

Agreement for Educational Management Services

This Agreement is dated May 22, 2018 (the "**Effective Date**") and is by and between Educational Directions, LLC, a Kentucky limited liability company (the "Contractor") located at 1221 Summit Avenue, Louisville, KY 40204, and The School Board of Marion County, Florida, a body corporate existing under the laws of the State of Florida (the "District") located at 512 SE Third Street, Ocala, Florida 34471.

Whereas, pursuant to § 1008.33, Fla. Stats. (2017), and Fla. Admin. Code R. 6A-1.099811, the Florida Department of Education ("FDOE") requires the District to submit a "Turnaround Option Plan" that sets forth a new option for School Year 2018-2019 for the operation of Evergreen Elementary School located at 4000 W. Anthony Road, Ocala, Florida 34475 (the "School");

Whereas, the District has submitted its Turnaround Option Plan to FDOE, attached hereto and incorporated herein by this reference as Exhibit A, and approval of the District's Turnaround Option Plan is pending approval by the State Board of Education;

Whereas, the District's Turnaround Option Plan selected the option of entering into a contract with an external operator in order to satisfy the requirements of § 1008.33, Fla. Stats. (2017), and Fla. Admin. Code R. 6A-1.099811;

Whereas, the District requested and reviewed proposals from several potential external operators and considered each proposer's demonstrated record of effectiveness to operate a school pursuant to § 1008.33(4)(b)3, Fla. Stats. (2017), and Fla. Admin. Code R. 6A-1.099811(6)(d);

Whereas, as a result of the District's review, the Contractor is selected by the District to fulfill the purpose of operating the School, and the Contractor agrees to provide such services to the District as outlined herein; and

The District and Contractor wish to outline in writing the terms and conditions pursuant to which the Contractor will provide such services to the District; and

The District is authorized to enter into this Agreement for professional development and educational services pursuant to School Board Policy 7.70 and Fla. Admin. Code R. 6A-1.012(11)(a)&(b).

In consideration of the promises and the mutual covenants and undertakings, the parties hereto agree as follows:

1. Recitals. The recitals outlined above are true and correct and incorporated herein by this reference.
2. Conditions to this Agreement. It is the intent of the parties that this Agreement satisfy the requirements of FDOE regarding the District's obligation "to enter into a contract with an outside entity [or external operator] that has a demonstrated record of effectiveness to operate the [School]" pursuant to § 1008.33(4)(b)3, Fla. Stats. (2017), and Fla. Admin Code R. 6A-1.099811(6)(d). Notwithstanding anything to the contrary in this Agreement, the parties agree that this Agreement will automatically terminate, and be of no further force and effect, upon the occurrence of any of the following:

(a) The School earns a grade of "C" or higher for the 2017-18 school year (or any subsequent school year if this Agreement is renewed), thereby resulting in the School's exiting the statutory or regulatory requirement that the District enter into a contract with an outside entity that has a demonstrated record of effectiveness to operate the School;

(b) The requirements of differentiated accountability require termination of this Agreement, or are amended by the Florida Legislature and/or FDOE thereby resulting in the purpose of this Agreement being terminated (for example, whether the District is no longer required to enter into this Agreement or whether the District is required to select a different option for the School);

(c) The Florida statutes and/or FDOE administrative rules are invalidated by a court of competent jurisdiction, with the resulting outcome being that this Agreement is no longer required of the District; or

In the event that any of the above-conditions occur, then either party may send written notice to the other party to terminate this Agreement pursuant to the terms and provisions outlined above, with such termination to be effective no earlier than the completion of Phase II (described in Exhibit B). If this Agreement is terminated as provided herein, then the parties will be relieved of all of their respective obligations under this Agreement, and the District will only be required to pay to the Contractor that amount of work under this Agreement actually performed to the date of termination. Access to any and all work papers and data collected will be provided to the District after the termination of this Agreement, and the parties will reasonably cooperate regarding the transition of rights, obligations and duties back to the District to operate the School. In the event this Agreement is terminated pursuant to this section 2, then the parties agree to jointly review the School's performance for the prior school year and negotiate in good faith for educational and professional services as may be needed for the School for the subsequent school year.

3. Turnaround Option Plan. The parties agree that the Turnaround Option Plan outlined in Exhibit A is a draft to be approved by the State Board of Education. If the State Board of Education requires alterations to the Turnaround Option Plan for approval, and such changes are immaterial, then the parties agree that the Turnaround Option Plan approved by the State Board of Education shall be substituted and replace the document attached in Exhibit A. If, however, the State Board of Education requires material alterations to the Turnaround Option Plan for approval, then the parties agree to negotiate in good faith such amendments to this Agreement as may be necessary to fully implement this Agreement in compliance with the approved Turnaround Option Plan.

4. Relationship of Parties. Contractor is an independent contractor for all purposes arising under this Agreement. Contractor and its officers, agents, or employees will not, under any circumstances, hold themselves out to anyone as being officers, agents, or employees of District. No officer, agent, or employee of Contractor, or District will be deemed an officer, agent, or employee of the other Party. Neither Contractor nor District, nor any officer, agent or employee thereof, will be entitled to any benefits to which employees of the other Party are entitled, including, but not limited to, overtime, retirement benefits, worker's compensation benefits, injury leave, or other leave benefits. Nothing in this Agreement will permit the District to exercise control or direction over the means or

methods by which the Contractor perform the services for which it has been engaged. However, the District and the Contractor will fully comply with all performance standards outlined in this Agreement, all currently approved and generally accepted professional standards governing the particular professional specialty for which the Contractor has been engaged, and all other applicable local, state or federal rules and regulations pertaining to licensure and the provision of professional services. As an independent contractor, the Contractor is responsible for all taxes incident to payments made in connection with this Agreement (including without limitation, all state and federal income taxes payroll and other taxes, and Workers' Compensation).

5. Services. Both parties agree that the scope of the Contractor's responsibility, as outlined in this Agreement, will be performed in accordance with the Turnaround Option Plan and statutory requirements, and will consist of the services set forth in Exhibit B attached hereto and incorporated herein by this reference. If any services, functions, or responsibilities not specifically described in this Agreement are necessary for the proper performance and provision of the services, upon the agreement of the parties, such services, functions, or responsibilities is included within the scope of the services. Subject to the terms and conditions in this Agreement, the Contractor is responsible for providing the supplies and personnel (including management, employees, and training), and other resources as necessary to provide the services.

6. Duties of Contractor. Subject to the provisions of section 7(a) below, the Contractor is responsible for the following:

(a) The services provided by the Contractor under this Agreement will be consistent with the available facilities, the Contractor's professional judgment and the standards established in the District's community.

(b) The Contractor will comply with the requirements of providing a free appropriate public education, including but not limited to, compliance with the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, Sections 1000.05 and 1001.42(4)(I), Fla. Stats. (2017), Fla. Admin. Code R. Chapter 6A-6 Special Program I, and 20 U.S.C. §1221 - the General Education Provisions Act.

(c) The Contractor agrees to comply with all applicable laws, statutes, regulations, rulings, or enactments of any governmental authority, and will obtain from third parties, including State and local governments, all licenses and permissions necessary for the performance of the work. The Contractor shall comply with policies, rules, and regulations of the District, including but not limited to, the following:

- (i) The District's plan for English Language Learners;
- (ii) The District's Code of Student Conduct;
- (iii) The District's Student Progression Plan;
- (iv) The District's State-approved Special Programs and Procedures Plan (for exceptional education students);

(v) Operate the School on the same calendar as the District's calendar for District schools.

(d) The Contractor must maintain adequate and current records for the Services in the manner consistent with applicable legal requirements and consistent the District's prior practices, including but not limited to the Contractor's use of the District's student information system to input student data (including but not limited to attendance, discipline, grades, scheduling and enrollment in order to generate FTE for the Florida Education Finance Program and other state and federal revenue); and the Contractor will use the District's SEAs platform for ESE and 504 as applicable; and the District's SAP system as applicable;

(e) The Contractor will cause the students to participate in all state required assessments and comply with state reporting requirements, and the Contractor will comply with requirements of any student's IEP, 504, or EP (e.g., accommodations or an alternative assessment, as the case may be), and will comply with state reporting requirements associated with the same;

(f) If the Contractor purchases any furniture, fixtures, supplies or equipment using public funds, then the same must not be subject to any liens; in addition, such property will be the property of the District and made available to the District to inventory.

(g) The Contractor will enroll students according to the requirements of law (e.g., open enrollment), and according to the requirements of the District pursuant to attendance boundaries and the requirements of law; and the Contractor will comply with class size requirements;

(h) The Contractor will operate the School in compliance with federal and state grants applicable to the School, and cooperate with the District concerning any information required for compliance with federal and state grant funds;

(i) The Contractor will operate the School in a manner that protects the health, safety, and welfare of the students;

(j) The Contractor will implement the school advisory committee according to the requirements of law;

(k) The Contractor will implement a schedule of professional development for the School's leadership, instructional, and other personnel (the Contractor may utilize the District's professional development, utilize Contractor's professional development, or a combination);

(l) The Contractor will reasonably cooperate with the District concerning the District's maintenance and renewal of the District's accreditation; and,

(m) At no additional cost to the Contractor, the Contractor agrees to reasonably assist the District if any service required to operate the School or required by law is omitted from this Agreement; it being understood that the parties will mutually cooperate to ensure continuity of operations of the School.

7. Duties of the District.

(a) For all purposes, the District is the Local Education Agency ("LEA"). Nothing in this Agreement is intended to, delegate the District's responsibilities as LEA to the Contractor.

(b) The District will provide the Contractor with adequate work areas and equipment, as reasonably deemed necessary by the Contractor, for the Contractor to perform the services at the School, as well as adequate work areas for the Contractor's delivery of professional services.

(c) The District will provide support services as follows:

(i) The District will provide the physical plant, furniture, fixtures, equipment and supplies for the School, and the District will maintain the same in working condition; however, the parties understand and agree that: (A) the District may continue to use a designated portion of the facility for district offices, and (B) that the Contractor agrees to implement the existing computer science academy in compliance with the School Improvement Grant (SIG Grant);

(ii) The District will provide custodial services according to the same standards as provided for the 2017-18 school year, and the District will pay for and maintain utilities for the School according to the same standards as provided for the 2017-18 school year (e.g., electric, telephone, water and sewer);

(iii) The District will provide the same standard of technological infrastructure to the School to enable the Contractor to support and administer all required online test administrations, to input student data into the District's student information system, input student data into the District's SEAs platform, and input data into the District's SAP system;

(iv) The District will provide meal service to the School's students according to the same standards as the District provided for the 2017-18 school year (e.g., breakfast and lunch according to the requirements of USDA as administered by the Florida Department of Agriculture);

(v) The District will provide transportation to the School's students according to the same standards as the District provided for the 2017-18 school year;

(vi) The District will provide school resource officer support to the School according to the same standards as the District provides to any other elementary school in the District;

(vii) The District will provide health services to the School according to the same standards as the District provided for the 2017-18 school year;

(viii) The District will cooperate with the Contractor to implement the school advisory committee;

(ix) The District will continue to be responsible for compliance with all duties and obligations that it has as the LEA under applicable laws relating to services provided to students with disabilities, including exceptional education and Section 504. The District will provide staff and services for the School's students with disabilities in substantially the same manner as the District provides such staff and services to other District schools and in compliance with law. The District will provide such staff and services in manner that is consistent with the School's academic program and general operations.

(x) The District will continue to provide English as a Second Language services and support to the School's students in the same manner that it provides to other District schools.

(xi) The District will make available to the Contractor the District's professional development (and materials) on the same basis as is available to the District's employees; there will be up to 5 days of Early Return for a teacher orientation and training before the beginning of the school year, which will be conducted by the Contractor.

(xii) The District agrees to reasonably assist the Contractor if any service required to operate the School or required by law is omitted from this Agreement; it being understood that the parties will mutually cooperate to ensure continuity of operations of the School.

8. Personnel.

(a) Recognizing that the District engages Contractor based on the experience, knowledge, skills, and abilities of its personnel, the Contractor's personnel for the Services (including title and hourly rates) is to be determined by Contractor. Contractor personnel may not provide any services until District provides Contractor with notice of clearance in accordance with the Jessica Lunsford Act, and issues official School District badges. Contractor must provide to the District the resume/biography of each of Contractor's personnel assigned to the School for the District's review and approval according to the criteria in Section 29 of this Agreement. Contractor will not transfer or replace such personnel without the prior written consent of the District, which consent may be withheld in its reasonable discretion.

(b) The Parties acknowledge that pursuant to section 1001.42(21), Florida Statutes, an educational emergency exists with respect to the School. This Agreement is contingent upon, and governed by, that certain executed Memorandum of Understanding between the District and Marion Education Association dated May 8, 2018 (the MEA/MESP MOU"), attached to this Agreement as Exhibit C which addresses the selection, placement and expectations of instructional personnel and provides autonomy to school principals as outlined in section 1012.28(8), Fla. Stats (2017). Nothing in this Agreement is to be construed or interpreted to supersede the obligations of the District to bargain compensation, working conditions and other mandatory bargaining issues.

(c) The District will continue to provide operational Human Resource services to include processing of applicants, ensuring certification compliance, conducting background screenings, maintaining employment records and investigating allegations of employee misconduct. Matters involving employee grievances will be governed by existing District policies and applicable collective bargaining agreements.

(d) The District will serve as the fiscal agent and will pay the salaries and benefits of District employees assigned to the School in accordance with the District's approved compensation schedules. Primary management of personnel, to include selection, placement, and evaluation of school-based instructional, administrative and support staff will be provided by the Contractor. All School staff will be selected through an interview protocol established by the Contractor. Teachers with end of year state VAM data or overall summative evaluations in the Developing, Needs Improvement or Unsatisfactory range will not be eligible to remain at the School. In the event that an individual is not selected to remain at the School by the Contractor or otherwise elects to voluntarily surplus or transfer out of the School, the District will make every effort to reassign the employee to another District school. However, nothing herein is to be construed to create a guarantee of employment or otherwise expand rights not currently guaranteed by law. To assist the Contractor with identification and placement of staff, the District will make available its personnel systems and structures at a level comparable to other District schools.

(e) The Contractor will implement the provisions of the Turnaround Option Plan regarding the selection of the School's administrators according to the requirements of law. If the School's principal and assistant principal(s) leave their positions, the Contractor will consult with the District regarding the identification and selection of eligible candidates for the School's principal and assistant principal(s), and the Contractor will have final authority regarding the engagement of the School's principal and assistant principal(s).

(f) Instructional and other eligible staff will continue to utilize the District's then-current provider of substitute services for substitute personnel.

(g) Contractor shall utilize the District's current state approved evaluation system for formal evaluation of personnel. Additional monitoring systems may be utilized to provide teachers performance feedback.

9. Curriculum and Instruction.

(a) The Contractor will improve the School in terms of student performance on FSA and school grade while implementing next generation instructional systems that will build the capacity of the School to sustain and continue its own improvement in preparation for returning the School to District control as stipulated in this Agreement. Instructional delivery models must include Multi-tiered Systems of Support (MTSS) in accordance with federal and state laws and the District's Student Progression Plan.

(b) The Contractor has reviewed the District's curriculum and instructional materials and the Contractor agrees to utilize and implement the same. If,

however, the Contractor determines that revisions are required, then Contractor will provide prior written notice to the District, and the Contractor will be responsible for the selection of instructional materials (including the major tools of instruction, ancillary materials and supplemental materials) in full compliance with all legal requirements. If the purchase of the instructional materials cannot be borne by the District pursuant to the School's budget allocation, then in such event, and subject to the availability of funds, the cost of the acquisition will be borne by the District. In addition to the foregoing, Contractor may elect to utilize the District's curriculum and instructional materials but nonetheless select supplemental materials that are aligned to the current curriculum; in such event Contractor will provide prior written notice to the District, and if the purchase of the supplemental materials cannot be borne by the District pursuant to the School's budget allocation, then Contractor, at its sole option and cost, will have the right to purchase such supplemental materials.

(c) The Contractor will have full access to all Professional Development provided by the District to other district employees and will provide additional specific instructional and leadership training to School employees as outlined in the 2018-2019 school plan.

(d) The District will continue to provide supplemental academic services to students at the School in a manner consistent with services provided during the 2017-2018 year, however agreements with external providers will be governed by existing contract terms.

(e) The Contractor agrees to use the District's established interim/ benchmark assessments and statewide summative assessments. If, however, the Contractor determines that alternative benchmark/assessments are required, then Contractor will provide prior written notice to the District for the District's review and consent (which will not be unreasonably withheld), and the Contractor will be responsible for the selection of alternative benchmarks and assessments in full compliance with all legal requirements and the cost of the acquisition will be borne by the Contractor. In addition, the Contractor may utilize additional progress monitoring systems to assess evidence of student learning.

(f) The Contractor agrees to implement the District's curricular programs (including but not limited to choice/magnet programs, tutoring, before and after care programs, and any programs implemented by the District or any third party) as the District provided for the School for the 2017-2018 school year. Except for the curricular program expressly identified in section 7(c) above (if any), if the Contractor determines that any elements of the District's provision of curricular programs do not contribute to the Contractor's services at the School, then the Contractor will provide written notice to the District and the parties agree to expediently collaborate regarding a resolution. After such collaboration, if the Contractor determines that it desires to opt out of the District's identified curricular program, then the Contractor will provide written notice to the District to remove such curricular program from the School.

10. Term; Renewals. The term of this Agreement commences May 22, 2018 and ends June 30, 2019. There shall be two (2) potential annual renewals for the 2019-20 school year and the 2020-21 school year. The District will notify the Contractor in writing of its

option to exercise any annual renewal no later than sixty (60) days before the commencement of the next renewal term, and if renewed, the fees will be as outlined in Exhibit B. Further, the effectiveness of any exercised renewal term is subject to the same conditions described in section 2 above (it being understood, for example, that if any of the conditions set forth in section 2 occur, then this Agreement will terminate according to the provisions of section 2 above).

11. Fees and Expenses.

(a) The Contractor will be compensated for services rendered. For all the services actually, timely, and faithfully rendered by Contractor, the District agrees to pay Contractor for the services set forth in Exhibit B, in an aggregate maximum indebtedness amount not to exceed four hundred one thousand six hundred and No/100 Dollars (\$401,600.00). Contractor shall remit a proper invoice for the component of service described in Exhibit B in such form and containing such documentation as may reasonably be required by the District to substantiate the charges (including timesheets, meeting agenda, training materials, and other artifacts), and such invoice shall be delivered according to the schedule specifically set forth in Exhibit B. The District will make payment to Contractor in accordance with Sections 218.70. et sq. Florida Statutes, Local Government Prompt Payment Act, after receipt of an acceptable invoice, inspection, and acceptance of goods and/or services provided in accordance with the terms and conditions of this Agreement. Any penalty for delay in payment will be in accordance with applicable law. Contractor is responsible for payment of its travel, if any.

(b) Additional Funding (Allocations per School) - The District will provide all funding or services that the School would normally receive, such as entitlement funding (e.g. Title I, Parts A, C, D; Title II, Part A; Title III; Title IV, Parts A and B; Title IX, Part A). The District will also ensure that the School is included in the needs assessment process for applications for competitive grant funding as appropriate to its needs.

(c) The District is using federal funds for its payment for certain of the services outlined in this Agreement; accordingly, Contractor will execute and deliver to the District, concurrent with its signature of this Agreement the following, all of which is incorporated into this Agreement by this reference: (a) Federal Regulatory Compliance Statement; (b) Certification Regarding Drug-Free Workplace Requirements; (c) Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion; and (d) Non-Collusion Affidavit. The federal forms are attached hereto as composite Exhibit D and incorporated herein by this reference.

(d) Notwithstanding the foregoing, the Contractor acknowledges that the District is required by FDOE to enter into this Agreement; accordingly, the Contractor agrees to reasonably cooperate and provide (and will not unreasonably withhold, condition or delay) any information reasonably required for the District's reporting and compliance with the requirements of FDOE for the School. The District is not obligated to compensate Contractor for, and the Contractor is not obligated to provide, services to be performed after termination of this Agreement, or if the Contractor performs the services in a manner that causes the District to not be in compliance with the requirements of FDOE regarding the School.

(e) Each payment obligation of the District created by this Agreement is conditioned upon the availability of funds that are appropriated or allocated for the payment of services or products. If such funds are not allocated and available, this Agreement may be terminated by the District at the end of the period for which funds are available. The District will notify the Contractor at the earliest possible time before such termination. No penalty will accrue to the District in the event this provision is exercised, and the District will not be obligated or liable for any future payments due or for any damages as a result of termination under this section beyond reimbursement for actual fees earned by the Contractor through the termination date.

12. Default; Termination.

(a) District Default. The District will be in default if any of the following happens:

(i) The District fails to make any payment when due.

(ii) The District fails to perform promptly at the time and in the specified manner provided in this Agreement.

(b) Contractor Default. The Contractor will be in default if the Contractor fails to perform promptly at the time and in the specified manner provided in this Agreement.

(c) Termination. This Agreement may be terminated (i) immediately upon written notice of breach of any party by the other party and the breaching party fails to cure the breach within ten (10) business days of such notice, or if such breach cannot reasonably be cured within 10 business days that the cure has commenced within such time and is completed within thirty (30) days of such notice (or such other time period to cure a breach as may be expressly set forth in this Agreement), or (ii) notwithstanding anything to the contrary herein, by the District for convenience upon ninety (90) days prior written notice to the Contractor. If this Agreement is terminated for convenience as provided herein, the District will be relieved of all obligations under this Agreement, and the District will only be required to pay to the Contractor that amount of work under this Agreement actually performed to the date of termination. Access to any and all work papers and data collected will be provided to the District after the termination of this Agreement. The parties understand and agree that the Contractor will in no event have the reciprocal right to terminate this Agreement; it being understood that the District's payment of this Agreement fees forms the consideration for the Contractor not having this right to terminate for convenience. In the event of a termination pursuant to this subsection (c)(i) or subsection (c)(ii), notice will be delivered to the other party pursuant to the Notices section outlined hereafter.

13. Contractor Representations. Contractor represents that: (i) it is duly organized, validly existing and in good standing under the laws of the state of its organization; (ii) it is authorized and in good standing to conduct business in the State of Florida; (iii) it has all necessary power and has received all necessary approvals to execute and perform its obligations in this Agreement; and (iv) the individual executing this Agreement on behalf of Contractor is authorized to do so.

14. Indemnification. Subject to the limitations of §768.28, Florida Statutes, the District agrees to indemnify and hold harmless Contractor from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the District in connection with the provisions of this Agreement. Contractor agrees to indemnify, hold harmless and defend the District from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of Contractor and/or its subcontractors in connection with the provisions of this Agreement.

15. Insurance Requirements. The District certifies that it is self-insured pursuant to the provisions of §768.28(16), F.S., for tort liability in anticipation of any claim which it might be liable to pay pursuant to that section. Worker's compensation coverage is also self-insured at levels conforming to statutory requirements. Such liability and workers' compensation self-insurance supersedes any insurance obligation imposed on the District in this Agreement. The District will ensure that Contractor receives immediate notification of reduction in or cancellation of coverage. Contractor agrees to maintain insurance coverage according to the types and levels of insurance outlined in Exhibit E attached hereto and incorporated herein by this reference.

16. Student Records. Contractor understands and agrees that it is subject to all federal and state laws and Board Policies relating to the confidentiality of student information. Contractor further agrees to comply with the Family Educational Rights and Privacy Act ("FERPA"), 34 C.F.R. §99. The District recognizes and agrees that Contractor is a "school official" with a "legitimate educational interest" under the definition of those terms in the District's FERPA notification(s) to students and parents. Contractor shall regard all student information as confidential and will not disclose the student information to any third party. Contractor agrees to develop, implement, maintain, and use appropriate administrative, technical, or physical security measures to the full extent required by FERPA in order to maintain the confidentiality of "education records" as that term is defined by FERPA. Upon termination of this Agreement, the Contractor will, at the election of the District, either destroy or return to the District, all such information in its possession, if any, and confirm the same in writing to the District.

17. Governing Law; Venue; Attorneys' Fees. This Agreement and all transactions contemplated hereunder are governed by, and construed and enforced by, the laws of the State of Florida without regard to principles of conflicts of laws. Venue for any litigation related to this Agreement will be in Marion County, Florida.

18. No Third Party Beneficiaries. Nothing in this Agreement should be construed as consent by any agency or political subdivision of the State of Florida to be sued by third parties in any matter arising out of this Agreement, or to confer any rights to any third party.

19. Subcontractors. If Contractor subcontracts any of the services, Contractor will ensure that each subcontractor complies with all provisions of this Agreement. Contractor will remain liable for the acts and omissions of such subcontractor(s) and the proper performance and delivery of the products and/or services outlined in this Agreement.

20. Public Records. Contractor understands the broad nature of these laws and agrees to comply with Florida's Public Records Laws relating to records retention.

A. To the extent that Contractor meets the definition of "contractor" under § 119.0701, Fla. Stats. (2017), and in addition to other contract requirements provided by

law, the Contractor agrees that it is acting as a contractor on behalf of District as provided under § 119.0701(a) and as such it will comply with Florida's Public Records Law. Specifically, Contractor agrees that it will:

- i. Keep and maintain public records that ordinarily and necessarily would be required by District to perform the services performed by Contractor under contract;
- ii. Provide the public with access to such public records on request from District's custodian of public records;
- iii. Provide District with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law;
- iv. Ensure the public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the public agency;
- v. Upon completion of the contract, transfer, at no cost, to District all public records in possession of Contractor or keep and maintain public records required by the public agency to perform the service. If Contractor transfers all public records to the public agency upon completion of the contract, Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If Contractor keeps and maintains public records upon completion of the contract, Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to District, upon request from District's custodian of public records, in a format that is compatible with the information technology systems of the public agency.

B. IF CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT, CONTACT THE CUSTODIAN OF RECORDS AT: PUBLIC RELATIONS AND COMMUNICATION OFFICER: KEVIN CHRISTIAN, APR, CPRC, AT (352) 671-7555, PUBLIC.RELATIONS@MARION.K12.FL.US OR IN PERSON AT 420-A SE ALVAREZ AVENUE, OCALA, FLORIDA 34471.

21. Notices; District Contract Administrator. Every notice, approval, consent or other communication authorized or required by this Agreement will not be effective unless same is in writing and sent via hand delivery or overnight delivery (with a receipt), directed to the other party at its address provided below or such other address as either party may designate by notice from time to time in accordance herewith:

If to Contractor:

Educational Directions, LLC
1221 Summit Avenue
Louisville, Kentucky 40204
Phone: (502) 291-3723
Attn: Joe DeSensi

If to the District:
The School Board of Marion County, Florida
512 SE Third Street
Ocala, Florida 34471
Phone: (352) 671-7702
Attn: E. Elizabeth McCall, Chair

With copy to:
Paul Gibbs, School Board Attorney
512 SE Third Street
Ocala, Florida 34471

Notwithstanding the foregoing, the parties agree that all communications relating to the day-to-day activities must be exchanged between the respective representatives of the District and the Contractor as follows. Each party's representative will coordinate communications and processes as needed for the purposes of conducting the services outlined in this Agreement, as well as the process for routine or administrative communications. The parties will also reasonably cooperate as to the development (including content, format, and required deliverables) of the invoicing and any reports to be provided by Contractor as part of the services outlined in Exhibit B. For purposes of the District's representative for the day-to-day activities, the District's Contract Administrator shall be:

Marion County Public Schools
Attn: Superintendent Heidi Maier, Ed.D.
512 SE Third Street
Ocala, Florida 34471

22. Indemnification for Copyright Infringement. Contractor will defend, indemnify and hold the District and its successors and assigns harmless from and against all third-party claims, suits and proceedings and any and all damages, liabilities, costs and expenses (including reasonable attorneys' fees and court costs) incurred as a result of (i) infringement by Contractor of any third-party patent, copyright or trademark or (ii) misappropriation by Contractor of any third-party trade secret in connection with any of the foregoing.

23. Intellectual Property Rights.

(a) Contractor represents that it has all intellectual property rights necessary to enter into and perform its obligations in this Agreement. Contractor will indemnify and hold harmless the District from liability of any nature or kind, including costs and expenses for or on account of any copyrighted, service marked, trademarked, patented or unpatented invention, process, article or work manufactured or used in the performance of this Agreement, including its use by the District. If Contractor uses any design, device, materials or works covered by letters, service mark, trademark, patent, copyright or any other intellectual property right, it is mutually agreed and understood without exception that the proposal prices will include all royalties or costs arising from the use of such design, device or materials in any way involved in the work.

(b) Any of the teaching methods, ideas, concepts, presentation, or products utilized during the course of the presentations and instructions of Contractor, are wholly owned by Contractor. It is understood that the materials and processes espoused by Contractor in its presentations and teachings are the exclusive intellectual property of Contractor and remain so even when employed by any parties to this Agreement, their agents, assigns, employees, independent

contractors, or any other person associated with this Agreement. It is further agreed that the District, its members, employees, agents, and assigns will be granted fair use of the ideas and techniques employed by Contractor during the term of this Agreement and it will not be considered infringement on the intellectual property rights of Contractor for them to do so. Notwithstanding the foregoing, the parties acknowledge that the District is an agency subject to the provisions in Chapter 119, Florida Statutes regarding public records and will fully comply with all requirements regarding access thereto. If Contractor considers any of its proprietary information to constitute a "trade secret" as defined by section 812.081(1)(c), Florida Statutes (which would be exempt from disclosure under the Public Records Act, Chapter 119, Florida Statutes, and Article I, section 24 of the Florida Constitution pursuant to sections 815.045 and 812.081, Florida Statutes), then Contractor agrees to add the following language (hereinafter referred to as the "Legend") on every page of its confidential information provided to the District in hard copy: "This information is confidential trade secret information exempt from disclosure under the Public Records Act, Chapter 119, Florida Statutes, and Article I, section 24 of the Florida Constitution pursuant to section 815.045 and 812.081, Florida Statutes."

(c) Further Agreements Concerning Intellectual Property:

(i) Ownership of Contractor's Intellectual Property: Both parties agree that all discoveries, inventions, improvements, methods, works of authorship, trademarks, service marks, technology, computer programs, databases, trade secrets, confidential information, patents, copyrights, and any other forms of intellectual property (whether or not reduced to practice or writing) (collectively, "Intellectual Property") created or developed by employees or agents of Contractor ("Contractor Personnel"), excluding any District personnel, during the term of this Agreement will be owned exclusively by the Contractor ("Contractor Intellectual Property").

(ii) Ownership of District Intellectual Property: Pursuant to this Agreement, the District assigns certain of its employees ("District Personnel") to perform services for the Contractor at the School. Both parties agree that all Intellectual Property that District Personnel create or develop while performing services at the Schools or for the Contractor will be owned exclusively by the District ("District Intellectual Property").

(iii) License of District Intellectual Property: The District hereby grants to the Contractor a non-exclusive and royalty-free license to use products and services embodying District Intellectual Property for Contractor's use at the School for the services outlined in this Agreement and not otherwise. Although the above license is non-exclusive, this is intended to ensure that the District retains the right itself to commercialize and sell to third parties the District Intellectual Property.

(iv) Ownership of Joint Intellectual Property: If any item of Intellectual Property is developed jointly by Contractor Personnel and District Personnel, such that, pursuant to applicable law, such item of Intellectual Property is jointly owned by the parties ("Joint Intellectual Property"), the

parties hereby agree to such joint ownership of such item of Joint Intellectual Property.

(v) Division of Net Revenue: The parties acknowledge that section 1012.985(2)(b), Florida Statutes, requires the parties to share income generated by certain Intellectual Property as the parties mutually agree. To that end, the parties agree that any commercialization of Joint Intellectual Property by either party will be subject to an equal division of net revenue between the Contractor and the District. If the Contractor sells any Joint Intellectual Property licensing rights, then the Contractor will pay to the District its portion of the net revenue received on an annual basis when the Contractor provides its last report to District as required by this Agreement. If the District sells any Joint Intellectual Property licensing rights, the District will pay to the Contractor its portion of net revenue received on an annual basis within thirty (30) days of the close of the District's fiscal year. For purposes of this section, "net revenue" means all value (e.g., upfront payments, milestone payments, royalties, other cash payments, and non-cash items) received by either Party from the sale, license or other commercialization of Joint Intellectual Property, minus the party's out-of-pocket costs and expenses directly attributable to such sale, license or other commercialization transactions, including, without limitation, broker fees, legal fees, commissions, travel expenses, refunds, chargebacks, taxes (other than the party's income taxes), third-party royalties, duties, governmental fees, insurance, rebates, allowances, and the like, as and when applicable. For clarification, there will be no revenue division with respect to commercialization of any District Intellectual Property, and no revenue division with respect to commercialization of any Contractor's Intellectual Property. Likewise, if Contractor Personnel create or develop Intellectual Property at the direction of the Contractor outside the context of performance of services pursuant to this Agreement, then there will be no revenue division with respect to commercialization of that Intellectual Property. And likewise, if any District Personnel create or develop Intellectual Property at the direction of the District outside the context of performance of services pursuant to this Agreement, then there will be no revenue division with respect to commercialization of that Intellectual Property.

(vi) Cooperative Efforts in Commercialization: In light of the fact that each party will have the ability to commercialize the Joint Intellectual Property, the parties agree that they shall work together reasonably and in good faith in an effort to prevent any direct competition or conflict between their respective commercialization efforts.

(vii) Return of Property: Upon termination of this Agreement for any reason, the District shall return to the Contractor within thirty (30) days any and all materials provided by the Contractor which constitute the Contractor's intellectual property as set out in this Agreement. Likewise, the Contractor shall return to the District any and all materials provided by the District which constitute the District's intellectual property as set out in this Agreement.

24. No Discrimination. The Parties agree that no person will be subjected to discrimination because of age, race, color, disability, pregnancy, gender, marital status, national origin, or religion, in the performance of the Parties' respective duties, responsibilities, and obligations under this Agreement.

25. Severability. If any clause or provision of this Agreement is illegal, invalid or unenforceable under present or future laws effective during the term hereof, then the remainder of this Agreement will not be affected thereby; and in lieu of each clause or provision of this Agreement which is illegal, invalid or unenforceable, there will be added, as part of this Agreement, a clause or provision as similar in terms to such illegal, invalid or unenforceable clause or provision as may be possible and as may be legal, valid and enforceable.

26. No Assignment. Neither this Agreement, nor any portion thereof may be assigned by Contractor, in whole or in part, without the prior written consent of the District.

27. Survival. Those provisions which by their nature are intended to survive the expiration, cancellation, or termination of this Agreement, including, by way of example only, the Indemnification and Confidentiality provisions, will survive the expiration, cancellation, or termination of this Agreement.

28. No Gifts. It is the policy of the District to not accept gifts, gratuities, or favors of any kind or of any value whatsoever from vendors, members of the staff, or families. Contractor warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for the Contractor, to solicit or secure this Agreement, and that it has not paid or agreed to pay any person, company, corporation, individual or firm, other than a bona fide employee working solely for the Contractor, any fee, commission, percentage, gift, or any other consideration, contingent upon or resulting from the award or making of this Agreement. Contractor further warrants that it, nor any of its directors, employees, officers or agents, nor any of Contractor's respective subsidiaries or affiliates, has taken, is currently taking or will take any action in furtherance of an offer, payment, promise, gifts or anything else of value, directly or indirectly, to anyone to improperly influence or otherwise secure any improper advantage in procuring business in relation to this Agreement. For the breach or violation of these provisions, the District shall have the right to terminate this Agreement without liability and/or, at its discretion, to deduct from the price, or otherwise recover, the full amount of such fee, commission, percentage, gift, or consideration.

29. Former District Employees. Pursuant to District Policy all bidders, proposers, consultants, and contractors are required to disclose the names of any of their officers, directors, agents, or employees who serve as agents or principals for the bidder, proposer or contractor, and who within the last two (2) years, have been or are employees of the District. And all bidders, proposers, consultants, and contractors are required to disclose the name of any District employee who owns, directly or indirectly, any interest in the Contractor's business. Such disclosures will be in accordance with current District policies, but will include, at a minimum, the name of the former District employee, a list of the positions the employee held in the last two (2) years of his or her employment with the District, and the dates the employee held those positions. By its signature on this Agreement, Contractor certifies to the District that there are no names to disclose to the District pursuant to this section.

30. Background Screening. All Contractor employees, appointees, or agents who come into contact with students at the Contractor's facility as part of this Agreement must submit a Level 2 background check in a manner prescribed by the District, at Contractor's expense (if any). Contractor shall not permit persons to provide services to students under this Agreement if any such persons do not meet the background screening requirements of the District for Contractor employees at the Contractor's location. Notwithstanding the foregoing, if the services are provided by the Contractor at a District location, then the requirements of Level II screening outlined in the Jessica Lunsford Act (JLA) will be applicable, and the Contractor will bear the expense of the JLA screening. Failure to comply with this provision will be cause for immediate termination of this Agreement.

31. Publicity. Contractor shall not use the District's name, logo, or other likeness in any press release, marketing materials, or other public announcement without receiving the District's prior written approval. Contractor shall not host or stage events at District locations without receiving prior approval by the District Contract Administrator.

32. Entire Agreement. This Agreement constitutes the final, complete, and entire Agreement between the parties and supersedes all prior and contemporaneous agreements, understandings, negotiations and discussions of the parties, whether written or oral. There are no representations or other agreements included. No supplemental modification or waiver of this Agreement will be binding unless executed in writing by the parties to be bound thereby.

33. Amendments. This Agreement may be amended at any time by mutual agreement of the parties. However, before any amendment will be operative or valid, it must be reduced to writing and signed by both the District and the Contractor.

34. Inspector General Audits. Contractor and its subcontractors (if any), at no additional expense to Contractor or such subcontractor, shall comply and cooperate immediately with any inspections, reviews, investigations, or audits relating to this Agreement as deemed necessary by the Florida Office of the Inspector General or by any other Florida official with proper authority.

35. Representations & Warranties. Contractor represents and warrants to District under this Agreement that:

A. Contractor is not bound by any other contract, agreement, business relationship or another arrangement that would preclude it from entering into, or from fully performing, the services required under this Agreement;

B. Contractor affirms and certifies that none of Contractor's agents, employees or officers have ever had his or her professional license or certification in the State of Florida, or of any other jurisdiction, either denied, suspended, revoked, terminated or voluntarily relinquished under threat of disciplinary action, or restricted in any way;

C. Contractor affirms and certifies that it has not been convicted of a public entity crime as provided in § 287.133, Fla. Stats. (2017), to wit: A person or affiliate who has been placed on convicted vendor list following a conviction for public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity, may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work, may not submit bids on leases

of real property to public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in § 287.017, for CATEGORY TWO for a period of thirty-six (36) months from the date of being placed on the convicted vendor list;

D. Contractor shall comply with all laws, rules, codes, ordinances, and licensing requirements that are applicable to the conduct of its business, including those of Federal, State, and local agencies having jurisdiction and authority over its business activities, including but not limited to Chapter 287, Florida Statutes (2017), and Fla. Admin. Code R. 60A. Contractor shall further comply with Section 274A [8 U.S.C. 1324a] of the Immigration and Nationality Act, the Americans with Disabilities Act, and all prohibitions against discrimination. Violation by Contractor of any laws, rules, codes, ordinances, or licensing requirements will constitute, on the date and time of any such violation, a material breach of this Agreement and serve as grounds for termination or nonrenewal of this Agreement;

E. The Parties must comply with the code of ethics for public officers and employees, Chapter 112, Fla. Stats. (2017); and

35. Certifications. Contractor certifies, to the best of its knowledge and belief, that neither Contractor nor its principals:

A. Are debarred, suspended, proposed for debarment, declared ineligible from operating, or voluntarily excluded from participation in covered transactions by any federal, state, or local department or agency.

B. Have, within the five-year period prior to this Agreement, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state or local) transaction or contract under public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property.

C. Are presently indicted or otherwise criminally charged by a government entity (federal, state or local) with commission of any of the offenses enumerated in the preceding paragraph B.

D. Have, within the five-year period before this Agreement had one or more public transactions terminated for cause or default.

Contractor shall notify District within thirty (30) days after occurrence of any of the events, actions, debarments, proposals, exclusions, convictions, judgments, indictments, or terminations as described in paragraphs (A-D) above, concerning Contractor or its principals.

36. E-Verify. In accordance with Executive Order 11-116, Contractor shall utilize the U.S. Agency of Homeland Security's E-Verify system, <https://e-verify.uscis.gov/emp>, to verify the employment eligibility of all employees hired during the term of this Agreement. Contractor shall also require all subcontractors performing work under this Agreement to utilize the E-Verify system for any employees they may hire during the term of this Agreement.

37. Force Majeure. Neither Party are obligated to perform any duty, requirement or obligation under this Agreement if such performance is prevented by fire, hurricane, earthquake, explosion, wars, sabotage, accident, flood, acts of God, strikes, or other labor disputes, riot or civil commotions, or by reason of any other matter or condition beyond the control of either Party, and which cannot be overcome by reasonable diligence and without unusual expense ("Force Majeure"). In no event will a lack of funds on the part of either Party be deemed Force Majeure.

38. Equal Employment Opportunity. If this Agreement involves Federal funds more than \$10,000, Contractor must be in compliance with Executive Order 11246 of September 24, 1965, entitled "Equal Employment Opportunity," as amended by Executive Order 11375 of October 13, 1967, and as supplemented in Department of Labor Regulations (41 C.F.R. Chapter 60).

39. Clean Air Act. If this contract involves Federal funds and is over \$100,000, Contractor must comply with all applicable standards, orders, or regulations of the Clean Air Act, as Amended (42 U.S.C. chapter 85) and the Clean Water Act, as amended (33 U.S.C. chapter 26), Executive Order 11738, and Environmental Protection Agency regulations codified in Title 50 of the Code of Federal Regulations. Contractor must report any violations of the above to the District.

40. Byrd Anti-Lobbying Amendment. If this Agreement is in excess of \$100,000, Contractor shall comply with all applicable standards, orders, or regulations, including but not limited to:

- A. Certification Regarding Lobbying pursuant to 31 U.S.C. 1352 (Appendix A: 7 C.F.R. Part 3018); and
- B. Disclosure of Lobbying Activities pursuant to 31 U.S.C. 1352 (Appendix A: 7 C.F. R. Part 3018).

41. Counterpart and Facsimile Signatures. This Agreement may be executed in one or more counterparts and via facsimile signature, the counterparts and facsimiles of which, when taken together, shall be deemed to constitute an entire and original Agreement.

42. No Waiver of Sovereign Immunity. Nothing in this Agreement is intended to waive sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable, or of any rights or limits of liability existing under § 768.28, Fla. Stat. (2017). This term survives the termination of all performance or obligations under this Agreement and is fully binding until any applicable statute of limitations bars any proceeding brought under this Agreement.


43. Legal Authority. Each person signing this Agreement on behalf of either Party individually warrants that he or she has full legal power to execute this Agreement on behalf of the Party for whom he or she is signing, and to bind and obligate such Party concerning all provisions contained in this Agreement.

[Signatures follow on next page]

[Signature page to Agreement for Professional Services between The School Board of Marion County, Florida, and Educational Directions, LLC, dated May 22, 2018]

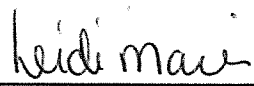
The parties have executed this Agreement as of the Effective Date first set forth above.


EDUCATIONAL DIRECTIONS, LLC

By: 
Name: Joe DeSensi
Title: Managing Member

ATTEST:

THE SCHOOL BOARD OF MARION COUNTY, FLORIDA

By: 
Heidi Maier, Ed.D.,
Superintendent of Schools
and Ex-Officio Secretary
to the Board

By: 
E. Elizabeth McCall, Chair

Form Approved:

Approved by Board:


By: 
Paul Gibbs, School Board Attorney

EXHIBIT A
Turnaround Option Plan



Turnaround Option Plan – Phase 1

[Marion] County Public Schools

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

Part I: Schools to Be Supported

Item 1: List of school(s) to be supported through the district’s turnaround plan.

MSID Number	School Name
420581	Evergreen Elementary School

Part II: Stakeholder Engagement

A. Community Assessment Team

Item 2: Description of the role of the CAT in reviewing school performance data, determining causes for low performance, and making recommendations for school improvement. Include names of CAT members and list of meetings that were held prior to developing this plan, as well as scheduled meetings that will be held during the implementation period.

The CAT team was formed at the district level and the principal of each school solicited parent and community representation (SAC, PTA/PTO, Business Partnerships, Local Churches). The CAT Team conducted a review of student performance data, determined root causes for low performance and to made recommendations for school improvement.

The Community Assessment Team (CAT) is comprised of members from each of the schools as well as representation from the district level. The following departments are represented: Curriculum and Instruction including Federal Programs, School Leadership and Development, Student and Social Services, and Content Area Specialists (CAS), School Business Partners, Parents and Staff (Elementary & Secondary), and Community Activists; making an effort to have a variety of representation. See members of the Community Assistance Team for Marion County Schools listed on attached sign-in sheets.

The MCPS District CAT team met September 19, 2017. The CAT team is scheduled to meet tri-annually to discuss and review academic, attendance, and discipline data from each of the turn-around schools. Meetings provide an opportunity for members to determine barriers for success, make recommendations

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

to improve student achievement and performance, and create an action plan for improvement using the eight step process. An additional meeting, held in the media center of Evergreen Elementary School on October 16, 2017, reviewed in-depth Evergreen Elementary School’s needs assessment and Turnaround Options.

The School Board of Marion County, Florida conducted School Board Work Sessions that were open to the public on January 4, 2018 and January 18, 2018. A Community Assistance Team Meeting was held at Evergreen Elementary School on January 16, 2017. The next Community Assistance Team Meeting scheduled is April 17, 2017.

On January 23, 2018, the School Board of Marion County, Florida rejected the recommendation, made by Superintendent Dr. Heidi Maier, to select “Reassignment of Students” as the Turnaround Option. Instead, a motion was added: “Approve contracting with an outside entity that has demonstrated a record of effectiveness to operate the school.” This motion carried by 4:1 vote.

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

B. Turnaround Option Process

Item 3: Description of the district’s efforts to engage and involve stakeholders in the turnaround option process.

The following activities were efforts to engage and involve stakeholders (including feeder patterns) in the turnaround option selection process:

- CAT Meetings
- School Advisory Council (SAC)/PTO Meetings
- Parent Trainings & School Events

Families and community members were notified via:

- Newsletters,
- Public Service Announcements,
- Skylert Messages,
- Flyers
- Emailed Calendar Invites

Part III: Turnaround Option Selection

Item 4: Turnaround option(s) selected by the district based upon each school’s needs assessment. **DMT**=District-managed turnaround; **RE**=Reassign students to another school and monitor the progress of each reassigned student (This option may include closure of the school.); **CH**=Close the school and reopen the school as one or more charter schools, each with a governing board that has a demonstrated record of effectiveness; **EO**=Contract with an outside entity that has a demonstrated record of effectiveness to operate the school. (This option may include a district-managed charter school.)

School Name	DMT	RE	CH	EO
Evergreen Elementary School				X

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

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Part IV: Acknowledgements

1. District-Managed Turnaround (DMT)

By selecting this option for a school and submitting this form, the district agrees to the following.

Assurance 1: District Leadership Team

The district shall ensure the district-based leadership team includes the superintendent; associate superintendents of curriculum; general and special education leaders; curriculum specialists; behavior specialists; student services personnel; human resources directors; professional development leaders; and specialists in other areas relevant to the school, such as assessment, English language learners and gifted learners.

Assurance 2: District Support and Policies

The district leadership team shall develop, support and facilitate the implementation of policies and procedures that guide the school-based leadership team and provide direct support systems.

Assurance 3: District Governance Structure

The district shall adopt a new governance structure for the school, which may include, but is not limited to, requiring the principal to report to a “turnaround office” or “turnaround lead” at the district level who reports directly to the superintendent.

Assurance 4: Operational Flexibility

The district shall give the school sufficient operating flexibility in areas such as staffing, scheduling and budgeting, to fully implement a comprehensive approach to substantially improve student achievement outcomes and increase graduation rates in high schools.

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

Assurance 5: Instructional Staff

The district shall employ a reliable system to reassign or replace the majority of the instructional staff whose students' failure to improve can be attributed to the faculty, and ensure teachers are not rehired at the school, unless they are effective or highly effective instructors, as defined in the district's approved evaluation system, pursuant to section 1012.34, F.S.

Additionally, pursuant to section 1012.2315(2)(a), F.S., the district must ensure that the percentage of temporarily certified teachers, teachers in need of improvement, or out-of-field teachers assigned to its Focus or Priority schools is not higher than the district average. As such, the turnaround plan should include the most recent three-year aggregated VAM classification data (i.e., *highly effective*, *effective*, *needs improvement*, and *unsatisfactory*) for each turnaround school and the district, as well as specific actions the district has taken or plans to take to recruit teachers with VAM classifications of *highly effective* and *effective* to the turnaround schools, and to reassign teachers with classifications of *needs improvement* and *unsatisfactory*.

The district shall provide the department by September 1 a memorandum of understanding (MOU) negotiated pursuant to 1001.42(21), F.S.

Assurance 6: Addressing Areas of Focus

The district shall address one or more of the following Areas of Focus in the turnaround plan.

Area of Focus 1: Assessments

The district shall identify progress monitoring and summative assessments that will be used in the school, the administration frequency of each, how the data will be analyzed, and how changes in instruction will be implemented and monitored. The district shall describe the specific training and follow-up that will be provided to support the implementation of a comprehensive, data-based, problem-solving framework.

Area of Focus 2: Instructional Programs

The district shall identify the new or revised instructional programs for reading, writing, mathematics and science; the research base that shows it to be effective with high-poverty, at-risk students; and how they are different from the previous programs. The district shall demonstrate alignment across grade levels to improve background knowledge in social studies, science, and the arts.

Area of Focus 3: Differentiated Instruction

The district shall ensure instruction is differentiated to meet the individual needs of students. Strategies for push-in, pull-out or individual instruction shall be included in the plan.

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

Area of Focus 4: School Leadership

The district shall conduct a comprehensive search to replace the principal, assistant principal(s) and instructional coach(es).

Area of Focus 5: Increased Learning Time

The district shall increase learning time in the school, as defined in Rule 6A-1.099811(2)(m), F.A.C., by a total of 300 hours annually; at least 60 percent of time shall support all students (e.g., extended day, week, or year) and up to 40 percent of time may be provided through targeted services (e.g., before school, after school, weekend and summer).

Area of Focus 6: Identification, Recruitment, Retention, and Rewarding of Instructional Personnel

The district shall develop structures and systems to ensure the school has effective educators capable of improving student achievement, including the following: recruitment and retention incentives; memorandums of understanding (MOUs) regarding incentive pay and/or reassignment of teachers based on data; priority in hiring; professional development and coaching support provided by the district.

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

2. Reassign (RE)

By selecting this option for a school and submitting this form, the district agrees to the following.

Assurance 1: Close and Reassign Students

The district shall close the school and reassign students to higher-performing schools in the district.

Assurance 2: Monitoring Reassigned Students

The district shall monitor the reassigned students and report their progress to the department for three years on a quarterly basis. Reports shall include attendance, grades and progress monitoring data aligned to the Florida Standards.

Assurance 3: Reassignment of Unsatisfactory Teachers and Administrators

The district shall ensure that teachers rated as unsatisfactory based on the three-year aggregated VAM rating are not reassigned to other TS&I and CS&I schools within the district. The district shall also ensure that administrators from a school closed through selection of this turnaround option are not placed at other TS&I and CS&I schools within the district.

3. Charter (CH)

By selecting this option for a school and submitting this form, the district agrees to the following.

Assurance 1: Close and Reopen School

The district shall close the school and reopen as a charter or multiple charters, in accordance with section 1002.33, F.S.

Assurance 2: Contracting with Charter Organization

The district shall enter into a contract with the charter organization following established district policies and procedures for contracting with external providers.

Assurance 3: Selecting a Successful Organization

The district shall select a charter organization that has a successful record of providing support to high-poverty, low-performing schools, and provide evidence of its success with students of similar demographics.

Assurance 4: Instructional Staff

The district shall ensure teachers are not rehired at the school, unless they are effective or highly effective instructors, as defined in the district's approved evaluation system, pursuant to section 1012.34, F.S.

Turnaround Option Plan – Phase 1
for district implementation in 2018-19

4. External Operator (EO) [may include District-Managed Charter School]

By selecting this option for a school and submitting this form, the district agrees to the following.

Assurance 1: Contracting with External Organization

The district shall enter into a contract with a school turnaround or education management organization to operate the school, following established district policies and procedures for contracting with external providers. At a minimum the contract must address leadership, instructional staffing, curriculum and instruction, assessments, professional development, and any other area identified during the development of the comprehensive needs assessment.

Assurance 2: Selecting a Successful Organization

The district shall select an organization with a successful record of providing support to high-poverty, low-performing schools, and shall provide evidence of its qualifications to the department.

Assurance 3: Instructional Staff

The district shall ensure teachers are not rehired at the school, unless they are effective or highly effective instructors, as defined in the district's approved evaluation system, pursuant to section 1012.34, F.S. If the district establishes a district-managed charter school, the district shall ensure all instructional personnel are not employees of the school district, but are employees of an independent governing board composed of members who did not participate in the review or approval of the charter.



Turnaround Option Plan – Phase 2

[District] County Public Schools

Turnaround Option Plan – Phase 2
for districts implementing in 2018-19

[School Name and Number]

[Selected Option]

Part I: Needs Assessment

Item 1: Description of the needs assessment methodology and summary of the results.

Item 2: Rationale for the turnaround option(s) selected.

Part II: Implementation Plan

A. Areas of Assurance

Item 3: Description of how the district will address the Areas of Assurance required by the selected turnaround option(s), as acknowledged in Phase 1.

District Capacity and Support

[Begin text here.]

School Capacity

Administrators

[Begin text here.]

Educators

[Begin text here.]

Turnaround Option Plan – Phase 2
for districts implementing in 2018-19

B. Areas of Focus

Item 4: Area(s) of Focus selected by the district based upon the school’s needs assessment.

- | | |
|--|---|
| <input type="checkbox"/> 1. Assessments | <input type="checkbox"/> 4. School Leadership |
| <input type="checkbox"/> 2. Instructional Programs | <input type="checkbox"/> 5. Increased Learning Time |
| <input type="checkbox"/> 3. Differentiated Instruction | |

Item 5: Summary of the strategies the district will implement to reduce or eliminate internal systemic barriers and address the needs of the school, including a description of how the district will address the selected Area(s) of Focus.

EXHIBIT B
Services

MCPS Support Model

This contract is written for Evergreen Elementary school, but ED has defined service option both contingent upon Evergreen's score this year and for the case that MCPS might need additional support with other schools.

Baseline Review and Needs Evaluation - Spring 2018 – (May 23rd – July 31st)
Spring option for Evergreen ES:

Needs Analysis and Planning - \$59,600

Services include:

- 2-year review of school data by ED senior team.
- Formal review of district curriculum for ELA, Math and Science by ED content specialist.
- Electronic Surveys of faculty and staff.
- 21 Site Director days onsite for needs analysis.
- 1 day of leadership professional development.
- Help in preparing the next year's school plan report.
- Help with summer SIP planning.
- Help with any state reporting requirements over the summer.

Payment in 3 installments billed at the end of May, June and July.

ED has defined 3 tiers of recommended service levels of MCPS.

Tier 3 – Schools that are in year three or year four of TOP.

Tier 2 – Schools that are in year one or year two of TOP.

Tier 1 – Schools that make an A, B or C on a current year's test.

Services by Tier

Tier 3 schools will receive the External Operator intervention level as mandated by the state. Schools in Tier 3 that make a C or better on the state test will move to Tier 1 but will receive both District Managed Turnaround (DMT) support as well as the ITS intervention level from Educational Directions. Schools not receiving a C or better will remain Tier 3.

Tier 2 schools that are in the first year of TOP will receive DMT support. Schools that are in year 2 of TOP will receive DMT support as well as the AMO intervention level from Educational Directions.

Tier 1 schools will receive DMT support except for schools that were either tier 3 or year 2 of tier 2 the previous year which will also have some level of ITS support from Educational Directions.

2018-19 (August 1st - June 1st) school year intervention tiers and pricing:

TOP Intervention Level 3 – External Operator

Recommended for TOP Year 3 schools NOT receiving a grade of C or higher for the 17-18 school year:

EO - \$342,000 per school

Role	Days
Site Director	88
Academic and data support	44
Project management*	24
Reporting*	24
Executive Briefing**	3
Professional Dev	4

TOP Intervention Level 2 – Academic Management Organization

Recommended for TOP Year 3 schools receiving a grade of C or higher for the 17-18 school year:

AMO - \$244,000 per school

Role	Days
Site Director	68
Academic and data support	30
Project management*	20
Reporting*	20
Executive Briefing**	2
Professional Dev	3

TOP Intervention Level 1 – Intensive Technical Services

Recommended for TOP Year 2 schools NOT receiving a grade of C or higher for the 17-18 school year:

ITS - \$143,000 per school

Role	Days
Site Director	40
Academic and data support	16
Project management*	14
Reporting*	14
Executive Briefing**	1
Professional Dev	2

* Offsite Days

** Optional

*** If this Agreement is renewed as set forth in section 10, the above fees for the 2019-2020 school year shall be reduced by five percent (5%) and the above fees for the 2020-2021 school year shall be reduced by ten percent (10%).

Payment billed in proportion of services being delivered for each intervention level:

<u>August</u>	<u>15%</u>
<u>September</u>	<u>15%</u>
<u>October</u>	<u>15%</u>
<u>November</u>	<u>10%</u>
<u>December</u>	<u>5%</u>
<u>January</u>	<u>10%</u>
<u>February</u>	<u>10%</u>
<u>March</u>	<u>10%</u>
<u>April</u>	<u>5%</u>
<u>May</u>	<u>5%</u>

EXHIBIT C – MEA/MESP MOU

**THE SCHOOL BOARD OF MARION COUNTY, FLORIDA,
MARION EDUCATION ASSOCIATION,
AND MARION ESSENTIAL SUPPORT PERSONNEL
MEMORANDUM OF UNDERSTANDING
TURNAROUND OPTION PLAN FOR PRIORITY SCHOOL
TEACHER PLACEMENT AND SELECTION**

The Marion Education Association (“MEA”), Marion Essential Support Personnel (“MESP”), and The School Board of Marion County, Florida (“School Board”) agree to the following:

WHEREAS, MEA and MESP are certified bargaining agents for School Board; and,

WHEREAS, the School Board is the employer and the party to the Collective Bargaining Agreements (“CBAs”) with MEA and MESP; and

WHEREAS, the parties recognize that the Marion County Public Schools (“District”) must abide by the Differentiated Accountability State System of School Improvement outlined in House Bill 7069 (2017) and Section 1008.33, Fla. Stats. (2017); and

WHEREAS, the parties acknowledge that schools identified by the Differentiated Accountability State System of School Improvement as needing support must abide by the outlined assurances set forth by the Florida Department of Education; and

WHEREAS, the parties have agreed to develop language regarding the recruitment, selection, placement, and expectations for instructional staff in schools designated.

NOW, THEREFORE, the parties agree as follows:

1. **Teacher Effectiveness**: In these TOP Priority Schools, all eligible teachers must demonstrate a raw State VAM, 3-year aggregate score, higher than Needs Improvement to be retained at a TOP school. Other instructional staff, including but not limited to ESE and ESOL, that generate a VAM score and are measured by that metric will be included as a core teacher. Intensive effort will be made to find staff that meets the demonstrated mastery to ensure appropriate staffing levels are met in the schools. Teachers not rated by State VAM should demonstrate a rating of Effective or higher on the District student achievement model using local assessments.
2. **Extended Time**: All Teachers and non-instructional staff at TOP schools will work the additional instructional minutes required by the Florida Department of Education. The additional minutes will be paid at the teachers' and non-instructional staff members' daily rates of pay.
3. **Professional Development/Planning Period**: The teachers at TOP Schools will receive individual preparation and planning time as outlined in the MEA Collective Bargaining Agreement. Non-core teachers will participate in school directed, job-embedded planning or professional development unless the subject matter being addressed in the session is solely related to a specific academic content unrelated to their scope of work as determined in advance by the school principal or his/her designee. Additional professional development and support will be delivered at TOP Schools to include, but not limited to: assisted planning periods, data disaggregation, and job-embedded training.

4. **Instructional Personnel Providing School-wide Support:** To ensure that the teachers develop a high degree of comfort when working with the instructional personnel providing school-wide support, the parties acknowledge that these invaluable resource persons are not administrative or supervisory, but rather act as partners and mentors in furthering the goal of improving academic results. Such personnel assigned to the school will be eligible for the same extended time pay as core teachers. Every effort will be made to avoid pulling these personnel to act as substitutes and take them from their primary role in supporting instruction.

5. **Recruitment and Retention Supplements:** A monetary incentive determined annually by the District will be offered to all qualifying members of the bargaining unit, who are retained at the TOP schools or transfer into the TOP schools, to attract and retain highly effective teachers. The District will offer a Recruitment financial incentive to instructional personnel who receive a 3 year aggregate State Value Added Model (VAM) score of Highly Effective (HE) or a 3 year aggregate Student Achievement Score of Highly Effective (HE), as reported on the Summative Evaluation. These scores are based on the most recently reported year or reported at the time of transfer period. The District will offer a Retention financial incentive to instructional personnel with an overall Summative Evaluation rating of Highly Effective (HE). The incentive will be prorated for qualifying teachers based on the number of days worked. In addition, if the employee retains their Highly Effective (HE) status and the school where they work remains an identified Turnaround School, the employee will receive any approved incentive for each qualifying subsequent year. The desire of the District is to reduce turnover while attracting and retaining the very best teachers at schools needing their expertise.

6. **Improvement/Movement of Teachers:** All eligible teachers in TOP Priority Schools must demonstrate a raw State VAM, 3-year aggregate score, higher than Needs Improvement to be retained at a TOP school. If a school falls into Turnaround Priority status in the spring, all instructional staff must earn a raw State VAM, 3-year aggregate score, higher than Needs Improvement to be retained at a Turnaround school. If the current school year's scores are not released, teachers will be removed if they earn less than an effective rating based on the most recent raw State VAM, 3-year aggregate score. No matter the release date of the State of Florida's current school year's raw State VAM, 3-year aggregate score, additional movement of teachers will occur only if the percentage of Needs Improvement or unsatisfactory at that school is higher than the District average.

The decision to move a teacher or non-instructional employee will be governed by collective bargaining agreements and statutory requirements.

THE SCHOOL BOARD OF MARION COUNTY, FLORIDA

By: E. Elizabeth McCall
E. Elizabeth McCall, Chair

Date: 5/2/18 MAY 08 2018

By: Heidi Maier
Heidi Maier, Ed. D., Superintendent

Date: 2 May 2018 MAY 08 2018

MARION EDUCATION ASSOCIATION

By: Mark E Avery
Mark Avery, President

Date: 5/1/18

MARION ESSENTIAL SUPPORT PERSONNEL

By: Donnay "Donnie" Prophet
Donnay "Donnie" Prophet, President

Date: 5/1/18

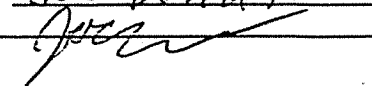
**EXHIBIT D - COMPOSITE FEDERAL FORMS
FEDERAL REGULATORY COMPLIANCE STATEMENT**

The purpose of this document is to assure compliance by the Contractor (*defined as any individual or company who agrees to provide materials or services at a specified price*) to those certain clauses, provisions and requirements as described by applicable Federal Regulations, which apply to any resulting agreement between The School Board of Marion County, Florida (District) and the Contractor. By signature, the individual executing this statement attests that he/she possesses authority to obligate the contracting firm and agrees to comply with all clauses, provisions, and requirements as described below throughout the term of this agreement.

1. The Contractor agrees to allow reasonable access by District, the Federal granting agency, the Comptroller General of the United States or any of their duly authorized representatives to the Contractor's books, documents, papers and records which are directly pertinent to the contract for the purpose of making audit, examination, excerpts and transcriptions.
2. The Contractor agrees to maintain all records related to this agreement for a period of three years after the final payment for this agreement and after all other matters are closed.
3. The Contractor affirms that it is equal opportunity and affirmative action employer and will comply with all applicable federal, state and local laws and regulations including, but not limited to: Executive Order 11246 as amended by 11375 and 12086; 12138; 11625; 11758; 12073; the Rehabilitation Act of 1973, as amended; the Vietnam Era Veterans Readjustment Assistance Act of 1975; Civil Rights Act of 1964; Equal Pay Act of 1963; Age Discrimination Act of 1967; Immigration Reform and Control Act of 1986; Public Law 95-507; the Americans with Disabilities Act; 41 CFR Part 60 and any additions or amendments thereto.
4. The Contractor agrees to a provision for non-appropriations, whereby this agreement will terminate if sufficient funds are not appropriated in any given fiscal year to allow District to sustain the cost (if applicable).
5. The Contractor agrees to properly complete and submit to District a federal debarment certification form for each renewal year of the Contract, if renewals apply.
6. The Contractor agrees to properly complete and submit to District a non-collusion affidavit.
7. The Contractor agrees to properly complete and submit to District a federal drug free workplace certification form.
8. The Contractor agrees the District may terminate the contract at any time for any reason. If terminated for cause, the Contractor agrees the District may seek remedies for damages, if applicable.
9. The Contractor agrees to comply with all applicable environmental standards, orders or requirements.

CONTRACTOR: Educational Directions, LLC, a Kentucky limited liability company

PRINT NAME OF AUTHORIZED REPRESENTATIVE: Joe DeSousa

SIGNATURE OF AUTHORIZED REPRESENTATIVE: 

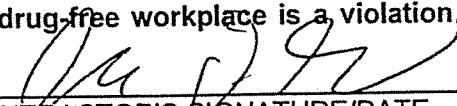
TITLE: Managing Member

DRUG FREE WORKPLACE CERTIFICATION

I hereby swear or affirm that Contractor has established a drug-free workplace program by completing the following requirements:

- 1) Published a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
- 2) Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
- 3) Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
- 4) In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
- 5) Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
- 6) Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements. I understand that false certification of a drug-free workplace is a violation of Florida Statutes 287.087.



CONTRACTOR'S SIGNATURE/DATE

Joe DeSensi Managing Member

NAME/TITLE

Name of Company: Educational Directions, LLC, a Kentucky limited liability company

INSTRUCTIONS FOR COMPLETION OF NON-COLLUSION AFFIDAVIT

1. This Non-Collusion Affidavit is material to any contract awarded utilizing federal funds.
2. This Non-Collusion Affidavit shall be executed by the member, officer, or employee of the offering firm who makes the final decision on prices and the amount(s) quoted in the proposal.
3. Proposal rigging and other efforts to restrain competition and the making of false sworn statements in connection with the submission of offers are unlawful and may be subject to criminal prosecution. The person who signs the Affidavit shall examine it carefully before signing and assure himself or herself that each statement is true and accurate, making diligent inquiry, as necessary, of all other persons employed by or associated with the respondent with responsibilities for the preparation, approval or submission of the offer.
4. In the case of an offer submitted by a joint venture, each party to the venture must be identified in the proposal documents, and an Affidavit must be submitted separately on behalf of each party.
5. The term "complementary offer" as used in the Affidavit has the meaning commonly associated with that term in the solicitation process, and includes the knowing submission of offers higher than the offer of another firm, an intentionally high or noncompetitive offer, and any other form of an offer submitted for the purpose of giving a false appearance of competition.
6. Failure to file a completed Affidavit in compliance with these instructions will result in disqualification of the offer.

NON-COLLUSION AFFIDAVIT

State of FLORIDA

County of MARION

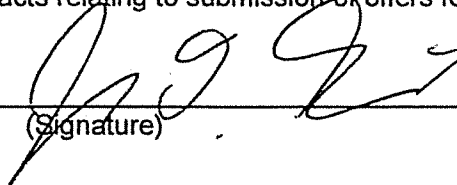
I state that I am the Managing Member of Educational Directions, LLC, a Kentucky limited liability company, and I am authorized to execute this affidavit on behalf of my firm, its owners, directors, and officers. I am the person responsible in my firm for the price(s), guarantees and the total financial commitment represented in the firm's offer.

I hereby attest that:

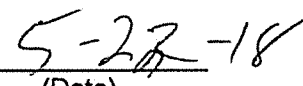
- (1) The price(s) and amount(s) in the offer have been arrived at independently and without consultation, communication or agreement with any other contractor, respondent, or potential respondent.
- (2) Neither the price(s) nor the amount(s) of the offer, and neither the approximate price(s) nor approximate amount(s) of the offer, have been disclosed to any other firm or person who is a respondent or potential respondent, nor were they disclosed before opening of offers.
- (3) The offer from my firm is made in good faith and no attempt has been made to induce any firm or person to refrain from submitting an offer, or to submit an offer higher than our offer, or to submit any intentionally high or noncompetitive offer or other form of complementary offer.
- (4) Educational Directions, LLC, a Kentucky limited liability company, its affiliates, subsidiaries, officers, directors, employees are not currently under investigation by any governmental agency and have not in the last three years been convicted or found liable for any act prohibited by State or Federal law in any jurisdiction, involving conspiracy or collusion with respect to bidding, proposing or offering on any public contract, except as follows:

NONE

I attest that Educational Directions, LLC, a Kentucky limited liability company, understands and acknowledges that the above representations are material and important, and will be relied on by The School Board of Marion County, Florida, in awarding the contract for which this offer is submitted. I understand and my firm understands that any misstatement in this affidavit is and shall be treated as fraudulent concealment from The School Board of Marion County, Florida, of the true facts relating to submission of offers for this contract.



(Signature)



(Date)

EXHIBIT E
Insurance Requirements

A. **REQUIRED INSURANCE.** Without limiting any of the other obligations or liabilities of the Contractor, the Contractor shall (and shall also require of any of its subcontractors), at their sole expense, procure, maintain and keep in force the amounts and types of insurance conforming to the minimum requirements outlined herein. Except as may be otherwise expressly specified in this Exhibit, the insurance will commence at or before the execution of this Agreement by the District and must be maintained in force throughout the term of this Agreement.

1. **Workers' Compensation/Employers Liability:** The Workers' Compensation and Employers' Liability insurance provided by the Contractor shall conform to the requirements outlined herein.

a. The Contractor's insurance shall cover the Contractor (and to the extent its Subcontractors and Sub-subcontractors are not otherwise insured, its Subcontractors and Sub-subcontractors) for those sources of liability which would be covered by the latest edition of the standard Workers' Compensation policy, as filed for use in the State of Florida (herein, the "State") by the National Council on Compensation Insurance (NCCI), without any restrictive endorsements other than the Florida Employers Liability Coverage Endorsement (NCCI Form WC 09 03), those which are required by the State, or any restrictive NCCI endorsements which, under an NCCI filing, must be attached to the policy (i.e., mandatory endorsements). In addition to coverage for the Florida Workers' Compensation Act, where appropriate, coverage is to be included for the Federal Employers' Liability Act and any other applicable federal or state law.

b. The policy must be endorsed to waive the insurer's right to subrogate against the District, and its members, officials, officers and employees in the manner which would result from the attachment of the NCCI Waiver of Our Right to Recover from Others Endorsement (Advisory Form WC 00 03 13) with the District, and its members, officials, officers and employees scheduled thereon.

c. Subject to the restrictions of coverage found in the standard Workers' Compensation policy, there shall be no maximum limit on the amount of coverage for liability imposed by the Florida Workers' Compensation Act or any other coverage customarily insured under Part One of the standard Workers' Compensation policy. The amount of coverage for those coverage's customarily insured under Part Two of the standard Workers' Compensation policy (inclusive of any amounts provided by an umbrella or excess policy) shall not be less than:

\$1,000,000	Each Accident
\$1,000,000	Disease - Each Employee
\$1,000,000	Disease - Policy Limit

d. The Contractors may be relieved of providing Workers' Compensation coverage provided an exemption form is submitted from the State Division of Workers Compensation stating the Contractor is exempt from the insurance requirement under F.S. 440.

2. **Commercial General Liability.** The Commercial General Liability insurance provided by the Contractor shall conform to the requirements hereinafter outlined:

a. The Contractor's insurance shall cover those sources of liability which would be covered by the latest occurrence form edition of the standard Commercial General Liability Coverage Form (ISO Form CG 00 01) as filed for use in the State by the Insurance Services Office (ISO) without any restrictive endorsements other than those which are required by the State, or those which, under an ISO filing, must be attached to the policy (i.e., mandatory endorsements) and those described below which would apply to the Services contemplated under this Agreement.

(1) The coverage may not include restrictive endorsements which exclude coverage for liability arising out of: Sexual molestation, Sexual abuse or Sexual misconduct.

(2) The coverage may include restrictive endorsements which exclude coverage for liability arising out of: Mold, fungus, or bacteria Terrorism Silica, asbestos or lead.

b. The limits to be maintained by the Contractor (inclusive of any amounts provided by an umbrella or excess policy) shall not be less than:

\$1,000,000	General Aggregate
\$1,000,000	Products/Completed Operations Aggregate
\$1,000,000	Personal and Advertising Injury
\$1,000,000	Each Occurrence

c. The Contractor shall include the District and the District's members, officials, officers and employees as "additional insured's" on the Commercial General Liability coverage. The coverage afforded such additional insured's shall be no more restrictive than that which would be afforded by adding the District and the District's members, officials, officers and employees as additional insured's on the latest edition of the Additional Insured – Owner's, Lessees or Contractors - Scheduled Person or Organization endorsement (ISO Form CG 20 10) filed for use in the State by the Insurance Services Office.

d. Except with respect to coverage for property damage liability, or as otherwise specifically authorized in this Agreement, the general liability coverage shall apply on a first dollar basis without application of any deductible or self-insured retention. The coverage for property damage liability shall be subject to a maximum deductible of \$1,500 per occurrence. The Contractor shall pay on behalf of the District or the District's member, official, officer or employee any such deductible or self-insured retention applicable to a claim against the District or the District's member, official, officer or employee for which the District or the District's member, official, officer or employee is insured as an additional insured.

3. **Business Auto Liability.** The automobile liability insurance provided by the Contractor shall conform to the requirements hereinafter outlined:

a. The Contractor's insurance shall cover the Contractor for those sources of liability which would be covered by Section II of the latest occurrence edition of the standard Business Auto Coverage Form (ISO Form CA 00 01) as filed for use in the State by ISO without any restrictive endorsements other than those which are required by the

State, or those which, under an ISO filing, must be attached to the policy (i.e., mandatory endorsements). Coverage shall include all owned, non-owned and hired autos used in connection with this Agreement.

b. The District and the District's members, officials, officers and employees shall be included as "additional insured's" in a manner no more restrictive than that which would be afforded by designating the District and the District's members, officials, officers and employees as additional insured's on the latest edition of the ISO Designated Insured (ISO Form CA 20 48) endorsement.

c. The limits to be maintained by the Contractor (inclusive of any amounts provided by an umbrella or excess policy) shall not be less than:

\$1,000,000 Each Occurrence - Bodily Injury and Property Damage Combined

4. **Professional Liability.** The professional liability insurance provided by the Contractor shall conform to the requirements hereinafter set forth:

a. The professional liability insurance shall be on a form acceptable to the District and shall apply to those claims which arise out of Services performed by or on behalf of the Contractor pursuant to this Agreement which are first reported to the Contractor within four years after the expiration or termination of this Agreement.

b. If the insurance maintained by the Contractor also applies to services other than Services under this Agreement, the limits of insurance maintained by the Contractor shall not be less than \$1,000,000 per claim/annual aggregate. If the insurance maintained by the Contractor applies exclusively to the Services under this Agreement, the limits of insurance maintained by the Contractor shall not be less than \$1,000,000 per claim/annual aggregate.

c. Except as otherwise specifically authorized in this Agreement, the insurance may be subject to a deductible not to exceed \$15,000 per claim.

d. The Contractor shall maintain the professional liability insurance until the end of the term of this Agreement. Through the use of an extended discovery period or otherwise, the insurance shall apply to those claims which arise out of professional services, before the expiration or termination of this Agreement which are reported to the Contractor or the insurer within four years after the expiration or termination of this Agreement.

B. **EVIDENCE OF INSURANCE.** Except as may be otherwise expressly specified in this Exhibit, the insurance shall commence before the execution of this Agreement by the District and will be maintained in force throughout the term of this Agreement. The Contractor shall provide evidence of such insurance in the following manner:

1. As evidence of compliance with the required Workers' Compensation and Employer's Liability, Commercial General Liability, Business Auto Liability, and Professional Liability, the Contractor shall furnish the District with a fully completed satisfactory Certificate of Insurance such as a standard ACORD Certificate of Liability Insurance (ACORD Form 25) or other evidence satisfactory to the District, signed by an authorized representative of the insurer(s) providing the coverage. The Certificate of Insurance, or other evidence, shall verify that Workers'

Compensation/Employer's Liability contains a waiver of subrogation in favor of the District, identify this Agreement, and provide that the District shall be given no less than thirty (30) days' written notice prior to cancellation.

2. As evidence of the required Additional Insured status for the District on the Commercial General Liability insurance, the Contractor shall furnish the District with:

- a. A fully completed satisfactory Certificate of Insurance, and a copy of the actual additional insured endorsement as issued on the policy, signed by an authorized representative of the insurer(s) verifying inclusion of the District and the District's members, officials, officers and employees as Additional Insured's in the Commercial General Liability coverage.
- b. An original copy of the policy (or policies).

3. Until such time as the insurance is no longer required to be maintained by the Contractor as outlined in this Agreement, the Contractor shall provide the District with renewal or replacement evidence of the insurance in the manner heretofore described no less than thirty (30) days before the expiration or termination of the insurance for which previous evidence of insurance has been provided.

4. Notwithstanding the prior submission of a Certificate of Insurance, copy of endorsement, or other evidence initially acceptable to the District, if requested by District, the Contractor shall, within thirty (30) days after receipt of a written request from the District, provide the District with a certified copy or certified copies of the policy or policies providing the coverage required by this Section. The Contractor may redact or omit those provisions of the policy or policies which are not relevant to the insurance required under this Agreement.

C. INSURERS QUALIFICATIONS/REQUIREMENTS:

1. Insurers providing the insurance required by this Agreement for the Contractor must either be:

- a. Authorized by a subsisting certificate of authority issued by the State to transact insurance in the State, or
- b. An eligible surplus lines insurer under State Statutes. (Except with respect to coverage for the liability imposed by the Florida Workers' Compensation Act).

2. In addition, each such insurer shall have and maintain throughout the period for which coverage is required, a Best's Rating of "A-" or better and a Financial Size Category of "VII" or better according to A. M. Best Company.

3. If, during the period when an insurer is providing the insurance required by this Agreement, an insurer fails to comply with the foregoing minimum requirements, as soon as the Contractor has knowledge of any such failure; the Contractor shall immediately notify the District and immediately replace the insurance provided by the insurer with an insurer meeting these requirements. Until the Contractor has replaced the unacceptable insurer with an insurer acceptable to the District, the Contractor will be in default of this Agreement.

D. **Primary and Non-Contributory.** The insurance provided by the Contractor pursuant to this Agreement will apply on a primary basis to, and will not require contribution from, any other insurance or self-insurance maintained by the District or the District's member, official, officer or employee.

E. **Additional Remedy.** Compliance with the insurance requirements of this Agreement will not limit the liability of the Contractor or its Subcontractors or Sub-subcontractors, employees or agents to the District or others. Any remedy provided to the District or the District's members, officials, officers, or employees by the insurance will be in addition to and not in lieu of any other remedy available under this Agreement or otherwise.

F. **District Approval:** Neither approval by the District nor failure to disapprove the insurance furnished by the Contractor will relieve the Contractor of the Contractor's full responsibility to provide the insurance as required by this Agreement.