Board Office Use: Legislative File Info. 14-1565 File ID Number: 08/13/2014 Introduction Date: **Enactment Number: Enactment Date:**



Memo

To:

Board of Education

From:

ANTWAN WILSON, EdD, SUPERINTENDENT: By: ANTWAN D WILSON, Deputy Superintendent

Board Meeting Date: 08/13/2014

Subject:

Professional Service Contract

Contractor:

Oakland Kids First of Oakland, CA

Services for: 922-FAMILY, SCHOOL AND COMMUNITY PARTNERSHIPS

Board Action Requested Ratification by the Board of Education of a Professional Services Contract between the District and and Recommendation: Oakland Kids First, Oakland, CA, for the latter to provide: Oakland Kids First (OKF) will provide Peers Advising Students to Succeed (PASS-2) programming for Oakland Technical, Skyline, Fremont, Castlemont, and Oakland High Schools two days a week during the 2013-14 school year to train upper classmen to mentor 9th grade students so they are successful graduating high school and attending college. PASS-2 mentors will conduct additional workshops at 4 additional high schools that do not offer the program and 3 middle schools. OKF will provide REAL HARD programs at Oakland Technical, Fremont and Castlemont High Schools, and a Culture Keeping class at Oakland Technical, during the 2013-14 school year. for the period of 03/14/2014 through 06/30/2014 in an amount not to exceed \$40,000.00.

Background:

(A one paragraph explanation of why the consultant's services are needed.) OKF works to ensure youth and adults work in partnership together to improve student learning, student experience, and student achievement. The PASS-2 program works with traditionally underserved students to provide access to high school graduation and college readiness knowledge in schools that do not have the counseling services or capacity to reach all ninth grade students. The PASS-2, REAL HARD, and Culture Keeper programs train student leaders to be partners with adults on campuses to positively transform school culture through peer-to-peer academic mentoring and modeling

Discussion:

(QUANTIFY what is being purchased.)

Oakland Kids First (OKF) will provide Peers Advising Students to Succeed (PASS-2) programming for Oakland Technical, Skyline, Fremont, Castlemont, and Oakland High Schools two days a week during the 2013-14 school year to train upper classmen to mentor 9th grade students so they are successful graduating high school and attending college. PASS-2 mentors will conduct additional workshops at 4 additional high schools that do not offer the program and 3 middle schools. OKF will provide REAL HARD programs at Oakland Technical, Fremont and Castlemont High Schools, and a Culture Keeping class at Oakland Tech during the 2013-14 school year.

Board Office Use: Legislative File Info.						
File ID Number:	14-1565					
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Enactment Number:	14-1426,					
Enactment Date:	8-13-1401					
1						



Fiscal Impact: Funding resources below not to exceed \$40,000.00

\$40,000.00 IASA-I BASIC GRANTS LOW INCOME

Attachments: Professional Services Contract including Scope of Work

Waiver Summary

Resume / Statement of Qualifications

EPLS Search Results Page

Insurance Certification (if no Waiver was granted)

Board Office Use: Leg	islative File Info.
File ID Number	14-1565
Introduction Date	08/13/2014
Enactment Number	14-142611
Enactment Date	8-13-14//



PROFESSIONAL SERVICES CONTRACT 2013-2014

Thi	Agreement is entered into between Oakland Kids First								
(CC) the spe	NTRACTOR) and Oakland Unified School District (OUSD). OUSD is authorized by Government Code Section 53060 to contract for furnishing of special services and advice in financial, economic, accounting, engineering, legal, and administrative matters with persons cially trained, experienced, and competent to perform such services. CONTRACTOR warrants it is specially trained, experienced, and petent to provide such services. The parties agree as follows:								
1.	Services: CONTRACTOR shall provide the ("Services" or "Work") as described in Exhibit "A," attached hereto and incorporated herein by reference.								
2.	Terms: CONTRACTOR shall commence work on03/14/2014, or the day immediately following approval by the Superintendent								
	if the aggregate amount CONTRACTOR has contracted with the District is below \$\frac{\$84,100.00}{}\$ in the current fiscal year; or, approval								
	by the Board of Education if the total contract(s) exceed								
3.	Compensation: OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement. The								
	compensation under this Contract shall not exceed FORTY THOUSAND								
	Dollars (\$40,000.00 per hour. This sum shall be for								
	full performance of this Agreement and includes all fees, costs, and expenses incurred by Contractor including, but not limited to,								
	labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs, and other costs.								
	If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit "A," attached hereto, the specific scope of services to be delivered on an hourly basis to OUSD.								
	OUSD shall not be liable to CONTRACTOR for any costs or expenses paid or incurred by CONTRACTOR in performing services for								
	OUSD, except as follows: No Reimbursements								
	Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after CONTRACTOR submits an invoice to OUSD for Work actually completed and after OUSD's written approval of the Work, or the portion of the Work for which payment is to be made.								
	The granting of any payment by OUSD, or the receipt thereof by CONTRACTOR, shall in no way lessen the liability of CONTRACTOR to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by the District and in that case must be replaced by CONTRACTOR without delay.								
4.	Equipment and Materials: CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of the								
	Agreement except:,								
	which shall not exceed a total cost of								
5.	CONTRACTOR Qualifications / Performance of Services:								
	CONTRACTOR Qualifications: CONTRACTOR warrants it is specially trained, experienced, competent and fully licensed to provide the Services required by this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and,/or regulations, as they may apply.								
	Standard of Care: CONTRACTOR warrants that CONTRACTOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of OUSD. CONTRACTOR's services will be performed, findings obtained, reports and recommendations prepared in accordance with generally and currently accepted principles and practices of its profession for services to California school districts.								
6.	Invoicing : Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, but not be limited to: Contractor name, Contractor address, invoice date, invoice number, purchase order number, name of school or department service was provided to, period of service, name of the person performing the service, date service was rendered, brief description of services provided, number of hours of service, hourly rate, total payment requested.								
7.	Notices : All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during norma business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:								
oBo	Requisition No. R0411246 P.O. No. P1411462								

Professional Services Contract

CONTRACTOR: **OUSD** Representative: **CURTISS SARIKEY** Cara Johnson Name: Name: Site /Dept.: 922-FAMILY, SCHOOL AND COMMUNITY PARTNERSHIP **Program Manager** Title: 746 Grand Avenue 610 16th St. Suite 310 Address: Address: Oakland, CA 94610 Oakland, CA 94612 5102731563 510-452-2043 Phone: Phone:

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

8. **Status of Contractor**: This is not an employment contract. CONTRACTOR, in the performance of this Agreement, shall be and act as an independent contractor. CONTRACTOR understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. CONTRACTOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to CONTRACTOR's employees. In the performance of the work herein contemplated, CONTRACTOR is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, OUSD being interested only in the results obtained.

9. Insurance:

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

Check one of the boxes below:

- CONTRACTOR is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and will comply with such provisions before commencing the performance of the Work of this Contract.
- □ CONTRACTOR does not employ anyone in the manner subject to the workers' compensation laws of California.
- ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against CONTRACTOR. The policy shall protect CONTRACTOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
- iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

OR

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- iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required.) Waiver of insurance does not release CONTRACTOR from responsibility for any claim or demand.
- 10. Licenses and Permits: CONTRACTOR shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.
- 11. **Assignment**: The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express prior written consent of OUSD.
- 12. **Non-Discrimination**: It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age; therefore, CONTRACTOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, CONTRACTOR agrees to require like compliance by all its subcontractor(s). CONTRACTOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation.

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- 13. **Drug-Free / Smoke Free Policy**: No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, CONTRACTORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.
- 14. **Indemnification**: CONTRACTOR agrees to hold harmless, indemnify, and defend OUSD and its officers, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation in connection with the performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify, and defend OUSD and its elective board, officers, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services, or materials to CONTRACTOR in connection with the performance of this Agreement. This provision survives termination of this Agreement.
- 15. Copyright/Trademark/Patent/Ownership: CONTRACTOR understands and agrees that all matters produced under this Agreement shall become the property of OUSD and cannot be used without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark, and/or patent of said matter in the name of OUSD. CONTRACTOR consents to use of CONTRACTOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by CONTRACTOR or its Sub-CONTRACTORs in connection with the Services performed under this Agreement. All works shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD.
- 16. **Waiver**: No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
- 17. **Termination**: OUSD may at any time terminate this Agreement upon written notice to CONTRACTOR. OUSD shall compensate CONTRACTOR for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, OUSD may secure the required services from another contractor. If the cost to OUSD exceeds the cost of providing the services pursuant to this Agreement, CONTRACTOR shall pay the additional cost.
- 18. **Conduct of CONTRACTOR**: CONTRACTOR will adhere to the following staff requirements and provide OUSD with evidence of staff qualifications, which include:
 - 1. **Tuberculosis Screening**: CONTRACTOR is required to screen employees who will be working at OUSD sites for more than six hours. CONTRACTOR affirms that each employee has current proof of negative TB testing on file and TB results are monitored.
 - 2. Fingerprinting of Employees and Agents. The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to CONTRACTOR's services under this Agreement and CONTRACTOR certifies its compliance with these provisions as follows: "CONTRACTOR certifies that CONTRACTOR has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all CONTRACTOR's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by OUSD, or acting as independent contractors of CONTRACTOR, who may have contact with OUSD pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. Contractor further certifies that it has received and reviewed fingerprint results for each of its Employees and Contractor has requested and reviews subsequent arrest records for all Employees who may come into contract with OUSD pupils in providing services to the District under this Agreement.

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

- 19. **No Rights in Third Parties**: This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
- 20. OUSD's Evaluation of CONTRACTOR and CONTRACTOR's Employees and/or Subcontractors. OUSD may evaluate CONTRACTOR's work in any way that OUSD is entitled to do so pursuant to applicable law. The OUSD's evaluation may include, without limitation:
 - 1. Requesting that OUSD employee(s) evaluate the CONTRACTOR and the CONTRACTOR's employees and subcontractors and each of their performance.
 - Announced and unannounced observance of CONTRACTOR, CONTRACTOR's employee(s), and/or subcontractor(s).
- 21. Limitation of OUSD Liability: Other than as provided in this Agreement, OUSD's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the services performed in connection with this Agreement.
- 22. **Confidentiality**: CONTRACTOR and all CONTRACTOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. CONTRACTOR understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Contractors will be permitted

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

- 23. Conflict of Interest: CONTRACTOR shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement.
 - CONTRACTOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between CONTRACTOR's family, business or financial interest and the services provided under this Agreement, and in the event of change in either private interest or services under this Agreement, any question regarding possible conflict of interest which may arise as a result of such change will be brought to OUSD's attention in writing.

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

- 24. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion: CONTRACTOR certifies to the best of his/her/its knowledge and belief, that it and its principals: Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded Parties List. (https://www.epls.gov/epls/search.do)
- 25. **Litigation**: This Agreement shall be performed in Oakland, California and is governed by the laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement. If litigation is initiated, the prevailing party shall be entitled to reasonable attorney's fees and costs.
- 26. Incorporation of Recitals and Exhibits: The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
- 27. Integration/Entire Agreement of Parties: This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties.
- 28. Counterparts: This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
- 29. **Signature Authority**: Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.
- 30. Contract Contingent on Governing Board Approval: OUSD shall not be bound by the terms of this Agreement until it has been formally approved by OUSD's Governing Board, and no payment shall be owed or made to CONTRACTOR absent formal approval. This Agreement shall be deemed to be approved when it has been signed by the Board of Education, and/or the Superintendent as its designee.

OAKLAND UNIFIED SCHOOL DISTRI	CT	CONTRACTOR			
ANTWAN D WILSON	07/04/2014	Cara Johnson	07/04/2014		
President, Board of Education	Date	Contractor eSignature	Date		
Superintendent or Designee					
pf 1//	01111				
MATT	8-14-14	Cara Johnson, Progra	am Manager		
Secretary, Board of Education	Date	Print Name, Title			

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EXHIBIT "A" SCOPE OF WORK

[IF A CONTRACTOR PROVIDES AN ACCEPTABLE DESCRIPTION OF SERVICES AS PART OF A PROPOSAL, THAT DESCRIPTION OF SERVICES MAY BE ATTACHED <u>WITHOUT</u> ANY TERMS, CONDITIONS, LIMITATIONS, ETC., FROM THAT PROPOSAL.]

1. **Description of Services to be Provided:** Provide a description of the service(s) the contractor will provide. Be specific about what service(s) OUSD is purchasing and what *this* Contractor will do.

OKF works to ensure youth and adults work in partnership together to improve student learning, student experience, and student achievement. The PASS-2 program works with traditionally underserved students to provide access to high school graduation and college readiness knowledge in schools that do not have the counseling services or capacity to reach all ninth grade students. The PASS-2, REAL HARD, and Culture Keeper programs train student leaders to be partners with adults on campuses to positively transform school culture through peer-to-peer academic mentoring and modeling

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۷.	of the service(s): 1) How many more Oakland children are attending school 95% or more? 3) How many more stude Oakland children have access to, and use, the health so	e graduating from high school? 2) How many more Oakland children are ents have meaningful internships and/or paying jobs? 4) How many more ervices they need? Provide details of program participation (Students etc). NOT THE GOALS OF THE SITE OR DEPARTMENT.
	Technical, Skyline, Fremont, Castlemont, and Oaklar to train upper classmen to mentor 9th grade students college. PASS-2 mentors will conduct additional work	Students to Succeed (PASS-2) programming for Oakland and High Schools two days a week during the 2013-14 school year so they are successful graduating high school and attending kshops at 4 additional high schools that do not offer the program programs at Oakland Technical, Fremont and Castlemont High ch during the 2013-14 school year.
3.	Alignment with District Strategic Plan: Indicate the (Check all that apply.)	e goals and visions supported by the services of this contract:
	☐ Ensure a high quality instructional core	Prepare students for success in college and careers
	Develop social, emotional and physical health	Safe, healthy and supportive schools
	▼ Create equitable opportunities for learning	Accountable for quality
	☐ High quality and effective instruction	☐ Full service community district
1.	Alignment with Community School Strategic Site Please select:	Plan – CSSSP (required if using State or Federal Funds):
	☐ Action Item included in Board Approved CSSSP: (no additional documentation required)
	- Item Number(s): Not Applicable	
	Private School or	
	OUSD Department	
	☐ Action Item added as modification to Board Au	pproved CSSSP – Submit the following documents to the Resource
	Manager either electronically via email of scanned doo	
	 Relevant page of CSSSP with action item highlight date, school site name, both principal and school 	hted. Page must include header with the word "Modified", modification site council chair initials and date.
	2. Meeting announcement for meeting in which the 0	
		ation was approved indicating approval of the modification.
	Sign-in sheet for meeting in which the CSSSP mo	odification was approved.

ContractsOnline: Contract Waiver Summary

Site Number-Name: 922-FAMILY, SCHOOL AND COMMUNI

Principal / Department Head: CURTISS SARIKEY

Contractor Name: Cara Johnson

Business Name: Oakland Kids First

Contract Type: Standard

Anticipated Start Date: 03/14/2014 Contract End Date: 06/30/2014

Rate Type: FLAT Contract Amount: \$40,000.00

Applicable Waivers

Approved by Risk Management

Insurance-Reduction Waiver Status: NA

Waiver-Reduction Type: \$1,000,000 Required

Other Reduction Amount: NA

Approval Date:

Approved by Deputy Superintendent

Billing Waiver Status: Approved Approval Date: 06/26/2014

Fingerprint Waiver Status: NA Approval Date:

TB Test Waiver Status: NA Approval Date:

Cara L Johnson

328 Warwick Ave. Apt 2. Oakland, CA 94610 Cell: 314-221-0169 Email: Johnson.Cara.L@gmail.com

PROFESSIONAL EXPERIENCE

Nonprofit Leadership and Program Management

Oakland Kids First, Oakland, CA

- 2013-present **Managing Director**
 - Oversee PASS-2 and REAL HARD program development, design, implementation, and evaluation processes.
 - Lead, coach, and develop the capacity of senior leadership and program staff.
 - Support fundraising and finance management in partnership with Executive Director.
 - Partner with Oakland Unified School District leadership to support the Meaningful Student Engagement (MSE) initiative and MSE Collaborative.
 - Create and implement communications and branding strategy
 - Ensure compliance with government and foundation contracts and reporting.
 - Manage facilities and day-to-day operations of office including Human Resources.

Alternatives in Action, Oakland, CA

2012-2013 Community Programs Director at Life Academy of Health and Bioscience 2009-2011 **Community Programs Director at McClymonds High School**

- Directed services in academic support, leadership development, college and career readiness, enrichment, health education, and parent engagement through a collaborative of health, youth development, and school-based community partners.
- Managed a program budget of \$375,000 from private and public funding sources.
- Ensured compliance with grant requirements and oversaw reporting.
- Supervised staff by overseeing hiring process, leading professional development, providing coaching and feedback, and conducting performance reviews.
- Coordinated integration of school day strategic plan with Community Programs.
- Developed and facilitated curriculum for annual summer program and Executive Team student leadership trainings.
- Coached student performances, Violence of the Soul: It's Deeper than the Streets showcased at Oakland City Hall, and "The Real Me" youth led media campaign.
- Documented progress toward outcomes in annual logic model and monthly reports.
- Managed social media, print, and web-based marketing of programs.
- Planned and supported events including student orientations, field trips, showcase of learning, community impact projects, and career days.

2011-present Oakland Kids First: Board Member

Oakland, CA

- Coordinate fundraising strategies and outreach to donors.
- Approve the strategic plan and annual operating budget for key programs.
- Evaluate the performance of the Executive Director.

2009-present McClymonds Youth and Family Center: Advisory Board Member Oakland, CA

- Documented and reported on program activities and outcomes from 2009-2011.
- Served on the evaluation committee and drafted the final 2010-11 program report.
- Advise current community program staff on program implementation and marketing.

Cara L Johnson

328 Warwick Ave. Apt 2. Oakland, CA 94610 Cell: 314-221-0169 Email: Johnson.Cara.L@gmail.com

Development, Evaluation, and Reporting

Jun-Dec 2011 Alternatives in Action: Development and Evaluation Specialist Alameda, CA

- Wrote final reports and summative program evaluation synthesizing data, surveys, attendance, stakeholder feedback, and monthly reports for community programs.
- Drafted a proposal for The San Francisco Foundation grant in Education, and the 21st
 Century Grant for Family Literacy to implement community school initiatives and
 foster collaboration across multiple sites for 2012-2013.

Youth Development and Volunteer Activities

YouthSpeaks: Judged poetry slam semi-finals for Brave New Voices competition.
 Oakland All City Council: Recruited student representatives and chaperoned
 826 Valencia: Tutored elementary age language learners in reading/writing activities.

Teaching and Learning

2006-2009 EXCEL High School at McClymonds: Teacher

Oakland, CA

- Taught 9th, 10th, and 11th Grade English, and Junior Advisory.
- Coordinated College Summit curriculum for 11th grade Advisory teachers.
- Chaired 10th grade team to facilitate collaborative inter-disciplinary work.
- Trained staff to use CAHSEE Revolution Prep tools as district representative.
- Facilitated the district's 9th Grade Process Writing Assessment and scoring.
- Served on the Instructional Leadership Team to shape school policy, implement school vision, and plan staff development.
- Incorporated professional development focused on creating culturally relevant, project-based curriculum, teaching literacy across content areas, implementing cycles of student intervention, and differentiating curriculum into practices.
- Participated in Impact 2012 training to work with focal students on literacy.
- Prepared English department and 10th grade reports for WASC accreditation.

Jun-Aug 2006 Oakland Teaching Fellows

Oakland, CA

- Attended summer training institute and taught English 11 summer school class.
- Developed classroom management plan and curriculum in English.

EDUCATION

Stanford University Graduate School of Education

Masters in Policy, Organization & Leadership Studies

Stanford, CA

June 2012

San Francisco State University

Single Subject Preliminary Credential in Secondary English

San Francisco, CA

May 2009

Washington University in St. Louis

Major in English Literature. Minor in Art

St. Louis, MO

Jan 2006

AWARDS AND RECOGNITION

Jun 2011 Recognized by Assembly Member Sandré Swanson for service to the community.

Nov 2005 Earned ETS Recognition of Excellence for outstanding score on Praxis English series.

Cara L Johnson

328 Warwick Ave. Apt 2. Oakland, CA 94610 Cell: 314-221-0169 Email: Johnson.Cara.L@gmail.com

ADDITIONAL SKILLS

Technology: Proficient in Microsoft Office, Adobe Suite, and Google Company Platform.





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 02/05/14

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

C	ertificate holder in lieu of such endors	seme	ent(s)).						
	DUCER			510-437-1900	CONTACT NAME:					
Cook, Disharoon & Greathouse P.O. Box 12909		PHONE FAX								
	land, CA 94604-				(A/C, No, Ext E-MAIL	t):		(A/C, No):		
	y Annis				ADDRESS: PRODUCER		L IZIA			
					PRODUCER	ID#: UAK	LKIT			_
							URER(S) AFFOR	DING COVERAGE		NAIC #
INSU					INSURER A :	NIAC				NAIC
	Attn: Ina Bendich				INSURER B :	State Co	ompensatio	on Ins. Fund		35076
	610 16th Street, Suite 310)			INSURER C :	:				
	Oakland, CA 94612				INSURER D :					
					INSURER E :					
										+
	VERAGES CER	TIEI	CATI	E NUMBER:	INSURER F :	<u> </u>		REVISION NUMBER:		
_	HIS IS TO CERTIFY THAT THE POLICIES			_	VE DEEN IS	SCHED TO				VICY BEBIOD
IN C	DICATED. NOTWITHSTANDING ANY RE ERTIFICATE MAY BE ISSUED OR MAY KCLUSIONS AND CONDITIONS OF SUCH	QUIF PERT	REME AIN,	NT, TERM OR CONDITION THE INSURANCE AFFORDI	OF ANY CO	ONTRACT E POLICIES	OR OTHER I	DOCUMENT WITH RESPE	СТ ТО	WHICH THIS
INSR LTR	TYPE OF INSURANCE	ADDL	SUBR	POLICY NUMBER	PO (MM	DLICY EFF M/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMIT	s	
	GENERAL LIABILITY	nio.	1140	. CLIOT NOMBER	(14114)		,	EACH OCCURRENCE	\$	1,000,00
Α	X COMMERCIAL GENERAL LIABILITY	Х		201313909NPO	0.	7/30/13	07/30/14	DAMAGE TO RENTED		500,00
^		^		201313903NFO	"	1700710	01700714	PREMISES (Ea occurrence)	\$	20,00
	CLAIMS-MADE X OCCUR							MED EXP (Any one person)	\$	
								PERSONAL & ADV INJURY	\$	1,000,00
								GENERAL AGGREGATE	\$	2,000,00
	GEN'L AGGREGATE LIMIT APPLIES PER:							PRODUCTS - COMP/OP AGG	\$	2,000,00
	POLICY PRO- JECT X LOC								\$	
	AUTOMOBILE LIABILITY					7/00/40	07/00/44	COMBINED SINGLE LIMIT (Ea accident)	\$	1,000,00
Α	ANY AUTO			201313909NPO	0	7/30/13	07/30/14	BODILY INJURY (Per person)	\$	
	ALL OWNED AUTOS							BODILY INJURY (Per accident)	\$	
	SCHEDULED AUTOS							PROPERTY DAMAGE		
	X HIRED AUTOS							(Per accident)	\$	
	X NON-OWNED AUTOS								\$	
									\$	
	UMBRELLA LIAB OCCUR							EACH OCCURRENCE	\$	
	EXCESS LIAB CLAIMS-MADE							AGGREGATE	\$	
	DEDUCTIBLE							710011201112	\$	
	RETENTION \$ WORKERS COMPENSATION							X WC STATU- TORY LIMITS OTH-	\$	
_	AND EMPLOYERS' LIABILITY Y / N			47475070040	0.	00/45/40	08/15/14	TORT ENVITO LIX		4 000 00
В	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED?	N/A		17475972013	0	8/15/13	00/15/14	E.L. EACH ACCIDENT	\$	1,000,00
	(Mandatory in NH) If yes, describe under							E.L. DISEASE - EA EMPLOYEE	\$	1,000,00
	DESCRIPTION OF OPERATIONS below							E.L. DISEASE - POLICY LIMIT	\$	1,000,00
DES	CRIPTION OF OPERATIONS / LOCATIONS / VEHICL OFC Contract for Program	ES (Attach	ACORD 101, Additional Remarks S	Schedule, if mo	ore space is	required)			
Ref	er to attached Notepad for				special	endors	ement			
ınf	ormation.									
CE	RTIFICATE HOLDER				CANCEL	LATION				
				OAKUSD						
								ESCRIBED POLICIES BE C		
								EREOF, NOTICE WILL I Y PROVISIONS.	BE D	ELIVERED IN
	Oakland Unified				ACCORL	DANCE WII	H THE PULIC	I FRUVISIUNS.		

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School District

746 Grand Ave Oakland, CA 94610 AUTHORIZED REPRESENTATIVE

andrea Noguera

NOTEPAD:	HOLDER CODE INSURED'S NAME	OAKUSD Oakland Kids First	OAKLKI1 OP ID: AN	PAGE 2 DATE 02/05/14
Dakland Unified School		dditional Insureds per #CG2026 07/04.		

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – DESIGNATED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)

Any person or organization that you are required to add as an additional insured on this policy, under a written contract or agreement currently in effect, or becoming effective during the term of this policy, and for which a certificate of insurance naming such person or organization as additional insured has been issued, but only with respect to their liability arising out of their requirements for certain performance placed upon you, as a nonprofit organization, in consideration for funding or financial contributions you receive from them. The additional insured status will not be afforded with respect to liability arising out of or related to your activities as a real estate manager for that person or organization.

Oakland Unified School District

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

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

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