

**FLORIDA DEPARTMENT OF EDUCATION
CONTRACT NO.: 14-821
AMENDMENT NO.: 8**

This AMENDMENT ("Amendment") to Contract Number **14-821** ("Contract") is entered into by and between **The Miami Boarding School, Inc., d/b/a The Seed School of Miami**, a Florida not-for-profit corporation (the "Operator"), and the **State Board of Education of Florida**, the agency head of the Florida Department of Education ("Department"), an agency of the State of Florida ("State Board"). Defined terms used herein shall have the meanings set forth in the Contract.

WHEREAS, on **July 1, 2014**, the Department entered into the Contract with the Operator to provide the service;

WHEREAS, on **June 12, 2019**, the parties renewed the Contract for the term beginning July 1, 2019 through June 30, 2024;

WHEREAS, due to unforeseen circumstances the parties desire to amend the Contract to allow an adjustment to the payments made to the Operator, incorporating additional services and staff related to the boarding and safety of students for fiscal school year 2022/23. Payment adjustments will be effective upon the date of execution.

WHEREAS, the Contract shall be amended to incorporate specific Legislative proviso terms relating to employee hourly rates.

NOW, THEREFORE, in consideration of the mutual covenants and conditions hereinafter stated, the Department and the Operator covenant and agree as follows:

1. The recitals are true and correct and are incorporated herein by reference.
2. Section IV, B. Operator's Responsibilities is hereby amended to incorporate the following:
 10. Effective July 1, 2022, the SEED School of Miami must pay each employee at least \$15.00 per hour. By October 1, 2022, the Head of the SEED School of Miami must submit an attestation to the Department, subject to the penalty of perjury under section 837.012, Florida Statutes, which includes a statement that every school employee's hourly rate is at least \$15.00 per hour.

Beginning January 1, 2023, an employee of the SEED School of Miami who is not receiving a wage of at least \$15.00 per hour may bring a civil action in a court of competent jurisdiction against the school and, upon prevailing, shall recover the full amount of any back wages unlawfully withheld plus the same amount as liquidated damages, and shall be awarded reasonable attorney's fees and costs. In addition, they shall be entitled to such legal or equitable relief as may be appropriate to remedy the violation including, without limitation, reinstatement in employment and/or injunctive relief. Such actions may be brought as a class action pursuant to Rule 1.220 of the Florida Rules of Civil Procedure.
3. Section V, Payment Terms and Schedule is hereby amended to incorporate the following:
 - G. Due to unforeseen circumstances costs to support the students and school have increased. Such costs include, but are not limited to, additional transportation in and out of county, 24/7 security, management and facility fees from the host district, repairs and maintenance, insurance, student services, additional faculty and staff and faculty and staff professional development. These additional costs are associated with fiscal school year 2022-23. Payment for these costs will be in addition to the per student rate specified in Exhibit 1. Separate payment will be made on a monthly basis beginning upon execution of this amendment. The Contractor must submit an invoice and

accompanying information that documents the additional services are being provided and/or new or restored positions have been created and filled. Documentation may include invoices, contracts, and executed and accepted offer letters, copies of payroll reports, cancelled checks or bank statements showing payments have been issued.

4. The Contract, Revised Exhibit 1, "Payments and Deliverable Schedule," is hereby amended and replaced in its entirety with the attached "Revised Exhibit 1: Payments and Deliverable Schedule."
5. The Contract, Exhibit 4, "FY 2022-23 Additional Budget" is hereby added. Line items represent the maximum available for fiscal school year 2022-23.

This Amendment is effective upon date of execution.


All provisions in the Contract and all amendments thereto, and any attachments thereto, in conflict with this Amendment shall be and are hereby changed to conform to this Amendment.

All provisions not in conflict with this Amendment are still in full force and effect and are to be performed at the level specified in the Contract as amended.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed by their proper and duly authorized representatives as of the last date written below.

State of Florida
State Board of Education

The Miami Boarding School, Inc.
d/b/a The SEED School of Miami

By: _____ Authorized Signature	By:  Authorized Signature
Name: <u>Tom Grady</u> Typed	Name: <u>Melanie Danton</u> Typed
Title: <u>Chair, State Board of Education</u> Typed	Title: <u>Board Chair</u> Typed
Date: _____	Date: <u>12.2.2022</u>

Revised Exhibit 1: Payments and Deliverable Schedule
The SEED School of Miami ("SEED Miami")
Amendment 8

Table 1: Quarterly Payment Per Student Per Year. Payments are contingent upon and subject to annual appropriations by the Legislature based on the number of students served and proof of deliverables as set forth in Table 2 below.

Table 1: Quarterly Payment Per Student		
Contract Year	Quarterly Payment	# of Students Served
Year 9 (2022-23)	\$7,322.87 per student	up to 409 338
Year 10 (2023-24)	\$7,469.33 per student	up to 400

Table 2: Deliverables, Evidence of Completion, Due Dates, and Payments by Quarter

Year	Quarter	Deliverable Description and Minimum Performance Standards	Evidence of Completion	Due Date	Payment Amount	Payment Date
9	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2022-2023 school year. SEED Miami will enroll eligible students within it scheduled enrollment capacity. Full time Student Life faculty will work a minimum of 40 hours/ week in Quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2022 Report of Student Life faculty work-hours Compilation registering a minimum of 1 Daily Social Skills Report per student per day Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	July 8, 2022	Quarterly payment per student from Table 1 enrolled as of July 1, 2022	July 15, 2022

		<ul style="list-style-type: none"> • Each student will complete a minimum of 90 minutes of HALLS lessons each week. • Full time Student Support Services faculty will work a minimum of 40 hours/ week in Quarter 4. • Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. • Full time administration staff will work a minimum of 40 work-hours/ week in quarter 4. • SEED Miami will provide Student Life/residential services during each week when school is in session. 	<p>9. SEED Miami master calendar showing days students in residence</p>			
9	2	<ul style="list-style-type: none"> • SEED Miami will enroll eligible students within it scheduled enrollment capacity. • Full time Student Life faculty will work a minimum of 40 hours/ week in Quarter 1. • SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. • Each student will complete a minimum of 90 minutes of HALLS lessons each week. 	<ol style="list-style-type: none"> 1. Students FTE as of second week of student attendance 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of 1 Daily Social Skills Report per student per day 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 	October 7, 2022	Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance	October 14, 2022

		<ul style="list-style-type: none"> • Full time Student Support Services faculty will work a minimum of 40 hours/ week in Quarter 1. • Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. • Full time administration staff will work a minimum of 40 work-hours/ week in quarter 1. • SEED Miami will provide Student Life/ residential services during each week when school is in session. Skills Report per student per day 	<p>8. SEED Miami master calendar showing days students in residence</p>			
9	3	<ul style="list-style-type: none"> • SEED Miami will enroll eligible students within it scheduled enrollment capacity. • Full time Student Life faculty will work a minimum of 40 hours/week in Quarter 2. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. • Each student will complete a minimum of 90 minutes of HALLS lessons each week. • Full time Student Support Services faculty will work a minimum of 40 hours/ week in Quarter 2. • Full time academic faculty will provide a minimum of 40 work- 	<ol style="list-style-type: none"> 1. Students FTE as of Survey 2 (October) FTE count 2. Report of Student Life faculty work-hours 3. Completion registering a minimum of 1 Daily Social Skills Report per student per day 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. SEED Miami master calendar showing days students in residence 	January 10, 2023	Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count	January 17, 2023

		<p>hours/ week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</p> <ul style="list-style-type: none"> • Full time administration staff will work a minimum of 40 work-hours/ week in quarter 2. • SEED Miami will provide Student Life/residential services during each week when school is in session. 				
9	4	<ul style="list-style-type: none"> • SEED Miami will enroll eligible students within it scheduled enrollment capacity. • Full time Student Life faculty will work a minimum of 40 hours/ week in Quarter 3. • SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. • Each student will complete a minimum of 90 minutes of HALLS lessons each week. • Full time Student Support Services faculty will work a minimum of 40 hours/ week in Quarter 3. • Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate 	<ol style="list-style-type: none"> 1. Student FTE as of Survey 3 (February) FTE Count 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of 1 Daily Social Skills Report per student per day 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. SEED Miami master calendar showing days students in residence 	April 7, 2023	Quarterly payment per student from Table 1 enrolled as of Survey 3 (February) FTE Count	April 14, 2023

		<ul style="list-style-type: none"> teacher planning for at-risk students. Full time administration staff will work a minimum of 40 work-hours/ week in quarter 3. SEED Miami will provide Student Life/residential services during each week when school is in session. 				
10	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2023-2024 school year. SEED Miami will enroll eligible students within it scheduled enrollment capacity. Full time Student Life faculty will work a minimum of 40 hours/week in Quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Each student will complete a minimum of 90 minutes of HALLS lessons each week. Full time Student Support Services faculty will work a minimum of 40 hours/week in Quarter 4. Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2023 Report of Student Life faculty work-hours Compilation registering a minimum of 1 Daily Social Skills Report per student per day Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	July 7, 2023	Quarterly payment per student from Table 1 enrolled as of July 1, 2023	July 14, 2023

		<ul style="list-style-type: none"> • Full time administration staff will work a minimum of 40 work-hours/ week in quarter 4. • SEED Miami will provide Student Life/residential services during each week when school is in session. 				
10	2	<ul style="list-style-type: none"> • SEED Miami will enroll eligible students within it scheduled enrollment capacity. • Full time Student Life faculty will work a • minimum of 40 hours/ week in Quarter 1. • SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day • Each student will complete a minimum of 90 minutes of HALLS lessons each week. • Full time Student Support Services faculty will work a minimum of 40 hours/ week in Quarter 1. • Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. • Full time administration staff will work a minimum of 40 work-hours/ week in quarter 1. 	<ol style="list-style-type: none"> 1. Students FTE as of second week of student attendance 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of 1 Daily Social Skills Report per student per day 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. SEED Miami master calendar showing days students in residence 	October 6, 2023	Quarterly payment per student from Table 1 enrolled as of second week of student attendance	October 13, 2023

		<ul style="list-style-type: none"> SEED Miami will provide Student Life/residential services during each week when school is in session. 				
10	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Full time Student Life faculty will work a minimum of 40 hours/week in Quarter 2. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Each student will complete a minimum of 90 minutes of HALLS lessons each week. Full time Student Support Services faculty will work a minimum of 40 hours/week in Quarter 2. Full time academic faculty will provide a minimum of 40 work-hours/ week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full time administration staff will work a minimum of 40 work-hours/week in quarter 2. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Students FTE as of Survey 2 (October) FTE count Report of Student Life faculty work-hours Compilation registering a minimum of 1 Daily Social Skills Report per student per day Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	January 09, 2024	Quarterly payment per student from Table 1 Survey 2 (October) FTE Count	January 16, 2024

10	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full time Student Life faculty will work a minimum of 40 hours/ week in Quarter 3. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Each student will complete a minimum of 90 minutes of HALLS lessons each week. Full time Student Support Services faculty will work a minimum of 40 hours/week in Quarter 3. Full time academic faculty will provide a minimum of 40 work-hours/week in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full time administration staff will work a minimum of 40 work-hours/ week in quarter 3. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of 1 Daily Social Skills Report per student per day Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	April 5, 2024	Quarterly payment per student from Table 1 enrolled as of Survey 3 (February) FTE	April 12, 2024
----	---	--	--	---------------	---	----------------

Defined Term

- **Academic Faculty:** Academic faculty provide the academic instructional program focused on a rigorous college preparatory curriculum for all students. Positions may include teachers, Directors of Academic Affairs, and academic support staff. More information regarding SEED Miami's Academic faculty can be found in pages 27-34 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.
- **Student Life Faculty:** Student Life faculty work with students after school in the dormitories and in other after-school settings. The Student Life faculty is responsible for ensuring the safety and security of the boarding program while providing instruction in life skills and character development. Positions may include the Directors of Student Affairs, resident assistants, night boarding manager, and Student Life Counselors. More information regarding SEED Miami's Student Life faculty can be found in pages 34-38 of SEE D's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.
- **Student Support Services Faculty:** Student Support Services faculty deliver preventative and intervention services related to physical and mental health, academic enrichment, and special needs to students in a personalized and seamless manner. Positions may include nurses, psychologists, counselors/therapists, social worker, speech and language therapist, external opportunities coordinator, and athletic coordinator. More information regarding SEED Miami's Student Support Services can be found in pages 39-49 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.
- **Administrative Faculty:** Administrative faculty oversee and assume responsibility for the implementation of a rigorous and successful SEED program and its operations. Positions include the Head of School, executive assistant, Director of Operations, Director of Admissions, director of student support services, finance director, and director of college and career services. More information regarding SEED Miami's Administrative faculty can be found in pages 10-12 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.
- **Supplemental Academic Faculty:** Supplemental Academic Faculty are members of the academic faculty whose salaries are not funded with per-pupil dollars from Miami-Dade County Public Schools. These positions may include teachers, and a dean of students.
- **Home Visit:** Home visits are designed as the first step in cultivating the SEED- student and family relationship. As part of the admissions process, SEED staff conduct home visits with each prospective SEED student and the student's family. Home visits are informal in nature and are designed to give prospective families the "home court advantage" allowing them to ask questions about the SEED program, mission, and staff. Home visits also allow SEED staff to verify a student's eligibility for the program, to assist the family with the admissions application, and to learn about the prospective student's interests, strengths, growth areas, and other family dynamics. Home visits continue throughout the school year as needed.

- Daily Social Skills Reports:** The Daily Social Skills Report tracks student social skill development through daily online behavior reports (previously called the SEED Note). Daily Social Skills Reports are a component of SEED's motivation system that is designed to complement the Model of Care teaching process by encouraging youth to be accountable for their behavior and by enhancing skill acquisition. The ultimate goal is to move from extrinsic to intrinsic motivation as students mature. In grades 6-12, students will receive a Daily Social Skills Report each day which will allow students to earn points (both positive and negative) throughout the course of a 24-hour day. Positive consequences (positive points) for appropriate behavior and negative consequences (negative points) for inappropriate behavior are awarded. Points can be exchanged for privileges (e.g. purchases at the SEED store, or participation in off-campus outings).
- HALLS Curriculum:** Each day after school, the Student Life program takes the lead in implementing the HALLS (Habits for Achieving Life Long Success) curriculum to students and in providing guidance on how to develop these vital habits. Students' development of HALLS is an integral part of the SEED experience, instilling in students characteristics that prepare them both academically and socially for success in college. HALLS is represented by four habits ("Social Intelligence", "Endurance", "Exploration", and "Deliberation") that are practiced both explicitly and implicitly across the 24-hour program. These four broad categories incorporate a series of actions (outlined in the table below) that guide SEED students toward success in attaining college, career, and life goals while providing the SEED schools with a common vocabulary for this important part of the school culture. More information regarding SEED's HALLS curriculum can be found in pages 74-77 and in Appendix F of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.

HALLS Habits and Correspondence Actions

Social Intelligence	Endurance	Exploration	Deliberation
<ul style="list-style-type: none"> • cooperation • association • group dynamics • teamwork • communication • collaboration • compassion • empathy respect • tolerance 	<ul style="list-style-type: none"> • persistence • tenacity • grit • perseverance • responsibility • effort 	<ul style="list-style-type: none"> • intellectual curiosity • Critical and creative thinking • Problem solving • Intellectual integrity • inquisitiveness • symphony (big picture thinking) • design 	<ul style="list-style-type: none"> • mindfulness • metacognition • reflection mindset • self-discipline • self-determination • courage • integrity

Exhibit 4: FY2022-23 Additional Budget
The SEED School of Miami ("SEED Miami")
Amendment 8

The SEED School of Miami has navigated eight years of operation. SEED continues to evolve their school program and build student enrollment towards full capacity. SEED Miami student body represents a range of South Florida communities primarily from Miami-Dade, Broward, Collier, Palm Beach, and Monroe counties.

Like most schools in Florida, SEED has experienced new and increased costs to provide services to students. Such costs include, but are not limited to, additional transportation in and out of county, 24/7 security, management and facility fees from the host district, repairs and maintenance, insurance, student services, additional faculty and staff and staff professional development. The table below outlines the anticipated increased costs and total overall expense for fiscal school year 2022-23. These costs are not included in the established per student rate from Exhibit 1.

Expense	Description	Total Estimated Expense (FY22/23)	
Transportation (out of county)	Transportation of students residing outside of Miami-Dade county area	\$2,500.00	January 1, 2023 – June 30, 2023
Transportation (in county)	Transportation of students residing inside of Miami-Dade county area	\$26,061.50	January 1, 2023 – June 30, 2023
24/7 Security	24 hour armed security police and School Safety Officer requirements	\$106,000.00	January 1, 2023 – June 30, 2023
Student Services Dinner/Evening Snack	Provision of dinner/snack services to students	\$165,082.00	January 1, 2023 – June 30, 2023
Management and Facilities Fees with Miami-Dade County Public Schools	Academic lease, management agreement and grounds lease to utilize a school district building and property	\$187,044.00	January 1, 2023 – June 30, 2023
Maintenance and Repairs	Cost of repairs and maintenance expenses	\$27,500.00	January 1, 2023 – June 30, 2023
Property Insurance	Business and other related insurance	\$102,858.50	January 1, 2023 – June 30, 2023
Student Life Coach	Salary, taxes & benefits for 1 FTE	\$31,500.00	January 1, 2023 – June 30, 2023
Student Support Coordinator	Salary, taxes & benefits for 1 FTE	\$33,390.00	January 1, 2023 – June 30, 2023
Testing Coordinator	Salary, taxes & benefits for 1 FTE	\$33,390.00	January 1, 2023 – June 30, 2023

DOE Contract No.: 14-821, Exhibit 4, Amendment 8

Mental Health Coordinator	Salary, taxes & benefits for 1 FTE	\$41,580.00	January 1, 2023 – June 30, 2023
Reading Coordinator	Salary, taxes & benefits for 1 FTE	\$33,390.00	January 1, 2023 – June 30, 2023
6 Instructional Positions	Salary, taxes & benefits for 6 FTE	\$204,120.00	January 1, 2023 – June 30, 2023
Full Time Instructional Coaches	Salary, taxes & benefits for 1 FTE	\$50,085.00	January 1, 2023 – June 30, 2023
Full Time Substitute Position	Salary, taxes & benefits for 1 FTE	\$28,350.00	January 1, 2023 – June 30, 2023
Professional Development	Contracted services to provide professional development for faculty and staff	\$22,500.00	January 1, 2023 – June 30, 2023
Total Estimated Expenses		\$1,095,351.00	