

HERRING

SEMINARS & CONSULTING

STATEMENT OF WORK Diversity Equity and Inclusion Training

This Statement of Work (this "SOW") is incorporated by reference into the Master Services Agreement ("Master Agreement") made as of July 16, 2021, between Christine Herring (herein referred to as "Herring Seminars & Consulting") and Crawford Central School District ("Customer", and together with Herring Seminars & Consulting, the "Parties", and each, a "Party"), as it may be amended from time to time. This SOW is effective beginning on August 1, 2022 ("Effective Date"). Transactions, services, and other work performed under this SOW will be conducted in accordance with and be subject to the terms and conditions of this SOW and the Master Agreement.

1. **Terms and Termination.** This SOW shall be effective as of the Effective Date and will remain in effect for a term of one (1) year from the Effective Date unless earlier terminated in writing by either party on thirty (30) days' written notice to the other party. Termination of this SOW for any reason shall not release any Party hereto from obligations incurred under this SOW prior to the date of such termination.
2. **Duties and Responsibilities.** Customer hereby engages Herring Seminars & Consulting to render the following services to Customer:
 - a. Conduct 14 90-minute seminars with Faculty and Staff that develop ways of understanding complex relationships between self and systems with regard to race, class, gender, sexual orientation, physical ability and other lived cultural experiences. These seminars will be experiential, interactive exercises and conversations stimulated by video clips and curated readings. The two topics for the seminars will be: **Handprints Heal Foot Prints & Unconscious Bias**

The manner and means by which Herring Seminars & Consulting chooses to complete the services are in Herring Seminars & Consulting sole discretion and control.

3. **Fee.** Customer shall pay Herring Seminars & Consulting in accordance with the following fee structure: Herring Seminars & Consulting shall be entitled to payment for DEI training in the amount of five thousand dollars (\$5,000) **per session** for fourteen (14) sessions with a forty percent (40%) school discount, plus five hundred dollars (\$500) for travel and other expenses for a total of forty-two thousand five hundred dollars (\$42,500.00). Payment shall be made in four (4) equal installments as follows:

- \$10,625 due on August 1, 2022
- \$10,625.00 due on October 1, 2022
- \$10,625.00 due on December 1, 2022
- \$10,625.00 due on January 1, 2023 (correction to date made on 7/25/22 by Christine Herring)

Accepted and Agreed:

Herring Seminars & Consulting	Crawford Central School District
By: <u>Christine Herring</u> <small>Christine Herring (Jun 29, 2022 16:45 EDT)</small>	By: <u>Thomas Washington</u>
Name: Christine Herring	Name: Thomas Washington
Title: Co-Founder	Title: Superintendent of Schools

HERRING

SEMINARS & CONSULTING

STATEMENT OF WORK Equity, Inclusion & Belonging Training

This Statement of Work (this "SOW") is incorporated by reference into the Master Services Agreement ("**Master Agreement**") made as of July 16, 2021, between Christine Herring (herein referred to as "**Herring Seminars & Consulting**") and Crawford Central School District ("**Customer**", and together with **Herring Seminars & Consulting**, the "**Parties**", and each, a "**Party**"), as it may be amended from time to time. This SOW is effective beginning on August 1, 2023 ("**Effective Date**"). Transactions, services, and other work performed under this SOW will be conducted in accordance with and be subject to the terms and conditions of this SOW and the Master Agreement.

1. **Terms and Termination.** This SOW shall be effective as of the Effective Date and will remain in effect for a term of one (1) year from the Effective Date unless earlier terminated in writing by either party on thirty (30) days' written notice to the other party. Termination of this SOW for any reason shall not release any Party hereto from obligations incurred under this SOW prior to the date of such termination.
2. **Duties and Responsibilities.** Customer hereby engages Herring Seminars & Consulting to render the following services to Customer:
 - a. Conduct 11 90-minute seminars with Faculty and Staff that develop ways of understanding complex relationships between self and systems with regard to race, class, gender, sexual orientation, physical ability and other lived cultural experiences. These seminars will be experiential, interactive exercises and conversations stimulated by video clips and curated readings. The topic for the seminars will be: ***Unconscious Bias with Lesson Plan Filtering Tool***

The manner and means by which Herring Seminars & Consulting chooses to complete the services are in Herring Seminars & Consulting sole discretion and control.

3. **Investment.** Customer shall pay Herring Seminars & Consulting in accordance with the following fee structure: Herring Seminars & Consulting shall be entitled to payment for Equity, Inclusion & Belonging training in the amount of five thousand dollars (\$5,000) **per session** for eleven (11) sessions with a forty percent (40%) school discount, plus five hundred dollars (\$500) for travel and other expenses for a total of thirty-three thousand five hundred dollars (\$33,500.00). Payment shall be made in four (4) equal installments as follows

- \$8,375 due on August 1, 2023
- \$8,375 due on October 1, 2023
- \$8,375 due on December 1, 2023
- \$8,375 due on January 1, 2024

Accepted and Agreed:

Herring Seminars & Consulting	Crawford Central School District
By: <i>Christine Herring</i>	By: <i>Thomas Washington</i>
Name: Christine Herring	Name: Thomas Washington
Title: CEO & Co-Founder	Title: Superintendent of Schools

Herring Seminars & Consulting
501 Plaza Drive
Pleasant Hills, PA 15236

christine@herringseminars.com
+1 (412) 260-6805



Crawford Central School District

Bill to

Jennifer Gladon
Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335 USA

Invoice details

Invoice no.: 1049
Invoice date: 12/01/2023
Due date: 01/01/2024

#	Date	Product or service	SKU	Qty	Rate	Amount
1.	03/27/2023	Unconscious Bias with Lesson Plan Filtering Tool Invoice #4 of 4			\$8,375.00	\$8,375.00

Total **\$8,375.00**

Please make check payable to:
Herring Seminars & Consulting
501 Plaza Drive
Pleasant Hills, PA 15236

Note to customer

Thank you for Partnership.

INVOICE



Herring Seminars & Consulting herringseminars@gmail.com
501 Plaza Drive +1 4122606805
Pleasant Hills, PA 15236

Crawford Central School District

Bill to	Invoice details
Crawford Central School District	Invoice no.: 1023
1280 Mercer Pike	Invoice date: 1/19/23
Meadville, PA 16335	Due date: 2/4/23
USA	

Product or service		Amount
1. Consulting by the hour	9 units x \$400.00	\$3,600.00
Service date: 2/4/23		
Preparation and Presentation @ Board Retreat		

Payment can be made via check payable to:
Herring Seminars & Consulting
501 Plaza Drive
Pleasant Hills, PA 15236

Subtotal	\$3,600.00
Discount	-\$3,000.00
Total	\$600.00

Note to customer
Thank you for Partnership

Overdue 2/4/23

10-2271-331-980-00-000-000-000-3333

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DD

Board Retreat
2/4/23

Board Development

INVOICE

Herring Seminars & Consulting
501 Plaza Drive
Pleasant Hills, PA 15236

herringseminars@gmail.com
+1 4122606805



Crawford Central School District

Bill to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Invoice details

Invoice no. : 1018
Invoice date : 12/6/22
Due date : 1/2/23

Product or service		Amount
1. Hand Prints Heal Foot Prints & Unconscious Bias	1 unit x \$10,625.00	\$10,625.00
Payment #4 of 4		
Total		\$10,625.00

Payments can be made via check

Note to customer

Thank you for your continued partnership

Handwritten initials or signature

VOICE

Herring Seminars & Consulting

501 Plaza Drive
Pleasant Hills, PA 15236

herringseminars@gmail.com
+1 4122606805



Crawford Central School District

Bill to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Invoice details

Invoice no. : 1017
Invoice date : 12/1/22
Due date : 12/1/22

Product or service

Amount

1. Hand Prints Heal Foot Prints & Unconscious Bias

1 unit x \$10,625.00

\$10,625.00

Payment #3 of 4

Total

\$10,625.00

Payment can be made via check

Overdue

12/1/22

Note to customer

Thank you for your continued partnership

INVOICE

Herring Seminars & Consulting herringseminars@gmail.com
1002 Stonecliffe Drive +1 4122606805
Monroeville, PA 15146



Crawford Central School District

Bill to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Ship to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Invoice details

Invoice no. : 1011
Invoice date : 8/6/22
Due date : 9/5/22

Product or service

Amount

1. **Hand Prints Heal Foot Prints & Unconscious Bias**

1 unit x \$10,625.00

\$10,625.00

Payment #1 or 4

Total

\$10,625.00

Ways to pay



Payment may also be made via check

Handwritten signature

INVOICE

Herring Seminars & Consulting

1002 Stonecliffe Drive
Monroeville, PA 15146

herringseminars@gmail.com

+1 4122606805



Crawford Central School District

Bill to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Ship to

Crawford Central School District
1280 Mercer Pike
Meadville, PA 16335
USA

Invoice details

Invoice no. : 1011
Invoice date : 8/6/22
Due date : 9/5/22

Product or service

Amount

1. **Hand Prints Heal Foot Prints & Unconscious Bias**

1 unit x \$10,625.00

\$10,625.00

Payment #1 or 4

Total

\$10,625.00

Ways to pay



Payment may also be made via check

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125

Handwritten signature



HERRING SEMINARS

BUILDING EQUITY & INCLUSION ONE CONVERSATION AT A TIME

PROPOSED FEE SCHEDULE

Herring Seminars & Consulting
1002 Stonecliffe Drive
Monroeville, PA 15146

July 16, 2021

To:
Mr. Thomas Washington
Crawford Central School District
Instructional Support Center
11280 Mercer Pike
Meadville, PA 16335

For:
Diversity, Equity and Inclusion
Professional Development

Description	Amount
2 Seminars	
• Our Multicultural Selves	\$80,000
• Handprints Heal Footprints	(\$32,000)
16 session @ \$5,000 per session less 40% School discount	
Fee Schedule:	
• \$9,600 due upon signing of the contract	20,673.00
• \$9,600 due August 1, 2021	
• \$9,600 due October 1, 2021	9531.00
• \$9,600 due January 1, 2022	9531.00
• \$9,600 due March 1, 2022	9530.00
Travel Expenses	
• Mileage (832 miles @ .56 per mile) - \$465	
• Lodging & Meals (\$200 x 4 nights) - \$800.00	\$1,265
Total	\$49,265

*"Diversity: the art of thinking independently together
— Malcolm Forbes*

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