

MT. DIABLO UNIFIED SCHOOL DISTRICT

1936 Carlotta Drive

Concord, CA 94519

**AGREEMENT BETWEEN
MT. DIABLO UNIFIED SCHOOL DISTRICT
AND INDEPENDENT CONTRACTOR**

THIS AGREEMENT is made this 1st day of July 2011, by and between the Mt. Diablo Unified School District (hereinafter "District") and Dr. Mary Bacon (hereinafter "Contractor").

District hereby engages Contractor to render described services under the terms and conditions of this Agreement.

1. Performance of Services

- (a) Contractor agrees to perform the services described on Exhibit "A" (hereinafter "Services") on page 4 of this Agreement as an independent contractor. Contractor will determine the means, manner, method, and details of performing the Services. Contractor shall be responsible for providing the materials, tools, transportation, and workspace necessary for the performance of the services. Contractor may, at Contractor's own expense, use non-District employees to perform the Services under this Agreement. Subcontractors may be used with the written approval of the District only.
- (b) Contractor represents that Contractor has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of the District. Contractor shall be solely responsible for the professional performance of the services, and shall receive no assistance, direction, or control from District. Contractor shall have sole discretion and control of Contractor's services and the manner in which they are performed.

2. Compensation. District agrees to compensate Contractor for the performance of the Services on the following basis:

\$ 35,000.00 total fee for Services

The basis of the fee for Services shall be as follows:

- a. \$ 100.00 per hour,
b. \$ _____ per day, or
c. \$ _____ per engagement.

033 - 3093 - 40 - 5800 = \$12,000.⁰⁰
BUDGET CODE
708.3669. 40. 5800 = \$11,000.⁰⁰
000.3137. 36. 5800 = \$2,000.⁰⁰
000.3137. 36. 5100 = \$10,000.⁰⁰

Check one:

- ☒ **Partial Payments:** Contractor shall invoice District on a monthly basis or as agreed to for all hours worked pursuant to this Agreement.
- ☐ **Payment in Full:** Contractor shall invoice District on completion of services. District Administrator will verify invoice indicating that all required services have been performed.

Contractor shall be responsible for all expenses incurred in association with the performance of the Services.

3. Term and Termination. This Agreement will become effective on 7/1/2011. This Agreement will terminate upon the completion of the Services or when terminated as set forth below.

Either party may terminate this Agreement at any time by giving thirty (30) days written notice to the other party. Should either party default in the performance of this Agreement or materially breach any of its provisions, the non-breaching party may terminate this Agreement by giving written notice to the breaching party. Termination shall be effective immediately on receipt of said notice.

4. Relationship of the Parties. Contractor enters into this Agreement as, and shall continue to be, an independent contractor. Under no circumstances shall Contractor be considered an employee of District within the meaning of any federal, state, or local law or regulation including, but not limited to, laws or regulations governing unemployment insurance, old age benefits, workers' compensation, industrial illness or accident coverage, taxes, or labor and employment in general. Under no circumstances shall Contractor look to District as his/her employer, or as a partner, agent, or principal. Contractor shall not be entitled to any benefits accorded to District's employees, including, without limitation, workers' compensation, disability insurance,

Purchase Requisition # _____

vacation, or sick pay. Contractor shall be responsible for providing, at Contractor's expense, and in the Contractor's name, disability, workers' compensation or other insurance, as well as licenses and permits usual or necessary for conducting the Services hereunder.

Contractor shall pay, when and as due, any and all local, state and federal income or other taxes incurred as a result of Contractor's compensation hereunder, including estimated taxes, and shall provide District with proof of said payments upon demand. Contractor hereby indemnifies District for any claims, losses, costs, fees, liabilities, damages, or injuries suffered by District arising out of Contractor's breach of this Section.

5. Fingerprinting and Criminal Records Check of Contractor's Employees. Contractor shall comply with the provisions of Education Code §45125.1 regarding the submission of fingerprints to the California Department of Justice and the completion of criminal background investigations of the contractor and/or its employees. Contractor shall not permit any employee to have any contact with District pupils until such time as Contractor has verified in writing to the governing board of the District that such employee has not been convicted of a felony, as defined in Education Code §45125.1.
6. Rules and Regulations. All results and regulations of the Board of Education and all federal, state, and local laws, ordinances and regulations are to be observed strictly by Contractor pursuant to this Agreement.
7. Indemnification. Contractor shall and does hereby indemnify, defend, and hold harmless District, and District's officers, employees, agents and representatives from and against any and all claims, demands, losses, costs, expenses, obligations, liabilities and damages, including, without limitation, interest, penalties, and reasonable attorneys fees and costs, that District may incur or suffer and that arise, result from, or are related to any breach or failure of Contractor to perform any of the representations, warranties, and agreements contained in this Agreement.
8. Insurance. Insurance shall be endorsed to include the District, its officers, officials, agents, employees and volunteers as additional insureds with respect to liability arising out of work or operations performed by or on behalf of the Contractor. Such insurance shall contain a provision that the insurance afforded thereby to the District and its officers, officials, agents, employees and volunteers shall be primary insurance to the full limits of liability of the policy, and that if the District, its officers, officials, agents, employees and volunteers have other insurance against a loss covered by such a policy, such other insurance shall be excess insurance only.
9. Ownership of Designs and Plans. Contractor agrees that all designs, plans, reports, specifications, drawings, schematics, prototypes, models, inventions and all other information and items made during the course of this Agreement and arising from the Services shall be owned by and assigned to District as its sole and exclusive property.
10. Notice. Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by telegram, overnight delivery service, or facsimile transmission, addressed as follows:

DISTRICT

Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, CA 94519-1397
Attn: Superintendent

CONTRACTOR

Name:	Mary Bacon, Ph.D
Address:	1055 Lakeview Drive
	Hillsborough, CA 94010
Phone:	650-342-0621
Fax:	702-446-5734
Tax ID #:	

Any notice personally given or sent by telegram or facsimile transmission shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective three (3) days after deposit in the United States mail.

11. Entire Agreement of Parties. This Agreement constitutes the entire agreement between the parties and supersedes all prior discussions, negotiations and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both parties.
12. California Law. This Agreement shall be governed by and the rights, duties and obligations of the parties shall be determined and enforced in accordance with the laws of the State of California. The parties further agree

Purchase Requisition # _____

that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in Contra Costa County, California.

13. Attorneys' Fees. If either party files any action or brings any proceedings against the other arising out of this Agreement, the prevailing party shall be entitled to recover, in addition to its costs of suit and damages, reasonable attorneys' fees to be fixed by the court. The "prevailing party" shall be the party who is entitled to recover its costs of suit, whether or not suit proceeds to final judgment. No sum for attorneys' fees shall be counted in calculating the amount of a judgment for purposes of determining whether a party is entitled to its costs or attorneys' fees.
14. Waiver. The waiver by either party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of such term, covenant, condition, or any subsequent breach of the same or any other term, covenant, or condition herein contained.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date first above written.

MT. DIABLO UNIFIED SCHOOL DISTRICT

CONTRACTOR:

By: _____

Budget Administrator

Date

By: _____

Mary Montle Bacon, Ph.D., T.A. Facilitator

Title: _____

Authorized by: _____

Assistant or Associate Superintendent

Date

Approved: _____

Assistant Superintendent of Personnel

Date

TO BE COMPLETED BY DISTRICT BUDGET ADMINISTRATOR

- ☐ It is my determination that this contractor is not required to comply with Ed. Code §45125.1 regarding the submission of fingerprints to the Department of Justice.

OR

- ☒ This contractor is subject to the requirements of Ed. Code §45125.1 and will not begin services until I have received evidence that the Department of Justice has completed its criminal background investigation.

Administrator's Signature

Date

Prior to commencement of service, sign and forward completed original contract to Fiscal Services.

Originator's Signature

Billing Address if reimbursed by outside agency—i.e. ASB, PTA, PFC

Distribution

original: Fiscal Services for payment

copy: Contractor

copy: Originator/Budget Administrator

EXHIBIT A

LIST OF SERVICES TO BE PERFORMED BY CONTRACTOR

General Description:

For Student Services and Olympic High School, Contractor will provide the following services (charged to Program Code 3093):

- Contractor will conduct a full-day professional development training for district administrators related to equity and disproportionality.
- Contractor will conduct a half-day professional development training for school psychologists and support staff related to equity and disproportionality.
- Contractor will conduct interviews with students and develop promotional videos for use in presenting the issue of disproportionality, reducing referrals for suspensions and expulsion of students from specific subgroups and promoting the district's adopted equity agenda, including necessary preparation time. Contractor will complete no fewer than three such videos. Completion of videos to district's satisfaction will be determined by the Director of Student Services.
- From February 2012 through March 2012, Contractor will provide consultation to administrators, provide a half-day professional development session, and will complete a summary of outcomes with recommendations.

For the Alliance and Sunrise programs, Contractor will provide the following services (charged to Program Code 3669):

- Contractor will assist staff in becoming more culturally competent in working with students who have been identified as emotionally disturbed with behavioral issues and either placed or being considered for placement in highly restrictive programs.
- Contractor will assist administrative and psychological services staff in addressing site level issues that affect student school placement and behavior management.
- Contractor will provide observations on-site to prepare for professional development sessions/consultations.
- Contractor will consult with district and site staff as needed.
- Contractor will provide professional development sessions to Sunrise and Alliance staff.
- Contractor will participate in administrative meetings.

For SPP-TA grant, Contractor will provide the following services to Mt. Diablo Unified School District, LEA (charged to Program Code 3137):

- Contractor will assist the LEA in analyzing previously completed "Special Self-review of Policies, Procedures, and Practices" results with the stakeholder group.
- Contractor will work with a district leadership team to select and implement the results of the self-assessment tool.
- Contractor will help district leaders to identify and access targeted professional development and TA resources.
- Contractor will provide customized TA and staff development, as appropriate.
- Contractor will assist in developing and putting into practice, core implementation and sustainability activities.
- Contractor will maintain periodic communication with district leadership to support the implementation and review of an improvement plan.

Rate of Service: \$100.00 per hour

Not to Exceed Amount: \$35,000.00

033.3093.40.5800 = \$12,000.00

708.3669.40.5800 = \$11,000.00

000.3137.36.5800 = \$2,000.00

000.3137.36.5100 = \$10,000.00

Service Period: ESY 2011 and 2011/12 School Year

Services of Contractor arranged by

Signature

Special Education / Dent Center

Department / School