

CONTRACTUAL AGREEMENT BETWEEN
DERUTE CONSULTING COOPERATIVE
member Decoteau J. Irby (hereafter "Consultant")

Derute Consulting Cooperative
PO Box 510513
Milwaukee, WI 53203
(414) 856-5383

AND

FOREST PART SCHOOL DISTRICT NO. 91 (hereafter "District")

TERM

The term of this Agreement shall commence on *August 10, 2019* and shall end on *June 10, 2020*.

CONTRACT OVERVIEW

Dr. Irby's unique focus on "transformative race talk" will develop the consciousness and organizational capacity for staff to notice and analyze problems, engage in and generate solutions for racial conflicts and dilemmas. These efforts serve to bring white teachers, and school and district leadership closer to the racialized experiences that student of color encounter on a routine basis. Through deliberate and specific reflective practices, these experiences led by Dr. Irby will build on the foundational work of the NEP to notice, name and challenge people to confront racial anxieties (Irby, 2017). This will result in strengthening relationships among staff and among staff and students to maximize the school environment and improve outcomes for our students of color.

These efforts will be realized through district collaboration and the consulting services offered by Dr. Irby both directly with all staff, as well as separate work with the administrative team. The services provided to the administrative team will improve their capacity to lead school-based inquiry cycles grounded in "transformative race talk." These inquiry cycles will be individually designed by each teacher at schools and supported by school-based leadership, as well as collectively with colleagues.

SCOPE OF SERVICES

In the advancement of District 91's Equity Initiative, Dr. Decoteau Irby will provide consulting services including but not limited to:

Initial consulting and data analysis with district-office administrators (No. of days to be determined)

Two sessions with the administrative team (dates TBD, between October, 2019 – March, 2020) to accomplish:

- Understanding and connecting the work of the NEP and Dr. Irby (.5 day)
- Understanding, implementing and leading “transformative race talk” (.5 day)
- Training on leading inquiry cycles with staff, focused on improving equity-focused teaching (.5 day)

Facilitating district-wide professional learning - Friday, February 14, 2020 (.5 day)

DISTRICT REQUIREMENTS

- District will provide PowerPoint and video projection and audio setup as needed
- District will provide workspace conducive for collaborative work (tables for breakout preferred)
- District will provide copies and session supplies as needed: poster board or notepad, pens (enough for all participants)
- District will distribute learning content for advance review

INVESTMENT AND DELIVERABLES

Deliverable	Rates
Initial consulting and data analysis with district-office administrators (No. of days to be determined)	\$3000.00 (half day) / \$5,000.00 (full day)
Two sessions with the administrative team (dates between October 2019 – March, 2020 TBD)	\$3000.00 (half day) / \$5,000.00 (full day)
<ol style="list-style-type: none"> 1. Understanding and connecting the work of the NEP (.5 day) 2. Understanding, implementing, and leading “transformative race talk” (.5 day) 3. Training on leading inquiry cycles with staff, focused on improving equity-focused teaching (.5 day) 	
Facilitating district-wide professional learning on Friday, February 14, 2020 (.5 day)	\$3000.00 per half day
\$9,000 - \$15,000	

COMPENSATION

District shall pay Consultant for services provided under this Agreement as follows: The Consultant will be compensated at a rates outlined in section "Investments and Deliverables." The Consultant shall submit invoices to District for the rates designated in the contract. District reserves the right to approve the invoices prior to issuing payment. Payment to Derute Consulting Cooperative is required within 30 days of receipt of invoice after contracted work is completed.

AMENDMENT

This Agreement may be amended only with the mutual consent of the parties. All amendments must be in writing and must be approved by the District.

TERMINATION

This Agreement may be terminated upon thirty (30) days written notice by either party to this Agreement. Such termination shall not be deemed to be a breach of this Agreement, nor shall it be deemed to be tortious conduct.

TERMS AND CONDITIONS

All materials and services are guaranteed as specified. All work to be completed in a professional manner according to Derute and contractor standard practices. Any alterations or deviation from the above involving extra costs will be executed only upon written request and will involve additional charges over and above the estimate.

All intellectual property is property of Derute Consulting Cooperative unless otherwise explicitly stated. All materials with the Derute Logo and copyright may not be reproduced or transmitted by any means without prior written permission from Derute Consulting Cooperative.

SIGNATURES:

Authorized Signature of District Representative, Title, Date

Authorized Signature of Derute Consulting Cooperative Representative, Title, Date