

Board Office Use: Legislative File Info.	
File ID Number	16-1050
Introduction Date	6-8-16
Enactment Number	16-0848
Enactment Date	6-8-16



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

Memo

To Board of Education

From Antwan Wilson, Superintendent

Board Meeting Date
(To be completed by
Procurement) 6-8-16

Subject Professional Services Contract Amendment No. 1 -
Safir and Associates
Linked Learning Office for High School Improvement/912 (site/ department)

Action Requested Approval by the Board of Education of Amendment No. 1 to the Professional Services Contract between Oakland Unified School District and Safir and Associates. Services to be primarily provided to Linked Learning Office for High School Improvement/912 the period of November 4, 2015 through _____ for _____.

Background
A one paragraph explanation of why an amendment is needed.

To support the Linked Learning Office in its mission to transform secondary education in Oakland into a "personally relevant, wholly engaging experience for all students." Supported by a significant public commitment in the form of Measure N, the Linked Learning Office is critically positioned to deliver on this mission by providing strategic support to local high schools.

Discussion
One paragraph summary of the amended scope of work.

In partnership with Preston Thomas, Network Superintendent of High Schools and Executive Director of College and Career Readiness, Lead Consultant, Shane Safir will manage and facilitate all strands of support for the Leadership Associates Program (LAP) retreat in Minneapolis, Principal Professional Learning and Linked Learning Strategic Planning Team meeting. Shane will also provide executive coaching and principal coaching.

Recommendation Approval by the Board of Education of Amendment No. 1 to the Professional Services Contract between Oakland Unified School District and Shane Safir. Services to be primarily provided to Linked Learning Office for High School Improvement/912 for the period of November 4, 2015 through _____.

Fiscal Impact Funding resource name (please spell out) Linked Learning
not to exceed \$ 34,700.00

Attachments

- Contract Amendment
- Copy of original contract and any prior amendments



CONTRACT JUSTIFICATION FORM
This Form Shall Be Submitted to the Board Office
With Every Consent Agenda Contract.

Legislative File ID No. 16-1050

Department: Linked Learning Office for High School Improvement

Vendor Name: Safir² and Associates

Contract Term: Start Date: November 4, 2015 End Date: June 30, 2016

Annual Cost: \$ 84,700

Approved by: [Signature]

Is Vendor a local Oakland business? Yes ☒ No ☐

Why was this Vendor selected?

The Linked Learning Office for High School Improvement (heretofore LLOHSI) has a broad and ambitious scope of work. With the support of the Superintendent's Strategic Plan, the LLOHSI is engaged in the systemic transformation of Oakland Unified High School District's large, comprehensive high schools to a Linked Learning Model. This is a complex endeavor, which requires high-quality technical support. Safir & Associates has been asked to provide services.

Summarize the services this Vendor will be providing.

1. Facilitation of the Leadership Associates Program (LAP) retreat in Minneapolis
2. Design and co-facilitation of June 2016 principals' retreat
3. Design and facilitation of end of year LLOHSI Strategic Planning Team retreat

Safir & Associates brings a proven track record to the work in addition to an existing strong relationship with the LLOHSI team.

Was this contract competitively bid? Yes ☐ No ☒

If No, answer the following:

1) How did you determine the price is competitive?

Compared to other contracts with like services.

2) Please check the competitive bid exception relied upon:

☐

Educational Materials

☒

Special Services contracts for financial, economic, accounting, legal or administrative services

☐

CUPCCAA exception (Uniform Public Construction Cost Accounting Act)

☐

Professional Service Agreements of less than \$87,800 (increases a small amount on January 1 of each year)

☐

Construction related Professional Services such as Architects, DSA Inspectors, Environmental Consultants and Construction Managers (require a "fair, competitive selection process)

☐

Energy conservation and alternative energy supply (e.g., solar, energy conservation, co-generation and alternate energy supply sources)

☐

Emergency contracts [requires Board resolution declaring an emergency]

☐

Technology contracts

☐

electronic data-processing systems, supporting software and/or services (including copiers/printers) over the \$87,800 bid limit, must be competitively advertised, but any one of the three lowest responsible bidders may be selected

☐

contracts for computers, software, telecommunications equipment, microwave equipment, and other related electronic equipment and apparatus, including E-Rate solicitations, may be procured through an RFP process instead of a competitive, lowest price bid process

☐

Western States Contracting Alliance Contracts (WSCA)

☐

California Multiple Award Schedule Contracts (CMAS) [contracts are often used for the purchase of information technology and software]

☐

"Piggyback" Contracts with other governmental entities

☐

Perishable Food

☐

Sole Source

☐

Change Order for Material and Supplies if the cost agreed upon in writing does not exceed ten percent of the original contract price

☐

Other, please provide specific exception

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

AMENDMENT NO. 1 TO PROFESSIONAL SERVICES CONTRACT

This Amendment is entered into between the Oakland Unified School District (OUSD) and
Safir and Associates

(CONTRACTOR). OUSD entered into an Agreement with CONTRACTOR for services on October 8, 2015
and the parties agree to amend that Agreement as follows:

1. Services:	<input type="checkbox"/> The scope of work is <u>unchanged</u> . <input checked="" type="checkbox"/> The scope of work has <u>changed</u> . If the scope of work has changed: Provide brief description of revised scope of work including measurable description of expected final results, such as services, materials, products, and/or reports; attach additional pages as necessary. <input type="checkbox"/> Revised scope of work attached. OR <input checked="" type="checkbox"/> The CONTRACTOR agrees to provide the following amended services: In partnership with Preston Thomas, Network Superintendent of High Schools and Executive Director of College and Career Readiness, Lead Consultant, Shane Safir will manage and facilitate all strands of support for the Leadership Associates Program (LAP) retreat in Minneapolis, Principal Professional Learning and Linked Learning Strategic Planning Team meeting. Shane will also provide executive coaching and principal coaching.
2. Terms (duration):	<input checked="" type="checkbox"/> The term of the contract is <u>unchanged</u> . <input type="checkbox"/> The term of the contract has <u>changed</u> . If the term has changed: The contract term is extended by an additional _____ (days/weeks/months), and the amended expiration date is _____.
3. Compensation:	<input type="checkbox"/> The contract price is <u>unchanged</u> . <input checked="" type="checkbox"/> The contract price has <u>changed</u> . If the compensation has changed: The contract price is amended by <input checked="" type="checkbox"/> Increase of \$34,700.00 to original contract amount <input type="checkbox"/> Decrease of \$_____ to original contract amount and the new contract total is <u>Eighty Four Thousand, Seven Hundred</u> dollars (\$ 84,700.00)

4. Remaining Provisions: All other provisions of the Agreement, and prior Amendment(s) if any, shall remain unchanged and in full force and effect as originally stated.

5. Amendment History:

☒ There are no previous amendments to this Agreement. ☐ This contract has previously been amended as follows:

No.	Date	General Description of Reason for Amendment	Amount of Increase (Decrease)
			\$
			\$
			\$

6. Approval: This Agreement is not effective and no payment shall be made to Contractor until it is approved. Approval requires signature by the Board of Education and/or the Superintendent as their designee.

OAKLAND UNIFIED SCHOOL DISTRICT

- ☐ President, Board of Education
☐ Superintendent
☒ Chief or Deputy Chief

Secretary, Board of Education

6-8-16
Date

6-8-16
Date

CONTRACTOR

Contractor Signature

Print Name, Title

5/6/16
Date

Shane Safir, Lead Consultant

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 WITHOUT 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.

LAP Retreat

- Meet with core planning team to develop outcomes and agenda.
- Serve as lead designer for three-day LAP convening.
- Facilitate first two days of convening.

Principal Professional Learning

- Support ED to identify an internal team, or steering committee, that can hold the balcony view and long-term vision for Linked Learning Implementation.
- Design and facilitate team quarterly strategic design sessions (includes creating a logic model and key performance indicators; codifying strategic moves and creating work plans; monitoring progress; DISC/how personal styles influence the work).
- (Optional): Support team to craft an inquiry question and engage in action research to identify success of Linked Learning in pathway development.

LLOHSI Strategic Planning Team

- Meet with Network Superintendent to develop a vision of SPT session.
- Conceptualize and facilitate SPT chartering retreat in June.

Executive Coaching

- Meet with ED to finalize 2016-17 division goals.
- Hold end of year reflective coaching sessions to assess this year's progress.

Linked Learning Office for High School Improvement

Special Services Contract

Scope of Work

In partnership with Preston Thomas, Network Superintendent of High Schools and Executive Director of College and Career Readiness, Lead Consultant Shane Safir will manage and facilitate all strands of support outlined below.

Strand	Description of Service	Cost
LAP Retreat	<ul style="list-style-type: none"> Meet with core planning team to develop outcomes and agenda. Serve as lead designer for three-day LAP convening. Facilitate first two days of convening. 	\$8,000
Principal Professional Learning	<ul style="list-style-type: none"> Support ED to identify an internal team, or steering committee, that can hold the balcony view and long-term vision for Linked Learning Implementation. Design and facilitate team quarterly strategic design sessions (<i>includes creating a logic model and key performance indicators; codifying strategic moves and creating work plans; monitoring progress; DISC/how personal styles influence the work</i>). (Optional): Support team to craft an inquiry question and engage in action research to identify success of Linked Learning in pathway development. 	\$10,000
LLOHSI Strategic Planning Team	<ul style="list-style-type: none"> Meet with Network Superintendent to develop a vision of SPT session. Conceptualize and facilitate SPT chartering retreat in June. 	\$8,000
Executive Coaching	<ul style="list-style-type: none"> Meet with ED to finalize 2016-17 division goals. Hold end of year reflective coaching sessions to assess this year's progress. 	\$4,000
Principal Coaching	<ul style="list-style-type: none"> Provide direct coaching for principals on designing and leading ILT's to support successful Linked Learning Pathways. Meet with principals to co-construct agendas for ILT retreats. 	\$4,700
Total Project Cost		\$34,700

2. **Specific Outcomes:** What are the expected outcomes from the services of this Contract? Be specific. For example, as a result of the service(s): 1) How many more Oakland children are graduating from high school? 2) How many more Oakland children are attending school 95% or more? 3) How many more students have meaningful internships and/or paying jobs? 4) How many more Oakland children have access to, and use, the health services they need? Provide details of program participation (Students will...) and measurable outcomes (Participants will be able to...). NOT THE GOALS OF THE SITE OR DEPARTMENT.

1. Senior Partner Shane Safir will act as lead designer for the Minneapolis LAP retreat that will focus on building Linked Learning feeder patterns into our first wall to wall high school.

2. Safir will facilitate the first two days of the LAP retreat.

3. Safir will design and co-facilitate an end-of-year retreat for high school principals.

4. Safir will design and facilitate a strategic planning team retreat.

5. Safir will coach the Network Superintendent to set clear, measurable growth goals for his division for the 2016-17 school year.

3. **Alignment with District Strategic Plan:** Indicate the goals and visions supported by the services of this contract: (Check all that apply.)

- | | |
|---|---|
| <input checked="" type="checkbox"/> Ensure a high quality instructional core | <input checked="" type="checkbox"/> Prepare students for success in college and careers |
| <input type="checkbox"/> Develop social, emotional and physical health | <input type="checkbox"/> Safe, healthy and supportive schools |
| <input checked="" type="checkbox"/> Create equitable opportunities for learning | <input checked="" type="checkbox"/> Accountable for quality |
| <input checked="" type="checkbox"/> High quality and effective instruction | <input type="checkbox"/> Full service community district |

4. **Alignment with Community School Strategic Site Plan – CSSSP (required if using State or Federal Funds):**

Please select:

☐ **Action Item included in Board Approved CSSSP** (no additional documentation required) – Item Number: _____

☐ **Action Item added as modification to Board Approved CSSSP** – Submit the following documents to the Resource Manager either electronically via email of scanned documents, fax or drop off.

- Relevant page of CSSSP with action item highlighted. Page must include header with the word "Modified", modification date, school site name, both principal and school site council chair initials and date.
- Meeting announcement for meeting in which the CSSSP modification was approved.
- Minutes for meeting in which the CSSSP modification was approved indicating approval of the modification.
- Sign-in sheet for meeting in which the CSSSP modification was approved.

Board Office Use: Legislative File Info.	
File ID Number:	15-2143
Introduction Date:	11/04/2015
Enactment Number:	15-1771
Enactment Date:	11/04/2015



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Memo

To: Board of Education
From: Antwan Wilson, Superintendent
Board Meeting Date: 11/04/2015
Subject: Professional Service Contract
Contractor: Safir & Associates of Oakland, CA
Services for: 912-OFFICE OF POST-SECONDARY READINESS

Board Action Requested and Recommendation: Ratification by the Board of Education of a Professional Services Contract between the District and Safir & Associates, Oakland, CA, for the latter to provide: Will manage and facilitate the following strands of support: Linked Learning Team Development, Linked Learning Strategic, Planning and Design Team, Linked Learning Team Ongoing Professional Learning, Executive Coaching and Administrator Development as outlined in the Scope of Work. for the period of 10/08/2015 through 06/30/2016 in an amount not to exceed \$50,000.00.

Background:

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

To support the Linked Learning Office in its mission to transform secondary education in Oakland into a "personally relevant, wholly engaging experience for all students." Supported by a significant public commitment in the form of Measure N, the Linked Learning Office is critically positioned to deliver on this mission by providing strategic support to local high schools.

Discussion:

(QUANTIFY what is being purchased.)

Will manage and facilitate the following strands of support: Linked Learning Team Development, Linked Learning Strategic, Planning and Design Team, Linked Learning Team Ongoing Professional Learning, Executive Coaching and Administrator Development as outlined in the Scope of Work.

Board Office Use: Legislative File Info.	
File ID Number:	15-2143
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OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Fiscal Impact: Funding Resource name(s) (detailed below) not to exceed \$50,000.00.

\$30,000.00

Calif Career Pathways Trust

\$20,000.00

VOC & APPLIED SECONDARY&ADULT

Attachments: Professional Services Contract including Scope of Work

Board Office Use: Legislative File Info.	
File ID Number	15-2143
Introduction Date	11/04/2015
Enactment Number	15-1771
Enactment Date	11/04/2015



**OAKLAND UNIFIED
SCHOOL DISTRICT**

PROFESSIONAL SERVICES CONTRACT 2015-2016

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

- Services:** CONTRACTOR shall provide the ("Services" or "Work") as described in **Exhibit "A,"** attached hereto and incorporated herein by reference.
- Terms:** CONTRACTOR shall commence work on 10/08/2015, or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$86,000.00 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$86,000.00, whichever is later. The work shall be completed no later than 06/30/2016.

- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement. The compensation under this Contract shall not exceed Fifty Thousand Dollars and 00/100 Dollars (\$50,000.00) [per fiscal year], at an hourly billing rate not to exceed N/A 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: N/A.

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

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

- Equipment and Materials:** CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement except: N/A, which shall not exceed a total cost of \$0.00.

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.

- Invoicing:** Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, but not be limited to: Contractor name, Contractor address, invoice date, invoice number, purchase order number, name of school or department service was provided to, period of service, name of the person performing the service, date service was rendered, brief description of services provided, number of hours of service, hourly rate, total payment requested.
- Notices:** All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

OUSD Representative:

Name: PRESTON THOMAS

Site /Dept.: 912-OFFICE OF POST-SECONDARY READI

Address: 2607 Myrtle Street
Oakland, CA 94606

Phone: 510 273 2360

Email: PRESTON.THOMAS@ousd.k12.ca.us

CONTRACTOR:

Name: Shane Safir

Title: Owner

Address: 1394 Barrows Rd
Oakland, CA 94610

Phone: 510-599-9191

Email: shane@safirassociates.org

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

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

9. **Insurance:**

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

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

Check one of the boxes below:

☐ CONTRACTOR is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and will comply with such provisions before commencing the performance of the Work of this Contract.

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

- ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against CONTRACTOR. The policy shall protect CONTRACTOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
- iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

OR

- iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required from OUSD's Risk Management.) 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.

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 30 days prior 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:** By signing this Agreement, CONTRACTOR certifies compliance with the following requirements and will 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.
 2. 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

Professional Services Contract

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

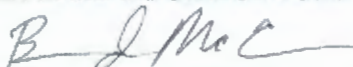
23. **Conflict of Interest:** CONTRACTOR shall abide by and be subject to all applicable, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement without the prior approval of OUSD Human Resources.

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.sam.gov/>).
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.
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.
31. **W-9 Form:** If CONTRACTOR is doing business with OUSD for the first time, complete and return with the signed Contract the W-9 form.

OAKLAND UNIFIED SCHOOL DISTRICT



☐ President, Board of Education

☒ Superintendent or Designee



Secretary, Board of Education

CONTRACTOR

Shane Safir

Contractor Signature

Shane Safir, Owner

Print Name, Title

Form approved by OUSD General Counsel for 2015-16 FY

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 WITHOUT 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.

See Attached Scope of Work

- 2. Specific Outcomes:** What are the expected outcomes from the services of this Contract? Be specific. For example, as a result of the service(s): 1) How many more Oakland children are graduating from high school? 2) How many more Oakland children are attending school 95% or more? 3) How many more students have meaningful internships and/or paying jobs? 4) How many more Oakland children have access to, and use, the health services they need? Provide details of program participation (Students will...) and measurable outcomes (Participants will be able to...). NOT THE GOALS OF THE SITE OR DEPARTMENT.

Area 1: Office of Post-Secondary Readiness

- a. Will facilitate a two-day retreat and follow-up sessions aimed at building a strong team.
- b. Will support the team to articulate a platform of core beliefs to guide and align the work.
- c. Will help the team to adopt, use and reflect on working agreements for collaboration.
- d. Will facilitate quarterly sessions with the Linked Learning Office Design Team to develop a logic model, strategic moves to support the implementation of the model and work plans.
- e. Will develop a scope of sequence for Office of Post Secondary Readiness team learning, including professional development sessions and a mid-year retreat and will provide co-facilitation of modules on equity and change theory.

Area 2: Executive Coaching

- a. Will support the Executive Director to identify 1-2 focused leadership development goals.
- b. Will facilitate 1-2 coaching sessions per month to make progress on and monitor goals.

Area 3: Office of Post Secondary Readiness-led professional learning for administrators.

- a. Will help to build out the elements of a Measure N Linked Learning Toolkit.
- b. Will support the design and facilitation of a two-day Linked Learning Symposium in June 2016.



- 3. Alignment with District Strategic Plan:** Indicate the goals and visions supported by the services of this contract:
(Check all that apply.)

- | | |
|---|---|
| <input type="checkbox"/> Ensure a high quality instructional core | <input checked="" type="checkbox"/> Prepare students for success in college and careers |
| <input checked="" type="checkbox"/> Develop social, emotional and physical health | <input checked="" type="checkbox"/> Safe, healthy and supportive schools |
| <input checked="" type="checkbox"/> Create equitable opportunities for learning | <input checked="" type="checkbox"/> Accountable for quality |
| <input checked="" type="checkbox"/> High quality and effective instruction | <input type="checkbox"/> Full service community district |

- 4. Alignment with Community School Strategic Site Plan – CSSSP (required if using State or Federal Funds):**

Please select:

- ☐ **Action Item included in Board Approved CSSSP** (no additional documentation required) – Item Number(s):

- ☐ **Action Item added as modification to Board Approved CSSSP** – Submit the following documents to the Resource Manager either electronically via email of scanned documents, fax or drop off.

1. Relevant page of CSSSP with action item highlighted. Page must include header with the word "Modified", modification date, school site name, both principal and school site council chair initials and date.
2. Meeting announcement for meeting in which the CSSSP modification was approved.
3. Minutes for meeting in which the CSSSP modification was approved indicating approval of the modification.
4. Sign-in sheet for meeting in which the CSSSP modification was approved.

Scope of Work *(What services will be provided?)*

In partnership with Preston Thomas, Executive Director of College and Career Readiness for OUSD, Lead Consultant Shane Safir will manage and facilitate all strands of support outlined below. She may bring in associates to provide targeted supplemental expertise in certain areas, to be determined.

Strand	Description of Service	Related Outcomes
LLO Team Development	<ul style="list-style-type: none"> Meet with ED and other designated staff to assess the current conditions of the team (e.g. relational trust, alignment, role clarity, etc.). Design a two-day fall retreat to develop and align the team. Facilitate the retreat. 	1 a, b, c
LLO Strategic Planning and Design Team	<ul style="list-style-type: none"> Support ED to identify an internal team, or steering committee, that can hold the balcony view and long-term vision of this project. Design and facilitate team quarterly strategic design sessions <i>(includes creating a logic model and key performance indicators; codifying strategic moves and creating work plans; monitoring progress; DISC/ how personal styles influence the work)</i>. (Optional): Support team to craft an inquiry question and engage in action research. 	1d
LLO Team Ongoing Professional Learning	<ul style="list-style-type: none"> Meet with ED and designated staff to identify learning priorities and interests. Survey team on critical areas of development Create a scope and sequence for OPSR team learning (e.g. change management/6-circle model; holding an equity lens; facilitating equity conversations at school sites; etc.).¹ Co-facilitate team sessions as requested. 	1e
Executive Coaching	<ul style="list-style-type: none"> Meet with ED to co-construct leadership development goals. Hold 1-2 coaching sessions per month to monitor progress and engage in real-time consultancies. 	2 a, b
Administrator Development	<ul style="list-style-type: none"> Support the design of a Redesign Toolkit for administrators and their leadership teams. Help to conceptualize and facilitate a two-day LL Symposium in June 2016. 	3 a, b

AMENDMENT ROUTING FORM 2015-2016

PROFESSIONAL SERVICES CONTRACT AMENDMENT No. 1


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

Directions

Services beyond the original contract cannot be provided until the amendment has been fully approved and the Purchase Order has been increased by Procurement.

- Contractor and OUSD contract originator reach agreement on modification to original scope of work and compensation.
- Insert the amendment number (i.e. if this is the first amendment enter "1," second enter "2," etc.) at the top of the amendment.
- If contract total amount has increased, the scope of work must change. OUSD contract originator **creates new requisition with the original PO number referenced in the item description.**
- Contractor and OUSD contract originator complete the contract packet together and attach required attachments.

When the contract amendment is approved, Procurement will add additional funds to the original Purchase Order.

Attachment Checklist ☒ Contract amendment packet including Board Memo and Amendment Form
☒ Amended Scope of Work (Be specific as to what additional work is being done by this consultant.)
☒ Board approved copy of the original contract and any prior Amendments.

OUSD Staff Contact Emails about this contract should be sent to: (required) cynthia.slater@ousd.org

Contractor Information

Contractor Name	Shane Safir	Agency's Contact	Shane Safir
OUSD Vendor ID #	I006783	Title	Lead Consultant
Street Address	1394 Barrows Road	City	Oakland
		State	CA
		Zip	94610
Telephone	510 599-9191	Email (required)	shane@safirassociates.org

Compensation and Terms – Must be within the OUSD Billing Guidelines

Original Contract Amount	\$ 50,000.00	Original PO #	p1602855	New Requisition #	R0165477
Amended Amount	\$ 34,700.00	Start Date	November 4, 2016	End Date	
New Total Contract Amount	\$ 84,700.00	Pay Rate Per Hour		# of Hours	

Budget Information

If you are planning to multi-fund a contract using LEP funds, please contact the State and Federal Office before completing requisition.

Resource #	Resource Name	Org Key	Object Code	Amount
9135	Linked Learning	9124780201	5825	\$ 34,700.00
			5825	
			5825	

Approval and Routing (in order of approval steps)

Additional services above original contract cannot be provided before the amendment is fully approved and the Purchase Order amount has been increased by Procurement.

1.	Administrator / Manager (Originator)	Name	Preston Thomas	Phone	510-879-3019
	Site/Department (Name & #)	Linked Learning Office for High School Improvement/94		Fax	510-879-4112
	Signature			Date Approved	5/2/16
2.	Resource Manager , if using funds managed by: <input type="checkbox"/> State and Federal <input type="checkbox"/> Quality, Community, School Development <input type="checkbox"/> Community Schools & Student Services Dept.				
	<input type="checkbox"/> Scope of work indicates compliant use of restricted resource and is in alignment with school site plan (CSSSP)				
	Signature			Date Approved	
	Signature (if using multiple restricted resources)			Date Approved	
3.	Network Superintendent/Deputy Network Superintendent				
	Signature			Date Approved	5/2/16
4.	Chiefs / Deputy Chiefs Consultant Aggregate <input checked="" type="checkbox"/> Under <input type="checkbox"/> Over \$84,100				
	<input checked="" type="checkbox"/> Services described in the scope of work align with needs of department or school site				
	<input checked="" type="checkbox"/> Consultant is qualified to provide services described in the scope of work				
	Signature			Date Approved	5/2/2016
5.	Superintendent, Board of Education Signature on the legal contract				
Legal Required if not using standard contract		Approved		Denied - Reason	
Procurement	Date Received		PO Number	P1609573	