

7

ADDENDUM

This is an Addendum to the Agreement between the **Lee County School District** (hereinafter referred to as "LEA" for Local Education Agency) and **ESS Southeast, LLC** (the "Company") for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

1. Effective August 1, 2023 the following positions and rates are added in Exhibit A:

<u>Position</u>	<u>Pay Rate</u>	<u>Bill Rate</u>	<u>Rule</u>
Custodial Substitute	\$14.00	\$18.76	hourly
Child Nutrition Substitute	\$14.00	\$18.76	hourly

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Lee County School District

By _____
Signature

Name and Title

Date _____

ESS Southeast, LLC

By _____
Steve Gritzuk, Chief Operating Officer

Date _____

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This is an Addendum to the Agreement between the **Lee County School District** (hereinafter referred to as "LEA" for Local Education Agency) and **ESS Southeast, LLC** (the "Company") for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

1. Effective August 1, 2023 the following positions and rates are added in Exhibit A:

Position	Pay Rate	Bill Rate
Building based sub Teacher - non -certified	\$119.00	\$159.46
Building based sub Teacher - certified	\$143.00	\$191.62

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Lee County School District

By _____
Signature

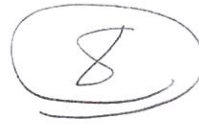
Name and Title

Date _____

ESS Southeast, LLC

By _____
Steve Gritzuk, Chief Operating Officer

Date _____

Susan Britt <sbritt@lee.k12.nc.us>**Fwd: WLMS Schoolwide Professional Development (Title I Funds) - Next Steps?**

1 message

Stacie Eggers <seggers@lee.k12.nc.us>
 To: Susan Britt <sbritt@lee.k12.nc.us>

Tue, Aug 15, 2023 at 4:51 PM

This will need to be added to Finance please.

Stacie Eggers
 ASSISTANT SUPERINTENDENT
 HUMAN RESOURCES



P.O. Box 1010
 106 Gordon Street, Sanford, NC 27330
 919-774-6226 ext. 7258
seggers@lee.k12.nc.us
www.lee.k12.nc.us

----- Forwarded message -----

From: **Jamie Cox** <jcox.wlms@lee.k12.nc.us>
 Date: Tue, Aug 15, 2023 at 12:55 PM
 Subject: WLMS Schoolwide Professional Development (Title I Funds) - Next Steps?
 To: Stacie Eggers <seggers@lee.k12.nc.us>, Carol Chappell <cchappell@lee.k12.nc.us>

Good afternoon,

Attached is a contract for EdDirection to conduct PD with our staff this year. What exactly do I need to do next at the school level. Who signs this for LCS? Is this entered in LINQ?

Thank you for your help!

Jamie C. Cox
 M. Ed, NBCT, MSA
 Principal
 West Lee Middle School
 3301 Wicker Street
 Sanford, NC 27330
 (919) 775-7351
jcox.wlms@lee.k12.nc.us



E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.

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2 attachments



West Lee MS Proposal - SY2023-24 .pdf

199K



Lee Co. Schools - MEA - 08.04.23 (v1).pdf

439K

West Lee Middle School: Lee County, North Carolina

We believe...

- The primary goal of education is to develop individuals who thrive—academically, socially, physically, and emotionally.
- Educators possess an undeniable power to change students' lives.
- Teachers and school leaders can become even more impactful working alongside external partners who promote self-evaluation, professional learning, and growth.
- Together, we can achieve more.

Our approach...

While the total scope and exact engagement varies by school or district need and budget, the process we go through is tried and tested and applied with each partner. With every school or district, we work to:

- 1) **Deeply understand** the strengths and areas for improvement in culture, leadership, and teaching
- 2) **Narrow the focus to the most impactful improvements** to focus on and create actionable week by week plans.
- 3) Deliver job-embedded **professional learning** using adult brain science to small and large groups.
- 4) Provide **direct coaching** to enhance adult mindset and implementation.

Specifically, we partner with school and district teams to facilitate data-driven program and process assessment; actionable strategic planning; outcome-oriented professional learning; and customized coaching for teachers, leaders, and teams. We strive to shift school climate and culture, creating durable mindset and behavior shifts. Though improvement initiatives assess what students do, schools improve because of what adults do. In our partnership, teachers and leaders learn how to improve professional practice in effective instruction. Importantly, they also experience the power of lasting change through collaborative improvement. This is not an easy change, nor a quick one, but a commitment to our partnership and challenging work with individuals and systems therein produces meaningful and lasting improvement.

Why it matters.

To date, our track record is one that we are very proud of, with over 80% of our school partners improving from underperforming to significant achievement. 100% of our Illinois school partners moved from Lowest Performing to Commendable or Exemplary in our first partnership year. In North Carolina we are currently working in 15 schools that obtained the Innovative Partnership Grant, all of which have demonstrated a great reduction in discipline referrals. We are excited to have the opportunity to partner with Lee County Schools and find ways to exhibit similar success in our school turnaround efforts!

Identified Needs of West Lee Middle School:

Professional Development to Improve Behavior Management

West Lee Middle School is interested in providing school leadership and staff members with professional development opportunities to further support positive student outcomes related to discipline. Classrooms should be designed to provide an educational experience that is instructional and engaging. By expanding teacher awareness and understanding on human motivation and behavior we will work with staff to build capacity that will lower discipline referrals and increase student academic achievement. Ed Direction would be able to provide full staff professional learning engagements along with individual coaching sessions to selected individuals. This could include, but is not limited to, the following topics:

- Understanding human motivation
- Recognizing how the brain affects human behavior and learning
- Creating systems and procedures to bolster student accountability
- Building capacity for self-regulation
- Importance of relationships in behavior management
- How trauma can impact student and adult interactions

Building Culture and Positive Relationships

The latest research shows that the most successful schools have trusting, positive relationships among staff. These relationships are only built with intentionality and must be fostered daily. Ed Direction will provide professional development to the staff and work with school administration to ensure that a culture of empowerment is built at all levels. Topics would include, but are not limited to:

- The importance of communication and how to have critical conversations
- How to build an empowering school culture for students and teachers
- Creating a classroom culture that is needs satisfying to impact student achievement
- Understanding positions of control
- Building a structure to implement restorative practices

Listed below is the selected engagement level for Ed Direction to partner with West Lee Middle School in Lee County, North Carolina during the 2023-24 School Year based on our most recent interaction with school leadership. Our intent is to engage in professional development with the full staff and Collaborative Coaching Cycles with selected individuals or small groups to improve capacity throughout the school. Our efforts will be focused on increasing knowledge and efficacy of research-based strategies, congruent with conversations we have had to date with district leadership. Our engagement will consist of site-visits, coaching cycles to support school leadership, full staff development, and targeted interventions with selected individuals. A more detailed structure and description of the School Climate Assessment is listed below.

Proposed Engagement Level

Support Level	Description Overview	Cost
School Climate Assessment	<ul style="list-style-type: none"> Administration and assessment of West Lee Middle School's SCAI and campus observations to collect data on the school's current climate status Ideally will take place in fall of 2023 	\$27,000
Tier 2 Alternating Monthly Support for 2023-24	<ul style="list-style-type: none"> Professional Development (PD), for full staff, strategically delivered as mapped out with school leadership Coaching conversations with school leaders designed to improve behavior management and school culture Virtual meetings with school administration will take place each month to guide progress, troubleshoot, monitor implementation strategies, conduct additional planning sessions, and provide opportunities for reflection Expect 5 site-visits, every other month, for Ed Direction to deliver PD content, conduct strategic planning meetings with administration, allow for increased relationship building, classroom observations, and administrative support to develop strategic partnership Exact schedule to be designed by Ed Direction and school administration to best fit school calendar Coaching sessions, delivered virtually, with selected staff to further engage and help implement behavior management strategies Additional training and coaching will be delivered to staff in smaller group settings to enhance effectiveness 	\$93,000
Grand Total - \$120,000		

Description of Ed Direction's Comprehensive School Climate Assessment and Review

This proposal is for full professional implementation of Ed Direction's Comprehensive School Climate Assessment for West Lee Middle School which includes the SCAI Report produced by the Alliance for the Study of School Climate out of California State University. School climate is directly correlated with student achievement, teacher retention, family engagement, student discipline referrals, attendance rates and many other leading indicators of what makes up a high performing learning community. This needs assessment will provide a clear picture of the current school climate at West Lee Middle School and identify any gaps that exist within multiple subgroups. This begins a culture visioning process that will unify stakeholders, allowing them to reimagine what ultimate goals and highest purpose their school can accomplish and fulfil. This process allows school leadership to devise actionable steps to address disproportionate practices, improve their climate and transform their school culture.

Ed Direction coaches will design an introductory session to be presented to school leadership and staff. During this interactive workshop Ed Direction coaches will share some scientific research that lays the foundation for understanding intrinsic motivation, basic human behavior and the importance of recognizing and accepting that all human beings have an internal locus of control. Additional objectives for the introductory meeting are to:

- Connect Ed Direction coaches to staff and leadership to begin building a positive, trusting relationship to begin the collaboration of improving student outcomes
- Review the importance of school climate and the direct correlation to student achievement, teacher morale, family engagement, student behavior and overall motivation
- Introduce the Alliance for the Study of School Climate and explain the purpose of the Climate Assessment Survey to ensure accurate collection of perception data

Ed Direction coaches will spend two days at West Lee Middle School to complete classroom walkthroughs, building walkthroughs and focus group discussions. Students, parents, teachers and community stakeholders will be selected and interviewed in separate focus groups. The information gathered will serve as the baseline for the school's culture as it exists today as we hear the story that students, teachers, administration and community members are telling about their learning community.

One School Climate Assessment Instrument created out of California State's Alliance for the Study of School Climate will be provided and distributed to all students, all staff and community members. Unique surveys are designed for staff, students and parents. This is a federally accredited survey researched extensively by The Alliance for the Study of School Climate and Dr. John Shindler, one of the country's leading researchers on school climate. The SCAI has the highest correlation from measurable school climate factors to key indicators of school performance such as student achievement, dropout rates and teacher retention numbers. The results of the surveys will be disaggregated by the Alliance and then analyzed by the Ed Direction

One School Climate Assessment Report will be presented to the school leadership team of West Lee Middle School. Ed Direction will spend a half-day analyzing the report and the data collected from the Instrument and Climate Assessment. This report will be explained in a way such that school leadership will have an accurate understanding of where their climate is verses where they intend for it to be and what steps need to be taken for continued improvement. Through serious deliberation and self-evaluation, the Ed Direction coach will facilitate the beginning of a process to create a new story that fosters student empowerment and achievement for all.

**MASTER ENGAGEMENT AGREEMENT
BY AND BETWEEN
EDUCATION DIRECTION, LLC
AND
LEE COUNTY SCHOOLS**

THIS MASTER ENGAGEMENT AGREEMENT ("Agreement"), made and entered into as of **August 4, 2023**, by and between **Education Direction, LLC ("EDD")**, with offices located at 4320 West Kennedy Blvd., Suite 200, Tampa, FL 33609 and **Lee County Schools ("Client")**, with offices located at 106 Gordon Street, Sanford, NC 72330, sets forth the parties' understanding pursuant to which EDD shall be engaged by Client.

I. SCOPE OF SERVICES

The Scope of Services of EDD's Services hereunder ("Services") shall be set out in **Annex No. 1** to this Agreement. Each future Annex, upon execution by both parties, shall by this reference be incorporated in and made part of this Agreement. Each Annex shall specify the Services to be performed by EDD, key EDD staff members assigned to assist in the performance of such Services and the payment terms for such Services, as well as any other details specified by the parties. Should the Services as described in any Annex change in any material way, an adjustment to EDD's fees and promised delivery dates for such Services may be required. EDD undertakes to advise Client promptly should any such adjustment be necessary and to negotiate with Client in good faith to arrive at a mutually acceptable revision to the applicable Annex. In the event of a conflict between this Agreement and any Annex, the terms of the Annex shall control.

II. STAFFING

Allison Miller shall serve as Executive-in-Charge and point of contact for EDD under this Agreement. EDD shall assign staff members to virtually perform all Services. Should any of the employees be unable to perform the Services, EDD may substitute another similarly qualified staff member. EDD may, from time to time and in its discretion, augment the listed staff as needed to perform the Services. All tasks are to be completed virtually, unless Client and EDD mutually agree to add in-person work for an additional fee (to be determined). Any requests for in-person work must be made in writing and must be approved by EDD and incorporated as an amendment and/or annex to this Agreement.

III. FEES AND DISBURSEMENTS

EDD proposes a total cost for the Services as outlined in Annex No. 1, and any subsequent Annexes. The professional services fees (exclusive of travel expenses, if applicable) will be as described in the applicable Annex.

All invoices submitted by EDD to Client shall be due and payable upon receipt. EDD reserves the right to impose an interest charge equal to one and one-half percent (1.5%) per month in respect of any invoice which is outstanding for more than thirty (30) days.

IV. TERM AND TERMINATION

This Agreement shall be effective on the Effective Date and shall, unless otherwise terminated, expire on

June 30, 2024, hereinafter referred to as the ("Expiration Date"). At Client's option and approved by EDD, the contract may be renewed for additional periods. The Client will notify EDD of their intention to exercise this option, at which time compensation and scope can be determined and agreed upon by both Parties. Either party shall have the right to terminate this Agreement by giving thirty (30) days' prior written notice to the other party (the "Termination Date"). In the event that this Agreement is so terminated in advance of its scheduled completion, Client shall pay to EDD, upon receipt of an invoice, any and all proper charges earned and/or incurred by EDD in connection with the Services pursuant to this Agreement and the Annexes up to the time of its termination and shall indemnify EDD as provided in Section V(3) below.

V. GENERAL PROVISIONS

1) Modification, Cancellation or Suspension of Work

Upon consultation with EDD, Client shall have the right to modify, cancel or suspend any and all plans, schedules or work in progress under any Annex, and, in such event, EDD shall immediately take proper steps to carry out such instructions. In the event Client elects to modify the scope, an adjustment to the Annex Compensation may be necessary, and EDD will advise Client of any changes to Compensation.

2) Delay

If during the term, Client causes delay resulting from Client's (i) failure to provide requested information on a timely basis, (ii) providing of inaccurate, incorrect or false information, (iii) Client's failure to provide access to appropriate personnel if required by the Annex Scope, or (iv) delay due to Client rescheduling Annex Scope; and such delay causes EDD any or all of (i) duplicate work efforts, (ii) corrective work efforts, or (iii) more than 7 days of idle time, EDD reserves the right to charge additional fees on either or both of (i) hourly rate (ii) and material costs.

3) General Indemnification

Client shall fully defend, indemnify and hold harmless EDD and its officers, directors, employees, agents, representatives or successors and assigns (collectively, "Indemnified Parties") from and against any and all claims, demands, actions or causes of actions and any and all liabilities, costs and expenses (including but not limited to attorney's fees and expenses, incurred in the defense of an Indemnified Party, including costs of appeal) damage or loss in connection therewith, what may be asserted by the Customer, its officers, employees, agents, representatives, successors or assigns or any other third party on account of, or sustained or alleged to have been sustained by, or arising out of or growing out of bodily injury, including death, or loss of use or damage to or destruction of property caused by, arising out of, sustained or alleged to have been sustained by, or in any way incidental to or in connection with the Customer's performance of the Services under this Agreement or Statement of Work, regardless of whether such claims, demands, actions, causes of action or liability are or alleged to have been caused by in part or contributed to by the negligence, fault, or strict liability of any Indemnified Party.

EDD's indemnity obligation under this Paragraph is contingent upon the EDD seeking indemnity ("Indemnitee") to (i) promptly notify the Customer ("Indemnitor") of each claim; provided, however, that the Indemnitee's failure to give prompt notice to the Indemnitor of any such claim shall not relieve the Indemnitor of any obligation under this Paragraph except and to the extent that such failure materially prejudices the Indemnitor's ability to defend against such claim; (ii) provide the Indemnitor with sole

control over the defense and/or settlement thereof provided however, that Indemnitor shall not settle any claim that includes an admission of wrongdoing by the Indemnitee or otherwise adversely affects Indemnitee's interests without its prior consent; and (iii) at the Indemnitor's request and expense, provide full information and reasonable assistance to the Indemnitor with respect to such claim.

4) Confidentiality

EDD shall maintain in confidence all information and data relating to Client, its Services, products, business affairs, marketing and promotion plans or other operations and its associated companies which are disclosed to EDD by or on behalf of Client (whether orally or in writing and whether before, on or after the date of this Agreement) or which are otherwise directly or indirectly acquired by EDD from Client, or any of its affiliated companies, or created in the course of this Agreement.

EDD shall ensure that it, its officers, employees and agents only use such confidential information in order to perform the Services, and shall not without Client's prior written consent, disclose such information to any third-party nor use it for any other purpose; provided, however, that EDD shall have the right to disclose Client's name and the general nature of EDD's work for Client in pitches and business proposals.

The above obligations of confidentiality shall not apply to the extent that EDD can show that the relevant information:

- a) was at the time of receipt already in EDD's possession;
- b) is, or becomes in the future, public knowledge through no fault or omission of EDD;
- c) was received from a third-party having the right to disclose it; or
- d) is required to be disclosed by law.

5) Non-Solicitation

During the term of this Agreement, and for a period of two (2) years after the Termination thereof, neither party shall directly or indirectly solicit for employment any person or persons currently employed, or who were employed in the last twelve (12) months, by the other unless (a) the other party has given its prior written consent, or (b) the employee has terminated his or her position, or (c) notice of termination given to the employee. Direct solicitation does not include advertisements published in the general media and, except to the extent that an individual was specifically encouraged to respond to such advertisements, nothing in this clause restricts an individual employee's right to seek employment with the other party to perform work unrelated to this Agreement.

6) Risk

Any analysis, projections, forecasts, or conclusions of Project relies on the accuracy of information provided by Client as well as near-term and long-term assumptions influenced by factors outside of EDD's control and for which may adversely impact Client. Changes such as Client's financial health, as well as state, local, and global economic conditions, may impact the Client, accuracy of projections and or feasibility of Services. Additional risks to the Client include but are not limited to changes to demand, competition, regulatory changes, as well as Acts of Disaster.

7) Force Majeure

Neither party will be in breach of its obligations under this Agreement (other than payment obligations) or incur any liability to the other party for any losses or damages of any nature whatsoever incurred or suffered by that other party if and to the extent that it is prevented from carrying out those obligations by, or such losses or damages are caused by, a Force Majeure, except to the extent that the relevant breach of its obligations would have occurred, or the relevant losses or damages would have arisen, even if the Force Majeure had not occurred. Force Majeure is defined as: 1) acts of God; 2) war; 3) act(s) of terrorism; 4) fires; 5) explosions; 6) natural disasters, to include without limitation, hurricanes, floods, and tornadoes; 7) failure of transportation; 8) strike(s); 9) loss or shortage of transportation facilities; 10) lockout, or commandeering of materials, products, plants or facilities by the government or other order (both federal and state); 11) interruptions by government or court orders (both federal and state); 12) present and future orders of any regulatory body having proper jurisdiction; 13) civil disturbances, to include without limitation, riots, rebellions, and insurrections; 14) epidemic(s), pandemic(s), or other national, state, or regional emergency(ies); and 15) any other cause not enumerated in this provision, but which is beyond the reasonable control of the party whose performance is affected and which by the exercise of all reasonable due diligence, such party is unable to overcome. Such excuse from performance will be effective only to the extent and duration of the Force Majeure event(s) causing the failure or delay in performance and provided that the affected party has not caused such Force Majeure event(s) to occur and continues to use diligent, good faith efforts to avoid the effects of such Force Majeure event(s) and to perform the obligation(s). Written notice of a party's failure or delay in performance due to Force Majeure must be given within a reasonable time after its occurrence and which notice must describe the Force Majeure event(s) and the actions taken to minimize the impact of such Force Majeure event(s). Notwithstanding the foregoing, a party's financial inability to perform its obligations shall in no event constitute a Force Majeure.

8) Exclusion of Liability caused by Political or Regulatory Decisions

While Client has engaged EDD to assist it in dealing with certain regulatory or political decisions or actions that may adversely affect Client's business, and while EDD has agreed to provide such assistance, EDD cannot be held responsible for and cannot be held liable to Client for any loss, damage, or other adverse consequence that may result from any regulatory or political decision or action being rendered against Client or Client's interests.

9) Governing Law, Submission to Jurisdiction and Consent to Suit

THIS AGREEMENT SHALL BE GOVERNED BY AND CONSTRUED AND INTERPRETED IN ACCORDANCE WITH THE LAWS OF THE STATE OF FLORIDA (IRRESPECTIVE OF THE CHOICE OF LAWS PRINCIPLES OF THE STATE OF FLORIDA) AS TO ALL MATTERS, INCLUDING MATTERS OF VALIDITY, CONSTRUCTION, EFFECT, ENFORCEABILITY, PERFORMANCE AND REMEDIES. CLIENT SUBMITS ITSELF AND ITS PROPERTY IN ANY LEGAL ACTION OR PROCEEDING RELATING TO THIS AGREEMENT TO THE EXCLUSIVE JURISDICTION OF ANY STATE OR FEDERAL COURT WITHIN HILLSBOROUGH COUNTY, FLORIDA AND CLIENT HEREBY ACCEPTS VENUE IN EACH SUCH COURT.

10) Dispute Resolution Procedure

In the event of a dispute, controversy or claim by and between Client and EDD arising out of or relating to this Agreement or matters related to this Agreement, the parties will first attempt in good faith to resolve

through negotiation any such dispute, controversy or claim. Either party may initiate negotiations by providing written notice in letter form to the other party setting forth the subject of the dispute and the relief requested. The recipient of such notice will respond in writing within five (5) business days with a statement of its position on, and recommended solution to, the dispute. If the dispute is not resolved by this exchange of correspondence, then senior management representatives of each party with full settlement authority will meet at a mutually agreeable time and place within fifteen (15) business days of the date of the initial notice in order to exchange relevant information and perspectives and to attempt to resolve the dispute. If the dispute is not resolved by these negotiations, the matter will be submitted to a mutually agreeable certified mediator. The mediation shall take place in Tampa, Florida.

Except as provided herein, no civil action with respect to any dispute, controversy or claim arising out of or relating to this Agreement may be commenced until the matter has been submitted for mediation. Either party may commence mediation by providing to the other party a written request for mediation, setting forth the subject of the dispute and the relief requested. The parties will cooperate in selecting a mediator and in scheduling the mediation proceedings. The parties will participate in the mediation in good faith and will share equally in its costs. All offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by either of the parties, their agents, employees, experts or attorneys, or by the mediator, are confidential, privileged and inadmissible for any purpose, including impeachment, in any litigation or other proceeding involving the parties; provided, however, that evidence that is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation. Either party may seek equitable relief prior to the mediation to preserve the *status quo* pending the completion of that process. Except for such an action to obtain equitable relief, neither party may commence a civil action with respect to the matters submitted to mediation until after the completion of the initial mediation session. Mediation may continue after the commencement of a civil action, if the parties so desire. The provisions of this clause may be enforced by any court of competent jurisdiction, and the party seeking enforcement shall be entitled to an award of all reasonable costs, fees and expenses, including legal fees, to be paid by the party against whom enforcement is ordered. In addition, should the dispute under this Agreement involve the failure to pay fees and/or Disbursements under Section III hereof, and the matter is not resolved through negotiation or mediation, Client shall pay all costs of collection, including, but not limited to, EDD's legal fees and costs should EDD prevail.

11) Assignment

Neither party may assign any of its rights or delegate any of its duties or obligations under this Agreement without the express written consent of the other party. Notwithstanding the foregoing, EDD, or its permitted successive assignees or transferees, may assign or transfer this Agreement or delegate any rights or obligations hereunder without consent: (i) to any entity controlled by, or under common control with, EDD, or its permitted successive assignees or transferees; or (ii) in connection with a merger, reorganization, transfer, sale of assets or change of control or ownership of EDD, or its permitted successive assignees or transferees.

12) Non-Discrimination/Equal Employment Practices

Neither party shall unlawfully discriminate or permit discrimination against any person or group of persons in any matter prohibited by federal, state or local laws. During the performance of this Agreement, neither party or their employees, agents or subcontractors, if any, shall discriminate against any employee or applicant for employment because of age, marital status, religion, gender,

sexual orientation, gender identity, race, creed, color, national or ethnic origin, medical conditions, or physical disability, or any other classifications protected by local, state or federal laws or regulations. The parties further agree to be bound by applicable state and federal rules governing equal employment opportunity and non-discrimination.

13) Partial Invalidity

In the event that any provision of this Agreement shall be declared illegal or invalid for any reason, said illegality or invalidity shall not affect the remaining provisions hereof, but such illegal or invalid provision shall be fully severable and this Agreement shall be interpreted and enforced as if such illegal or invalid provision had never been included herein.

14) Notices

All notices required or permitted to be given pursuant to this Agreement shall be deemed given, if and when personally delivered, delivered by fax, with receipt confirmed, or courier or by overnight mail delivery, in writing to the party or its designated agent or representative at the address stated in the first paragraph of this Agreement or at another address designated by the party.

15) Counterparts and Execution

This Agreement and any Annexes may be executed in counterparts, each of which when so executed shall be deemed an original and all of which together shall constitute one and the same instrument. The counterparts of this Agreement may be executed by electronic signature and delivered by facsimile, scanned signature, or other electronic means by any of the parties to any other party and the receiving party may rely on the receipt of this Agreement so executed and delivered as if the original had been received.

16) Survival

Sections III, IV, and V of this Agreement and the payment obligations described in the Annex(es) shall continue notwithstanding the termination or expiration of the Agreement or any Annex(es).

17) Entire Agreement

This Agreement and attached Annex(es) constitute the entire and only Agreement between the parties respecting the subject matter hereof. Each party acknowledges that in entering into this Agreement it has not relied on any representation or undertaking, whether oral or in writing, save such as are expressly incorporated herein. Further, this Agreement may be changed or varied only by a written Agreement signed by the parties. Any purchase order provided by the Client will be limited by, and subject to, the terms and conditions of this Agreement. Additional or contrary terms, whether in the form of a purchase order, invoice, acknowledgement, confirmation or otherwise, will be inapplicable, and the terms of this Agreement will control in the event of any conflict between such terms and this Agreement.

[Signature page follows]

IN WITNESS WHEREOF, the parties hereto have executed this Master Engagement Agreement as of the date of the final signature below.

AGREED TO AND ACCEPTED:

EDUCATION DIRECTION, LLC

Signed: _____

By: _____

Title: _____

FEIN: 20-4780158 _____

Date: _____

LEE COUNTY SCHOOLS

Signed: _____

By: _____

Title: _____

FEIN: _____

Date: _____

**ANNEX NO. 1 TO MASTER ENGAGEMENT AGREEMENT
DATED AS OF AUGUST 4, 2023**

This **Annex No. 1** ("Annex"), to the **Master Engagement Agreement** dated August 4, 2023 ("Agreement"), by and between **Education Direction, LLC** ("EDD"), and Lee County Schools ("Client"), sets forth the parties' understanding pursuant to which EDD shall provide the below-specified Services to Client.

EDD shall provide the services as described in the attached proposal.

West Lee Middle School: Lee County, North Carolina

We believe...

- The primary goal of education is to develop individuals who thrive—academically, socially, physically, and emotionally.
- Educators possess an undeniable power to change students' lives.
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Identified Needs of West Lee Middle School:

Professional Development to Improve Behavior Management

West Lee Middle School is interested in providing school leadership and staff members with professional development opportunities to further support positive student outcomes related to discipline. Classrooms should be designed to provide an educational experience that is instructional and engaging. By expanding teacher awareness and understanding on human motivation and behavior we will work with staff to build capacity that will lower discipline referrals and increase student academic achievement. Ed Direction would be able to provide full staff professional learning engagements along with individual coaching sessions to selected individuals. This could include, but is not limited to, the following topics:

- Understanding human motivation
- Recognizing how the brain affects human behavior and learning
- Creating systems and procedures to bolster student accountability
- Building capacity for self-regulation
- Importance of relationships in behavior management
- How trauma can impact student and adult interactions

Building Culture and Positive Relationships

The latest research shows that the most successful schools have trusting, positive relationships among staff. These relationships are only built with intentionality and must be fostered daily. Ed Direction will provide professional development to the staff and work with school administration to ensure that a culture of empowerment is built at all levels. Topics would include, but are not limited to:

- The importance of communication and how to have critical conversations
- How to build an empowering school culture for students and teachers
- Creating a classroom culture that is needs satisfying to impact student achievement
- Understanding positions of control
- Building a structure to implement restorative practices

Listed below is the selected engagement level for Ed Direction to partner with West Lee Middle School in Lee County, North Carolina during the 2023-24 School Year based on our most recent interaction with school leadership. Our intent is to engage in professional development with the full staff and Collaborative Coaching Cycles with selected individuals or small groups to improve capacity throughout the school. Our efforts will be focused on increasing knowledge and efficacy of research-based strategies, congruent with conversations we have had to date with district leadership. Our engagement will consist of site-visits, coaching cycles to support school leadership, full staff development, and targeted interventions with selected individuals. A more detailed structure and description of the School Climate Assessment is listed below.

Proposed Engagement Level

Support Level	Description Overview	Cost
School Climate Assessment	<ul style="list-style-type: none"> Administration and assessment of West Lee Middle School's SCAI and campus observations to collect data on the school's current climate status Ideally will take place in fall of 2023 	\$27,000
Tier 2 Alternating Monthly Support for 2023-24	<ul style="list-style-type: none"> Professional Development (PD), for full staff, strategically delivered as mapped out with school leadership Coaching conversations with school leaders designed to improve behavior management and school culture Virtual meetings with school administration will take place each month to guide progress, troubleshoot, monitor implementation strategies, conduct additional planning sessions, and provide opportunities for reflection Expect 5 site-visits, every other month, for Ed Direction to deliver PD content, conduct strategic planning meetings with administration, allow for increased relationship building, classroom observations, and administrative support to develop strategic partnership Exact schedule to be designed by Ed Direction and school administration to best fit school calendar Coaching sessions, delivered virtually, with selected staff to further engage and help implement behavior management strategies Additional training and coaching will be delivered to staff in smaller group settings to enhance effectiveness 	\$93,000
Grand Total - \$120,000		

Description of Ed Direction's Comprehensive School Climate Assessment and Review

This proposal is for full professional implementation of Ed Direction's Comprehensive School Climate Assessment for West Lee Middle School which includes the SCAI Report produced by the Alliance for the Study of School Climate out of California State University. School climate is directly correlated with student achievement, teacher retention, family engagement, student discipline referrals, attendance rates and many other leading indicators of what makes up a high performing learning community. This needs assessment will provide a clear picture of the current school climate at West Lee Middle School and identify any gaps that exist within multiple subgroups. This begins a culture visioning process that will unify stakeholders, allowing them to reimagine what ultimate goals and highest purpose their school can accomplish and fulfil. This process allows school leadership to devise actionable steps to address disproportionate practices, improve their climate and transform their school culture.

Ed Direction coaches will design an introductory session to be presented to school leadership and staff. During this interactive workshop Ed Direction coaches will share some scientific research that lays the foundation for understanding intrinsic motivation, basic human behavior and the importance of recognizing and accepting that all human beings have an internal locus of control. Additional objectives for the introductory meeting are to:

- Connect Ed Direction coaches to staff and leadership to begin building a positive, trusting relationship to begin the collaboration of improving student outcomes
- Review the importance of school climate and the direct correlation to student achievement, teacher morale, family engagement, student behavior and overall motivation
- Introduce the Alliance for the Study of School Climate and explain the purpose of the Climate Assessment Survey to ensure accurate collection of perception data

Ed Direction coaches will spend two days at West Lee Middle School to complete classroom walkthroughs, building walkthroughs and focus group discussions. Students, parents, teachers and community stakeholders will be selected and interviewed in separate focus groups. The information gathered will serve as the baseline for the school's culture as it exists today as we hear the story that students, teachers, administration and community members are telling about their learning community.

One School Climate Assessment Instrument created out of California State's Alliance for the Study of School Climate will be provided and distributed to all students, all staff and community members. Unique surveys are designed for staff, students and parents. This is a federally accredited survey researched extensively by The Alliance for the Study of School Climate and Dr. John Shindler, one of the country's leading researchers on school climate. The SCAI has the highest correlation from measurable school climate factors to key indicators of school performance such as student achievement, dropout rates and teacher retention numbers. The results of the surveys will be disaggregated by the Alliance and then analyzed by the Ed Direction

One School Climate Assessment Report will be presented to the school leadership team of West Lee Middle School. Ed Direction will spend a half-day analyzing the report and the data collected from the Instrument and Climate Assessment. This report will be explained in a way such that school leadership will have an accurate understanding of where their climate is verses where they intend for it to be and what steps need to be taken for continued improvement. Through serious deliberation and self-evaluation, the Ed Direction coach will facilitate the beginning of a process to create a new story that fosters student empowerment and achievement for all.

THIS AGREEMENT is made and entered into this 8th day of August, 2023 by and between the Lee County Board of Education, Sanford, North Carolina, and **The Interpreter Network, Inc.**, hereinafter referred to as "Consultant."

WITNESSETH:

I. The Lee County Board of Education hereby agrees:

A. To provide financial consideration for the cost of performance of this Agreement at a rate of

\$65.00 hrly/plus travel for the period September 13, 2023 - Dec 19, 2023B. Not to exceed \$ 26,203.45 + travel 4,209.03= Total 30,412.48C. Fund Source 8.5210.307.311.360

II. The Consultant hereby agrees that no change, modification, or alteration of the terms of this agreement shall be valid or binding unless in writing and approved by both parties.

To provide sign language interpreting services to D.NC. at W.B. Wicker for 62.5 days x 6.45 hrs = 403.13 hrs. x hrly rate of \$65.00 = \$26,203.45 Plus Travel 102 miles x .655 x 63 days= \$4209.03= 30,412.48 Contract can be terminated by either party within a 30 day notice.

Signature also verifies that a copy of the Healthcare Reform notice was received, notice available on LCS website*

IN WITNESS WHEREOF, the parties hereto have executed this agreement a copy of which is retained by each of the parties, the day and year first above written.

The following signatures must be obtained before submitting to the Superintendent or designee for final approval.

Sponsoring Administrator: Anne Sessoms, EC Director Signature _____ Date _____
Name

Approved for funding: Date _____ Assistant Superintendent C&I _____

Approved for personnel: Date _____ Human Resources Officer _____

Date _____ Chief Finance Officer _____

This instrument has been preaudited in the manner required by the School Budget and Fiscal Control Act.

Consultant Name: Interpreter Network, Inc.

Lee County Board of Education

By: _____ Date: _____
Consultant's signatureBy: _____ Date: _____
Superintendent or designee

P.O. Box 3003

PO Box 1010

Street/PO Box

Wilson, NC 27895

Sanford, NC 27330

City State Zip Code

Social Security Number (or Federal ID Number)

Current Lee Co. School Employee? Yes ☐ No ☒ If working unsupervised with students, attach Authorization to Release Criminal History Record Check.I am currently receiving a monthly benefit from the Teachers' and State Employees' Retirement System (TSERS) ☐ Yes ☒ No
ESRR form required

FOR OUTSIDE CONSULTANTS:

1. Requisition MUST accompany original contract.
2. Consultant is responsible for submitting invoice for payment.

FOR LCS EMPLOYEE: (not being paid from timesheet) sponsoring administrator must sign below when contract is complete & forward to Finance Office for payment.

I certify that the terms of this contract have been fulfilled.

Signature of Sponsoring Administrator _____ Date _____ \$ _____
Amount to be paid

LEE COUNTY SCHOOL SYSTEM
AGREEMENT FOR CONSULTANT SERVICES

THIS AGREEMENT is made and entered into this 24th day of July 2023 by and between the Lee County Board of Education, Sanford, North Carolina, and Soliant Health, hereinafter referred to as "Consultant."

WITNESSETH:

I. The Lee County Board of Education hereby agrees:

A. To provide financial consideration for the cost of performance of this Agreement at a rate of

\$81.75/hr for the period September 13, 2023 - December 19, 2023

B. Not to exceed \$35,561.25

C. Fund Source 1.5210.032.311.000

II. The Consultant hereby agrees:

To provide services to students throughout the district with hearing impairments. This contract is contingent upon students being enrolled in Lee County Schools. Direct Service to students will be provided by a NC licensed teacher with certification in the area of hearing impairment. The HI teacher will complete evaluations as needed, write corresponding reports, prepare for and attend IEP meetings. 25 hours a week. Total of 435 hours in the contract. 17.4 weeks x 25 hrs = 435 hours x 81.75 = \$35,561.25 Services will be provided virtually.

*****Signature also verifies that a copy of the Healthcare Reform notice was received, notice available on LCS website******

IN WITNESS WHEREOF, the parties hereto have executed this agreement a copy of which is retained by each of the parties, the day and year first above written.

The following signatures must be obtained before submitting to the Superintendent or designee for final approval.

Sponsoring Administrator: Anne Sessoms, M.A. Signature _____ Date _____
Name

Approved for funding: Date _____ Assistant Superintendent C&I _____

Approved for personnel: Date _____ Human Resources Officer _____

Date _____ Chief Finance Officer _____

This instrument has been preaudited in the manner required by the School Budget and Fiscal Control Act.

Consultant Name: Soliant Health

Lee County Board of Education

By: _____ Date: _____
Consultant's signature

By: _____ Date: _____
Superintendent or designee

5550 Peachtree Parkway, Suite 500

PO Box 1010

Street/PO Box

Peachtree Corners, GA 30092

Sanford, NC 27330

City State Zip Code

58-1970270

Social Security Number (or Federal ID Number)

Current Lee Co. School Employee? Yes ☐ No ☒ If working unsupervised with students, attach Authorization to Release Criminal History Record Check.

I am currently receiving a monthly benefit from the Teachers' and State Employees' Retirement System (TSERS) ☐ Yes ☒ No
ESRR form required

FOR OUTSIDE CONSULTANTS:

1. Requisition **MUST** accompany original contract.
2. Consultant is responsible for submitting invoice for payment.

FOR LCS EMPLOYEE: (not being paid from timesheet) sponsoring administrator must sign below when contract is complete & forward to Finance Office for payment.

I certify that the terms of this contract have been fulfilled.

Signature of Sponsoring Administrator _____ Date _____ \$ _____
Amount to be paid

Soliant

Attachment: Job Responsibilities of the physical therapist include conducting evaluations, furnishing reports and treatment as requested and providing documentation of therapy services for Medicaid Fee for Service; as well as additional administrative activities such as, but not limited to coordination of care with school district personnel and involvement in meetings or discussions to coordinate or monitor the health related components of students' IEPs.

Fee Structure for Board of Education Facilities:

THREE HOUR MINIMUM ON ALL HOURLY RATES

12

FACILITIES	NON PROFIT RATES	FOR PROFIT RATES
Auditorium	\$40/hour plus personnel salary	\$70/hour plus personnel salary
Cafeteria	\$30/hour plus personnel salary	\$50/hour plus personnel salary
Multipurpose Room	\$30/hour	\$50/hour
Kitchen	\$30/hour plus personnel salary	\$50/hour plus personnel salary
Classroom	\$20/hour	\$30/hour
Stadium	\$ 60/hour	\$110/hour
Gymnasium Old gym - LCHS Auxiliary gym - SLHS	\$30/hour - community group \$30/hour - individual \$30/hour - out of county Additional \$10 per team for tournaments	\$50/hour - local group \$50/hour - out of county Additional \$10 per team for tournaments
Gymnasium (high school)	\$60/hour Additional \$10 per team for tournaments	\$120/hour Additional \$10 per team for tournaments
Practice Fields	No charge	\$30/hour
Playing Fields	No charge	\$30/hour
Swimming Pool - FLK (therapeutic use only)	\$40/hour	\$60/hour
EQUIPMENT		
New grand piano	\$200 flat fee	\$200 flat fee
Old grand piano	\$85 flat fee	\$85 flat fee
Classroom piano	No charge	No charge
Spotlights (auditorium)	\$70 flat fee	\$70 flat fee
Screen	No charge	No charge
Sound System (auditorium) upon specific approval from the principal	\$200 flat fee	\$200 flat fee
Field lights	\$20/hour	\$30/hour
Field Preparation	\$40 flat fee \$28 community group fee	\$80 flat fee
Concessions	\$35 flat fee	\$110 flat fee

Proposed:

Fee Structure for Board of Education Facilities:

THREE HOUR MINIMUM ON ALL HOURLY RATES

FACILITIES	NON-PROFIT RATES	FOR PROFIT RATES
Auditorium	\$75/hour plus personnel salary	\$100/hour plus personnel salary
Cafeteria	\$50/hour plus personnel salary	\$75/hour plus personnel salary
Multipurpose Room	\$50/hour plus personnel salary	\$75/hour plus personnel salary
Kitchen	\$50/hour plus personnel salary	\$75/hour plus personnel salary
Classroom	\$30/hour plus personnel salary	\$50/hour plus personnel salary
Stadium	\$80/hour plus personnel salary	\$150/hour plus personnel salary
Gymnasium	\$50/hour - community group	\$75/hour - local group
Old gym - LCHS	\$50/hour - individual	\$75/hour - out of county
Auxiliary gym - SLHS	\$50/hour - out of county	
	Additional \$10 per team for tournaments	Additional \$10 per team for tournaments
	Plus personnel salary	Plus personnel salary
Gymnasium (high school)	\$80/hour	\$120/hour
	Additional \$10 per team for tournaments	Additional \$10 per team for tournaments
	Plus personnel salary	Plus personnel salary
Practice Fields	\$20/hour	\$40/hour
Playing Fields	\$50/hour plus personnel salary	\$100/hour plus personnel salary
Swimming Pool - FLK (therapeutic use only)	\$40/hour	\$60/hour
EQUIPMENT		
New grand piano	\$200 flat fee	\$200 flat fee
Old grand piano	\$85 flat fee	\$85 flat fee
Classroom piano	No charge	No charge
Spotlights (auditorium)	\$70 flat fee	\$70 flat fee
Screen	No charge	No charge
Sound System (auditorium) upon specific approval from the principal	\$200 flat fee	\$200 flat fee
Field Lights	\$30/hour	\$50/hour
Field Preparation	\$40 flat fee	\$80 flat fee
	\$28 - community group fee	
Concessions	\$35 flat fee	\$110 flat fee

Rental Fees for Harnett County Schools Use of School Facilities

All Schools

Auditoriums

\$100.00 per hour for Triton & Overhills High Schools

\$50.00 per hour for other schools

Classrooms – not rented unless during summer or special request approved by principal

\$40.00 per hour

\$10.00 per hour for each additional classroom

Cafeterias

\$50.00 per hour

\$10.00 per hour for use of kitchen (applicable when cooking or equipment is used). *This is an additional fee to the cost of the cafeteria.

Gymnasiums

\$50.00 per hour

Additional \$10 per team for tournaments

Media Centers

\$50.00 per hour

High School Stadiums

\$150 per hour

Other fees will be negotiated on an individual basis based on type of event.

Personnel Flat Rate Charges to Applicant

\$30.00 per hour for custodians

\$30.00 per hour for cafeteria workers

Processing Fee

\$20.00

Approved by HC BOE 6/4/12

FACILITY USE FEE SCHEDULE

Area	Per Hour Cost for Non-Profit Organizations			Per Hour Cost for For-Profit Organizations
	Elementary	Middle	High	All Schools Unless Noted Otherwise
Elementary/Middle Auditorium				
Practice Session	\$150.00	N/A	N/A	\$250.00
Performance Session	\$200.00	N/A	N/A	\$300.00
NMHS Auditorium				
Practice Session	N/A	N/A	\$100.00	\$200.00
Performance Session	N/A	N/A	\$150.00	\$250.00
PHS Lee Auditorium				
Practice Session	N/A	N/A	\$250.00	\$350.00
Performance Session	N/A	N/A	\$350.00	\$450.00
UPHS Auditorium				
Practice Session	N/A	N/A	\$200.00	\$300.00
Performance Session	N/A	N/A	\$300.00	\$400.00
Classroom (per Room)	\$50.00	\$50.00	\$75.00	\$125.00
Dining Room (Cafeteria Excluding Kitchen)	\$50.00	\$75.00	\$100.00	\$150.00
Gym				
Practice Session w/ Lights & HVAC	\$110.00	\$110.00	\$200.00	\$250.00
Performance Session w/ Lights & HVAC	\$160.00	\$160.00	\$250.00	\$300.00
NMHS Practice Session w/ Lights & HVAC	N/A	N/A	\$100.00	\$150.00
NMHS Performance Session w/ Lights & HVAC	N/A	N/A	\$150.00	\$200.00
Aux. Gym Practice Session w/ Lights & HVAC	N/A	N/A	\$160.00	\$210.00
Aux. Gym Performance Session w/ Lights & HVAC	N/A	N/A	\$210.00	\$260.00
Gymnasium/Multi-Purpose				
Practice Session w/ Lights & HVAC	\$120.00	\$120.00	N/A	\$170.00
Performance Session w/ Lights & HVAC	\$170.00	\$170.00	N/A	\$220.00
Kitchen (complete form on page 9)	\$140.00	\$150.00	\$160.00	\$200.00
Library/Media Center	\$140.00	\$150.00	\$160.00	\$200.00
Practice Field	\$40.00	\$40.00	N/A	\$75.00
Baseball, Softball, Football, and Soccer Fields (not Stadium)	\$50.00	\$50.00	\$150.00	\$200.00
Exterior Lighting	\$10.00	\$15.00	\$20.00	\$20.00
School Stadiums				
Practice Session	N/A	N/A	\$200.00	\$275.00
Performance Session	N/A	N/A	\$250.00	\$325.00
Stadium Utilities	N/A	N/A	\$30.00	\$30.00
Supplies*				
1 - 10 Participants	\$0.00	\$0.00	\$0.00	\$0.00
11 - 50 Participants	\$10.00	\$10.00	\$10.00	\$10.00
51 - 100 Participants	\$25.00	\$25.00	\$25.00	\$25.00
101 - 200 Participants	\$35.00	\$35.00	\$35.00	\$35.00
201 - 300 Participants	\$45.00	\$45.00	\$45.00	\$45.00
301 - 400 Participants	\$55.00	\$55.00	\$55.00	\$55.00
401 - 500 Participants	\$65.00	\$65.00	\$65.00	\$65.00
501 - 600 Participants	\$75.00	\$75.00	\$75.00	\$75.00
601 - 700 Participants	\$85.00	\$85.00	\$85.00	\$85.00
701 - 800 Participants	\$95.00	\$95.00	\$95.00	\$95.00
801 - 900 Participants	\$105.00	\$105.00	\$105.00	\$105.00
901 - Greater	\$115.00	\$115.00	\$115.00	\$115.00
Personnel*				
Custodian (each)	\$25.00	\$25.00	\$25.00	\$25.00
Cafeteria Employee (each)	\$25.00	\$25.00	\$25.00	\$25.00
Kitchen Supervisor (each)	\$30.00	\$30.00	\$30.00	\$30.00
Technician (each)	\$30.00	\$30.00	\$30.00	\$30.00
Police (each)	\$30.00	\$30.00	\$30.00	\$30.00

* Personnel and Supply Costs are in addition to and not included in the facility use fees

FEE DEFINITION

	Facility Charges (See Schedule)	Personnel Charges
Group I - School Related Activities/Youth Related Activities		
Students and/or teachers over whom the school principal and/or superintendent has jurisdiction and who engage in an activity considered a continuation of the school day or week constitutes School Related Activities. For example: athletic events, performing arts, school clubs and organizations composed of school personnel, booster clubs (Academic, Band, and Sports), PTA, and advisory committees.		
PTAs	No Charge	No Charge (Note 1)
Booster Clubs (Academic, Band, and Sports)	No Charge	No Charge (Note 1)
Student Clubs and Associations Example: Cheerleading Squad, Band, Debate Clubs, etc.	No Charge	No Charge (Note 1)
School Alumni Groups	No Charge	No Charge (Note 1)
Facility Educational Support Programs	No Charge	No Charge (Note 1)
Faculty Educational Support Groups/Committees (English Second Language (ESL), etc.)	No Charge	No Charge (Note 1)
Non-Profit Organizations		
Organizations having obtained non-profit status from the Internal Revenue Service OR organized groups sponsoring educational, cultural or recreational activities for Moore County Schools students only and do not derive a profit and/or do not provide compensation to their officers, members, and directors.		
Group II - Youth Related Activities		
Boy & Girl Scouts	No Charge	Fee Schedule (Note 2)
City/County/Community Recreational Leagues	Fee Schedule (Note 3)	Fee Schedule (Note 2)
Group III - Government Based Organizations		
Government Agencies	No Charge	Fee Schedule (Note 2)
Election Board/Precinct Meetings	No Charge	Fee Schedule (Note 2)
Political Parties	Fee Schedule	Fee Schedule (Note 2)
Group IV - Community Based Organizations		
Boys and Girls Club	No Charge	Fee Schedule (Note 2)
College and University (Sponsoring Educational Activities)	No Charge	Fee Schedule (Note 2)
Neighborhood Groups	No Charge	Fee Schedule (Note 2)
College and University (Activities Other Than Educational)	Fee Schedule	Fee Schedule (Note 2)
Adult Fraternities/Sororities	Fee Schedule	Fee Schedule (Note 2)
Professional and Occupational Organizations	Fee Schedule	Fee Schedule (Note 2)
Church and Religious Groups	Fee Schedule	Fee Schedule (Note 2)
For-Profit/Commercial Organizations		
Group V - For-Profit/Commercial		
Commercial Educational Support Groups	Fee Schedule	Fee Schedule
Retail Merchants	Fee Schedule	Fee Schedule
Dance Studios	Fee Schedule	Fee Schedule
Auction Sales	Fee Schedule	Fee Schedule
Entertainers and Promoters	Fee Schedule	Fee Schedule
Independent Sport Teams/League/Tournaments	Fee Schedule	Fee Schedule
Summer/Sports Camps		
Moore County Schools Sponsored	No Charge	Normal Pay Rate
Other Non-Profit Camps	Fee Schedule	Fee Schedule (Note 2)
For-Profit Camps	Fee Schedule	Fee Schedule
Group VI - Any Group Not Defined Above		
Note 1: Personnel schedules are to be adjusted to accommodate the requirements of the Community Use Policy. The Principal is to be contacted if the site's custodial staff schedules cannot be adjusted to meet the Community Use requirements.		
Note 2: Custodial Fees will only be charged if the facility is used after normal working hours.		
Note 3: Supplies Fees will only be charged if participants and those in attendance exceed 100.		
Note 4: Applicants wishing to be exempt of charges must submit a written request to the school principal providing a full account of the event to be held and how it directly benefits the students of the school and the community. The principal will respond in writing to the applicant within five (5) days of receiving the request.		

**Teacher Coverage Totals
2022/2023**

13

<u>Month</u>	<u>Amount</u>
July	N/A
August	N/A
September	N/A
October	N/A
November	8,441.53
December	5,999.79
January	6,160.38
February	8,320.58
March	5,785.51
April	6,681.65
May/June	5,235.30
Total	46,624.74

*Teacher Coverage - Middle & High Schools
Approved 10/11/22 BOE mtg

Lee County Schools
Teacher Coverage for May/June 2023

15

<u>Site</u>	<u>School Name</u>	<u>Total</u>
314	East Lee Middle	\$ 791.25
335	Lee Early College	\$ 33.33
336	Lee County High	\$ 1,500.00
341	SanLee Middle	\$ 1,787.62
356	West Lee Middle	\$ 1,123.10
	Grand Total	\$ 5,235.30

THARRINGTON SMITH LLP

ATTORNEYS AT LAW

P.O. Box 1151
 Raleigh, N.C. 27602
 Telephone: (919) 821-4711
<http://www.tharringtonsmith.com>
 Federal Tax I.D. No.: 56-0852713

Lee County Board Of Education
 by email to: Susan Britt,
 Admin Asst. to Superintendent
 sbritt@lee.k12.nc.us

OK to pay
PO-818324
SPB
7/17/2023

July 13, 2023
 Client: 013334
 Invoice #: 504493
 Page: 1

For Professional Services Rendered Through June 30, 2023

RE: 000000 General

SERVICES

Date	Person	Description of Services	Hours
6/1/2023	SGR	Review and respond to email from Dossenbach re accreditation issue; research re same.	0.40
6/1/2023	SGR	Telephone conference with Mitchell re accreditation issue.	0.10
6/2/2023	SGR	Telephone conference with Womack re supplement funding issue.	0.30
6/2/2023	SGR	Exchange emails with Womack re supplement funding issue; draft guidance re same.	0.50
6/7/2023	SGR	Telephone conference with Womack re special meeting; draft notice and closed session motion for same.	0.30
6/7/2023	SGR	Telephone conference with Dossenbach re upcoming Board meeting.	0.30
6/8/2023	SGR	Research re capital budgeting procedures and requirements.	0.50
6/9/2023	SGR	Draft email to Womack re responses to legal research questions posed.	0.40
6/13/2023	SGR	Attend board meeting (virtually).	2.50
6/20/2023	SGR	Telephone conference with Malone re budget dispute issues.	0.20
6/20/2023	SGR	Draft email memo to Board re budget dispute process; research re statutory formula factors for same.	0.80
6/20/2023	SGR	Telephone conference with Dossenbach re potential process for budget dispute.	0.30
6/20/2023	SGR	Telephone conference with Womack re budget issues.	0.30
6/20/2023	SGR	Additional telephone conference with Malone re budget statutes and options for review.	0.50
6/20/2023	VRM	Telephone conference with Rawson re budget dispute.	0.20
6/20/2023	VRM	Additional telephone conference with Rawson re budget dispute issues.	0.50
6/27/2023	SGR	Telephone conference with Dossenbach re Board retreat agenda.	0.60
6/27/2023	SGR	Telephone conference with Womack re superintendent search and budget.	0.30

July 13, 2023

Client: 013334

Invoice #: 504493

Page: 2

RE: 000000 General

SERVICES

Date	Person	Description of Services	Hours	
6/28/2023	SGR	Draft RFP for superintendent search firm.	0.80	
6/29/2023	SGR	Draft letter re Board training issue.	0.20	
		Total Professional Services	10.00	\$2,350.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.70	\$235.00	\$164.50
SGR Stephen G. Rawson	PARTNER	9.30	\$235.00	\$2,185.50
	Total Professional Services for this Matter			\$2,350.00
	Total Current Charges for this Matter			\$2,350.00

July 13, 2023

Client: 013334

Invoice #: 504493

Page: 3

RE: 000030 General Personnel

SERVICES

Date	Person	Description of Services	Hours	
6/2/2023	SGR	Conduct research re non-instructional staffing requirements.	0.50	
6/5/2023	SGR	Telephone conference with Dossenbach re administrator contract issues.	0.20	
6/6/2023	SGR	Review and respond to email from Eggers re paid parental leave changes.	0.30	
6/8/2023	SGR	Telephone conference with Eggers re personnel agreement.	0.20	
6/9/2023	MJM	Telephone conference with Rawson re interpretation of paid parental leave legislation.	0.20	
6/12/2023	SGR	Telephone conference with Eggers re TA issue.	0.10	
6/13/2023	SGR	Telephone conference with Eggers re teacher contract issue.	0.10	
6/15/2023	SGR	Telephone conference with Eggers re teacher concern.	0.10	
6/19/2023	SGR	Review referral bonus program draft from Dossenbach.	0.20	
6/28/2023	SGR	Telephone conference with Womack and Eggers re licensure issues.	0.20	
Total Professional Services			2.10	\$493.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
MJM Melissa J. Michaud	PARTNER	0.20	\$235.00	\$47.00
SGR Stephen G. Rawson	PARTNER	1.90	\$235.00	\$446.50
Total Professional Services for this Matter				\$493.50
Total Current Charges for this Matter				\$493.50

July 13, 2023

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RE: 000031 Bond Forfeiture Matters

SERVICES

Date	Person	Description of Services	Hours	
6/2/2023	SGR	Meet with Honomichl re objections.	0.10	
6/8/2023	SGR	Meet with Honomichl re vehicle seizure matter.	0.10	
6/14/2023	JDH	Review Odyssey re retrieve conditions of release and motions to set aside in district court bond matters.	0.20	
6/15/2023	JDH	Prepare draft correspondence re monthly bond report June 2023.	0.20	
6/26/2023	SGR	Meet with Honomichl re vehicle seizure proceeds.	0.10	
6/26/2023	JDH	Review Odyssey re motion to set aside in district court bond matter.	0.10	
6/27/2023	VRM	Interoffice conference with Honomichl re objection to motion to set aside.	0.10	
6/27/2023	JDH	Prepare objection re box 5 death certification verification in district court bond matter.	0.10	
6/27/2023	JDH	Interoffice conference with Malone re objection in district court bond matter.	0.10	
6/27/2023	JDH	E-file through Portal re objection and notice of hearing in district court bond matter (State v Graham).	0.20	
6/30/2023	JDH	Review Odyssey eCourts Portal re motions to set aside and conditions of release in district court bond matters.	0.30	
Total Professional Services			1.60	\$226.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.10	\$235.00	\$23.50
SGR Stephen G. Rawson	PARTNER	0.30	\$235.00	\$70.50
JDH Jennifer D. Honomichl	PARALEGAL	1.20	\$110.00	\$132.00
Total Professional Services for this Matter				\$226.00
Total Current Charges for this Matter				\$226.00

RE: 000049 General Student Discipline
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SERVICES

Date	Person	Description of Services	Hours	
6/6/2023	SGR	Telephone conference with Waller re appeal hearing procedures.	0.30	
6/6/2023	SGR	Review and respond to email from Waller re alternative school reassignment issues.	0.30	
6/7/2023	SGR	Telephone conference with Waller re Board appeal hearing follow-up; review transcript re same.	0.50	
Total Professional Services			1.10	\$258.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	1.10	\$235.00	\$258.50
Total Professional Services for this Matter				\$258.50
Total Current Charges for this Matter				\$258.50

RE: 000058 Vehicle Forfeiture Matters

SERVICES

Date	Person	Description of Services	Hours
6/1/2023	SGR	Review vehicle seizure petition; telephone conference with Honomichl re same.	0.20
6/1/2023	JDH	Review Odyssey re application for release of total loss vehicle and other supporting documentation to include pictures of vehicle and declaration of monies disbursed; telephone conference with Rawson re same.	0.20
6/2/2023	JDH	Interoffice conference with Rawson re application and order for release of seized motor vehicle-felony speeding to elude.	0.10
6/2/2023	JDH	Prepare application and order for release of seized motor vehicle re felony speeding to elude in district court matter.	0.10
6/2/2023	JDH	Upload and electronically file application re e courts file and serve portal; email to Assistant Clerk Beasley re same.	0.20
6/2/2023	JDH	Email correspondence to Stump and Rawson re executed application and order for release of total loss vehicle and next steps in district court matter (State v Jones).	0.20
6/5/2023	VRM	Review and revision of assignment affidavit re sale of low value vehicles.	0.10
6/5/2023	JDH	Interoffice conference with Malone re declaration of authority to sell low value vehicles re Martin Edwards and Associates.	0.10
6/6/2023	RAP	Revisions to proposed delegation of authority agreement between Board and Martin Edwards and Associates re seized vehicles.	0.40
6/8/2023	JDH	Review email correspondence; email correspondence to Powell (Erie Insurance) and Rawson re additional documentation re application and order for release of seized motor vehicle-total loss.	0.10
6/8/2023	JDH	Review additional email correspondence; email correspondence to Powell (Erie Insurance) re seized vehicle matters and court contact information.	0.10
6/12/2023	JDH	Email correspondence to Burns (Martin Edwards) re delegation of authority agreement to sell low value vehicles.	0.10
6/13/2023	JDH	Revise agreement re delegation of authority for Martin Edwards and Associate to sell of low value seized vehicles to include track changes.	0.10
6/21/2023	RAP	Interoffice conference with Honomichl re revisions to delegation of authority agreement for Martin Edwards and Associates to sell seized vehicles.	0.20
6/21/2023	RAP	Review of delegation of authority agreement with Martin Edwards and Associates re sale of seized vehicles.	0.40
6/21/2023	JDH	Interoffice conference with Paschal re revisions to delegation of authority agreement for Martin Edwards and Associates to sell seized vehicles.	0.20
6/26/2023	JDH	Review officer's affidavit re seized motor vehicle (State v Jones).	0.10
6/26/2023	JDH	Review Odyssey and correspondence from Lee County Clerk of Court re proceeds receipt from sale of vehicle (State v Holland).	0.20

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RE: 000058 Vehicle Forfeiture Matters

SERVICES

Date	Person	Description of Services	Hours	
6/26/2023	JDH	Interoffice conference with Rawson re seized vehicle proceeds held by clerk's office and next steps per clerical procedures.	0.10	
6/28/2023	JDH	Prepare label and create file re delegation of authority agreement for Martin Edwards to sell low value seized vehicles.	0.10	
Total Professional Services			3.30	\$500.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.10	\$235.00	\$23.50
SGR Stephen G. Rawson	PARTNER	0.20	\$235.00	\$47.00
RAP Richard A. Paschal	ASSOCIATE	1.00	\$210.00	\$210.00
JDH Jennifer D. Honomichl	PARALEGAL	2.00	\$110.00	\$220.00
Total Professional Services for this Matter				\$500.50
Total Current Charges for this Matter				\$500.50

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RE: 000063 General Contract Review

SERVICES

Date	Person	Description of Services	Hours	
6/1/2023	SGR	Review and respond to email from Womack re mental health services contract.	0.10	
6/1/2023	SGR	Review and respond to emails from Waller re contracts and student discipline issues; review contracts re same.	0.80	
6/9/2023	SGR	Review and respond to email from Waller re MOU.	0.10	
6/19/2023	SGR	Draft MOU for athletic physical exams.	0.40	
6/20/2023	SGR	Review and respond to email from McNeill re service agreements.	0.10	
6/21/2023	RAP	Review of Education Healthcare Staffing agreement; correspondence with Sessoms re agreement and issue as to termination provision.	1.90	
Total Professional Services			3.40	\$751.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	1.50	\$235.00	\$352.50
RAP Richard A. Paschal	ASSOCIATE	1.90	\$210.00	\$399.00
Total Professional Services for this Matter				\$751.50
Total Current Charges for this Matter				\$751.50

RE: 000067 General Student Matters

SERVICES

Date	Person	Description of Services	Hours	
6/6/2023	NAR	Telephone conference with Rawson re Equal Access Act issues.	0.20	
6/6/2023	SGR	Exchange emails with Eggers re review of complaint; research re Equal Access Act issue; telephone conference with Ramee re same.	0.70	
6/6/2023	SGR	Review and respond to email from Bowling re county MOU re naloxone for emergency use.	0.20	
6/7/2023	SGR	Review and respond to email from Waller re custody order; review order re same.	0.30	
6/15/2023	SGR	Review and respond to email from Waller re custody issue.	0.10	
6/19/2023	SGR	Review and respond to email from Waller re review of school handbook.	0.30	
Total Professional Services			1.80	\$423.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
NAR Neal A. Ramee	PARTNER	0.20	\$235.00	\$47.00
SGR Stephen G. Rawson	PARTNER	1.60	\$235.00	\$376.00
Total Professional Services for this Matter				\$423.00
Total Current Charges for this Matter				\$423.00

RE: 000075 General Budget Issues

SERVICES

Date	Person	Description of Services	Hours	
6/5/2023	SGR	Research re finance close-out procedures in response to email from Britt.	0.50	
6/9/2023	SGR	Telephone conference with Malone re capital funding issues.	0.20	
6/9/2023	VRM	Telephone conference with Rawson re capital funding issues.	0.20	
6/10/2023	VRM	Review of materials re school system and county authority for school system capital needs; draft of e-mails to Rawson re same.	0.20	
Total Professional Services			1.10	\$258.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.40	\$235.00	\$94.00
SGR Stephen G. Rawson	PARTNER	0.70	\$235.00	\$164.50
Total Professional Services for this Matter				\$258.50
Total Current Charges for this Matter				\$258.50

RE: 000999 Expenses

DISBURSEMENTS

Date	Description of Disbursements	Amount
6/27/2023	Photocopies (7 @ \$0.20)	\$1.40
6/27/2023	Postage	\$2.40
6/30/2023	Thomson Reuters - West Payment Center- Westlaw Expense-	\$360.22
	Total Disbursements	\$364.02
	Total Disbursements for this Matter	\$364.02
	Total Current Charges for this Matter	\$364.02

Total Services	\$5,261.50	
Total Disbursements	\$364.02	
Total Current Charges		\$5,625.52
Previous Balance		\$7,608.27
Less Payments		\$7,608.27
PAY THIS AMOUNT		\$5,625.52

*Payments received after the invoice date are not reflected on this invoice.
Due Upon Receipt. A late fee of 8% per annum will be added to unpaid balances after 60 days.
Please include the invoice number on all remittance. Thank you.*



THARRINGTON SMITH LLP

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Federal Tax I.D. No.: 56-0852713

Lee County Board Of Education
by email to: Susan Britt,
Admin Asst. to Superintendent
sbritt@lee.k12.nc.us

OK to pay
SPB
8/16/2023
PO-018334

August 16, 2023
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For Professional Services Rendered Through July 31, 2023

RE: 000000 General

SERVICES

Date	Person	Description of Services	Hours	
7/10/2023	SGR	Telephone conference with Womack re performance audit report; draft email to Womack re same.	0.30	
7/14/2023	SGR	Review retreat agenda and Board meeting agenda.	0.10	
7/14/2023	SGR	Review performance audit for confidential information and legal issues.	1.50	
7/17/2023	SGR	Draft and revise ethics training presentation.	1.30	
7/18/2023	SGR	Travel to and conduct Board ethics training.	3.10	
7/18/2023	SGR	Attend Board meeting and return travel.	2.80	
7/26/2023	SGR	Review and respond to emails from Waller, Britt, Eggers, and Womack re miscellaneous issues.	0.60	
Total Professional Services			9.70	\$2,279.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	9.70	\$235.00	\$2,279.50
Total Professional Services for this Matter				\$2,279.50
Total Current Charges for this Matter				\$2,279.50

RE: 000004 Audit Letter

SERVICES

Date	Person	Description of Services	Hours	
7/18/2023	VRM	Review of and respond to e-mail(s) from Smith re audit; draft of e-mail to Crabtree re same.	0.10	
7/18/2023	TLC	Review and reply to email from Malone re audit letter; review of prior audit memo and letter; draft audit memo; draft email to Rawson re audit letter.	0.50	
Total Professional Services			0.60	\$78.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.10	\$235.00	\$23.50
TLC Trisha L. Crabtree	PARALEGAL	0.50	\$110.00	\$55.00
Total Professional Services for this Matter				\$78.50
Total Current Charges for this Matter				\$78.50

RE: 000030 General Personnel

SERVICES

Date	Person	Description of Services	Hours	
7/11/2023	SGR	Telephone conference with Eggers re coordinator contract issue.	0.30	
7/12/2023	SGR	Review and respond to email from Dossebach re rehired retirees.	0.20	
7/13/2023	SGR	Telephone conference with Eggers re job posting.	0.20	
7/17/2023	SGR	Telephone conference with Eggers re dual employment issue.	0.20	
7/20/2023	SGR	Review and revise grievance response from Eggers.	0.20	
Total Professional Services			1.10	\$258.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	1.10	\$235.00	\$258.50
Total Professional Services for this Matter				\$258.50
Total Current Charges for this Matter				\$258.50

RE: 000031 Bond Forfeiture Matters

SERVICES

Date	Person	Description of Services	Hours	
7/5/2023	JDH	Revise draft correspondence re monthly bond forfeiture report (June 2023).	0.10	
7/5/2023	JDH	Review eCourt Odyssey re motions to set aside in district and superior court bond matters and obtain conditions of release in each matter.	0.40	
7/6/2023	JDH	Review eCourts Odyssey re motions to set aside in district and superior court bond matters and obtain conditions of release.	0.20	
7/10/2023	SGR	Telephone conference with bail agent re hearing resolution.	0.10	
7/10/2023	JDH	Telephone conference with Utley (bail agent) re box 5 objection in district court bond matter.	0.10	
7/11/2023	JDH	Telephone conference with Mack (bail agent) re memorandum of acceptable documentation; email to Mack re same.	0.20	
7/11/2023	JDH	Review eCourt Odyssey re motions to set aside in district and superior court bond matters.	0.40	
7/12/2023	JDH	Review eCourt Odyssey re consent order in district court bond matter.	0.10	
7/19/2023	VRM	Telephone conference with Mildwurf and Spahos re arrest of defendant after final judgement issues; telephone conference with Rawson re same.	0.10	
7/19/2023	JDH	Email correspondence to Assistant Clerk Clark re box 5 motion to set aside in district court matter.	0.10	
7/19/2023	JDH	Review eCourt Odyssey re motion to set aside in district court bond matter.	0.10	
7/24/2023	JDH	Review e-court Odyssey and retrieve conditions of release re motion to set aside in district court bond matter.	0.20	
7/25/2023	SGR	Review and respond to email from Honomichl re lienholder petition response.	0.10	
7/27/2023	JDH	Review e-portal Odyssey re retrieve conditions of release and motion to set aside in district court bond matter.	0.20	
7/31/2023	JDH	Review e-Court portal and retrieve court order re order of continuance in district court matter (State v Graham); email to Assistant Clerk Clark re same.	0.20	
Total Professional Services			2.60	\$323.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
VRM V. Rod Malone	PARTNER	0.10	\$235.00	\$23.50
SGR Stephen G. Rawson	PARTNER	0.20	\$235.00	\$47.00
JDH Jennifer D. Honomichl	PARALEGAL	2.30	\$110.00	\$253.00

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RE: 000031 Bond Forfeiture Matters

Total Professional Services for this Matter	\$323.50
Total Current Charges for this Matter	\$323.50

RE: 000049 General Student Discipline
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SERVICES

Date	Person	Description of Services	Hours	
7/18/2023	SGR	Begin review of code of conduct.	0.60	
7/20/2023	SGR	Continue review of code of conduct from Waller.	0.40	
7/24/2023	SGR	Draft email to Salt re code of conduct summary document.	0.10	
7/26/2023	SGR	Draft summary letter re disciplinary enforcement for start-of-school communications.	0.80	
Total Professional Services			1.90	\$446.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	1.90	\$235.00	\$446.50
Total Professional Services for this Matter				\$446.50
Total Current Charges for this Matter				\$446.50

RE: 000058 Vehicle Forfeiture Matters

SERVICES

Date	Person	Description of Services	Hours	
7/3/2023	JDH	Prepare agreement re delegation of authority for Martin Edwards to sell low value vehicles.	0.20	
7/7/2023	JDH	Revise agreement re delegation of authority re notice clause to all board attorneys.	0.10	
7/24/2023	JDH	Review e-courts portal and retrieve officer's affidavit re lienholder's petition for release of seized motor vehicle felony speeding to elude (State v Books).	0.20	
7/25/2023	JDH	Prepare board's response re lienholder's petition for release of seized motor vehicle-felony speeding to elude (State v Brooks).	0.20	
7/25/2023	JDH	Email correspondence to Rawson re draft board's response re lienholder's petition for release of seized motor vehicle and supporting documentation (State v Brooks).	0.20	
7/26/2023	JDH	Prepare correspondence to all parties for service re board's response to lienholder's petition for release of seized motor vehicle in district court matter (State v Brooks).	0.20	
7/26/2023	JDH	Email correspondence to Apple, ADA Everest, Assistant Clerk Beasley and Rawson re board's response in district court matter (State v Brooks).	0.10	
7/26/2023	JDH	Review officer's affidavits re seized motor vehicles in district court matters.	0.10	
Total Professional Services			1.30	\$143.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
JDH Jennifer D. Honomichl	PARALEGAL	1.30	\$110.00	\$143.00
Total Professional Services for this Matter				\$143.00
Total Current Charges for this Matter				\$143.00

RE: 000060 Student Handbook Review

SERVICES

Date	Person	Description of Services	Hours	
7/5/2023	MHW	Review student and staff handbooks.	0.10	
7/6/2023	MHW	Continue review of student and faculty handbooks.	0.40	
7/10/2023	MHW	Review handbooks.	2.10	
7/11/2023	MHW	Review staff and student handbooks.	3.30	
7/12/2023	MHW	Review student and staff handbooks.	0.90	
7/20/2023	MHW	Review student handbooks.	0.50	
7/24/2023	MHW	Review handbooks.	0.70	
7/25/2023	MHW	Review student handbooks.	0.20	
Total Professional Services			8.20	\$1,722.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
MHW Maya H. Weinstein	ASSOCIATE	8.20	\$210.00	\$1,722.00
Total Professional Services for this Matter				\$1,722.00
Total Current Charges for this Matter				\$1,722.00

RE: 000061 General Policy Review

SERVICES

Date	Person	Description of Services	Hours	
7/25/2023	JFS	Review Facilities Use application packet and cross reference with current policy provisions.	1.00	
7/26/2023	JFS	Review and suggest revisions to Lee County Facilities Use policies and application packet.	1.50	
Total Professional Services			2.50	\$275.00

PERSON RECAP

Person	Level	Hours	Rate	Amount
JFS John F. Salt	LAW CLERK	2.50	\$110.00	\$275.00
Total Professional Services for this Matter				\$275.00
Total Current Charges for this Matter				\$275.00

RE: 000063 General Contract Review

SERVICES

Date	Person	Description of Services	Hours	
7/5/2023	SGR	Review and respond to email from Waller re signature authority issue.	0.10	
7/10/2023	SGR	Review copier agreement addendum and respond to email from Waller re same.	0.30	
7/10/2023	SGR	Review and respond to emails from Waller and Dossenbach re handbook reviews, contracts, and lawyer solicitation.	0.50	
7/12/2023	SGR	Review and revise contract for cloud services.	0.50	
7/12/2023	SGR	Review and revise Maxim contract for health services staffing.	0.40	
7/12/2023	RAP	Correspondence with Rawson re staffing agreement review.	0.10	
7/17/2023	RAP	Review of CareStaff staffing agreement.	0.70	
7/18/2023	SGR	Review and revise Caterpillar contract for running trail construction.	0.60	
7/21/2023	RAP	Revision of CareStaff staffing agreement; draft of addendum to agreement; correspondence with Sessoms re agreement and addendum.	1.40	
7/26/2023	SGR	Review and respond to emails from Board members re disappointed bidder; review policy and statute re same.	0.50	
7/26/2023	JRW	Review and exchange emails with Rawson re e-rate consultant contract.	0.10	
Total Professional Services			5.20	\$1,164.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	2.90	\$235.00	\$681.50
RAP Richard A. Paschal	ASSOCIATE	2.20	\$210.00	\$462.00
JRW Jason R. Weber	ASSOCIATE	0.10	\$210.00	\$21.00
Total Professional Services for this Matter				\$1,164.50
Total Current Charges for this Matter				\$1,164.50

RE: 000067 General Student Matters

SERVICES

Date	Person	Description of Services	Hours	
7/10/2023	SGR	Exchange emails with Dossenbach and Spence re code of conduct resource document.	0.10	
		Total Professional Services	0.10	\$23.50

PERSON RECAP

Person	Level	Hours	Rate	Amount
SGR Stephen G. Rawson	PARTNER	0.10	\$235.00	\$23.50
	Total Professional Services for this Matter			\$23.50
	Total Current Charges for this Matter			\$23.50

RE: 000999 Expenses

DISBURSEMENTS

Date	Description of Disbursements	Amount
7/18/2023	Stephen G. Rawson- Travel Auto- (77 @ \$0.655)	\$50.44
7/19/2023	Photocopies (6 @ \$0.20)	\$1.20
7/19/2023	Photocopies (1 @ \$0.50)	\$0.50
7/31/2023	Thomson Reuters - West Payment Center- Westlaw Expense-	\$79.18
	Total Disbursements	\$131.32
	Total Disbursements for this Matter	\$131.32
	Total Current Charges for this Matter	\$131.32

Total Services	\$6,714.50	
Total Disbursements	\$131.32	
Total Current Charges		\$6,845.82
Previous Balance		\$5,625.52
Less Payments		\$5,625.52
PAY THIS AMOUNT		\$6,845.82

*Payments received after the invoice date are not reflected on this invoice.
Due Upon Receipt. A late fee of 8% per annum will be added to unpaid balances after 60 days.
Please include the invoice number on all remittance. Thank you.*

June 2023
Financials

Fund	1 digit Purpose	Description	Beginning Budget/Beg Balance	Budget Adjustments	Current Budget/Balance	Year-to-Date Expenses	PO's & Encumbrances Outstanding	Remaining Balance	Percent Spent
1	5XXX	Instructional Services	58,000,000.00	\$7,656,540.00	\$65,656,540.00	\$65,336,431.28	\$0.00	\$320,108.72	99.51%
	6XXX	System-Wide Support Services	5,250,000.00	\$1,647,820.00	\$6,897,820.00	\$6,780,015.54	\$0.00	\$117,804.46	98.29%
	7XXX	Ancillary Services	250,000.00		\$250,000.00	\$79,706.57	\$0.00	\$170,293.43	31.88%
1 Total			\$63,500,000.00	\$9,304,360.00	\$72,804,360.00	\$72,196,153.39	\$0.00	\$608,206.61	99.16%
2	5XXX	Instructional Services	9,040,524.00	\$300,000.00	\$9,340,524.00	\$9,025,430.10	\$0.00	\$315,093.90	96.63%
	6XXX	System-Wide Support Services	9,045,000.00	\$477,070.00	\$9,522,070.00	\$9,023,005.51	\$0.00	\$499,064.49	94.76%
	7XXX	Ancillary Services	350,000.00		\$350,000.00	\$72,536.56	\$0.00	\$277,463.44	20.72%
	8XXX	Non-Programmed Charges	1,175,000.00	\$600,000.00	\$1,775,000.00	\$1,565,589.30	\$0.00	\$209,410.70	88.20%
2 Total			\$19,610,524.00	\$1,377,070.00	\$20,987,594.00	\$19,686,561.47	\$0.00	\$1,301,032.53	93.80%
3	5XXX	Instructional Services	14,683,330.00	\$6,262,742.87	\$20,946,072.87	\$14,508,958.99	\$0.00	\$6,437,113.88	69.27%
	6XXX	System-Wide Support Services	3,115,875.00	\$128,043.13	\$3,243,918.13	\$1,869,040.42	\$0.00	\$1,374,877.71	57.62%
	7XXX	Ancillary Services	280,000.00	\$183,161.76	\$463,161.76	\$399,162.43	\$0.00	\$63,999.33	86.18%
	8XXX	Non-Programmed Charges	2,000,000.00	\$1,250,000.00	\$3,250,000.00	\$3,165,079.33	\$0.00	\$84,920.67	97.39%
3 Total			\$20,079,205.00	\$7,823,947.76	\$27,903,152.76	\$19,942,241.17	\$0.00	\$7,960,911.59	71.47%
4	5XXX	Instructional Services	500,000.00	\$2,199,554.00	\$2,699,554.00	\$674,937.21	\$0.00	\$2,024,616.79	25.00%
	6XXX	System-Wide Support Services	1,185,000.00	\$2,586,845.00	\$3,771,845.00	\$3,119,871.29	\$0.00	\$651,973.71	82.71%
	8XXX	Non-Programmed Charges	-	\$550,000.00	\$550,000.00	\$365,758.00	\$0.00	\$184,242.00	0.00%
	9XXX	Capital Outlay	1,600,500.00	(\$550,000.00)	\$1,050,500.00	\$25,300.00	\$0.00	\$1,025,200.00	2.41%
4 Total			\$3,285,500.00	\$4,786,399.00	\$8,071,899.00	\$4,185,866.50	\$0.00	\$3,886,032.50	51.86%
5	7XXX	Ancillary Services	5,626,875.00		\$5,626,875.00	\$4,486,172.89	\$0.00	\$1,140,702.11	79.73%
	8XXX	Non-Programmed Charges	325,000.00		\$325,000.00	\$215,145.56	\$0.00	\$109,854.44	66.20%
5 Total			\$5,951,875.00	\$0.00	\$5,951,875.00	\$4,701,318.45	\$0.00	\$1,250,556.55	78.99%
8	5XXX	Instructional Services	2,000,000.00	\$3,606,646.83	\$5,606,646.83	\$2,889,611.57	\$0.00	\$2,717,035.26	51.54%
	6XXX	System-Wide Support Services	350,000.00	2,523,843.36	\$2,873,843.36	\$1,357,521.29	\$0.00	\$1,516,322.07	47.24%
	7XXX	Ancillary Services	125,000.00	\$200,000.00	\$325,000.00	\$25,498.06	\$0.00	\$299,501.94	7.85%
8 Total			\$2,475,000.00	\$6,330,490.19	\$8,805,490.19	\$4,272,630.92	\$0.00	\$4,532,859.27	48.52%
Grand Total			\$114,902,104.00	\$29,622,266.95	\$144,524,370.95	\$124,984,771.90	\$0.00	\$19,539,599.05	86.48%

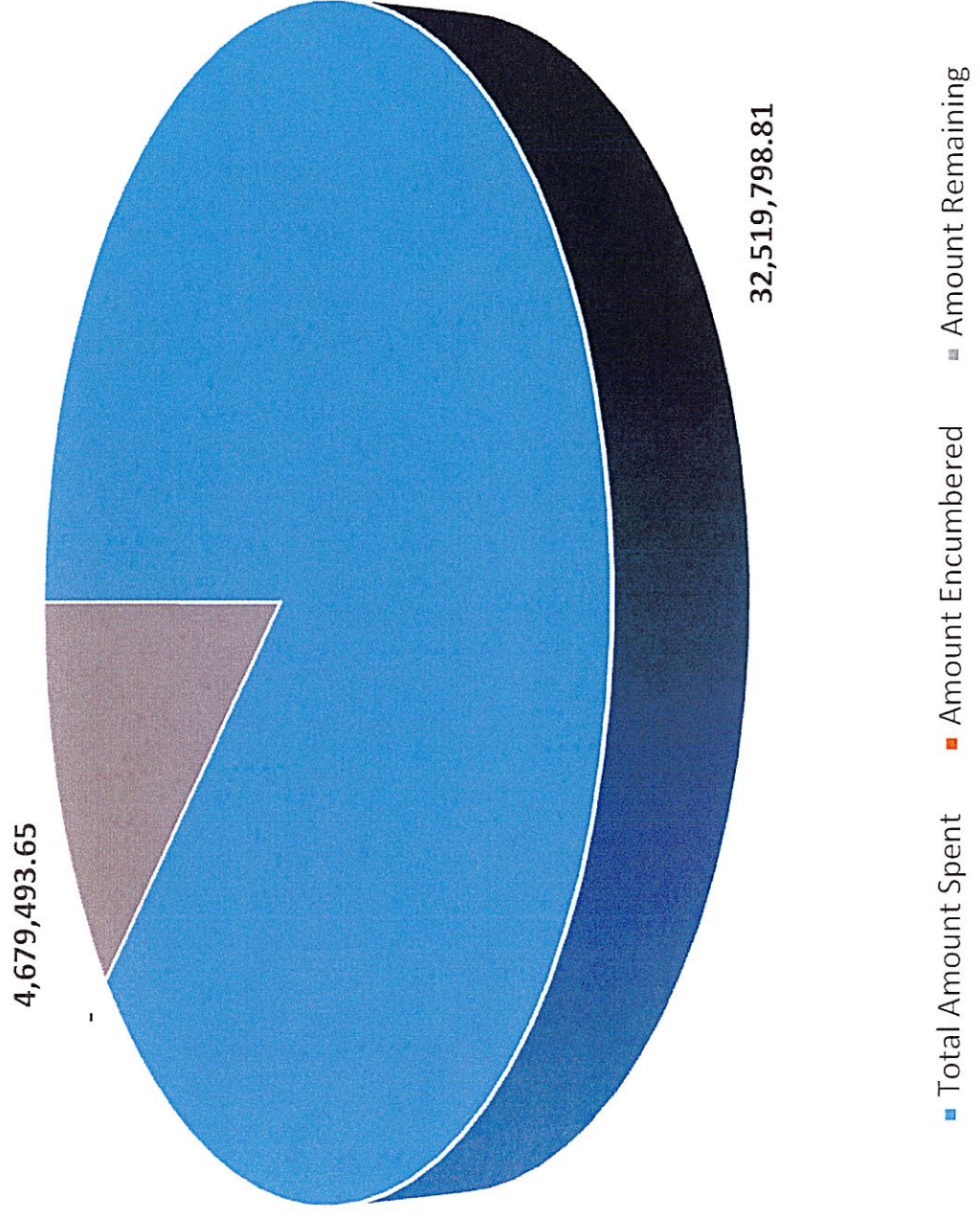
Fund 1 – State
Fund 2 – Local
Fund 3 – Federal
Fund 4 – Capital Outlay
Fund 5 – Child Nutrition
Fund 8 – Special Revenue

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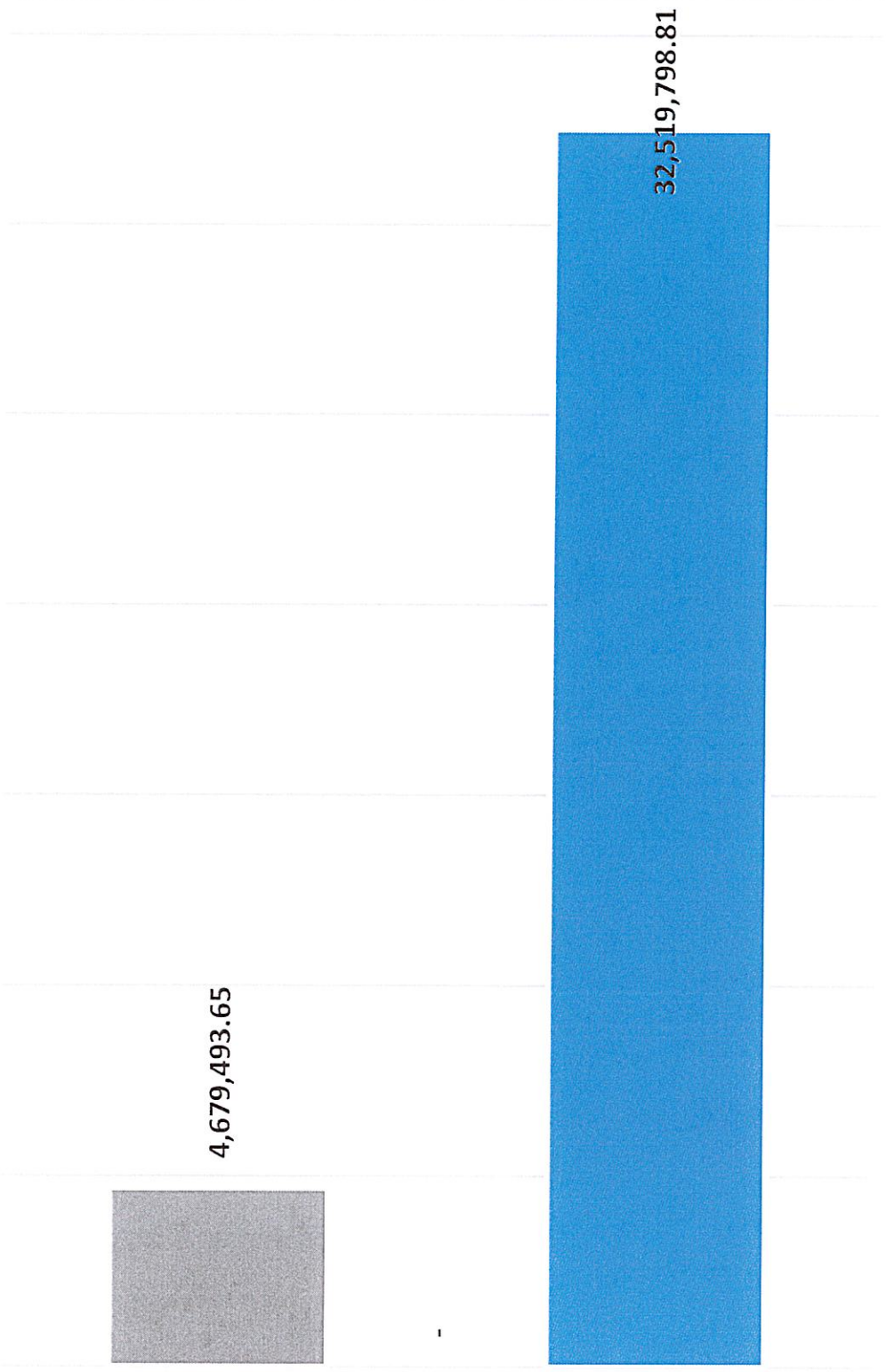
**COVID Funding
Update - 6/30/23**

PRC	Description	Expiration	Amount Allotted	Additional Allotment	Amount Spent	Amount Encumbered	Amount Remaining
121	CRF - Summer Learning Program	12/30/2020	453,793.00		453,793.00		-
122	CRF - School Health Support	12/30/2020	2,688.00		2,687.52		0.48
123	CRF - Nondigital Resources	12/30/2020	19,064.00		19,064.00		-
124	CRF - Student Computers & Devices	12/30/2020	194,419.00		194,419.00		-
125	CRF - School Nutrition	12/30/2020	486,049.00		486,048.03		0.97
126	CRF - Personnel Computers & Devices	12/30/2020	31,772.00		31,772.00		-
127	CRF - Connectivity School Buses	12/30/2020	6,449.00		6,449.00		-
128	CRF - Home & Community Wifi	12/30/2020	19,800.00		19,800.00		-
132	CRF - Exceptional Children	12/30/2020	92,189.00	16,854.00	109,043.00		-
134	CRF - Low Wealth Supplemental Funds	12/30/2020	258,773.00	216,188.00	474,961.00		-
135	CRF - Cybersecurity	12/30/2020	21,215.00		21,215.00		-
137	CRF - Personal protective equipment (PPE)	12/30/2020	179,895.00	97,207.00	277,102.00		-
141	State Fiscal Recovery Funds - Premium Pay Bonus	3/31/2022	1,866,046.00		1,866,046.01		(0.01)
154	State Covid-19 Supplemental Funds	6/30/2020	378,685.00		378,685.00		-
163	CARES Act - ESSER I	9/30/2022	2,100,214.00		2,100,214.00		-
165	CARES Act - ESSERF - Digital Curricula	9/30/2022	70,347.00		70,347.00	-	-
166	Cares Act - Current Canvas Licenses	9/30/2021	13,889.00		13,889.00	-	-
167	Cares Act - Exceptional Children Grants	9/30/2022	68,125.00		68,125.00	-	-
169	GEER - Student Health Support (Guidance Salaries 3 new positions)	9/30/2022	259,638.00		259,638.00	-	-
170	GEER - Supplemental Instructional Services	9/30/2022	129,839.00		129,839.00		-
171	ESSER II	9/30/2023	8,451,654.00	12,064.55	8,449,632.88		14,085.67
173	ESSER II - Contracted Services for school health support personnel	9/30/2023	63,172.00		63,172.00	-	-
174	CRRSA - ESSER II - School Nutrition Covid Support	9/30/2023	68,916.00		43,344.55	-	25,571.45
176	ESSER Funding - Summer Bridge	9/30/2023	251,521.00		249,437.76	-	2,083.24
177	CTE Summer Program	9/30/2023	164,750.00		138,986.70		25,763.30
178	ESSER II - Competency Based Assessment	9/30/2023	57,219.00		42,443.11	-	14,775.89
181	ESSER III	9/30/2024	12,433,513.86	6,563,879.05	15,031,109.08		3,966,283.83
183	American Rescue Plan I - ESSER Fund - Ed for Homeless Children & Youth	9/30/2024	60,000.00		59,163.58		836.42
184	Education for Homeless Children and Youth	9/30/2024	105,667.00	8,862.00	66,072.63	-	48,456.37
185	IDEA, Part B (611) - ESSER	up to 27 months	511,355.00		244,503.51	-	266,851.49
186	IDEA Preschool Part B (619) Grant - ESSER	up to 27 months	48,219.00		11,999.92	-	36,219.08
188	ARP - ESSER III - Summer Career Accelerator Program	9/30/2024	229,174.00		199,035.30	-	30,138.70
189	ARP - ESSER III - Math Enrichment Programs	9/30/2024	230,006.00		43,657.59		186,348.41
191	ARP - ESSER III - Grants for Identification & Location of Missing Students	9/30/2024	38,878.00		38,878.00	-	-
192	ARP - ESSER III - Cyberbullying & Suicide Prevention Grants	9/30/2024	101,849.00		82,469.64	-	19,379.36
193	ARP - ESSER III - GAGGLE Grants	9/30/2024	31,828.00		-		31,828.00
194	ARP - ESSER III - Career & Technical Education - Hospitality	9/30/2024	8,143.00		-		8,143.00
203	ARP - ESSER III - Teacher Bonuses	9/30/2024	772,756.00		772,756.00		-
205	ARP - ESSER III - Driver Training	9/30/2024	2,728.00		-		2,728.00
			30,284,237.86	6,915,054.60	32,519,798.81	-	4,679,493.65
			37,199,292.46				

COVID FUNDING Update 6/30/23

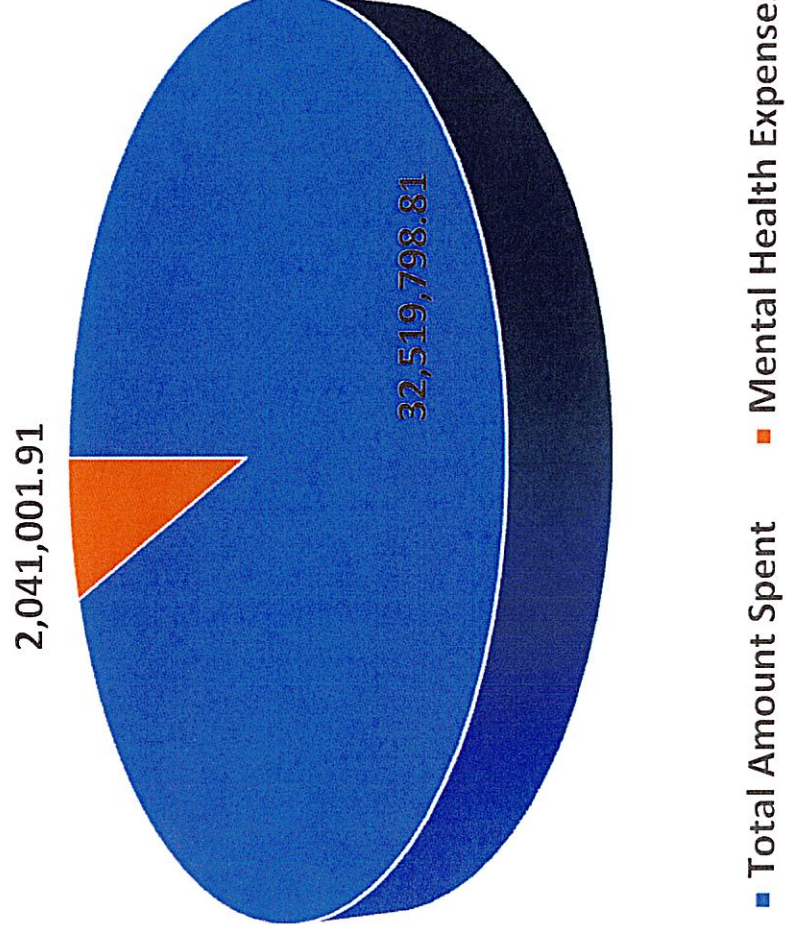


COVID FUNDING
Update 6/30/23



■ Amount Remaining ■ Amount Encumbered ■ Total Amount Spent

Mental Health Related Expenses



**2022-2023
Board Expenses**

<u>Patrick Kelly-70</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
<u>James Laudate-71</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
<u>Eric Davidson-75</u>	* Registrations/Misc.	79.00
	** LCBOE Sanctioned Expenditures	-
		79.00
<u>Chris Gaster-76</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
<u>Sandra Bowen-77</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
<u>Alan Rummel-78</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
<u>Sherry Lynn Womack-79</u>	* Registrations/Misc.	-
	** LCBOE Sanctioned Expenditures	-
		-
Supplies & Materials/Misc.		
<u>Misc. Expenses</u>		
7/18/2023 NCSBA - Online Webhosting		6,150.00
7/20/2023 NCSBA - Video Subscription		1,500.00
7/26/2023 Catering - Board Retreat		368.35
8/2/2023 William C. Harrison - Travel Reim. - Board Retreat		48.47
8/9/2023 Security BOE Mtg. 7/18/23		292.20
Subtotal		<u>8,359.02</u>
Total Supplies & Materials/Misc.		<u>8,359.02</u>
Total Budget		<u>22,000.00</u>
Registration/Misc.		79.00
Total Supplies & Materials/Misc.		<u>8,359.02</u>
Total Expended to Date		<u>8,438.02</u>
Performance Audit		<u>12,500.00</u>
		<u>12,500.00</u>
		<u>20,938.02</u>
Amount Remaining		<u>1,061.98</u>

* Total per Board member for staff development, travel, etc. in the performance of Board of Education duties
- \$1,000.00 each. Re-elected board members receive an additional \$1,000.00 in year that they're re-elected.

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Patrick Kelly-70
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-

James Laudate-71
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-

Eric Davidson-75
Registrations/Misc.

LCBOE Sanctioned Expenditures

8/9/2023 NCSBA - Registration - SREC Lead Mtg.

79.00

Total	Subtotal	
		79.00
		79.00

Chris Gaster-76
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-

Sandra Bowen-77
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-
	Subtotal	-

Alan Rummel-78
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-
	Subtotal	-

Sherry Lynn Womack-79
Registrations/Misc.

LCBOE Sanctioned Expenditures

Total	Subtotal	
		-
		-
	Subtotal	-

Performance Audit

7/10/2023 Evergreen Solutions LLC

12,500.00

Total	Subtotal	12,500.00
		12,500.00
		12,500.00