



## AGREEMENT FOR CONTRACTED SERVICES

Contractor Rita Alfred Requested By Dr. Michele Hamilton

Description of Service/Work Intro to RJ for new staff members at JFS, NMS & BCS and Repairing Harm  
 (3 summer trainings/\$6,000 = \$18,000 ; 2 fall trainings/8,000=\$16,000 and 3 days/coaching @ \$1,600=\$4,800). Total \$38,800

Service Date(s) August 2019- June 2020 Time(s) Various

Payable According to the following schedule As Invoiced

NATOMAS UNIFIED SCHOOL DISTRICT	CONTRACTOR
5.14.19	State Contractor's License No. _____
Program Manager (signature) _____	Fed ID or SS No. <u>81-2276713</u>
Date	<u>El Cerrito</u> <u>CA</u> <u>94530</u>
<u>Doug Orr</u> <u>Associate Superintendent - SLS</u>	City State Zip
Print Name Title	Are you incorporated? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Business Services (signature) _____	Phone/Fax# <u>510-206-0995</u>
Date	<u>Rita Alfred</u> <u>5/17/19</u>
Print Name Title	Contractor's Name (signature) Date
	<u>Rita Alfred</u> <u>RITA ALFRED</u>
	Print Name Title

Note: ALL SIGNATURES ARE REQUIRED FOR CONTRACT TO BE BINDING

The services as described and authorized above have been satisfactorily completed in accordance with the above agreement and final payment for same is in order.

\_\_\_\_\_ \$ \_\_\_\_\_  
 Print Name Sign Date Total Amount Due

Budget Account Number	Fund	Resource	Yr	Object	Site	Goal	Function	Loc 1	Loc 2
	XX	XXXX	X	XXXX	XXX	XXXX	XXXX	XXX	XXX
	<u>01</u>	<u>3010</u>	<u>0</u>	<u>5800</u>	<u>000</u>	<u>110</u>	<u>1000</u>	<u>109</u>	<u>938</u>

## **Provisions**

1. Natomas Unified School District (NUSD) hereby agrees to pay for the services and materials at the times, in the manner, and for the consideration herein expressed.
2. **Hold Harmless Clause:** The contractor shall hold harmless and indemnify the Natomas Unified School District and the Board of Education, officers and employees from every claim or demand which may be made by reason of:
  - A. Any injury to person or properties sustained by the supplier or by a person, firm, or corporation employed directly or indirectly, or indirectly employed by him/her in connection with his/her performance under the contract.
  - B. Any injury to person or property sustained by any person, firm or corporation caused by act, neglect, default, or omission by the supplier or of any person, firm or corporation directly or indirectly employed by him/her in connection with his/her performance under the contract.
  - C. Any liability that may arise from the furnishing of the use of any copyrighted or un-copyrighted composition, secret process, or patented or unpatented invention in connection with his performance under this contract. The contractor, at his own risk and expense, shall defend any legal proceedings or claim that may be brought against the board of education or the Natomas Unified School District, its officers, and employees. The contractor will also satisfy any judgment that may be rendered against the Board of Education, the Natomas Unified School District, its officers or employees for injuries or damages sustained in connection with his/her performance under the contract.
3. The parties hereto agree that the contractor, and any agents and employees of contractor, in the performance of this agreement, shall act in an independent capacity and not as officers or employees or agents of NUSD.
4. NUSD may terminate this agreement and be relieved of the payment of any consideration of contractor should contractor fail to perform the covenants herein contained at the time and in the manner herein provided. In the event of such termination, NUSD may proceed with the work in any manner deemed proper. The cost to NUSD shall be deducted from any sum due the contractor under the agreement, and the balance, if any, shall be paid by the contractor upon demand.
5. This agreement is not assignable by contractor either in whole or part.
6. Time is of the essence of each and all the provisions of this agreement and the provisions of this agreement shall extend to and be binding and inure, to the benefit of the heirs executors administrators, successors and assigns of the respective parties hereto.
7. It is mutually understood and agreed that no alterations or variations of the terms of this contract shall be valid unless made in writing and signed by the parties hereto, and that no oral understandings of agreements not incorporated herein, and no alterations or variations of the terms hereof unless made in writing between the parties hereto shall be binding on any of the parties hereto.
8. The consideration to be a paid contractor, as provided herein, shall be in compensation for all of contractor's expenses incurred in the performance hereof unless made in writing between the parties hereto shall be binding on any of the parties hereto.
9. NUSD assumes no liability for worker's compensation or liability for loss, damage, or injury to person(s) or property during or relating to the performance of service under this agreement.
10. NUSD hereby verifies that contractor has not or will not receive pay for the same service for days of service from any other public agency.
11. All materials produced under this agreement shall become the property of NUSD and cannot be used without written permission of same.

**Rita Renjitham Alfred**  
**Restorative Justice Consultant**  
**Proposal**

**May 14, 2019**

**Proposal: Restorative Justice Practices at Natomas Unified School District**

**Attn: Dr. Michele Hamilton**

The proposal of trainings and coaching/consulting will introduce Restorative Justice Practices (RJP) and build capacity of the staff at Natomas Unified School District to practice RJP in their classrooms and whole school.

These RJ Practices will mitigate the outcomes using punitive methods that facilitate the school to prison pipeline, the impact on youth when pushed to experience the criminal justice system at a vulnerable stage in their human development, dropout and academic failure. Restorative Justice practitioners are proposing a paradigm shift from our conventional way of interacting with each other to caring enough about each other and the community so that we can create equitable and healing spaces in our schools and communities for the well-being of all adults and all students.

The trainings will introduce and invite all district and school site staff to practice the philosophy, principles and practices of Restorative Justice. Through experiential learning, staff is invited to use their own knowledge, experiences and skills to understand and learn the paradigm shift from alienation to belonging in community for both adults and youth; punishment to a restorative ethos and school culture for both adults and youth. What is vital is that everyone engages with their own beliefs about the role of community and a sense of belonging and an examination of our prevalent use of punitive rather than reparative responses to wrong doing such as breaking spoken and unspoken school rules and the Education code. Staff will be invited to tell their own stories and listen to their colleagues' stories in the hopes of searching within each person, with each other and system for the answers of how to move the schools forward and toward restorative outcomes. The hope is that the participating staff members will be able to vouch for the strength of this process, and lead Restorative Justice Practices in the schools as people who have experienced the RJ philosophy, principles and practices.

This proposal is for 48 hours (four-12-hour sessions) of the **Introductory Restorative Justice** training to be provided on the following dates:

1. One 12-hours summer session (12 hours total- 2 full days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at Jefferson School:
  - a. August 1 & 2 from 9:00 a.m. to 3:30 p.m.
  - b. Additional training as needed (TBD) for staff.
  
2. One 12-hour summer session (12 hours total- 2 full days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at NMS:
  - a. July 29 & 30 from 9:00 a.m. to 3:30 p.m
  - b. Additional training as needed (TBD) for staff.
  
3. One 12-hour summer session (12 hours total- 2 full days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at BCS.
  - a. Training TBD
  
4. One 12-hour fall session (12 hours total- 4 half days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at BCS.
  - a. Training TBD

Rita Renjitham Alfred  
Restorative Justice Consultant  
Proposal

5. One 12-hour fall session (12 hours total- 4 half days) of **Repairing Harm** covering Intro to RJP & Community Building using RJP Practices for new staff at BCS.
  - a. Training TBD

The cost for 48 hours of training with 1 trainer is \$3,000 per day for 6 full days (\$18,000); \$2,000 for 8 half days (16,000); and three days of coaching at 1,600 per day (4,800); the total will be \$38,800 or thirty eight thousand eight hundred dollars. This includes the additional cost of the travel time (3 hours per 12 days); transportation costs to and from the schools, hotel accommodation and per diem. More trainings, coaching or consulting can be added upon request.

**Hold Harmless.**

Each party agrees to and does hereby indemnify and hold harmless the other party and its governing board, officers, employees and agents from every claim or demand made and every liability, loss, damage or expense, of any nature whatsoever, which may be incurred by reason of an injury to or death of any person(s) or damage to or loss of any property caused by any act, neglect, default, or omission of the indemnifying party, or any person, firm or corporation employed by the indemnifying party, either directly or by independent contract, arising out of, or in any way connected with, the services covered by this Contract, whether said injury or damage occurs either on or off the indemnifying party's property. Each party at its own expense, cost and risk shall defend any and all actions, suits, or other proceedings that may be brought or instituted against its governing board, officers, or employees in any action, suit, or other proceedings resulting from activities described above.

Rita Alfred, Founder  
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