



SANDRA "SAM" HIMMEL – SUPERINTENDENT OF SCHOOLS

*"Where Learning is the Expectation
And Caring is a Commitment"*

February 19, 2019

ADMINISTRATIVE HEARING
SPECIAL MEETING
AND WORKSHOP: 9:00 A.M.
OF THE
CITRUS COUNTY SCHOOL BOARD
FEBRUARY 26, 2019

THOMAS KENNEDY
DISTRICT 1

VIRGINIA BRYANT
DISTRICT 2

DOUGLAS A. DODD
DISTRICT 3

SANDRA COUNTS
DISTRICT 4

LINDA B. POWERS
DISTRICT 5

AGENDA:

ADMINISTRATIVE HEARING

SPECIAL MEETING

Opening Exercise

- I. ADOPTION OF AGENDA AS RECOMMENDED BY SUPERINTENDENT
- II. CITIZEN COMMENTS
- III. EDUCATIONAL SERVICES, SCOTT HEBERT
 - A. Approval to expend grant funds for the cost of registration for 11 administrators to participate in the National Institute for School Leadership (NISL) Executive Development Program
 - B. Approval of the Memorandum of Understanding between The Centers and the School Board of Citrus County, FL
- IV. SCHOOL SUPPORT SERVICES, JONNY BISHOP
 - A. Human Resources, Suzy Swain
Approval of Instructional and Support Recommendations
- V. FINANCE, MIKE MULLEN
 - A. Approve Siteimprove Subscription Agreement
- VI. ATTORNEY, LEGAL MATTERS
- VII. ANY OTHER BUSINESS THAT NEEDS TO COME BEFORE THE SCHOOL BOARD
- VIII. ADJOURNMENT

WORKSHOP

I. TOPICS:

- A. Policy Review
 - 1) Policy 5.32 Zero Tolerance of School Related Crimes and Victimization
 - 2) Policy 5.75 Verification of High School Diploma for Admission to WTC Post-Secondary Programs
- B. SRMI
- C. Camp E-Nini Hassee
- D. LifeStream Behavioral Center
- E. 2019-2020 Budget Update
- F. New Job Description - School Safety Guardian

II. ADJOURNMENT

Any person requiring reasonable accommodation at this meeting because of a disability or physical impairment should contact the Superintendent's Office at 726-1931, ext. 2206, prior to the date of the scheduled School Board Meeting.

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 School Board Meeting.

Requested by Lindy Woythaler

Additional contact(s)/originator _____

Document Title Approval to expend grant funds for the cost of registration for 11 administrators to participate in the National Institute for School Leadership (NISL) Executive Development Program.

Board Action Required:

Presentation/Recognition _____ Information _____

Consideration/Approval: Approval to expend grant funds for the cost of registration for 11 administrators to participate in the National Institute for School Leadership (NISL) Executive Development Program.

_____(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached X available in district office _____ other _____

Executive Summary / Highlights:

Seeking approval to expend grant funds (Title I, Title II, Title IV, and ILFD) for the cost of registration and materials for 11 administrators to participate in the National Institute for School Leadership (NISL) Executive Development Program. This year-long training program builds leadership skills, teaches best practices in standards-based education, and gives leaders the tools to identify and coach towards strong instruction in the content areas. Multiple research studies have shown that students in schools led by NISL trained leaders outperform their peers on state tests in both math and reading. Participants will engage in face-to-face activities, individual readings, and a school-based Action Learning Project to apply what is learned to real situations in their schools. The expenses for this training were already approved during the federal and state grants submission process.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District: \$57,750.00

Amount Budgeted \$57,750.00 Additional Amount Requested N/A

Funding Source: Multiple Grant funding projects already approved. (Title I, Title II, Title IV and Instructional Leadership Grant. (Sole source provider)

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: Sammy Walker

(Form Board Approved 7/10/07)

PURCHASE ORDER FOR CRITERION EDUCATION, LLC

| | |
|---|--|
| Date: February 8, 2019 | Purchase Order No. Criterion B60 |
| Payment Terms: Net 30-days after receipt of invoice. | Master Contract Number: N/A |
| PURCHASING OFFICE: Lindy Woythaler, Director of Professional Development Citrus County School District 1007 W. Main Street Inverness, FL 34450 Phone: 352-726-1931 WoythalerL@citrus.k12.fl.us | SHIP TO: Lindy Woythaler, Director of Professional Development Citrus County School District 1007 W. Main Street Inverness, FL 34450 Phone: 352-726-1931 |
| INVOICE TO: Lindy Woythaler, Director of Professional Development Citrus County School District 1007 W. Main Street Inverness, FL 34450 Phone: 352-726-1931 WoythalerL@citrus.k12.fl.us | SHIPPING INSTRUCTIONS (if any): |

| Item No. | # Of Participants | DESCRIPTION | Unit Price | Total Price |
|--------------------|--------------------------|---|-------------------|--------------------|
| 1 | 11 | NISL Program for Principals – Materials | \$5,250.00 | \$57,750.00 |
| 2 | 1 | NISL Program for Principals – Materials (Control Participant) | \$0.00 | \$0.00 |
| Order Total | | | | \$57,750.00 |

Payment is due and payable upon receipt of the signed purchase order and should be forwarded to the below address, Attention: Accounts Receivable or via email to accountspayable@ncee.org or FAX number below

Criterion Education, LLC. (Criterion)
2121 K Street NW, Suite 700, Washington, DC 20037
Fax: 202-293-1560 Voice: 202-378-2101

SUBMITTED BY: _____
(Signature)

(Printed Name & Title)

(Date)

This Order is submitted in accordance with the attached Criterion Materials Agreement for Leadership Team Members.

8. The undersigned agrees that in no event will it violate or attempt to violate the security of the NISL Web Site, including, without limitation, (a) accessing data not intended for the undersigned or logging into a server or account which the undersigned is not authorized to access, (b) attempting to probe, scan or test the vulnerability of a system or network or to breach security or authentication measures without proper authorization, (c) attempting to interfere with service to any user, host or network, including, without limitation, via means of overloading, 'flooding', 'mailbombing' or 'crashing', (d) forging any TCP/IP packet header or any part of the header information in any e-mail or newsgroup posting, or (e) taking any action in order to obtain services to which the undersigned is not entitled.

9. Upon any violation of this agreement (or upon any termination of the agreement between Criterion and the Client), Criterion may terminate the participation of the undersigned in the NISL Program, including the undersigned's authority to provide NISL Program training, in the case the undersigned is a member of a Leadership Team, and require that the undersigned promptly upon request from Criterion (i) return all hard copies of the NISL Materials in his or her possession to Criterion, (ii) destroy all NISL Materials held in electronic form only, and (iii) certify as to the return and destruction of such materials to Criterion.

10. The undersigned recognizes and acknowledges that Criterion is not responsible for any participant content posted to the NISL Web Site by third parties other than NISL ("Third-Party Content") and that he or she may be exposed to Third-Party Content that is objectionable to the undersigned. In no event is Criterion responsible for such Third-Party Content. Notwithstanding the foregoing, the undersigned recognizes and acknowledges that Criterion shall have the right, acting in its sole discretion, to edit, delete, store or remove any content posted by the undersigned, or disclose such content to the extent required by law.

11. The undersigned represents and warrants that he or she is over least 18 years of age.

12. Criterion is providing the NISL Materials and access to the NISL Web Site to the undersigned in reliance upon the representations, acknowledgements and agreements of the undersigned contained herein.

IN WITNESS WHEREOF, the undersigned has executed this document as of the date indicated across from the signature line below.

By: _____
(Signature)

Print Name: _____

Date: _____

Citrus County School District



NISL

NATIONAL INSTITUTE FOR
SCHOOL LEADERSHIP

Executive Development Program for School Leaders

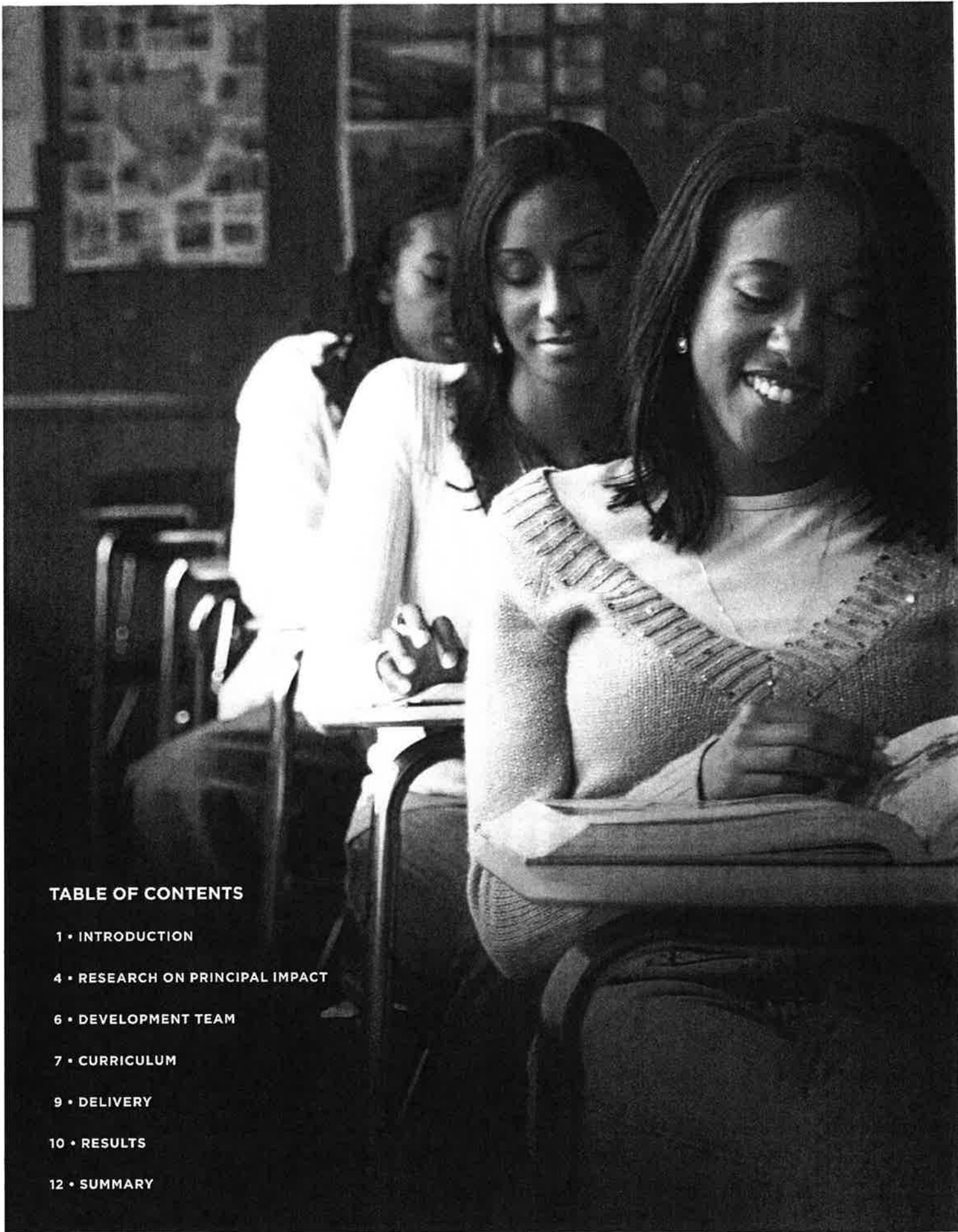


TABLE OF CONTENTS

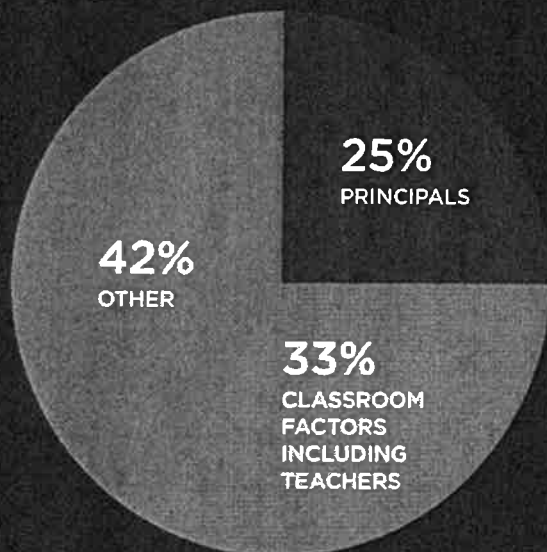
- 1 • INTRODUCTION
- 4 • RESEARCH ON PRINCIPAL IMPACT
- 6 • DEVELOPMENT TEAM
- 7 • CURRICULUM
- 9 • DELIVERY
- 10 • RESULTS
- 12 • SUMMARY

Research shows that principals have a disproportionately large impact on student learning.

A 2004 Wallace Foundation study found that principals are responsible for 25% of the variation in pupil outcomes that schools impact. That means that a single person can be linked to about one quarter of the differences in student learning that occur due to all the attributable school-level variables. In fact, the learning impact of school leaders is close to the cumulative impact of all the classroom-level factors, including quality of instruction (33%). Unfortunately, research has shown that strong school leadership is all too uncommon, particularly in high-poverty and secondary schools—precisely where it is needed most.

Variation In Student Learning

EXPLAINED BY SCHOOL-LEVEL VARIABLES



Source: Leithwood, K. et al. (2004). Review of Research: How Leadership Influences Student Learning, New York: Wallace Foundation.

So, what would it take to transform principals into powerful instructional leaders?

The answer lies in the most widely-used, comprehensive, professional development program proven to help school leaders raise student achievement. The National Institute of School Leadership's (NISL) Executive Development Program is the culmination of \$11 million in grants from venerable institutions such as the Carnegie Foundation, the New Schools Venture Fund, the Broad Foundation, the Stupski Foundation, and the National Center on Education and the Economy.

An unparalleled research team was assembled to develop a program that builds leadership skills, teaches best practices in standards-based education, and gives leaders the tools to identify and coach towards strong instruction in the content areas.



LEADERSHIP



BEST PRACTICES
AND STANDARDS-
BASED EDUCATION



CONTENT AREA
INSTRUCTION

Equally important, NISL chose to give districts the ability to deliver this curriculum themselves, allowing districts to improve leadership and student learning district-wide.

“There are no good schools without good principals.”

ARNE DUNCAN

THE NISL ADVANTAGE

Nationally Researched, Locally Delivered

**\$11
million**

towards creating a
robust and effective
curriculum

9,000+

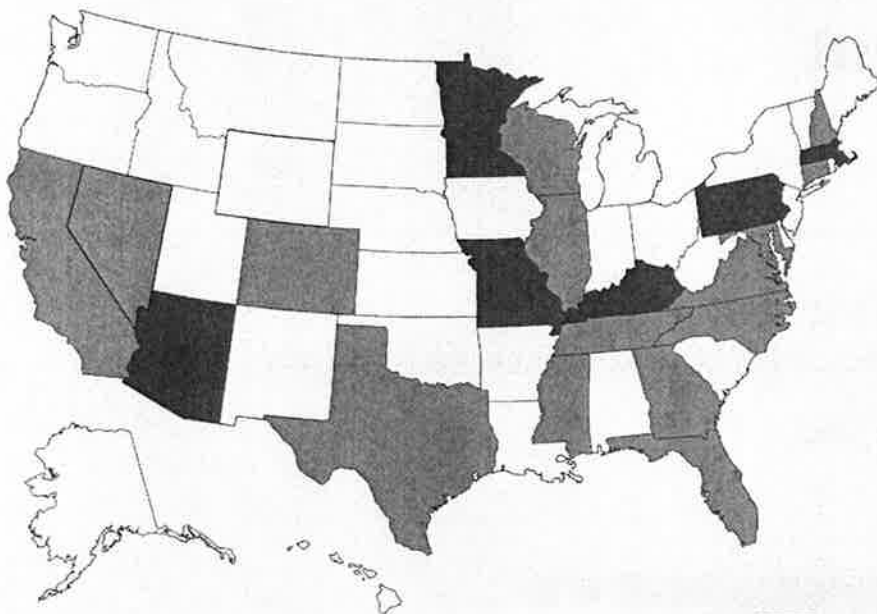
school leaders trained
in 20 states — more
than any other
proven program

4 years

of research, design,
and development

10%

of the cost of other
proven programs



NISL IMPLEMENTATION SITES

- STATE-LED PROJECTS
- DISTRICT-LED PROJECTS

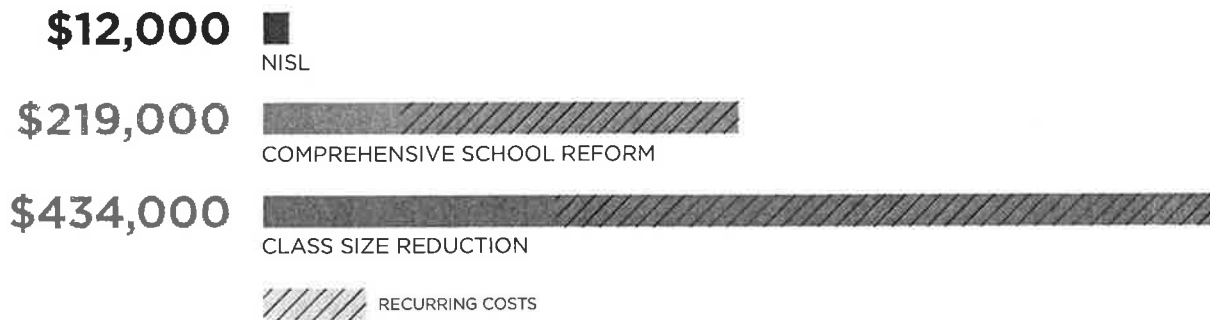
Principal Training May Be the Most Cost-Effective Way to Impact Student Achievement

Studies have shown that students in schools led by principals that complete the NISL program outperform their peers in both math and literacy on state tests. And when compared with other proven leadership development programs, the NISL Executive Development Program is without question the most cost-effective means of training school leadership teams, teachers, administrators, principals and aspiring leaders across a district or a state. NISL empowers districts to provide the curriculum utilizing their chosen trainers, tailoring NISL implementation plans and maximizing professional development budgets.

Why Invest in Your Leaders?

NISL IS ACHIEVING A SIMILAR IMPACT ON STUDENT ACHIEVEMENT AT A FRACTION OF THE COST

PER SCHOOL COSTS OVER THREE YEARS



Class Size Reduction based on \$434 additional cost (from Answers to the Argument that Class Size Reduction Costs Too Much, <http://www.reduceclassisize.org/pdfs/BargainingPointsForClassSizeReduction.pdf>) for average district with 1,358 students in K-4 and an elementary school size of 470) from http://nces.ed.gov/programs/digest/d10/tables/dt10_098.asp)

Comprehensive School Reform: cost is average of models for first year non-personnel costs (comprehensive school reform and achievement: A meta-analysis Geoffrey D Borman et al) \$72,926 over 3 years = \$218,778



OUR CONTRIBUTORS

A Leadership Program Developed by Leaders

The NISL research team included some of the most prestigious people in the fields of leadership, organization, strategy, ethics, literacy, math, science, and professional development. Contributors range from the deans of Stanford and MIT business schools, to a U.S. Air Force General, to lead-authors of the Common Core State Standards. NISL combined the strongest research on education and education leadership with lessons gleaned from successful leadership programs in other fields such as business, the military, and medicine.

EDUCATION THEORY AND PRACTICE

Tom Sobol

Professor of Education, Teachers College, Columbia University

Barry McGaw

Deputy Director for Education, Organization for Economic Co-Operation and Development

Sam Stringfield

Director, Center for Social Organization of Schools, Johns Hopkins University

Peter Hill

Former Chief Executive of the Australian Curriculum, Assessment and Reporting Authority (ACARA)

MATH

Li Ping Ma

Senior Scholar at the Carnegie Foundation for the Advancement of Teaching in New York

Phil Daro

Chair Of The Common Core Mathematics Standards Work Group

LITERACY

Lucy Calkins

Founding Director and Professor of Education, Teachers College, Columbia University

Gay Su Pinnell

Author and Professor, School of Teaching and Learning at The Ohio State University

Sally Hampton

Chair of the Common Core English Language Arts Standards Work Group

Catherine Snow

Henry Lee Shattuck, Professor, Harvard Graduate School of Education

Barbara Foorman

Director of the Center for Academic and Reading Skills at the University of Texas

SCIENCE

Andrew S. C. Chen

Former Principal Research Scientist at MIT

BUSINESS AND ORGANIZATIONAL LEADERSHIP

Peter Senge

Director, Center for Organizational Learning, MIT Sloan School of Management

Lester Thurow

Former Dean, Sloan School of Management, MIT

Marie Eiter

Former Director of Executive Education, Sloan School of Management, MIT

MILITARY

Tom Moorman

USAF, General (Ret.), Former Commander, Space Command

John Fryer

USAF, Major General (Ret.), Former Commandant, The National War College

Terry L. Deibel

Former Professor, National War College

George E. Thibault

Former Professor Emeritus, National War College

A Rigorous Curriculum That Develops Strong Instructional Leaders

The Executive Development Program transforms instructional leadership using an engaging mix of 24 days of face-to-face instruction, delivered over the course of 12 months, bridged by professional readings, applied learning activities and 30 hours of online curriculum.

The cohort-based training creates professional learning communities that enable principals to learn from each other, share strategies, and build common approaches to address the challenges they face. Interspersing monthly face-to-face instruction with online activities, readings and a school-based Action Learning Project gives participants the opportunity to apply what they have learned to real situations in their schools and to receive sustained feedback and support.

The NISL curriculum is broken into 12 units that cover the breadth of methodology and necessary tools to help turn principals into strong, instructional leaders. Participants gain understanding and expertise in three critical aspects of their role: leadership skills, best practices in standards-based education and content area instruction. Throughout the course of the training, these three themes build upon and reinforce each other, creating a cohesive program.



24 days
of face-to-face
instruction

12 month
program duration

30 hours
of online curriculum,
valuable professional
readings, and applied
learning activities

The 12 Units of the Executive Development Program

- 1 The Educational Challenge
- 2 The Principal as Strategic Thinker
- 3 Elements of Standards-Aligned Instructional Systems
- 4 Foundations of Effective Learning
- 5 Leadership in the Instructional Core — English Language Arts and History
- 6 Leadership in the Instructional Core— Science and Math
- 7 Coaching for High Quality Teaching
- 8 Promoting the Learning Organization
- 9 Teams for Instructional Leadership
- 10 Ethical Leadership for Equity
- 11 Driving and Sustaining Transformation
- 12 Final Case Simulation and Presentations

Benefit from NISL Partnerships

NISL partnerships help districts generate buy-in for the initiative, increase staff retention, and further advance the learning and careers of their school leaders. NISL is always eager to explore new partnerships upon request. Examples of current partnerships include:

Credit Towards Advanced Degrees – Universities partner with NISL for credit-bearing degrees, in some cases waiving a significant portion of the credits required towards doctorate degrees for NISL graduates.

Certification – State Education Agencies and Local Education Agencies reward NISL participants with certifications and credits. Pennsylvania grants their Administrative Level II Certification for graduates of the Pennsylvania Inspired Leaders program, of which NISL is a key component.

Local University Delivery – NISL has trained and certified local colleges and universities to deliver the NISL curriculum. The University of Minnesota and the University of Mississippi deliver the NISL Executive Development Program to school leaders throughout their state.

DELIVERY

Research-Based Delivery Tailored to Local Needs

NISL was as thoughtful in designing the delivery of the Executive Development Program as it was in developing the curriculum. We have leveraged pedagogical strategies that have been shown to be effective. The training is job embedded, cohort based and delivered in an extended manner allowing for ongoing application and review. NISL also incorporates pedagogical practices from top leadership programs such as the use of simulations from the military, case studies from business and a focus on practice from medical schools.

NISL works to ensure that the delivery and content meet your local needs. NISL offers two methods to train participants: a direct training model and a “train-the-trainer” model. Under the train-the-trainer model, NISL faculty members train, observe, mentor, and certify local leaders (selected by the district or state) who in turn become qualified to provide training to their peers utilizing NISL’s world-class curriculum.

Whether training your principals or your own facilitators, NISL can pull on over 60 master faculty members with extensive first-hand experience successfully leading schools and delivering professional development to school leaders. Many have also served as district superintendents or state commissioners.

Job-embedded

through a variety of tools, applied tasks, assessments, and an Action Learning Project

Extended learning

structure allows for learning, application and feedback

Cohort-based

training forms peer-based professional learning communities

RESULTS

Studies Show Students in Schools Led by NISL-Trained Principals Outperform Their Peers on State Tests

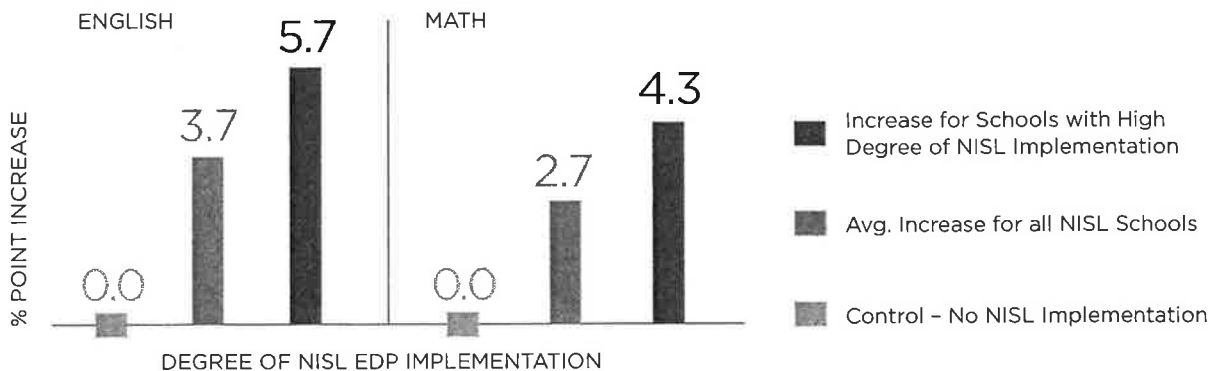
| STATE | NUMBER OF SCHOOLS STUDIED | Statistically Significant Gains* | |
|---|---------------------------|----------------------------------|------|
| | | READING | MATH |
| MASSACHUSETTS Round #1 | 64 | | ✓ |
| MASSACHUSETTS Round #2 | 38 | ✓ | ✓ |
| PENNSYLVANIA Round #1 6M AFTER GRADUATION | 101 | ✓ | ✓ |
| PENNSYLVANIA Round #2 18M AFTER GRADUATION | 101 | ✓ | ✓ |

* Gains were equivalent to 1-2 additional months of learning

Massachusetts – Improving 20 High-Need Districts

In 2005, Massachusetts selected NISL’s Executive Development Program to help improve leadership and learning across 20 of their highest-need school districts. Through a train-the-trainer model, in-state capacity was developed to deliver the nationally-researched program to school leadership teams and district staff. From this foundation, over 1,700 Massachusetts school leaders have benefited from the program. A series of studies by Meristem, Johns Hopkins University and Old Dominion University found that the program changed the practice of school leaders and led to statistically significant gains for students in math and literacy across all school levels.

AVERAGE INCREASE IN PROFICIENCY RATES ON STATE TESTS

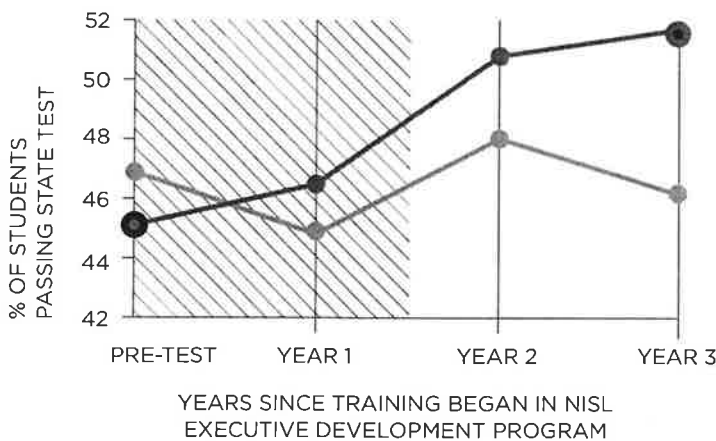


National Institute for School Leadership (NISL): Massachusetts Program Implementation 2005 – 2008, *The Meristem Group*, June 2009

Pennsylvania – Level II Administrative Certification

Over a decade ago, Pennsylvania began using NISL to increase the effectiveness of instructional leadership across the state. In 2007, they expanded the impact by making NISL a key component of the Pennsylvania Inspired Leadership (PIL) initiative. The Pennsylvania DOE utilized NISL’s train-the-trainer model to create eight regional training areas across the state. Multiple studies have shown that Pennsylvania achieved their goal of raising student achievement through NISL implementation. PIL completion became required for Level II administrative certification. Over 2,000 Pennsylvania school leaders have benefited from NISL training.

NISL IMPACT ON HIGH SCHOOL MATH SCORES



■ NISL Schools ■ Comparison Schools

▨ Period of Training

● Started 2 Percentage Points Behind

● Ended 5 Percentage Points Ahead

Source: Johns Hopkins/Old Dominion University, 2011 Study

“NISL is the highest quality leadership program I know of... It resulted in a paradigm shift for our leaders, from running a building to being an instructional leader.”

DAVID DRISCOLL, FORMER MA
COMMISSIONER OF EDUCATION

“NISL has helped us create turnaround artists, and has assisted principals in driving their schools from good to great.”

GERALD ZAHORCHAK, FORMER
PA SECRETARY OF EDUCATION

SUMMARY

Transform Leadership & Learning in Your Schools

The NISL Executive Development Program helps create turnaround experts and makes good principals great.

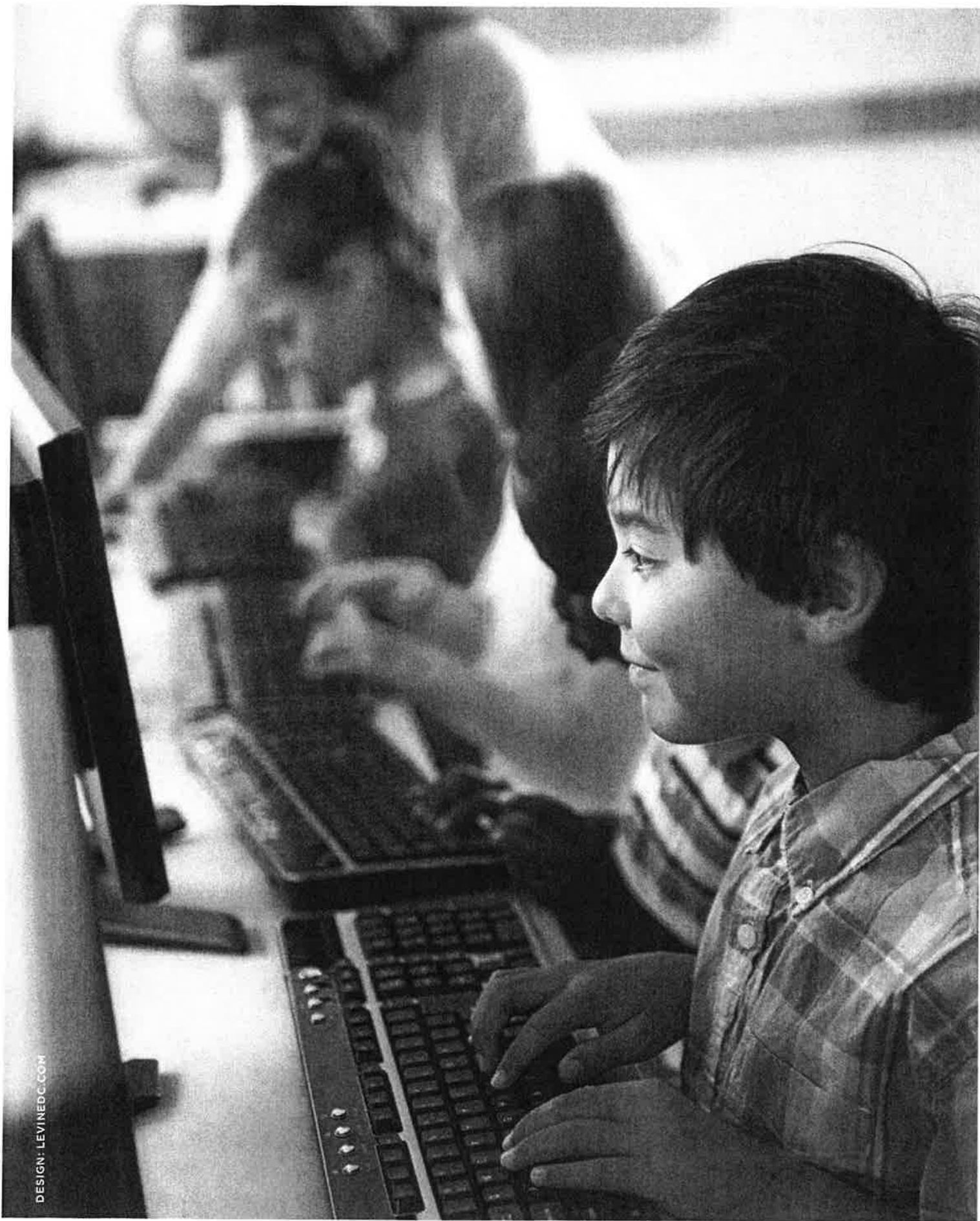
NISL GRADUATES ARE BETTER EQUIPPED TO:

- 1 Leverage data to drive change
 - 2 Build and empower leadership teams
 - 3 Establish strategic visions that are motivating, achievable, and measurable
 - 4 Create a strong, collaborative learning culture within their schools
 - 5 Learn how to create standards-based schools and classrooms, and how to align instructional systems
 - 6 Understand best practices in teaching and learning, particularly in Literacy, Mathematics, and Science
 - 7 Identify good instruction and coach towards it
-

Contact us for assistance on designing a tailored implementation plan for your district or state:
202.449.5060 or info@nisl.net

“To date, (NISL) is the best professional development I’ve ever had. I finally received a roadmap to bring about change.”

MARJORIE SOTO, PRINCIPAL, THE JOSEPH J. HURLEY K-8 SCHOOL,
BOSTON PUBLIC SCHOOLS, MASSACHUSETTS



NISL

**NATIONAL INSTITUTE FOR
SCHOOL LEADERSHIP**

202.449.5060 • INFO@NISL.ORG • NISL.ORG

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 Board Workshop School Board Meeting.
Requested by Kit Humbaugh Department of District Student Services
Additional contact(s)/originator _____
Document Title The Centers

Board Action Required:

Presentation/Recognition _____ Information _____
Consideration/Approval _____

Requesting School Board approval on the Memorandum of Understanding between
The Centers and the School Board of Citrus County, Florida.

(This wording should be your actual motion to appear on the agenda)

Backup Material: attached x available in district office _____ other _____

Executive Summary/Highlights:

Requesting School Board approval on the Memorandum of Understanding between
The Centers and the School Board of Citrus County, Florida.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District: _____

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: Sammy Wilk

(Form Board Approved 7/10/07)

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL BOARD OF CITRUS COUNTY, FLORIDA
AND
THE CENTERS, INC.

THIS MEMORANDUM OF UNDERSTANDING (hereinafter the Agreement”) is entered into by and between The School Board of Citrus County, Florida, a political subdivision of the State of Florida and a body corporate pursuant to §1001.40, Florida Statutes, whose address is 1007 West Main Street, Inverness, Florida, 34450, hereinafter referred to as “School Board” and The Centers, Inc., whose principal address is 5664 SW 60th Avenue, Bld. #1, Ocala, Florida 34474 hereinafter referred to as “The Centers” (collectively the “Parties”).

WHEREAS, The Centers wants to collaborate with the School Board on the provision of school based counseling at assigned schools to identified students that have been assessed by school personnel to be in Tier 2 and Tier 3 (hereinafter the “counseling”); and

WHEREAS, the School Board wants to collaborate with the Centers for the counseling; and

WHEREAS, the counseling will begin at Lecanto Primary School (hereinafter “LPS”) and Lecanto Middle School (hereinafter “LMS”), but can be expanded upon the written approval of the Superintendent; and

WHEREAS, the School Board and The Centers agree to provide the counseling in accordance with the terms of this Agreement.

NOW, THEREFORE, in consideration of the premises and the mutual covenants and agreements herein contained, receipt of which is hereby acknowledged, the Parties hereto agree as follows:

1. **Incorporation of Recitals.** The forgoing recitals (WHEREAS CLAUSES) are true and correct and are incorporated herein by reference.

2. **Responsibilities of The Centers.**

- 2.1. Provide a therapist twice a week in the morning at LPS and LMS to conduct individual therapy and/or group therapy to students identified by school personnel as needing these services.
- 2.2. Provide school staff a copy of a referral or consent to contact the parents to engage the identified students in counseling prior to counseling beginning.
- 2.3. Notify school staff within 72 hours of receipt that a parent/legal guardian has either accepted, refused or terminated counseling services.
- 2.4. Have the assigning clinician attend any IEP/504 or other related meeting with the student and parent/legal guardian of the student at the request of the school or the parent/legal guardian.
- 2.5. Immediately report any persons suspected of being abused, neglected, exploited or abandoned to the Florida Abuse Registry and will immediately notify the school administration.
- 2.6. Appoint the clinical Supervisor in Citrus County, Florida as the liaison between The Centers and the School Board.

3. **Responsibilities of School Board.**

- 3.1. Provide The Centers with the attached referral for students to enroll in counseling.
- 3.2. Provide a location for counseling and services at LPS and LMS to be solely determined by the school principal, for individual and group counseling sessions to occur.
- 3.3. Provide The Centers' liaison with the dates and times for meetings or planning sessions that are specific to students whose parents / legal guardians have agreed to counseling.
- 3.4. Cooperate, through the school principal, for dates and times and school access to perform counseling sessions for approved students, either individually or in a group.
- 3.5. Work with the Centers' assigned therapist to transfer approved student information to The Centers' Clinical Supervisor for Citrus County as needed.

4. **General Provisions.**

- 4.1. The Centers and School Board agree to cooperate with each other in the implementation of the program.
- 4.2. All The Centers staff and counselors, having student contact, prior to providing counseling, shall be fingerprinted at the School Board offices and undergo a Level II criminal background screening at The Centers' cost. Any of The Centers personnel coming onto School Board property shall likewise be screened pursuant to School Board policy.
- 4.3. No The Centers' staff, agent, servant, contractor, or employee shall be deemed an agent, servant, contractor, or employee of the School Board for purposes of compensation, benefits, workers' compensation, minimum wage, income tax, social security or any other purpose by virtue of this Agreement or the placement of a The Centers student with the School Board.
- 4.4. In accordance with FERPA regulations and Florida Statute, The Centers shall keep confidential any and all information and/or documents received by the School Board in the performance of this Agreement. Any documents or other material acquired during the internship related to specific School Board students shall be returned to the School Board at the conclusion of the Agreement.
- 4.5. This Agreement shall automatically renew each school year but may be terminated by either Party in accordance with paragraph 5.21.
- 4.6. Each Party shall comply with all applicable federal and state laws, codes, rules and regulations in performing its duties, responsibilities and obligations pursuant to this Agreement.

5. **Miscellaneous Provisions.**

- 5.1. **Descriptive Headings.** The headings used herein are descriptive only and for the convenience of identifying provisions and are not determinative of the meaning or effect of any such provision.
- 5.2. **Entire Agreement.** This Agreement constitutes and contains the entire agreement and understanding between the Parties with respect to the subject matter herein and supersedes and replaces all prior negotiations and proposed agreements, written or oral. The Parties acknowledge that no representations, inducements, promises, or agreements have been made by or on behalf of any Party, except those covenants and agreements embodied in this written Agreement. Any amendment or modification of this Agreement, or any waiver

of its terms, in order to be binding, must be written and signed by the Parties hereto.

- 5.3. **Opportunity to Consult with Counsel.** The Parties acknowledge that they have had an opportunity to consult with counsel of their own choice, that they have read this Agreement, that they are fully aware of the contents of this Agreement and of its legal effect and fully understand and agree to each and every provision hereof without reservation, and that they have executed this Agreement in reliance on their own judgment and free from any coercion, duress or undue influence.

- 5.4. **Execution and Binding on Successors and Assigns.** This Agreement may be executed in counterparts (including by facsimile or other electronic imaging), any one of which shall be deemed an original and all of which collectively shall be deemed a single instrument. This Agreement shall be binding upon and inure to the benefit of the Parties and their respective officers, directors, agents, employees, administrators, trustees, executors, receivers, successors, assignees and legal representatives, whether a signatory hereto or not.

- 5.5. **Notices.** All notices, consents, demands, or other communications required or permitted to be given pursuant to this Agreement shall be in writing by e-mail and hard copy, and shall be deemed sufficiently given and received on: (i) the day on which delivered personally or via facsimile transfer during a business day to the appropriate location(s) listed below; (ii) one (1) business day after delivered to a nationally recognized overnight delivery service such as Federal Express or Airborne Express for overnight delivery to the appropriate location(s) listed below; or (iii) three (3) business days after the posting thereof by United States registered or certified first class mail, return receipt requested with postage and fees prepaid and addressed as follows:

| | |
|---------------------|--|
| If to School Board: | Superintendent of Schools 1007 West Main Street Inverness, Florida 34450 |
|---------------------|--|

| | |
|--------------------|--|
| If to The Centers: | The Centers, Inc. 5664 SW 60 th Avenue, Bld. 1 Ocala, Florida 34474 |
|--------------------|--|

Any party may change his, her or its address and/or the address of the entity copied on his, her or its behalf upon written notice to all other Parties.

- 5.6. **No Presumption/Severability.** The Parties acknowledge that they and their attorneys have participated in the preparation, negotiations and drafting of this

Agreement. The terms in this Agreement shall be construed in accordance with their fair meaning and there shall be no presumption applied against any Party for having drafted or participated in the drafting of any such terms. The terms of this Agreement shall be severable such that, if any term herein is illegal, invalid, or unenforceable, such holding shall not affect the viability of any of the other provisions of the Agreement, unless the severing of such term would defeat the purpose of this Agreement.

- 5.7. **Waiver.** No delay or failure on the part of any Party hereto in exercising any right, power or privilege under this Agreement shall impair any such right, power or privilege or be construed as a waiver or acquiescence thereto; nor shall any single or partial exercise of any right, power or privilege preclude any other or further exercise thereof or the exercise of any other right, power or privilege. No waiver shall be valid against any Party, unless made in writing and signed by the Party against whom enforcement of such waiver is sought and then only to the extent expressly specified therein.
- 5.8. **Governing Law and Venue.** This Agreement shall be governed by and construed in accordance with the laws of the State of Florida without regard to any choice of law provisions. The Parties agree that the Circuit Court for the Fifth Judicial Circuit, Citrus County, Florida (hereinafter the "Court"), shall have sole and exclusive jurisdiction to enforce the terms of this Agreement, and agree that they will present any disputes under this Agreement, including, without limitation, any claims for breach or enforcement of this Agreement, exclusively to the Court. Each of the Parties consents to the jurisdiction of the Court, acknowledges that the Court has jurisdiction over this Agreement, and that the Court shall retain jurisdiction for the purposes of implementing and enforcing the terms of this Agreement.
- 5.9. **Waiver of Jury Trial.** In any action or proceeding arising herefrom, the parties hereto consent to trial without a jury in any action, proceeding or counterclaim brought by any party hereto or its successors against any other party hereto or its successors in respect of any matter arising out of or in connection with this agreement, regardless of the form of action or proceeding.
- 5.10. **PUBLIC RECORDS NOTICE (MUST BE IN 14 POINT BOLD TYPE)**

IF THE CENTERS HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CENTERS' DUTY TO PROVIDE PUBLIC

RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, THE DIRECTOR OF RISK MANAGEMENT, EMAIL ADDRESS: CERNICH@CITRUS.K12.FL.US; TELEPHONE NUMBER: 352-726-1931 ext. 2270, ADDRESS: 1007 W. MAIN STREET, INVERNESS, FLORIDA 34450.

5.10.1. The Centers is required to comply with the Florida Public Records Law, Chapter 119, Florida Statutes, in the performance of its duties under this contract and will specifically:

5.10.1.1. Keep and maintain public records required by the School Board to perform the service.

5.10.1.2. Upon request from the School Board's custodian of public records, provide the School Board 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 the Chapter 119, Florida Statutes or as otherwise provided by law.

5.10.1.3. Ensure that 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 Agreement if The Centers does not transfer the records to the School Board.

5.10.1.4. Upon completion of the contact, transfer, at no cost, to the School Board all public records in possession of The Centers or keep and maintain public records required by the School Board to perform the service. If The Centers transfers all public records to the School Board upon completion of the contract, The Centers shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If The Centers keeps and maintains public records upon completion of the contract, The Centers shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the School Board, upon request of the School Board's custodian of public records, in

a format that is compatible with the information technology systems of the School Board.

5.10.1.5. The failure of The Centers to comply with the provisions set forth herein shall constitute a default and material breach of this Agreement, which may result in immediate termination, with no penalty to the School Board.

- 5.11. **No Assignment.** No assignment of this Agreement or of any rights or obligations hereunder shall be made by The Centers (by operation of law or otherwise) without the prior written consent School Board and any attempted assignment without the required consent shall be void.
- 5.12. **Non-Discrimination.** The Parties shall not unlawfully discriminate against any individual on the basis of his or her race, age, religion, ancestry, color, ethnicity, gender, national origin, marital status, familial status, disability, sexual orientation, genetic information, or gender identity or expression with respect to any activity occurring or under this Agreement.
- 5.13. **Attorney Fees and Costs.** In the event of a dispute arising under this Agreement, whether or not a lawsuit or other proceeding is filed, the prevailing party shall be entitled to recover its reasonable attorneys' fees and costs, including attorneys' fees and costs incurred in litigating entitlement to attorneys' fees and costs, as well as in determining or quantifying the amount of recoverable attorneys' fees and costs. The reasonable costs to which the prevailing party is entitled shall include costs that are taxable under any applicable statute, rule or guideline, as well as non-taxable costs: including, but not limited to, costs of investigation, copying costs, electronic discovery costs, telephone charges, mailing and delivery charges, information technology support charges, consultant and expert witness fees, travel expenses, court reporter fees, and mediator fees, regardless of whether such costs are otherwise taxable.
- 5.14. **Indemnification by School Board.** The School Board of Citrus County, Florida agrees to indemnify The Centers to the extent and only to the extent of the limits set forth in §768.28(5), Fla. Stat. and then only for the negligent or wrongful act or omission of any officer or employee acting within the scope of the officer's/employee's office or employment under circumstances in which the state or such agency or subdivision, if a private person, would be liable to the claimant. Further, except as specifically provided herein, the School Board does not waive any defense of sovereign immunity. It is further understood

and agreed by the parties to this agreement that no officer or employee may be held personally liable except as provided by §768.28(9), Fla. Stat.

- 5.15. **Sovereign Immunity.** Notwithstanding the foregoing paragraph, the School Board intends to avail itself of the benefits of Section 768.28 and of other statutes and common law governing sovereign immunity to the fullest extent possible. However, in no event will the School Board's liability under this provision exceed the sum of \$200,000 per person or \$300,000 per occurrence. Nothing in this Agreement is intended to inure to the benefit of any third party for the purpose of allowing any claim which would otherwise be barred under the doctrine of sovereign immunity or by operation of law.
- 5.16. **Indemnification by The Centers.** The Centers for itself and its officers, employees, agents, representatives, contractors, and sub-contractors, shall fully indemnify and hold the School Board and its officers and employees harmless for any from any claim, loss, damage or liability caused by negligence, misfeasance or malfeasance by The Centers, its employees, appointees or agents, in the performance of or relating to the performance of the duties imposed upon The Centers by this Agreement and any covenant or provision hereof, including but not limited to defending the School Board and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon School Board, or payment of any and all cost(s), damage(s), judgment(s), or loss(es) incurred by or imposed upon the School Board. The Centers shall immediately give the School Board written notice of any and all claims asserted against The Centers and the School Board shall have the right but not the obligation to participate in any defense.
- 5.17. **Insurance by The Centers.** The Centers shall maintain, throughout the term of this Agreement and any renewals, general liability insurance in an amount of not less than \$1,000,000.00 per occurrence, \$2,000,000.00 aggregate covering its activities pursuant to this Agreement. The policy shall be obtained from a liability insurance written by a carrier that has and maintains a rating of "A" or better and a financial size category of "VII" or better according to A.M. Best Company, and is licensed in the State of Florida, under a policy approved for use in the State of Florida. The policy shall contain an evidence/endorsement providing physical and sexual abuse and molestation coverage. The Centers shall provide the School Board with a Certificate of Insurance naming "The School Board Of Citrus County, Florida, its officers, employees, and agents" as included in an additional insured endorsement to the general liability policy it as an additional insured under the The Centers' policy and unconditionally

entitling the School Board to thirty days' notice of cancellation of such policy or any of the coverages provided by such policy.

- 5.18. **Additional Insurance by The Centers.** Where services to be performed under this Agreement are in the presence of students, an additional insured endorsement indicating sexual harassment and sexual molestation coverage shall be required of The Centers. Proof of such coverage shall be provided to the School Board's Director of Risk Management prior to The Centers' commencement of the services required herein.
- 5.19. **Level II Background Screening.** The Centers represents and warrants to the School Board that The Centers has read and is familiar with Florida Statute Sections 1012.32, 1012.321, 1012.465, 1012.467, and 1012.468 regarding background investigations. The Centers covenants to comply with all requirements of the above cited statutes and shall provide School Board with proof of compliance upon request. The Centers agrees to indemnify and hold harmless the School Board, its officers, agents and employees from any liability in the form of physical injury, death, or property damage resulting from The Centers' failure to comply with the requirements of this paragraph or Florida Statute Sections 1012.32, 1012.321, 1012.465, 1012.467 and 1012.468.
- 5.20. **Student Records.** Notwithstanding any provision to the contrary contained in this agreement between The Centers and School Board; The Centers and its officers, employees, agents, representatives, contractors, and sub-contractors shall fully comply with the requirements of the Family Education Rights and Privacy Act, §1002.22 and §1002.221, Fla. Stat. or any other law or regulation, either federal or State of Florida, regarding confidentiality of student information and records. Further, The Centers for itself and its officers, employees, agents, representatives, contractors, or sub-contractors, shall fully indemnify and hold the School Board and its officers and employees harmless for any violation of this covenant, including but not limited to defending the School and its officers and employees against any complaint, administrative or judicial proceeding, payment of any penalty imposed upon the School Board, or payment of any and all cost(s), damage(s), judgment(s), or loss(es) incurred by or imposed upon School Board arising out of the breach of this covenant by the vendor, or an officer, employee, agent, representative, contractor, or sub-contractor of the vendor to the extent and only to the extent that the vendor or an officer, employee, agent, representative, contractor, or sub-contractors of the vendor shall either intentionally or negligently violate the provisions of this covenant or the Family Education Rights and Privacy Act, §1002.22 and §1002.221, Fla. Stats. This provision shall survive the termination of or

completion of all performance or obligations under this agreement and shall be fully binding upon The Centers until such time as any proceeding brought on account of this covenant is barred by any applicable statute of limitations.

- 5.21. **Termination.** This Agreement may be terminated by (i) either party without cause upon delivery of written notice of such intent to terminate this Agreement not less than 30 days' prior to the effective date of such termination; (ii) written agreement executed by both The Centers and School Board; or (iii) School Board, at any time, if The Centers fails to perform The Centers' duties hereunder or breaches any of The Centers' covenants contained herein.
- 5.22. **Execution in Counterparts.** This Agreement may be executed in counterpart. Faxed or 'pdf' signatures will be acceptable in place of originals.
- 5.23. **Authority to Execute Agreement.** 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 with respect to all provisions contained in this Agreement.

THE PARTIES REPRESENT THAT THEY HAVE THOROUGHLY DISCUSSED ALL ASPECTS OF THIS AGREEMENT WITH THEIR RESPECTIVE ATTORNEY(S), THAT THEY FULLY UNDERSTAND ALL OF ITS PROVISIONS, AND THAT THEY ARE VOLUNTARILY ENTERING INTO THIS AGREEMENT WITH THE FULL KNOWLEDGE OF ITS LEGAL SIGNIFICANCE AND WITH THE INTENT TO BE LEGALLY BOUND BY ITS TERMS.

The School Board of Citrus County, Florida

The Centers, Inc.
Signature:

Thomas Kennedy, Chairman

Print Name:

Date: _____

Title:

Date:

**PERSONNEL INFORMATION
(INSTRUCTIONAL)
SCHOOL BOARD MEETING February 26, 2019**

APPOINTMENTS FOR 2018-2019:

Pia Sicari-LMS-Teacher (R) 05/01/19

APPOINTMENTS FOR 2019-2020:

Richard Eschen-CSE-Teacher (R) 08/01/19

RECOMMENDATIONS FOR OUT-OF-FIELD TEACHERS 2018-2019:

Certification Area Out-of-Field Assignment

LEAVE OF ABSENCE REQUESTS FOR 2018-2019:

RESIGNATIONS FOR 2018-2019:

Megan Jones-ED Services-TOSA 05/31/19

RESIGNATIONS FROM DROP 2018-2019:

Kristen Dickey-RCE-Teacher 05/31/19

RETIREMENTS FOR 2018-2019:

RETIREMENTS TO DROP 2018-2019:

SUPPLEMENTS (ATHLETIC AND OTHER) 2018-2019:

SUSPENSIONS/TERMINATIONS 2018-2019:

LINE OF DUTY:

ADDITIONAL DAYS:

PERSONNEL INFORMATION

A-Additions D-Deletions C-Changes N-New R-Replacement

**PERSONNEL INFORMATION
(SUPPORT)
SCHOOL BOARD MEETING February 26, 2019**

APPOINTMENTS FOR 2018-2019

| | |
|---|----------|
| Christopher Budd-IMS-Teacher Aide (R) | 02/13/19 |
| Andrea George-WTC-Admin/Aide-Teacher Aide-TERM (N) | 04/10/19 |
| James Jaudon-CR Trans-Line Mechanic (R) | 02/11/19 |
| Carol Lafollette-LEC Trans-Bus Aide (R) | 02/11/19 |
| Evelyn Mejia-INV Trans-Bus Aide (R) | 02/11/19 |
| Susie Starnella-CRP Food Service-Change to DSC-Food Service Manager (R) | 02/11/19 |

LEAVE OF ABSENCE REQUESTS FOR 2018-2019:

RESIGNATIONS FOR 2018-2019:

| | |
|--|----------|
| Jessica Smith-HER-Paraprofessional | 02/22/19 |
| Marlene Thorpe-FRE-Teacher Aide SAI-6 hour | 12/17/18 |

RESIGNATIONS FROM DROP 2018-2019:

RETIREMENTS FOR 2018-2019:

| | |
|---|----------|
| Patsy Collett-PGE-Health Room Attendant | 02/05/19 |
|---|----------|

RETIREMENTS TO DROP 2018-2019:

SUSPENSIONS/TERMINATIONS 2018-2019:

LINE OF DUTY:

Carlos Sanabria-Santiago-CRM-Custodian 19.75 hours

ADDITIONAL DAYS:

MM

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 School Board Meeting.
Requested by Kathy Androski, Department of Educational Technology
Additional contact(s)/originator _____
Document Title Approve Siteimprove Subscription Agreement

Board Action Required:

Presentation/Recognition _____ Information _____
Consideration/Approval Approve Siteimprove Subscription Agreement

(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached X available in district office _____ other _____

Executive Summary / Highlights:

Siteimprove reviews our Websites for quality and accessibility. It enables us to locate and fix accessibility issues and quality errors that could potentially damage the visitor experience, kill conversions, and compromise our reputation.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations. closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.

X Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District: \$9,050.00
Amount Budgeted \$0 Additional Amount Requested \$9,050.00

Funding Source: Project 49710 - Enterprise Software

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____
Pay grade/level _____
Benefits _____ Terms of Position _____

Financial Impact reviewed by: Jammy Wilk
(Form Board Approved 7/10/07-original)

**ADDENDUM
TO
SOFTWARE-AS-A-SERVICE AGREEMENT
BETWEEN THE
THE SCHOOL BOARD OF CITRUS COUNTY, FLORIDA
AND
SITEIMPROVE, INC.**

This Addendum (“Addendum”) supplements and modifies that certain Software-as-a-Service (“Agreement”) by and between and **THE SCHOOL BOARD OF CITRUS COUNTY, FLORIDA** (“BOARD”) and **SITEIMPROVE, A CALIFORNIA CORPORATION**, (“SITEIMPROVE”), dated March 1st, 2019. It is the intent of the parties that this Addendum shall control as to any conflicting terms or conditions set forth in the Agreement.

1. PUBLIC RECORDS NOTICE:

IF SITEIMPROVE HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE MGM’S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THE AGREEMENT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, THE DIRECTOR OF RISK MANAGEMENT, AT 352-726-1931 ext. 2270, CERNICH@CITRUS.K12.FL.US; 1007 W. MAIN STREET, INVERNESS, FLORIDA 34450.

SITEIMPROVE is required to comply with the Florida Public Records Law, Chapter 119, Florida Statutes, in the performance of its duties under this contract and will specifically:

- a. Keep and maintain public records required by the BOARD to perform the service.
- b. Upon request from the BOARD’s custodian of public records, provide the BOARD 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 the Chapter 119, Florida Statutes or as otherwise provided by law.
- c. Ensure that 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 Agreement if the SITEIMPROVE does not transfer the records to the School Board.

d. Upon completion of the contract, transfer, at no cost, to the BOARD all public records in possession of SITEIMPROVE or keep and maintain public records required by the BOARD to perform the service. If SITEIMPROVE transfers all public records to the BOARD upon completion of the contract, SITEIMPROVE shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If SITEIMPROVE keeps and maintains public records upon completion of the contract, SITEIMPROVE shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the BOARD, upon request of the BOARD's custodian of public records, in a format that is compatible with the information technology systems of the BOARD.

e. The failure of the SITEIMPROVE to comply with the provisions set forth in this shall constitute a default and material breach of this Agreement, which may result in immediate termination, with no penalty to the BOARD.

2. **CONFIDENTIAL AND TRADEMARK INFORMATION:** The Parties recognize that the BOARD is subject to the provisions of the Florida Public Records Law, as codified in Chapter 119, Florida Statutes. Any claim by SITEIMPROVE that its records or work is confidential, or a trade secret must be made in compliance with s. 812.081 and s. 815.045, Florida Statutes. In the event that School Board is served with a request to disclose any or all of SITEIMPROVE's Confidential Information or Trade Secret Information pursuant to the requirements of applicable law, a judicial or governmental request, requirement or order or otherwise, BOARD will promptly notify SITEIMPROVE in order to provide SITEIMPROVE sufficient time to object to such request and pursue a court order protecting the disclosure of such information at SITEIMPROVE sole costs and expense. SITEIMPROVE shall notify BOARD, in writing, of its intent to seek protection of the Confidential Information within 10 days of receipt of BOARD's notification. SITEIMPROVE failure to notify BOARD of its intent to seek protection shall authorize the disclosure of the requested information and shall authorize School Board to comply with the disclosure request. If SITEIMPROVE notifies BOARD of its intent to seek a court order protecting the disclosure of the information, then BOARD will take reasonable steps to cooperate with SITEIMPROVE in contesting such request, requirement or order or in otherwise protecting SITEIMPROVE rights prior to disclosure.

3. **GOVERNING LAW AND VENUE.** This Agreement shall be governed by and construed in accordance with the laws of the State of Florida. The Parties agree that the Circuit Court for the Fifth Judicial Circuit, Citrus County, Florida (hereinafter the "Court"), shall have sole and exclusive jurisdiction to enforce the terms of this Agreement, and agree that they will present any disputes under this Agreement, including, without limitation, any claims for breach or enforcement of this Agreement, exclusively to the Court. Each of the Parties consents to the jurisdiction of the Court, acknowledges that the Court has jurisdiction

over this Agreement, and that the Court shall retain jurisdiction for the purposes of implementing and enforcing the terms of this Agreement.

4. **AMBIGUITY**. In the event of any ambiguity, conflict or inconsistency between this Addendum and the Agreement, the terms and conditions of this Addendum shall prevail and control.

The School Board of Citrus County, Florida SITEIMPROVE, a California Corp.

Thomas Kennedy, Chairman

Date

Kelsey Besser

Printed or Typed Name of
Authorized Representative

sales director

Title of Designee

February 15, 2019 | 10:15 PST

Date

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Software-as-a-Service Subscription Agreement

This Software-as-a-Service Subscription Agreement (“**Agreement**”) is by and between Siteimprove, Inc., a California corporation with a business address at 7807 Creekr Ridge Circle, Minneapolis, MN 55439, and its Affiliates (defined below) (collectively, “**Siteimprove**”) and **Citrus County Schools** (“**Customer**” / “**you**” / “**your**”) for Siteimprove services. This Agreement consists of the following: (A) this Software-as-a-Service Subscription Agreement document; (B) Exhibit A, “Website(s); (C) Exhibit B, “Terms and Conditions”; and (D) any other exhibits listed in this Agreement.

This offer is only valid if signed by you on or before February 27, 2019. After that date, please contact Siteimprove to issue a new offer.

Below is a description of the modules that are included in the Agreement (“**Included Services**”):

Product Bundle: **Education Complete**

| Included Services | Limits (the “Limits”)* |
|---|-------------------------|
| Quality Assurance Crawls website and identifies quality issues. | 5,000 Pages |
| Policy Allows Customer to set website parameters to ensure consistency in content. | |
| Accessibility Checks website against selected WCAG 2.1 accessibility standards and WAI-ARIA techniques. | |
| SEO Details technical and content-related issues affecting search engine rankings and traffic to the website. | |
| Priority Allows Customer to set criteria for order in which issues and errors are reported. <u>This service requires the implementation of a script on the website.</u> | |
| Accessibility Community Membership Membership to Siteimprove's Accessibility Community. | |
| PDF Scanning | 5,000 PDFs |
| Response Monitors website's availability and performance. | 3 Response Check Points |
| Usability Understand your users' experience on your website with Heat Maps, Scroll Maps, Click Maps, Online User Survey, Internal Search Stats. | 10 Maps |
| Premium Support Plan | |

* The Limits consist of the following and their applicable definitions:

Pages: A Page is an electronic document created with HTML and accessible with a browser.

Response Check Points: Response Check Points are single URLs that are monitored for up-time and response time performance from a series of reliable servers across the globe.

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78008

Yearly Page Views: Yearly Page Views are the total number of Page Views a website will generate over the course of 365 days. A "Page View" is a single view by a website user of a page on a website that is being tracked by the Siteimprove Analytics tracking code. If a user clicks reload after reaching the page, it is counted as an additional Page View. If a user navigates to a different page and then returns to the original page, an additional Page View is recorded.

PDFs: Portable Document Format (PDF) is a file format that has captured all the elements of a printed document as an electronic image that you can view, navigate, print, or forward to someone else. To be included in this subscription a PDF must be hosted on one of the covered websites.

Access to the services

Please allow up to five business days for setup to the Included Services to be completed. The Included Services can be accessed at <http://my.siteimprove.com>. At that location, you can administer the logins for your authorized users. The Included Services also include training and tech support pursuant to Exhibit C.

Academy Plus

Siteimprove's Academy offers courses on Accessibility, Analytics, and SEO (each a "Course"). The Included Services also include access to Siteimprove's Academy Plus for up to 100 users at no additional charge. Academy Plus includes all Courses and learning tracks, a team leaderboard, administrative capabilities, and reporting. Academy Plus can be accessed through your dashboard at the URL stated above.

Limitations

The Included Services are subject to the following limitations:

- Your use of the Included Services is subject to the Limits. If you exceed the Limits, we will notify you that continued use in excess of the Limits may subject you to additional charges which will be documented in a mutually-agreed change order.
- Included Services may only be run on the website(s) listed in **Exhibit A**.
- Websites can be added to the Included Services, subject to the approval of Siteimprove.
- You must be the owner of the approved website(s).
- You can only add websites – approved websites cannot be replaced with different websites.
- Included Services may only be run on public websites that do not contain sensitive or personal information.

Term

The first date for this Agreement (the "**Effective Date**") is March 1, 2019. This Agreement will remain in force for a period of 1 year following the Effective Date (the "Initial Term"). After the Initial Term, this Agreement will automatically renew for one or more additional consecutive periods of 12 months (the "Renewal Term") until terminated according to Section 3 (Termination) of the Terms.

Subscription Fees

The annual subscription fee (excluding applicable taxes) for the Included Services is: **\$9,050** (the "**Fee**").

Invoices & Payments

All invoices are sent to the email address listed in the Customer Information section. If an email address is not listed, your invoice will be sent to the most current email address that Siteimprove has on file.

You will be invoiced as follows:

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- On March 1, 2019, you will be invoiced for the Fee.
- At least 45 days prior to the expiration of the Initial or Renewal Term, you will be invoiced for the Fee.

All invoices must be paid pursuant to the terms set forth in Section 2 of the Terms and Conditions (**Exhibit B**).

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Customer Information (Required)

You may be subject to sales tax (or equivalent). Sales tax is determined based on the below-entered service location. Sales tax is not included in the Fee.

Service Address (Must be a physical address. The Service Address cannot be a PO Box)

Name:

Address:

Email:

Phone:

Billing Address (only complete if different from Service Address)

Name:

Address:

Email:

Phone:

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Customer Information

You may be subject to sales tax (or equivalent) unless you can provide proof of exemption. Are you exempt from sales tax?

Yes, please attach exemption form.

No.

Is a Purchase Order Number ("PO") required?

Yes, please provide Purchase Order Number: _____

No

If a PO is required, will you be providing a new PO for each invoice?

Yes

No, the provided PO number can be used for the initial invoice and all subsequent invoices

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Signatures

By signing below, each party acknowledges that it has carefully read and agrees to be bound by the terms of this Agreement. This Agreement will become effective on the Effective Date.

SITEIMPROVE Inc.

Citrus County Schools



Signature

Signature

Morten Ebbesen

Name

Name

February 19, 2019

Date

Date

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Exhibit A: Website(s)

The Included Services may be run on the following website(s):

- www.citrus.k12.fl.us/
- crm.citruschools.org/
- crh.citruschools.org/
- fre.citruschools.org/
- lps.citruschools.org/
- fce.citruschools.org/
- csm.citruschools.org/
- ims.citruschools.org/
- ips.citruschools.org/
- cvs.citruschools.org/
- aes.citruschools.org/
- crp.citruschools.org/
- cse.citruschools.org/
- lms.citruschools.org/
- lhs.citruschools.org/
- chs.citruschools.org/
- wtcollege.org/
- cre.citruschools.org/
- hes.citruschools.org/
- crest.citruschools.org/
- hom.citruschools.org/
- mss.citruschools.org/
- rce.citruschools.org/
- pge.citruschools.org/

Exhibit B: Terms and Conditions

1. DEFINITIONS

a. Interpretation. Capitalized terms used in these Terms and Conditions will have the meanings ascribed to them in the Agreement or as defined below. Terms other than those defined below will be given their plain English meaning and terms of art having specialized meanings in the software industry will be construed in accordance with industry standards. Unless the context otherwise requires, words importing the singular include the plural and words importing the masculine include the feminine and vice versa where the context so requires.

b. "Affiliate" means any entity directly or indirectly controlling or controlled by or in common control with a party, where "control" is defined in this context as the ownership of at least fifty percent (50%) or more of the voting stock or other interest entitled to vote on general decisions reserved to stockholders, partners, or other owners of such entity. An entity shall no longer be an Affiliate when through loss, divestment, dilution or other reduction of ownership, the requisite control no longer exists.

c. "Confidential Information" means information that is marked or otherwise identified as confidential or proprietary, or that would otherwise appear to a reasonable person to be confidential or proprietary in the context and circumstances in which the information is known or used that either party discloses on or after the Effective Date, to the other party or its parents, affiliates' employees, contractors, officers, directors, partners, agents, attorneys, accountants or advisors. Confidential Information includes: business processes, practices, methods, policies, plans, operations, services, strategies, techniques, agreements, contracts, terms of agreements, transactions, potential transactions, negotiations, pending negotiations, know-how, trade secrets, computer programs, computer software, applications, operating systems, software design, web design, databases, records, financial information, results, accounting information, accounting records, legal information, pricing information, credit information, payroll information, staffing information, internal controls, security procedures, sales information, revenue, costs, communications, original works of authorship, customer information, and customer lists. Confidential Information does not include information that: (a) was in the public domain prior or subsequent

to the time such portion was communicated to the receiving party, through no fault of that party; (b) was rightfully in the receiving party's possession free of any obligation of confidence at or subsequent to the time such portion was communicated by the disclosing party; (c) was developed by the receiving party independently of and without reference to any information communicated by the disclosing party; (d) was communicated by the disclosing party to an unaffiliated third party free of any obligation of confidence; or (e) is approved by the disclosing party for release by the receiving party.

2. INVOICES; PAYMENTS; PAST-DUE INVOICES; RENEWALS

Unless expressly agreed otherwise, the Fee for the Initial Term will be invoiced on the Effective Date. At least 45 days prior to the expiration of the Initial or Renewal Term, Customer will be invoiced for the Fee for the Renewal Term. The Fee during any Renewal Term will be increased by 3% above the Fee in the immediately prior term. Customer will pay all invoices within 30 days of issuance. Unless expressly agreed otherwise, all prices are in United States Dollars. There is no charge for updates to, or new releases of, Included Services. However Siteimprove may launch new modules/services/products that are not covered by the Fee. In the event that an invoice becomes past-due, Siteimprove will notify Customer by phone or email. After Siteimprove has provided notice, Customer will have five business days to pay the past-due invoice. If Customer fails to make the payment by the end of the cure period, then Siteimprove reserves the right to: (i) begin charging Customer interest for the past-due amount at an interest rate of 1.5% per month, or the highest rate allowed by applicable law, whichever is smaller; (ii) discontinue the Included Services; or (iii) terminate this Agreement pursuant to Section 3 (a) (Termination).

3. TERMINATION

a. For Material Breach. Either party may terminate this Agreement in the event of a material breach by the other party of its obligations under this Agreement if the other party fails to cure the breach within 30 days after receipt of written notice of breach.

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78008

b. For Convenience. During the Initial Term or Renewal Term, either party may terminate this Agreement at any time for its convenience, with or without cause, by giving written notice to the other party at least 45-days prior to the start of the Renewal Term. Customer remains liable for payment of all Fees owed and will not be entitled to a credit or refund when the Agreement is terminated pursuant to this Section 3(b).

4. INCLUDED SERVICES

Subject to the terms and conditions of this Agreement, Siteimprove will allow the Customer to access the Included Services.

a. Ownership. Customer acknowledges and agrees that Siteimprove owns and shall remain the sole owner of all intellectual property rights vested in the Included Services created prior to or during the performance by the parties of this Agreement. This ownership right includes any inventions, patents, utility model rights, copyrights, design rights, mask works, trademark rights, or know-how, whether registered or not.

b. Use. The right to access the Included Services is worldwide, non-transferable, non-assignable (except as permitted in this Agreement) and limited in time to access and use during the Initial and any Renewal Terms and solely for Customer's internal business purposes by Customer's authorized agents. Customer will have access to the Included Services only for those website domain(s) authorized pursuant to this Agreement.

c. Restrictions. This right is not a perpetual right to use, and Customer has no right to retain or to use the Included Services after termination of the Initial or Renewal Term. Customer has no right to rent, lease, assign, transfer, sublicense, display or otherwise distribute or make the Included Services available to any third party. Without limiting the generality of any other provisions stated in this Agreement, the Included Services may not be (a) used in the performance of services for or on behalf of any third party or as a service bureau; (b) modified, incorporated into or combined with other software, or created as a derivative work of any part of the Included Services; (c) used to process any sensitive or personal information; or (d) used for any illegal purpose. Customer may not modify, disassemble, decompile or otherwise reverse engineer the Included Services nor permit any third party to do so except as expressly permitted by law.

Siteimprove reserves all rights not expressly granted to Customer under this Agreement. The use of Siteimprove's intellectual property beyond the express access grant in this Section 4 is outside the scope of this Agreement.

d. Support. Siteimprove will provide support to the Customer pursuant to the agreed support plan attached as Exhibit C. In no event will Siteimprove be obligated to furnish support for any version of the Included Services that Customer has modified or altered in any way.

e. Operational Data. The Included Services are designed to collect certain operational data, which may be used by Siteimprove for various business purposes, which may include customer support, verifying the need for and providing updates to the Included Services, market research and product planning, verifying Customer's compliance with the terms and conditions of this Agreement and protecting Siteimprove's intellectual property. If Customer has used the Included Services outside the parameters set forth in the Agreement, Customer will be required to pay additional fees to cover the additional use.

f. Development Site. The Included Services may be used on a temporary staging environment, which hosts web content prior to the launch of Customer's new website (a "Development Site") for up to one (1) year at no additional charge ("Complimentary Scanning"). Customer's live website must be included in Customer's subscription, and the Limits applicable to a Development Site must not exceed the Limits of the mirrored live site. Customer's permanent testing environments which remain active post-launch for ongoing testing and maintenance purposes are not eligible for Complimentary Scanning. To add a Development Site, Customer must either: (i) add the Development Site via the Siteimprove platform; or (ii) submit a ticket through the Siteimprove Help Center (<https://support.siteimprove.com>).

5. REPRESENTATIONS AND WARRANTIES

a. For Siteimprove. Siteimprove represents and warrants that: (i) it has the full power and authority to enter into and perform its obligations under this Agreement; (ii) this Agreement has been duly authorized, executed and delivered by it and constitutes the valid, legal and binding agreement of it and is enforceable against it; (iii) entering into and performing its obligations under this Agreement will

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78008

not result in any breach of, or constitute a default under, any other agreement to which it is a party; and (iv) the Included Services will perform substantially as described in this Agreement, provided that it is used in accordance with the Agreement, including on the specified domains. These representations and warranties are only for the benefit of Customer.

b. For Customer. Customer represents and warrants that: (i) it has the full power and authority to enter into and perform its obligations under this Agreement; (ii) this Agreement has been duly authorized, executed and delivered by it and constitutes the valid, legal and binding agreement of it and is enforceable against it; (iii) entering into and performing its obligations under this Agreement will not result in any breach of, or constitute a default under, any other agreement to which it is a party; (iv) it has full and legal right or authorization to display, disclose, transfer, assign or convey the information set forth and accessible on the websites on which the Included Services will be administered; and (v) it is aware that the Included Services are designed and developed to handle information that can be viewed on a public website and acknowledges that any data scanned through the Included Services on a Development Site will be processed and stored by Siteimprove just as data scanned on a public website.

c. Disclaimer. Except for the express representations and warranties listed in this Agreement, each party makes no representations or warranties of any kind, whether express or implied, and expressly disclaims all warranties of title, non-infringement, merchantability, and fitness for a particular purpose. Unless set forth in this Agreement, no oral or written information or advice given by either party will create a representation or warranty.

6. FORCE MAJEURE

No party will be liable or responsible to the other party, or be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement (except for any obligations to make payments to the other party), when and to the extent such failure or delay is caused by or results from acts beyond the impacted party's ("Impacted Party") reasonable control ("**Force Majeure Events**"). Force Majeure Events include: (a) acts of God; (b) flood, fire,

earthquake or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot or other civil unrest; (d) government order or law; (e) actions, embargoes or blockades in effect on or after the date of this Agreement; (f) action by any governmental authority; (g) national or regional emergency; (h) strikes, labor stoppages or slowdowns or other industrial disturbances; and (i) shortage of adequate power or transportation facilities. A change in economic circumstances is not a Force Majeure Event. If a Force Majeure Event occurs, the Impacted Party will provide prompt notice to the other party, stating the period of time the failure or delay is estimated to last. In the event that the Impacted Party's failure or delay remains uncured for a period of 30 days following written notice, either party may terminate this Agreement upon five days' written notice.

7. LIMITATION OF LIABILITY

a. In no event will either party or its agents, officers, directors, employees, successors, assigns, or Affiliates be liable to the other party or its agents, officers, directors, employees, successors, assigns, or Affiliates for any indirect, incidental, consequential, punitive, or other special damages. This limitation includes any loss of profits, business interruption, goodwill, loss of data/content or the restoration of any of those items.

b. In addition to and without limiting the generality of Section 7(a), the aggregate liability of either party for any and all claims arising out of or relating to this Agreement will, in any circumstances, be limited to the Fees paid or payable by Customer to Siteimprove for the right to access or use the Included Services during the Initial Term or any Renewal Term (as the case may be).

8. CONFIDENTIALITY

Each party will: (a) hold Confidential Information in confidence; (b) use its best efforts to protect Confidential Information in accordance with the same degree of care with which it protects its own Confidential Information; and (c) not disclose the other party's Confidential Information to any third party, except in response to a valid order by a court or other governmental body or as required by law. The receiving party will promptly give notice to the disclosing party of any unauthorized use or

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78008

disclosure of the disclosing party's Confidential Information. The receiving party agrees to assist the disclosing party in remedying any such unauthorized use or disclosure of the disclosing party's Confidential Information. At any time, upon written request, the receiving party will return or destroy the Confidential Information that the disclosing party has provided to it.

9. ASSIGNABILITY

This Agreement is binding upon and will inure to the benefit of the parties, their legal representatives, successors, and assigns. Except as otherwise expressly provided in this Agreement, neither party may assign, transfer, convey or encumber this Agreement or any rights granted in it, either voluntarily or by operation of law, without the prior written consent of the other party. Any attempt to do so is null and void. Notwithstanding the foregoing, a party shall have the right to assign this Agreement to its parent entity or affiliates or to a successor entity in the event of a merger, consolidation, transfer, sale, stock purchase, or public offering, provided the assignee is subject to all obligations of the Agreement.

10. NOTICES

Unless expressly set forth in the Agreement, all notices and other communications required by this Agreement must be in writing and sent to the parties at the addresses set forth below via overnight courier service, express postal service, or email with read-receipt. Notices are effective only: (a) upon receipt; and (b) if the party giving the Notice has complied with the requirements of this Section. Notice to Customer should be sent to the address set forth in the Billing Information Section. Notice to Siteimprove should be sent to:

Siteimprove, Inc.
Attn: Legal Department
7807 Creekridge Circle
Bloomington, MN 55439
With a copy to:
legal@siteimprove.com

11. GOVERNING LAW

This Agreement will be governed by and construed in accordance with the laws of Minnesota and the United States of America, except for its conflicts of law rules and principles. In the event of any suit or proceeding arising out of or related to this

Agreement, the courts of Minnesota will have exclusive jurisdiction and the parties will submit to the jurisdiction of those courts.

12. NO WAIVER

The delay or failure of either party to exercise any right, power, or privilege under this Agreement is not to be treated as a waiver of that right, power, or privilege.

13. PUBLICITY

Customer consents to Siteimprove reproducing and publicizing its trading name, trademarks, logos and any Included Services utilized by Customer, on the corporate website of Siteimprove and in company presentations. Customer retains the right to revoke this consent through written notification to Siteimprove.

14. COUNTERPARTS

The Agreement may be executed in any number of counterparts. Each counterpart is an original and, when combined with another counterpart, will be treated as part of the same document. Any counterparts of this Agreement may be delivered electronically in PDF format; these formats have the same effect as an original executed counterpart.

15. SEVERABILITY

Any provision of this Agreement that is prohibited or unenforceable in any jurisdiction is ineffective to the extent of that prohibition or unenforceability in that jurisdiction. The validity, enforceability, or legality of the remaining provisions will not be affected.

16. ENTIRE AGREEMENT

This Agreement constitutes and expresses the entire agreement and understanding between the parties. This Agreement supersedes any prior communications, understanding, commitments, or agreements, oral or written, with respect to the subject matter of this Agreement. The parties are not relying on any representations or warranties other than those expressly listed in this Agreement. Any standard or boilerplate terms and conditions included on any document provided by one party to another (e.g., click-wrap agreements and purchase orders) are not part of this Agreement and will not be binding on either party. Any changes or modifications to this Agreement must be in writing, acknowledge the intent to amend the terms and conditions of this



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Agreement and be signed by an authorized

78008
representative of both parties before taking effect.

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Exhibit C - Premium Support Plan

1. SCOPE OF SERVICES. Siteimprove provides Premium support as set forth in this Premium Support Plan.

2. SELF-HELP RESOURCES. Customers can take full advantage of Siteimprove self-help tools, available online via our [Help Center](https://support.siteimprove.com/) (https://support.siteimprove.com/). From that page, Customers can find links to technical documentation and knowledge base articles, discuss issues with other users in our community forums, review what's new, read technical notes, and access free webinars.

3. PRODUCT SUPPORT AND TRAINING. Customers can contact Siteimprove for product support, training, and additional services by visiting our [Help Center](https://support.siteimprove.com/) (https://support.siteimprove.com/). At that location, Customers can submit a support ticket 24x7x365.

3.1 SERVICE LEVELS. Siteimprove will utilize commercially reasonable efforts to promptly respond to all requests. Siteimprove aspires to review and respond to at least ninety percent (90%) of all tickets and requests within one (1) Business Day. "**Business Days**" are defined as the days on which Customer's regional support center is open for business (see Section 4). Besides general questions and technical issues, services covered by these tickets and requests include:

- Custom CMS deep-link setup
- Custom event-tracking setup (setup of ten events)
- Custom setup of internal search tracking
- Setup of Development website crawls
- Set up of non-public website (excluding development sites and subject to additional terms and conditions)
- Set up of custom advanced policies

3.2 SEVERITY LEVELS. When submitting a support ticket, Customers are asked to specify a severity level. The severity level is a measure of the relative impact of the reported issue on the Customer's systems or business. Accurately defining the severity ensures a timely response and helps Siteimprove to better understand the nature of the issue.

COSMETIC

MINOR

MAJOR

CRITICAL

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| | | | |
|--|---|---|--|
| <ul style="list-style-type: none"> • Minor problem not impacting service functionality • Feature requests or missing or erroneous documentation • Question/information request that does not affect delivery of service | <ul style="list-style-type: none"> • Service is operational but partially degraded for some or all users, and an acceptable workaround or solution exists • The problem is with a non-critical feature or functionality | <ul style="list-style-type: none"> • Service is operational but performance is highly degraded to the point of major impact on usage • Important features are unavailable, with no acceptable workaround; however, operations can continue in a restricted fashion • Access to a particular third-party application or service provider deemed noncritical is impacted | <ul style="list-style-type: none"> • Service is down or unavailable • Critical features or functionality is unavailable or inaccessible, resulting in total disruption of work or critical business impact • Service crashes or hangs indefinitely causing unacceptable or indefinite delays for resources or response • Data is corrupted or lost and must be restored from backup • Any critical error encountered will be worked on by Siteimprove during EMEA business hours until resolved |
|--|---|---|--|

3.3 KEY ACCOUNT MANAGEMENT. Premium Support Customers are assigned a Customer Success Manager (CSM) – a product expert who understands the Customer’s business priorities and desired outcomes. The CSM quickly and effectively onboards the Customer, collaborates with technical support and other Siteimprove teams to manage the Customer’s issues to resolution, offers guidance to the Customer on training needs of users, sets up bi-annual business reviews, and reports progress on a regular basis.

4. SUPPORT AVAILABILITY. Siteimprove has regional support centers servicing the Americas, EMEA and APAC. Open hours for these regional support centers are as follows.

- Americas Support Center - Minneapolis, MN, USA
Weekdays 8:00 a.m. to 5:00 p.m. — Central Standard Time (CST/CDT) -0600 UTC
excluding the following holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, New Year’s Eve
- EMEA Support Center - Copenhagen, Denmark
Weekdays 8:00 a.m. to 5:00 p.m. — Central European Time (CET/CEST) +0100 UTC
excluding Danish public holidays
- APAC Support Center - Sydney, NSW, Australia
Weekdays 8:00 a.m. to 5:00 p.m. — Australian Eastern Standard Time (AEST/AEDT) +1000 UTC
excluding New South Wales national and regional public holidays

5. SYSTEM AVAILABILITY.

5.1 STANDARD. Siteimprove will maintain its systems and operations to ensure Customer has access to the Included Services ninety-nine percent (99%) of the time (“**System Availability**”). System Availability is calculated as:

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78008

$$\frac{[Total\ number\ of\ minutes\ in\ a\ calendar\ month] - ([Scheduled\ Downtime] + [Unscheduled\ Outage\ Time])}{[Total\ number\ of\ minutes\ in\ a\ calendar\ month] - [Scheduled\ Downtime]} \times 100\%$$

Scheduled Downtime is defined in Section 9. "Unscheduled Outage Time" is the number of minutes where the system is unavailable outside of the Scheduled Downtime. Unscheduled Outage Time does not include any exclusions defined in Section 6.3 (Exceptions).

5.2 MONITORING AND MANAGEMENT. Siteimprove will regularly monitor and manage its systems and operations to meet or exceed the System Availability. Such monitoring and management will include proactively monitoring all Included Service functions, servers, firewall and other components of Included Service security. If such monitoring identifies, or Siteimprove otherwise becomes aware of, any circumstance that is reasonably likely to threaten the System Availability, then Siteimprove will take necessary and commercially reasonable remedial measures to promptly eliminate or mitigate the actual or potential threat. If the Included Service or any Included Service function or component is not available, Siteimprove will: (a) verify the outage; (b) if the outage is verified, notify Customer as long as Customer has signed up for email alerts at <http://status.siteimprove.com/> (<https://support.siteimprove.com/>); (c) resolve the outage or, if determined to be an internet provider problem, open a ticket with the internet provider; and (d) subject to the Customer having signed up for email alerts as described in Section 5.2(b), notify Customer when the outage has been resolved, along with any pertinent findings.

5.3 EXCEPTIONS. No period of Included Service degradation or inoperability will be included in Unscheduled Outage Time when calculating System Availability to the extent that such downtime or degradation is a result of: (i) Customer's misuse of the Included Services; (ii) failures of Customer's internet connectivity; (iii) Customer's failure to meet any minimum hardware or software requirements; or (iv) Scheduled Downtime.

6. SYSTEM RESPONSE RATE. Siteimprove will maintain its systems and operations to ensure that ninety-five percent (95%) of the time, the Included Services will provide a response to an external system inquiry in three seconds or less ("**Response Rate**"). The Response Rate will be measured from the time the inquiry is received by the Included Services to the time that the response is sent by the applicable system. The Response Rate does not include any time during which Siteimprove is performing system maintenance. The Response Rate will be measured by a third-party solution of Siteimprove's choosing and reporting is available upon written request.

7. LIABILITIES. Siteimprove will exercise its best efforts to meet the standards set forth in this plan. In the event of a material failure to meet the above standards in any given month, a service credit in the amount of three percent (3%) of the pro-rated annual subscription fees for the applicable month will be issued for Customer and available for future subscription fees ("**Service Credit**"). Siteimprove has no obligation to issue any Service Credit unless (i) Customer reports the material failure to Siteimprove immediately on becoming aware of it; and (ii) requests such Service Credit in writing within three days of the failure. In no event will a Service Credit exceed 10% of the annual subscription fee as set forth in the Agreement. The Service Credit is non-refundable upon termination of Customer's Agreement with Siteimprove. The parties acknowledge and agree that the Service Credit is intended to be Customer's sole and exclusive remedy with respect to any failure by Siteimprove under this plan.

8. SCHEDULED DOWNTIME. Siteimprove will notify Customer through email alerts at least twenty-four (24) hours in advance of all scheduled outages of the included Services ("**Scheduled Downtime**") as long as Customer has signed up for the alerts at <http://status.siteimprove.com> (<https://support.siteimprove.com/>).

9. MAINTENANCE OF INCLUDED SERVICES. Siteimprove will regularly maintain the Included Services to meet or exceed the System Availability. Such maintenance services will include providing to Customer: (a) all updates, bug fixes, new releases, new versions and other improvements to the Included Services; and (b) all services and repairs that Siteimprove deems necessary to maintain or provide access to the Included Services.

10. TERM. This Premium Support plan remains in force for as long as Customer continues to pay Siteimprove for the Premium Support. Siteimprove has sole discretion to update the terms of this plan at any time. In such event, said update(s)

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78008

will not result in a reduction in the level of support set forth in this plan. Any updates shall be provided to Customer in a timely fashion.

Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.
Siteimprove, Inc.

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.

Individual/sole proprietor or single-member LLC

C Corporation

S Corporation

Partnership

Trust/estate

Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____

Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

Other (see Instructions) ▶ _____

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions
7807 CreekrIDGE Circle

6 City, state, and ZIP code
Minneapolis, MN 55439

7 List account number(s) here (optional)

Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

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| | | | - | | | | | | |
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OR

Employer identification number


| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 2 | 0 | - | 3 | 4 | 2 | 5 | 0 | 0 | 9 |
|---|---|---|---|---|---|---|---|---|---|

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here Signature of U.S. person ▶ 

Date ▶ **12/03/2018**

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

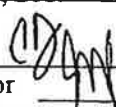
- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 School Board Meeting,
Planning & Growth
Requested by Chuck Dixon  Department of Management
Additional contact(s)/originator _____
Document Title Policy 5.32 Zero Tolerance of School Related Crimes and Victimization

Board Action Required:

Presentation/Recognition Present Information _____
Consideration/Approval _____
 Request to review the revision to Policy 5.32 Zero Tolerance of School Related Crimes and Victimization.

(This wording should be your actual motion to appear on the agenda)

Backup Material: attached available in district office _____ other _____

Request to review the revision to Policy 5.32 Zero Tolerance of School Related Crimes and Victimization.

This matter was discussed by the Policy and Forms Committee on November 15, 2018. The revisions adds consultation with law enforcement.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District: N/A

Amount Budgeted _____ Additional Amount Requested _____

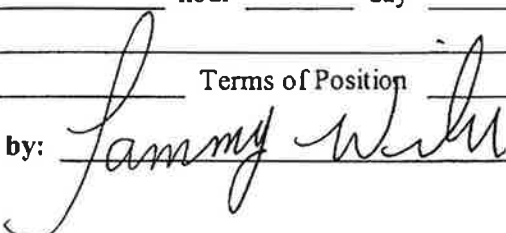
Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by:  _____

(Form Board Approved 7/10/07)

**ZERO TOLERANCE FOR SCHOOL RELATED CRIMES AND
VICTIMIZATION**

5.32*

It is essential that schools be safe and orderly to provide environments that foster learning and high academic achievement. One of the State Education goals is to provide an environment that is drug-free and protects students' health, safety, and civil rights. The goal emphasizes the personal responsibility of students and the necessity of involving all stakeholders, including parents, in achieving this goal. Although education and prevention are the preferred means of achieving safe schools, there must be a clear statement of policy that violence in schools will not be permitted. Zero tolerance shall be the rule on school related violence, crime, and the use of weapons as part of a comprehensive approach to reducing school violence and crime in the Citrus County School District. This is not to include petty acts of misconduct and misdemeanors including, but not limited to, minor fights or disturbances.

- I. This policy implements the State Board of Education's Zero Tolerance Policy as outlined in Florida Statutes, including:
 - A. Victimization of students;
 - B. Felony or misdemeanor as defined by Florida Statutes, Section 775.08;
 - C. Substance abuse which is defined in Section 984.03, Florida Statutes as "using, without medical reason, any psychoactive or mood-altering drug, including alcohol, in such a manner as to induce impairment resulting in dysfunctional social behavior."
- II. As part of a comprehensive approach to reducing school violence and crime, the School District will:
 - A. Invoke the most severe consequences provided for in the *Code of Student Conduct* in dealing with students who engage in violent criminal acts on school property, on school-sponsored transportation, or during school-sponsored activities;
 - B. Notify the School Resource Officer or a local law enforcement agency when an adult or a student commits a criminal offense ~~listed in Section IV.~~ on

CHAPTER 5.00 – STUDENTS

school property, on school-sponsored transportation, or at school-sponsored activities. ~~Petty acts of misconduct and misdemeanors are not required to be reported to law enforcement, including disorderly conduct, disrupting a school function, simple assault or battery, affray, theft of less than \$300.00, trespassing, and vandalism of less than \$1,000.00;~~

- C. Facilitate active communication and cooperation between schools and law enforcement agencies and the Department of Juvenile Justice in sharing information that will help school officials make the best possible decisions regarding students' educational services and placement.
 - D. Consultation with law enforcement is required when a student commits more than one misdemeanor, to determine if the act should be reported.
- III. Students found to have committed the following offenses on school property, school-sponsored transportation, or during a school-sponsored activity shall receive the most severe consequences provided for by School Board Policy:
- A. Homicide (murder, manslaughter);
 - B. Sexual battery;
 - C. Armed robbery;
 - D. Aggravated battery;
 - E. Battery or aggravated battery on a teacher or other school personnel;
 - F. Kidnapping or abduction;
 - G. Arson;
 - H. Possession, use, or sale of any firearm or other weapon;
 - I. Possession, use, or sale of any explosive device;
 - J. Bomb threat or making a threat or false report as defined in Chapter 790, Florida Statutes section 790.162 and 790.163 respectively, involving school or school personnel's property, school transportation or a school sponsored activity.

CHAPTER 5.00 – STUDENTS

- IV. Prior to taking such action against any student, the School Board shall ensure that appropriate due process procedures are followed. If a student committing one of the offenses outlined in Section III. is identified as a student who has a disability and participating in a program for exceptional students, then school personnel shall follow procedures in SBER 6A-6.0331 FAC. This provision shall not remove a School Board's discretion in cases where mitigating circumstances may affect decisions on disciplinary action.
- V. The School District shall ensure that all students and their families are aware of this policy. Such communications to families shall be consistent with equal access provisions of SBER 6A-6.0908(2). The School Board will ensure that all school personnel are aware of the School Board's zero tolerance policy on school violence.
- VI. The School Board may assign more severe consequences than normally authorized for violations of the *Code of Student Conduct* when the offender appears motivated by, including but not limited to, hostility toward the victims' real or perceived race, religion, color, sexual orientation, ethnicity, national origin, political beliefs, marital status, age, social and family background, linguistic preference, or disability.
- VII. School officials will ensure that local law enforcement authorities are notified as soon as possible when ~~one of the~~ an offense occurs ~~listed in Section III. is committed~~ on school property, on school-sponsored transportation, or during a school-sponsored activity. Additionally, if the offense involves a victim, school officials shall notify the victim (and the victim's parents or legal guardian if the victim is a minor) of the offense and of the victim's right to press charges against the offender. School personnel shall cooperate in any investigation or other proceedings leading to the victim's exercise of rights as provided by law.
- VIII. The school principal shall monitor the administration of discipline of students to ensure that discipline is administered equitably without regard to real or perceived race, religion, color, sexual orientation, ethnicity, ancestry, national origin, political beliefs, marital status, age, social and family background, linguistic preference, or disability. Annually, the principal shall review school discipline data with the school

CHAPTER 5.00 – STUDENTS

advisory council in developing school improvement plans to maintain a safe and healthy school environment that protects the civil rights of all students.

- IX. The authority of the teacher and other instructional personnel to discipline violent and disruptive students shall be consistent with the provisions of the *Code of Ethics* (SBER 6B-1.001, FAC.) and the *Principles of Professional Conduct of the Education Profession in Florida* (SBER 6B-1006, FAC.), School District's *Code of Student Conduct*, and schools' policies.
- X. School administrators shall provide the following upon request by school personnel:
 - A. Information as to the disposition of their referrals to the administration for violation of classroom or school rules;
 - B. Assistance in behavior management if student(s) becomes uncontrollable or in case of emergency; and
 - C. Training and other assistance to improve skills in behavior management, violence prevention, conflict resolution, and related areas.
- XI. Upon receipt of notification from law enforcement, the Department of Juvenile Justice, the Office of the State Attorney, or the court system that a public school student has had certain types of conduct with the juvenile justice system, the Superintendent or designee, within twenty-four (24) hours of such notice, shall provide such information on the nature of the contact to the principal of the student's school of enrollment. The principal or designee, within twenty-four (24) hours of such notice, shall provide such information to student services personnel, school resource officers, and the student's immediate teachers. Immediate teachers are those in whose courses or classrooms the student in question is currently enrolled. The above notification is required if the public school student has:
 - A. Been taken into custody for a delinquent act, a violation of law which would be a felony if committed by an adult, or a crime of violence;
 - B. Been charged with a felony; or a delinquent act that would be a felony if committed by an adult;

CHAPTER 5.00 – STUDENTS

- C. Been adjudicated delinquent for an offense that would be a felony if committed by an adult;
 - D. Had adjudication withheld for a delinquent act that would be a felony if committed by an adult; or
 - E. Been found guilty of a felony.
- XII. The principal (and director of an off-site program in which the student may be assigned, if applicable) shall ensure that the information on that student does not become a part of the student's permanent record and is not shared with school personnel who do not have a need to know. In sharing the information, all school personnel shall adhere to confidentiality provisions contained in applicable state and federal laws and regulations.
- XIII. The principal or other authorized school official may use a student's juvenile justice information, in conjunction with other relevant information, to review a student's current educational placement and need for services, and to protect the safety of other students and school personnel. Such placement decisions shall be made in accordance with School Board policies and state laws and regulations governing the placement alternative.
- XIV. Following appropriate due process procedures, a student who has been charged with a delinquent act that would be a felony if committed by an adult, whether it occurred on or off the school property, may be assigned to an alternative program or receive alternative educational services. Such assignment may be made upon the determination that the student is eligible according to federal or state program criteria, and:
- A. The nature of the offense is such that the student poses a threat to the safety of the other students or personnel at the school;
 - B. The student's safety is at risk by remaining in school with other students; or an alternative educational placement will better meet the educational, emotional, and social needs of the student.
- XV. If a principal has reason to believe that a student may have a criminal record, the principal is authorized to request and receive information on the criminal history of

CHAPTER 5.00 – STUDENTS

a public school student from a local law enforcement agency. Procedures for the request, receipt, maintenance, retention, and use of such information shall be in accordance to Florida Statute and shall be included in a cooperative agreement with an appropriate local law enforcement agency.

- XVI. A student who possesses, uses, handles, or transmits a weapon, as defined by Florida Statutes, including, but not limited to a gun, starter pistol, knife, explosive, metallic knuckles, slungshot, tear gas gun, chemical weapon or device on the school grounds, in the school building, on a school bus, or in an automobile or vehicle parked on school grounds or adjacent thereto, shall be suspended or expelled from school, with or without continuing educational services.

STATUTORY AUTHORITY: 1006.13, 1001.41, 1001.42, F.S.

LAW(S) IMPLEMENTED: 120.57(1), 775.08, 790.162, 790.163, 1001.42,
1001.43, 1001.54, 1003.31, 1006.08,
1006.09, 1006.13, 1012.28, F.S.

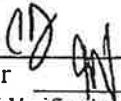
STATE BOARD OF EDUCATION RULE(S): 6A-6.03311

HISTORY: ADOPTED: 03/09/2004

REVISION DATE(S): 02/08/2005, 01/12/2010, xx/xx/xxxx

FORMERLY: 7.10(4), 7.53(1)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 School Board Meeting.
Requested by Chuck Dixon  Department of Planning & Growth Management
Additional contact(s)/originator _____
Document Title Policy 5.75 Verification of High School Diploma For Admission to WTC Post Secondary Programs

Board Action Required:

Presentation/Recognition Present Information _____
Consideration/Approval _____
X Request to review the revision to Policy

(This wording should be your actual motion to appear on the agenda)

Backup Material: attached X available in district office _____ other _____

Request to review the revision to Policy 5.75 Verification of High School Diploma for Admission to Withlacoochee Technical College Post Secondary Programs

This matter was discussed by the Policy and Forms Committee on November 15, 2018. During a review of the policy it was noticed that it was stated as Withlacoochee Technical Institute. The revision is to correct it to Withlacoochee Technical College.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of work force;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District: N/A

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: 

(Form Board Approved 7/10/07)

CHAPTER 5.00 – STUDENTS

| | |
|---|--------------|
| VERIFICATION OF HIGH SCHOOL DIPLOMA FOR ADMISSION TO WITHLACOOCHEE TECHNICAL INSTITUTE <u>COLLEGE</u> POST- SECONDARY PROGRAMS | 5.75+ |
|---|--------------|

- I. Verification of receipt of a high school diploma or equivalent shall be required for admission to post-secondary programs that include high school graduation or a diploma as a condition of acceptance into the program. Verification of a diploma must also be documented for receipt of financial student aid if required by the federal or state student aid program.
- II. Receipt of a high school diploma or equivalent may be verified by any of the following documents:
 - A. High school standard diploma from an accredited secondary institution;
 - B. Academic transcript from an accredited secondary institution;
 - C. Foreign diploma if equivalent to a U.S. high school diploma;
 - D. General Education Development Diploma;
 - E. Certificate verifying that the student has passed a state authorized examination that the state considers the equivalent of a high school diploma;
 - F. Academic transcript verifying completion of a two-year program that is acceptable for full credit toward a bachelor's degree; or
 - G. State issued secondary school completion certificate for home schooled students.
- III. The student shall be responsible for obtaining a verified translation of a diploma, transcript or other document if it is in a language other than English.
- IV. The School shall develop a checklist and procedures for documenting receipt of a high school diploma or equivalent. The procedures shall include but not be limited to the time period for providing documentation and acceptable accreditation agencies.


CHAPTER 5.00 – STUDENTS

STATUTORY AUTHORITY: 1001.41, 1001.42, F.S.

LAW(S) IMPLEMENTED: 1001.43, 1003.43, 1003.435, F.S.
34 CFR 600.2, 34 CFR 668.32, 34 CFR 668.53

HISTORY: **ADOPTED:** 01/08/2013
REVISION DATE(S): xx/xx/xxxx
FORMERLY: NEW

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 Board Workshop School Board Meeting.
Requested by Kit Humbaugh  Department of District Student Services
Additional contact(s)/originator _____
Document Title SRMI

Board Action Required:

Presentation/Recognition Information
Consideration/Approval



(This wording should be your actual motion to appear on the agenda)

Backup Material: attached available in district office other

Executive Summary/Highlights:

To provide an update to current operations, enrollment & support interventions.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District:

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: 

(Form Board Approved 7/10/07)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 Board Workshop School Board Meeting.
Requested by Kit Humbaugh Department of District Student Services
Additional contact(s)/originator [Signature]
Document Title LifeStream Behavioral Center

Board Action Required:

Presentation/Recognition Information _____
Consideration/Approval _____

(This wording should be your actual motion to appear on the agenda)

Backup Material: attached _____ available in district office _____ other _____

Executive Summary/Highlights:

To provide an update on services and community based care provided by Life Stream and how their services will impact Citrus County Schools.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District: _____

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: [Signature]

(Form Board Approved 7/10/07)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 Board Workshop School Board Meeting.
Requested by Kit Humbaugh Department of District Student Services
Additional contact(s)/originator _____
Document Title Camp E-Nini Hassee

Board Action Required:

Presentation/Recognition Information _____
Consideration/Approval _____

(This wording should be your actual motion to appear on the agenda)

Backup Material: attached _____ available in district office _____ other _____

Executive Summary/Highlights:

Presentation to provide information on the purpose and goals of a partnership with Citrus County Schools.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.
- 3. Other/Operational Activity

Strategies include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparations;
- Community Connections

Financial Impact to the District:

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay Grade/Level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: Jammy White

(Form Board Approved 7/10/07)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 Board Workshop School Board Meeting.
Requested by Tammy Wilson, Director, Department of Finance
Additional contact(s)/originator _____
Document Title 2019-2020 Budget and 5 Year Work Plan Update

Board Action Required:

Presentation/Recognition X Information _____
Consideration/Approval _____

(This wording should be your actual motion to appear on the agenda)

Backup Materials: attached _____ available in district office _____ other _____

Executive Summary / Highlights:

Per the CCSB 2019-2020 Budget Calendar, an update will be provided on the current status of the 2019-2020 Budget and 5 Year Work Plan.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.

X Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- X Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District:

Amount Budgeted _____ Additional Amount Requested _____

Funding Source: _____

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____

Pay grade/level _____

Benefits _____ Terms of Position _____

Financial Impact reviewed by: Tammy Wilson

(Form Board Approved 7/10/07-original)

REQUESTS FOR SCHOOL BOARD AGENDA

Requested for February 26, 2019 School Board Meeting.
Requested by Suzanne Swain, Department of Human Resources
Additional contact(s)/originator Jonny Bishop
Document Title New Job Description for School Safety Guardian

Board Action Required:

INFORMATION: Discuss the new job description for School Safety Guardian

Backup Materials: attached _____ available in district office _____ other _____

Executive Summary / Highlights:

The School Safety Guardian is a new job description to increase safety and security at school sites. This position will be a 217 day position and the pay code will be NCL01. Performance responsibilities include but not limited to: use whatever force is necessary to prevent or abate an active assailant incident, immediately responds to and engages to stop the threat of an active assailant and monitoring students within a variety of school environments, e.g. schoolgrounds, hallways, library, cafeteria, parking lots, etc., for the purpose of ensuring the safety and welfare of students.

Strategic Goals:

- 1. All students will develop a foundation of knowledge and skills through a rigorous and relevant curriculum that exceeds local, state, and national expectations, closes all performance gaps, and helps all students realize their full potential.
- 2. Schools will be safe and secure for all individuals and will provide students the opportunity to participate in a school community that creates a caring environment committed to building positive relationships.

Other/Operational Activity

Strategies Include:

- Innovative and research-based curriculum and program delivery systems;
- Emphasis on at-risk and special groups of learners (including gifted);
- Staff development, recruitment, and retention of workforce;
- Data systems (technology);
- Allocation of resources (human, physical, technological, financial);
- Career preparation;
- Community Connections

Financial Impact to the District: \$30,466.80 + \$11,814.73 benefits = \$42,281.53
Amount Budgeted \$0 Additional Amount Requested \$0

Funding Source: General Fund

Personnel:

Estimated Salary _____ hour _____ day _____ annual _____
Pay grade/level _____
Benefits _____ Terms of Position _____

Financial Impact reviewed by: Jammy White
(Form Board Approved 7/10/07-original)