYEE

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# HIGHER GROUND NEIGHBORHOOD DEVELOPMENT CORPORATION

HIGHER Oakland, California 94608

GROUND [www.highergroundndc.com](http://www.highergroundndc.com)

## FBI/TB Clearance Letter

March 16, 2020

To Whom It May Concern:

Higher Ground Neighborhood Development Corp performs a thorough screening of all employees and consultants that work with children on a school or community-based site. We keep current proof of negative TB results on file with our Human Resources Department for said employees and consultants. We conduct FBI/DOJ level fingerprint/criminal background clearances with Live Scan for each employee and consultant that has contact with children or families through after school program. We receive subsequent background check information. Employees or consultant is considered as one of our ratio team members regarding Oakland Unified School District's ASES funding, they must also meet the OUSD educational requirements by providing proof of that this requirement has been met in the form of transcripts and/or "Pass Letter" or copy of ID certification card from OUSD or Alameda County Office of Education.

Thank you,

A handwritten signature in blue ink that reads "Amber Blackwell". The signature is written in a cursive style with a large, looped initial "A".

Amber Blackwell, M.A.

Administrative Programmatic Operations Director



**SAM Search Results**  
**List of records matching your search for :**

**Search Term : higher ground neighborhood development corp\***  
**Record Status: Active**

**No Search Results**



## MEMORANDUM OF UNDERSTANDING ROUTING FORM 2019-2020

### Basic Directions

**Services cannot be provided until the MOU is fully approved and a Purchase Order has been issued.**

1. Contractor and OUSD Administrator reach agreement about scope of work and compensation.
2. Contractor and OUSD Administrator agreed upon terms are reflected in the Memorandum of Understanding.
3. OUSD Administrator verifies contractor does not appear on the Excluded Parties List.
4. OUSD contract originator creates the requisition on Escape.
5. Within 2 weeks of creating the requisition, the OUSD Administrator submits completed MOU packet to Legal for approval.

### Agency Information

Agency Name	Higher Ground Neighborhood Dev Corp	Agency's Contact Person	Amber Blackwell
Street Address	6441 Herzog Street	Title	Administrative Director
City	Oakland	Telephone	510-655-6454
State	CA	Zip Code	94608
Email	higherground_ndc@yahoo.com		
OUSD Vendor Number	004421		
Attachments	<input checked="" type="checkbox"/> Proof of general liability and workers' compensation insurance <input checked="" type="checkbox"/> Statement of qualifications <input checked="" type="checkbox"/> Program Planning Tool and Budget <input checked="" type="checkbox"/> Printout showing this vendor does not appear on the Excluded Parties List. ( <a href="http://www.sam.gov/portal/public/Sam/">www.sam.gov/portal/public/Sam/</a> )		

### Compensation and Terms – Must be within OUSD Billing Guidelines

Anticipated Start Date	August 1, 2020	Date work will end	July 31, 2021	Total Contract Amount	\$ 111,269.00
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### Budget Information

Resource #	Resource Name	Budget #	Amount	Req. #
6010	ASES	010-6010-0-1110-4000-5825-107-1070-1553-0106-99999	\$ 111,269.00	20/21 Funds
			\$	
			\$	
			\$	

### OUSD Contract Originator Information

Name of OUSD Contact	Michelle Grant	Email	michelle.grant @ousd.org		
Telephone	510-636-8217	Fax	510-636-8220		
Site/Dept. Name	107/East Oakland Pride Elementary School	Enrollment Grades	K	through	8

### Approval and Routing (in order of approval steps)

Services cannot be provided before the MOU is fully approved and a Purchase Order is issued. Signing this document affirms that to your knowledge services were not provided before a PO was issued.

OUSD Administrator verifies that this vendor does not appear on the Excluded Parties List (<https://www.sam.gov>)

Please sign under the appropriate column.	Approved	Denied – Reason	Date
1. Site Administrator	<small>DocuSigned by:</small>  <small>MIHELLE GRANT</small>		5/27/2020
2. Resource Manager	<small>DocuSigned by:</small>  <small>MARTHA PENA</small>		5/27/2020
3. Network Superintendent/Deputy Chief/Exec Dir.	<small>DocuSigned by:</small>  <small>MONICA THOMAS</small>		5/29/2020
4. Cabinet (CAO, SBO, CFO)	<small>DocuSigned by:</small>  <small>SANDRA AGUILERA</small>		5/29/2020
5. Board of Education or Superintendent			
Procurement	Date Received		