

PROFESSIONAL SERVICES AGREEMENT

This Agreement is dated as of the Effective Date as set forth in Section 4.S below, and is by and between the Board of Education of Evanston/Skokie School District No. 65, Cook County, Illinois School District 65 and **Logan Consulting Services, LLC** of Illinois.

IN CONSIDERATION OF the recitals and the mutual covenants and agreements set forth in this Agreement, the parties agree as follows:

SECTION 1. CONSULTANT / VENDOR.

A. **Engagement of Consultant / Vendor.** The School District desires to engage the Consultant / Vendor to perform and to provide all necessary professional services (the "Services") as set forth in the Scope of Work (the "Scope") attached as Exhibit A to this Agreement. The Consultant / Vendor shall provide the Services pursuant to the terms and conditions of this Agreement. The term of this Agreement shall be from the **Effective July 1, 2019 until May 30, 2020** and may be renewed by mutual written agreement of the parties.

B. **Representations of Consultant / Vendor.** The Consultant / Vendor represents that it is sufficiently experienced and competent to perform the Services in a manner consistent with the standards of professional practice by recognized Consultants / Vendors providing services of a similar nature.

C. **Agreement Amount.** As compensation for administering the program, the School District will pay the Consultant / Vendor the amounts set forth in the Scope to be paid in accordance with the Illinois Local Government Prompt Payment Act, 50 ILCS 505/1 *et seq.* The proposed expenses are set forth in Exhibit A to this Agreement. Any expenses that exceed \$500 shall be first approved in writing by the School District's Superintendent.

D. **Claim in Addition to Agreement Amount.** If the Consultant / Vendor desires to make a claim for additional compensation as a result of action taken by the School District, the Consultant / Vendor shall provide written notice to the School District of such claim within 15 days after occurrence of such action as provided by Section 4.F, Notice, of this Agreement, and no claim for additional compensation shall be valid unless made in accordance with this Section. Any changes in the Agreement amount shall be valid only upon written amendment pursuant to Section 4.D, Amendment, of this Agreement. Regardless of the decision of the School District relative to a claim submitted by the Consultant / Vendor, the Consultant / Vendor shall proceed with all of the work required to complete the Services under this Agreement as determined by the School District without interruption.

E. **Taxes, Benefits, and Royalties.** Each payment by the School District to the Consultant / Vendor includes all applicable federal, state, and municipal taxes of every kind and nature applicable to the Services as well as all taxes, contributions, and premiums for unemployment insurance, old age or retirement benefits, pensions, annuities, or similar benefits and all costs, royalties, and fees arising from the use of patented or copyrighted equipment,

materials, supplies, tools, appliances, devices, processes, or inventions. All claim or right to claim additional compensation by reason of the payment of any such tax, contribution, premium, costs, royalties, or fees is hereby waived and released by the Consultant / Vendor.

F. **Time of Performance.** The Consultant / Vendor shall diligently and continuously prosecute the Services until the completion of the Services or upon the termination of this Agreement by the School District, as provided in Section 4.C.

G. **Reporting.** The Consultant / Vendor shall regularly report to the School District's Superintendent, or the Superintendent's designee, regarding the progress of the Services during the term of this Agreement.

H. *Criminal Background Check: Removed*

I. **Replacement of Providers.** Upon the request of the School District, the Consultant / Vendor shall replace any individual provider providing services to the School District with another qualified provider acceptable to the School District.

J. **Damage to Property.** In the event the School District's property is damaged by the Consultant / Vendor, the Consultant / Vendor shall, at the Consultant / Vendor's sole cost, restore the property or any surrounding area. The restoration shall be to a condition at least equivalent to the condition of the affected area immediately before the destruction or damage. If the Consultant / Vendor does not repair the damage within 14 days after receiving written notice from the School District, or a lesser time if the School District determines the damage creates an emergency situation, the School District may repair the damage and the Consultant / Vendor shall reimburse the School District for the costs the School District incurs within 14 days after the School District provides a written invoice to the Consultant / Vendor.

SECTION 2. CONFIDENTIAL INFORMATION-TRADEMARKS.

A. **Confidential Information.** The term "*Confidential Information*" shall mean information in the possession or under the control of the School District relating to the educational, employee, student record, technical, business, or corporate affairs of the School District; School District students, School District property; user information, including, without limitation, any information pertaining to usage of the School District's computer system, including and without limitation, any information obtained from server logs or other records of electronic or machine readable form; and the existence of, and terms and conditions of, this Agreement.

B. **No Disclosure of Confidential Information by the Consultant / Vendor.** The Consultant / Vendor acknowledges that it shall, in performing the Services for the School District under this Agreement, have access to or be directly or indirectly exposed to Confidential Information. The Consultant / Vendor shall hold confidential all Confidential Information and shall not disclose or use such Confidential Information without the express prior written consent of the School District. The Consultant / Vendor may disclose Confidential Information if

consented to in writing by the School District, or if required pursuant to any judicial or administrative proceeding, but only after providing written notice to the School District of such potential release.

In addition, the Consultant / Vendor shall comply with the relevant requirements of the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. 1232g) and the Illinois School Student Records Act (ISSRA) (105 ILCS 10/1 *et seq.*), regarding the confidentiality of student “education records” as defined in FERPA and “school student records” as defined in ISSRA. Any use of information contained in student education records to be released must be approved by the School District. To protect the confidentiality of student education records, the School District will limit access to student education records to those employees who reasonably need access to them in order to perform their responsibilities under this Agreement.

C. **Return of Confidential Information and School District Property.** Upon the termination of this Agreement, the Consultant / Vendor shall return all Confidential Information and other property, documentation, or records belonging to the School District to the Superintendent.

D. **FOIA.** As an independent contractor of the School District, records in the possession of the Consultant / Vendor related to this Agreement may be subject to the Illinois Freedom of Information Act (“FOIA”), 5 ILCS 140/5-1 *et seq.*; 5 ILCS 140/7(2). The Consultant / Vendor, at the Consultant / Vendor’s cost, shall immediately provide the School District with any such records requested by the School District in order to timely respond to any FOIA request received by the School District. The School District will review all such records to determine whether FOIA exemptions apply before disclosing the records, such that information properly exempt as proprietary or prohibited from release by other laws or exempt for other reasons will not be released. If the Consultant / Vendor refuses to provide a record that is the subject of a FOIA request to the School District and the Attorney General or a court of competent jurisdiction subsequently requires the release of the record or penalizes the School District in any way, the Consultant / Vendor shall reimburse the School District for all costs, including attorneys’ fees, incurred by the School District related to the FOIA request and records at issue.

SECTION 3. INDEMNIFICATION AND INSURANCE.

A. **Hold Harmless and Indemnification.** To the extent permitted by law, the Consultant / Vendor shall assume all liability for, and shall protect, defend, indemnify, and hold harmless the School District and its Board members, employees, and agents from and against all claims, actions, suits, judgments, costs, losses, expenses, and liabilities of whatsoever kind or nature including reasonable legal fees incurred by the School District arising out of:

1. Any infringement (actual or claimed) of any patents, copyrights, or trade names by reason of any work performed or to be performed by the

Consultant / Vendor under this Agreement or by reason of anything to be supplied by the Consultant / Vendor pursuant to this Agreement.

2. Bodily injury, including death, to any person or persons (including Consultant / Vendor's employees and agents) or damage to or destruction of any property, including the loss of use thereof:
 - a. Caused in whole or in part by any act, error, or omissions by the Consultant / Vendor.
 - b. Arising directly or indirectly out of the use, misuse, or failure of any machinery or equipment used directly or indirectly in the performance of this Agreement.

B. Breach of this Agreement.

C. **Infringement.** The Consultant / Vendor warrants that no third party has any claim to any trademark, patent, or proprietary interest in any services Consultant / Vendor provides to the School District. The Consultant / Vendor will defend, hold harmless, and indemnify the School District against any claims brought by a third party against the School District to the extent based on an allegation that that any of the Consultant products infringe any U.S. patent, copyright, trademark, trade secret, or other proprietary right of a third party.

D. **Insurance.** During the term of this Agreement, the Consultant, at its sole cost and expense, and for the benefit of the School District, shall carry and maintain the following insurance:

1. Comprehensive general liability and property damage insurance, insuring against all liability of Contractor related to this Agreement, with a minimum combined single limit of One Million Dollars (\$1,000,000.00) per occurrence and Two Million Dollars (\$2,000,000) general aggregate;
2. Professional Liability Insurance with limits in the per claim amount of not less than Two Million Dollars (\$2,000,000.00) and the annual aggregate of not less than Three Million Dollars (\$3,000,000);
2. Automobile liability Insurance with a combined single limit of \$1,000,000;
3. Workers' Compensation Insurance covering all costs, statutory benefits, and liabilities under State Workers' Compensation and similar laws for Contractor's respective employees; and
4. Umbrella liability insurance with a minimum combined single limit of One Million dollars (\$1,000,000.00) per occurrence and One Million Dollars (\$1,000,000) general aggregate.

The insurance shall include sexual abuse and molestation coverage. All insurers shall be

licensed by the State of Illinois and rated A+-VII or better by A.M. Best or comparable rating service. The comprehensive general liability and property damage insurance policy shall name the School District, its Board, Board members, employees, agents, and successors as an additional insured on a primary noncontributory basis with a waiver of subrogation in favor of the School District. The Consultant / Vendor shall provide the School District with certificates of insurance and/or copies of policies reasonably acceptable to the School District evidencing the existence of the coverage described above, including form and deductibles, during the duration of this Agreement. The failure to provide acceptable insurance shall be deemed a breach of this Agreement entitling the School District to terminate this Agreement immediately. All policies of insurance shall provide by endorsement that no coverage may be canceled, terminated, or reduced by the insuring company without the insuring company having first given at least 30 days prior written notice to the School District by certified mail, return receipt requested.

E. **No Personal Liability.** No elected or appointed official or employee of the School District shall be personally liable, in law or in contract, to the Consultant as the result of the execution of this Agreement.

SECTION 4. GENERAL PROVISIONS.

A. **Relationship of the Parties.** The Consultant / Vendor shall act as an independent contractor in providing and performing the Services. Nothing in, nor done pursuant to, this Agreement shall be construed to create the relationship of principal and agent, employer and employee, partners, or joint venturers between the School District and the Consultant / Vendor.

A. **Conflict of Interest.** The Consultant / Vendor represents and certifies that, to the best of its knowledge, (1) no School District employee or agent is interested in the business of the Consultant / Vendor or this Agreement; (2) as of the date of this Agreement, the Consultant does not have any interest that would conflict in any manner or degree with the performance of the obligations under this Agreement; and (3) neither the Consultant / Vendor nor any person employed by or associated with the Consultant / Vendor shall at any time during the term of this Agreement obtain or acquire any interest that would conflict in any manner or degree with the performance of the obligations under this Agreement.

B. **Termination.** Notwithstanding any other provision hereof, the School District may terminate this Agreement at any time upon 30 days prior written notice to the Consultant / Vendor. In the event that this Agreement is so terminated, the Consultant / Vendor shall be paid for Services **actually performed** and reimbursable expenses actually incurred, if any, prior to termination, not exceeding the value of the Services completed. For purposes of this Agreement, Services “actually performed” shall include Consultant’s/Vendor’s development of curriculum and performing of training services. The Parties agree that Consultant/Vendor shall develop the curriculum according to Consultant’s/Vendor’s discretion from time to time over a period of four months beginning in May, 2019 and ending in September, 2019 for such agreed fees listed in Exhibit A, attached to and made part of this Agreement. In the event this Agreement is terminated during the curriculum development period, Consultant/Vendor shall be paid fees for curriculum drafting on a prorated basis.

D. **Amendment.** No amendment or modification to this Agreement shall be effective unless and until the amendment or modification is in writing, properly approved in accordance with applicable procedures, and executed.

E. **Assignment.** This Agreement may not be assigned by the School District or by the Consultant without the prior written consent of the other party.

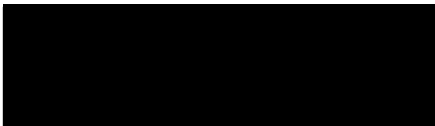
F. **Notice.** All notices required or permitted to be given under this Agreement shall be in writing and shall be delivered (1) personally, (2) by a reputable overnight courier, or (3) by certified mail, return receipt requested, and deposited in the U.S. Mail, postage prepaid. Unless otherwise expressly provided in this Agreement, notices shall be deemed received upon the earlier of (a) actual receipt; (b) one business day after deposit with an overnight courier as evidenced by a receipt of deposit; or (c) three business days following deposit in the U.S. mail, as evidenced by a return receipt.

Notices and communications to the School District shall be addressed to, and delivered at, the following address:

Evanston/Skokie School District No. 65
1500 McDaniel Ave.
Evanston, IL 60201
Attention: Superintendent

Notices and communications to the Consultant / Vendor shall be addressed to, and delivered at, the following address:

Logan Consulting Services, LLC



Attention: Dr. G. Kwesi Cornell Logan

G. **Third Party Beneficiary.** No claim as a third party beneficiary under this Agreement by any person, firm, or corporation shall be made or be valid against the School District.

H. **Provisions Severable.** If any term, covenant, condition, or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions shall remain in full force and effect and shall in no way be affected, impaired, or invalidated.

I. **Time.** Time is of the essence in the performance of this Agreement.

J. **Calendar Days and Time.** Unless otherwise provided in this Agreement, any

reference in this Agreement to "day" or "days" shall mean calendar days and not business days. If the date for giving of any notice required to be given, or the performance of any obligation, under this Agreement falls on a Saturday, Sunday, federal, State, or School District holiday, then the notice or obligation may be given or performed on the next business day after that Saturday, Sunday, or federal, State, or School District holiday.

K. **Governing Laws.** This Agreement shall be governed by, construed, and enforced in accordance with the laws of the State of Illinois. Jurisdiction and venue for all disputes hereunder shall be the Circuit Court located in Cook County, Illinois, or the federal district court for the Northern District of Illinois.

L. **No Waiver.** The failure of either party to insist upon the performance of any of its terms and conditions, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and conditions, but they shall continue and remain in full force and effect as if no waiver had occurred.

M. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties to this Agreement and supersedes all prior agreements and negotiations between the parties, whether written or oral relating to the subject matter of this Agreement.

N. **Authority to Execute.** Each individual signing this Agreement on behalf of the entity that constitutes the School District and the Consultant / Vendor as the case may be, represents and warrants that the individual is duly authorized to execute and deliver this Agreement on behalf of the entity, and that this Agreement is binding on the School District and the Consultant / Vendor, as the case may be, in accordance with its terms.

O. **Survival of Terms.** Sections 2, 3, and any provisions of this Agreement which by their very nature are intended to survive the termination or expiration of this Agreement will survive the termination or expiration of this Agreement and will inure to the benefit of and be binding upon the parties to this Agreement.

P. **Exhibit.** Exhibit A is incorporated into and made part of this Agreement.

Q. **Captions.** The captions at the beginning of the several paragraphs, respectively, are for convenience in locating the contents, but are not part of the context.

R. **Counterparts.** This Master Agreement may be executed in any number of counterparts, each of which shall constitute an original, but altogether shall constitute one and the same Master Agreement.

S. **Effective Date.** This Agreement shall be deemed dated and become effective on the date the last of the parties executes the Agreement as set forth below.

EVANSTON/ SKOKIE SCHOOL DISTRICT NO. 65

By: Philip Ehrhardt
Its: Superintendent of Schools or Designee

Date 8/29/19

CONSULTANT / VENDOR:
LOGAN CONSULTING SERVICES, LLC

By: Dilo Kwesi Logan
Its: Manager

Date 8-28-2019

Exhibit A

Scope of Work

Logan Consulting Services, LLC. has been engaged by the district to provide the services described below.

Deliverables

<u>Project and Completion Date</u>	<u>Milestone(s)</u>
<p>Project: "N" Word Curriculum for <u>early childhood ages</u> 3-5 years old.</p> <p>Completion Date: August 15, 2019</p>	<p>Develop age-appropriate learning lessons to be used for restorative remediation of the use of the "N" word and lessons for each grade level for teachers to implement into their curriculum. Remediation learning and classroom lessons will be created in age-appropriate learning levels for Kindergarten, 1st grade, and 2nd grade. Remediation lessons and classroom lessons must be aligned to common core state standards and <u>social justice standards from Teaching Tolerance.</u></p> <ol style="list-style-type: none"> 1. Language and the power of words as a reflection of the innermost thought 2. Defining the N-word 3. History of the N-word and connection to White Supremacy, structural and institutional racism. 4. Appropriation and reclaiming of the N-Word 5. The connotation of the N-word to different groups 6. The double standard /binary of using the N-word. 7. Knowledge and tools for responding to the N-Word 8. Healing and collective respect for self and each other.
<p>Project: "N" Word Curriculum for grades K-2</p> <p>Completion Date: Sept. 15, 2019</p>	<p>Develop age-appropriate learning lessons to be used for restorative remediation of the use of the "N" word and lessons for each grade level for teachers to implement into their curriculum. Remediation learning and classroom lessons will be created in age-appropriate learning levels for Kindergarten, 1st grade, and 2nd grade. Remediation lessons and classroom lessons must be aligned to common core state standards and <u>social justice standards from Teaching Tolerance.</u></p> <ol style="list-style-type: none"> 9. Language and the power of words as a reflection of the innermost thought 10. Defining the N-word 11. History of the N-word and connection to White Supremacy, structural

	<p>and institutional racism.</p> <ol style="list-style-type: none"> 12. Appropriation and reclaiming of the N-Word 13. The connotation of the N-word to different groups 14. The double standard /binary of using the N-word. 15. Knowledge and tools for responding to the N-Word 16. Healing and collective respect for self and each other.
<p>Project: "N" Word Curriculum for <u>grades 3-5</u></p> <p>Completion Date: Sept. 15, 2019</p>	<p>Develop age-appropriate learning lessons to be used for restorative remediation of the use of the "N" word and lessons for each grade level for teachers to implement into their curriculum. Remediation learning and classroom lessons will be created in age-appropriate learning levels for 3rd grade, 4th grade and 5th grade. Remediation lessons and classroom lessons must be aligned to common core state standards and <u>social justice standards from Teaching Tolerance.</u></p> <ol style="list-style-type: none"> 1. Language and the power of words as a reflection of the innermost thought 2. Defining the N-word 3. History of the N-word and connection to White Supremacy, structural and institutional racism. 4. Appropriation and reclaiming of the N-Word 5. The connotation of the N-word to different groups 6. The double standard /binary of using the N-word. 7. Knowledge and tools for responding to the N-Word 8. Healing and collective respect for self and each other.
<p>Project: "N" Word Curriculum for grades 6-8</p> <p>Completion Date: Sept. 15, 2019</p>	<p>Develop age appropriate learning lessons to be used for restorative remediation of the use of the "N" word and lessons for each grade level for teachers to implement into their curriculum. Remediation learning and classroom lessons will be created in age-appropriate learning levels for 6th grade, 7th grade, and 8th grade. Remediation lessons and classroom lessons must be aligned to common core state standards and <u>social justice standards from Teaching Tolerance.</u></p> <ol style="list-style-type: none"> 1. Language and the power of words as a reflection of the innermost thought 2. Defining the N-word 3. History of the N-word and connection to White Supremacy, structural and institutional racism. 4. Appropriation and reclaiming of the N-Word 5. The connotation of the N-word to different groups 6. The double standard /binary of using the N-word. 7. Knowledge and tools for responding to the N-Word 8. Healing and collective respect for self and each other.

<p>Project: "N" Word Professional Development for Staff</p> <p>Completion Date: Ongoing throughout the school year 2019-2020 during building meetings. Dates and school/site locations are found in this spreadsheet. Start date is 9/5/19 to end date of 5/7/20.</p>	<p>Developing Professional Development to staff at all 18 buildings/sites around the following:</p> <ol style="list-style-type: none"> 1. Language and the power of words as a reflection of the innermost thought 2. Defining the N-word 3. History of the N-word and connection to White Supremacy, structural and institutional racism. 4. Appropriation and reclaiming of the N-Word 5. The connotation of the N-word to different groups 6. The double standard /binary of using the N-word. 7. Knowledge and tools for responding to the N-Word 8. Healing and collective respect for self and each other.
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Monthly Progress Summaries

On a monthly basis, the Consultant shall provide a summary of progress toward the work plan described above. This summary shall include a status for each task and milestone in the work plan as well as a narrative assessment of the status of each project. The Consultant and the School District shall collaboratively select a format for the monthly progress summaries. The monthly progress summaries shall be completed by the Friday following the end of each month, starting in July 2019 to May 2020.

Project Management

The Director of Equity & Family/Community Engagement will serve as the District's primary point of contact for the management of this Scope of Work.

Payment Schedule

- The Consultant will manage time to complete the activities specified in this scope of work for the fixed price of **\$23,550**, and not to exceed this amount, from the office of Equity & FACE. In consideration of the work, the School District will pay the consultant

the sum of \$23,550 divided into payments following invoice submission of completed work for dates documented in the scope of work.

- Breakdown of the percentages/amount will be **50%** (curriculum), **25%** (P.D. delivery to half of building/sites), **25%** (delivery of P.D. to last half of building sites) upon receiving invoice and completion of work attached to those percentages. If one or more milestones are off track in comparison to the work plan developed, payment may be withheld by the School District until the off-track milestones are completed.
- Payment Terms:
 - September 15, 2019 \$11,775.00
 - December 15, 2019 \$5,887.50
 - April, 2020 \$5,887.50