



THE SCHOOL DISTRICT OF PALM BEACH COUNTY
**Agreement between the
 School Board of Palm Beach County
 and Florida Atlantic University**

AGENDA ITEM NUMBER	BOARD MEETING DATE August 17, 2005
CONTACT Margarita P. Pinkos, Ed.D.	PX 48620
SCHOOL / DEPARTMENT Multicultural Education	

INITIAL
 Board of Trustees
 [Signature]

THIS AGREEMENT is entered into this eighteenth day of August 2005 by and between the SCHOOL BOARD OF PALM BEACH COUNTY, hereinafter referred to as "Board" and Florida Atlantic University Board of Trustees hereinafter referred to as "Consultant".

WHEREAS, the Board desires to enter into this Agreement with the Consultant, providing, among other things, for the Consultant's services to the Board; and

WHEREAS, the Consultant desires to enter into this Agreement with respect to his/her (hereinafter his) services to the Board, upon the terms and conditions hereinafter set forth.

WHEREAS, the Consultant is specially trained and possesses the necessary skills, experience, education and competency, and licenses or credentials to perform the required services.

NOW, THEREFORE, the Board and the Consultant agree as follows:

1. TERM

The term of this Agreement shall commence on August 18, 2005 and shall end on June 30, 2006

2. RESPONSIBILITIES OF CONSULTANT

A. The Consultant shall perform the following services:

FAU Teacher Training Partnership proposes to provide Palm Beach County teachers with the five courses that comprise the ESOL Endorsement to the Florida Teaching certificate. Providing that teachers meet FAU's graduate school entrance criteria, they may pursue an M.Ed. which, in addition to the 15 credit hours of the ESOL certif. endorsement, consists of seven courses (Exhibit "C")

B. Time, date, and location of services:

A minimum of six courses will be offered during the fall, spring, and summer semesters for FY2006. One or two sections will be offered for each of the five endorsement courses. Classes will be at Jefferson Davis Middle School or other space provided by the School District. Minimum of 30 students.

3. CONSULTANT BACKGROUND INFORMATION

Education University Program

Position and Address College of Education, FAU, Boca Raton

Target Group/School/Department Palm Beach County Teachers

Approximate Number to be Served 300 Teachers

4. EVALUATION/FOLLOW-UP METHOD

Evaluation of the Consultant shall be provided by Steve Byrne

TITLE OF THE CONSULTANT 'SUPERVISOR
 of the District at regular intervals and in accordance with the attached evaluation tool, Exhibit "A".

FINANCIAL IMPACT

The financial impact is \$100,000.00 The source of funds is Multicultural Education Department

IA	FUND	FUNCTION	OBJECT	LOCATION	PROJECT	PROGRAM	GL
---	100	6402	3101	9083	9083	---	---

5. COMPLIANCE WITH POLICIES AND LAWS

The Consultant shall comply with all current School Board of Palm Beach County's Policies. The School Board's policies are located at <http://www.palmbeach.k12.fl.us/> or www.schoolboardpolicies.com and are incorporated herein. It shall be the Consultant's responsibility to comply with all School Board Policies as they may be modified from time to time during the term of this Agreement. The Consultant shall abide by all applicable federal, state and local laws.

6. **COMPENSATION**

A. The School Board shall pay the Consultant the maximum sum of (write out amount)

One hundred thousand dollars (Exhibit "C")

(\$ 100,000.00), for a maximum of 300 students hours which is based upon the following rate schedule.

Daily Rate: _____ Half Day Rate: _____

Hourly Rate: _____ Flat Rate: _____

I grant permission for any or all parts of this presentation to be videotaped. Yes No

B. No payment shall be made unless and until the Board verifies that all services for which payment is requested have been fully and satisfactorily performed. The Consultant shall submit to the Board any documentation necessary to substantiate the full and satisfactory performance of the services for which payment is requested. The administrator who will verify the services have been performed and approve the invoice is:

Steve Byrne

7. **CONFIDENTIALITY OF STUDENT RECORDS**

The Consultant is subject to all School District obligations relating to compliance with student records confidentiality laws. By signing this Agreement, the Consultant acknowledges and agrees to comply with the Family Educational Rights and Privacy Act (FERPA) and all State and Federal Laws relating to the confidentiality of student records.

- Consultant will not receive student Information.
- Consultant will receive student Information and Release or Transfer of Student Information (PBSD 0313) will be completed prior to Consultant receiving student information.
- Consultant will receive student Information. Since parental consent will not be obtained and Consultant has legitimate educational interests in the information, Consultant shall hereby be deemed an "other school official" in accordance with School Board Policy 5.50 and shall enter into the Addendum concerning student information (Exhibit C) which is attached hereto and incorporated herein.

8. **BACKGROUND CHECKS/FINGERPRINTING**

The School District shall screen applicants and shall be governed by Fl. Stat. § 1012.32(2)(a) [§ 231.02(2)(a)]. The Consultant agrees to submit to a background check and fingerprinting by the School District's Police Department at the sole cost of the Consultant. The Consultant shall not begin providing services contemplated by this Agreement until clearance by the School District. The School Board shall not be liable for rejection of the Consultant on the basis of these compliance obligations. The Consultant agrees that neither the Consultant, nor any employee, agent or representative of the Consultant who has been convicted or who is currently under investigation for a crime against children in accordance with § 435.04, Florida Statutes will enter onto any school site. Consultant will not be permitted access on school grounds when children are present and

9. **INDEPENDENT CONTRACTOR**

The Consultant is, for all purposes arising under this Agreement, an independent contractor. the Consultant and its officers, agents or employees may not, under any circumstances, hold themselves out to anyone as being officers, agents or employees of the Board. No officer, agent or employee of the Consultant or Board shall be deemed an officer, agent or employee of the other party. Neither the Consultant nor Board, nor any officer, agent or employee thereof, shall be entitled to any benefits to which employees of the other party are entitled, including, but not limited to, overtime, retirement benefits, workers compensation benefits, injury leave, or other leave benefits.

10. **OWNERSHIP**

- A. All reports, studies, information, data, statistics, forms, designs, plans, procedures, systems, and other materials produced by the Consultant under this Agreement shall be the sole and exclusive property of Board. No such materials produced, either in whole or in part, under this Agreement shall be subject to private use, copyright or patent right by the Consultant in the United States or in any other country without the express written consent of Board.
- B. Board shall have unrestricted authority to publish, disclose, distribute and otherwise use, copyright or patent any such materials produced by the Consultant under this Agreement. *

11. **INDEMNIFICATION/HOLD HARMLESS**

The Consultant shall, in addition to any other obligation to indemnify the Palm Beach County School Board and to the fullest extent permitted by law, protect, defend, indemnify and hold harmless the School District, their agents, officers, elected officials and employees from and against all claims, actions, liabilities, losses (including economic losses), costs arising out of any actual or alleged bodily injury, sickness, disease or death, or injury to or destruction of tangible property including the loss of use resulting there from, or any other damage or loss arising out of, or claimed to have resulted in whole or in part from any actual or alleged act or omission of the Consultant, or anyone

PBSD 1420 (Rev. 05/06/2005) C. As an educational institution, Consultant reserves the right to publish any data resulting from this Agreement. Any publishing from this venture will NOT involve students nor student data.

INITIA
[Signature]

directly or indirectly employed by them, or of anyone for whose acts any of them may be liable in the performance of the work; or violation of law, statute, ordinance, governmental administration order, rule or regulation in the performance of the work; claims or actions made by the Consultant or other party performing the work. The indemnification obligations hereunder shall not be limited to any limitation on the amount, type of damages, compensation or benefits payable by or for Consultant under workers' compensation acts; disability benefit acts, other employee benefit acts or any statutory bar. Any cost or expenses, including attorney's fees, incurred by the Palm Beach County School District to enforce this agreement shall be borne by the Consultant. The Consultant recognizes the broad nature of this indemnification and hold harmless article, and voluntarily makes this covenant for good and valuable consideration provided by the School Board in support of this indemnification in accordance with the laws of the State of Florida. This article will survive the termination of this Agreement. *Nothing herein is a waiver of any defense or immunity of the Consultant which is entitled to*

12. **TRAVEL**
Travel is is not allowable for this contract. Estimated travel expense is not to exceed N/A for the term of the contract. The Consultant agrees to submit all necessary documentation and proof of expenses in accordance with F. S. § 1 12.061 and School Board Policy #6.01. The Consultant further agrees that reimbursement for travel must be submitted on travel reimbursement forms with the rates determined by F.S. § 112.061 and School Board Policy 6.01 and must be authorized by the appropriate administrator(s).

INITIAL
NSX
@P

13. **AMENDMENT**

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

14. **ASSIGNMENT**

Neither the Consultant nor the Board may assign or transfer any interest in this Agreement without the prior written consent of the other party.

15. **GOVERNING LAW AND VENUE**

This Agreement shall be construed in accordance with the laws of the State of Florida. Any dispute with respect to this Agreement is subject to the laws of Florida, venue in Palm Beach County, Florida. ~~The prevailing party shall be entitled to attorney's fees and costs incurred as a result of any action or proceeding under this agreement.~~ Each Party shall be responsible for its own attorney's fees.

INITIAL
NSX
@P

16. **TERMINATION**

The Board reserves the right to terminate this contract at any time and for any reason, upon giving thirty (30) days notice to the other party. If said contract should be terminated for convenience as provided herein, the Board will be relieved of all obligations under said contract and the Board will only be required to pay that amount of the contract actually performed to the date of termination with no payment due for unperformed work or lost profits. In the event School Board determines that the Consultant's services are not being performed as agreed upon, the Consultant shall be deemed to be in default and the School Board reserves the right to cancel this contract with five (5) days notice and to withhold all monies due the Consultant until such time as the Board, in its sole discretion shall determine whether to have the contract services completed by others or to cease obtaining the services. In the event that the Board determines to have the contract completed by others, the Consultant shall be liable for any costs of completion in excess of that called for in this contract. In the event that the Board determines not to have the contract completed by others, the Consultant shall be paid for the services that it satisfactorily performed prior to the termination but, in no event, shall the Consultant be paid for any work not actually performed or for lost profits.

In the event that it is determined that a termination for cause was unjustified, the termination shall be deemed a termination for convenience and the Consultant shall be entitled to payment only for work actually performed prior to the termination and to any additional sums.

17. **MINORITY STATUS**

The School District strongly encourages active minority/women business enterprise participation with all professional services. The Consultant certifies that:

This business is minority owned and operated (minimum 51%) Yes No
If a consultant not representing a firm, I am a minority. Yes No

If either statement above was checked yes, please indicate minority group.

Black or African American Asian Native Hawaiian or Other Pacific Islander Hispanic or Latino
 American Indian or Alaskan Native Disabled White Female Other

18. **LEGAL REVIEW**

The parties hereto represent that they have reviewed the Agreement and have sought legal advice concerning the legal significance and ramifications of the provisions contained herein.

19. NOTICES

Any notice permitted or required under this Agreement shall be in writing and signed by the party giving or serving the same, and shall be served either by personal delivery or certified mail to the following persons and at the following addresses:

Consultant: (Add Consultant's address)

Florida Atlantic University Board of Trustees
777 Glades Road
Boca Raton, FL 33431

SCHOOL BOARD OF PALM BEACH
COUNTY, FLORIDA
Purchasing Department
3300 Forest Hill Boulevard, Suite A 323
West Palm Beach, Florida 33406

INITIAL
[Handwritten initials]

20. MANDATORY CONTRACT DOCUMENTS

This Agreement includes the terms and conditions set forth in this document, and set forth in the following additional documents attached hereto and incorporate herein: (approval will not be granted without these mandatory attachments)

- "Exhibit A" - Provide consultant evaluation
"Exhibit B" - Beneficial Interest and Disclosure of Ownership Affidavit (PBSD 1997)
"Exhibit C" - Scope of Work

NOW, THEREFORE, the parties hereto have affixed their signatures on the day and year first above written.

This contract was recommended for approval by:

INITIAL
[Handwritten initials]

Handwritten signature of Kimberly Hall, dated 6-23-05.
Signature of Chief Officer, dated 7-6-05.

Handwritten signature of Margarita P. Pintos, dated 7/6/05.
Signature of E. Wayne Gent, dated 07/06/05.

The School Board of Palm Beach County, Florida

Consultant

By: THOMAS E. LYNCH, CHAIRMAN
DATE

FLORIDA ATLANTIC UNIVERSITY
PRINT CONSULTANT NAME

By: Diane R. Glickman, Associate Director, Sponsored Research, DRGS
DATE: 6/30/05

Attest: By: ARTHUR C. JOHNSON, Ph. D., SUPERINTENDENT
DATE

Witnesses: (Two are required)
Nancy Thoman
DEBRA K. CAMPBELL

Witnesses: (Two are required)
SIGNATURE, PRINT NAME

**The School District of Palm Beach County –
Florida Atlantic University**

Teacher Training Partnership

July 1, 2005 – June 30, 2006

Proposal

Introduction

This program is proposed to continue the collaborative relationship established between Florida Atlantic University and the School District of Palm Beach County during the 2000-2005 academic years, building upon the previous five years of collaboration in the federally-funded CARE/Extra CARE program.

The School District of Palm Beach County – FAU Teacher Training Partnership (hereinafter referred to as the Partnership) proposes to provide Palm Beach County teachers with the five courses that comprise the ESOL Endorsement to the Florida Teaching certificate. This proposal continues for the 2005-2006 academic year the Partnership program begun in November of 2000.

The courses that will be offered in the Partnership are the following:

- EDG 5705 Multicultural Education** (3 credits) – This course focuses on the nature of problems in communication with regard to language learning/acquisition and cross-cultural awareness. In addition to language acquisition and the cultural context in which language is used, this course will concern the following topics: a) the role of schools in reducing prejudice; b) gender issues in education; c) classroom climate; d) culturally sensitive pedagogy; and e) multicultural dimensions of curriculum.
- TSL 4251 Applied Linguistics and TESOL** (3 credits) – This course focuses on applications of linguistics, psycholinguistics and sociolinguistics to teaching English as a second language with emphasis on pronunciation, intonation, structural analysis, morphonemics and decoding from print to sound. Discussions will include problems in second language acquisition, such as language interference, overgeneralization, code switching and simplification. Emphasis will be on the application of linguistic theory and knowledge to the teaching of limited English proficient (LEP) learners.
- TSL 5345 Methods of Teaching ESOL** (3 Credits) – This course features the study and application of methods, strategies, and materials for teaching limited English proficient (LEP) students (grades K-12 and adult). Emphasis will be placed up the teaching of skills in listening, speaking, reading, and writing; ESOL through the content areas; and major methodologies and current trends in ESOL teaching.

TSL 5440 Language Assessment, Testing, and Evaluation (3 credits) – This course is designed to prepare teachers and other education personnel who feel a need to improve their skills in constructing and administering classroom tests and other measurement devices/instruments at the elementary, middle, and secondary school levels or in ESOL courses for adult students. The course presents a survey of procedures for testing second language through listening comprehension, speaking, reading, and writing modes. The nature of second language learning relative to assessment is reviewed. Emphasis will be made on the development of skills necessary for testing and evaluating students' second language proficiency.

TSL 5145 Curriculum Development in ESOL (3 credits) – This course focuses on applications of the theories, principles, and current research related to second language acquisition, as well as instructional techniques and materials relevant to development of ESOL curriculum. This course includes study and practice in assessing needs, determining goals and objectives, selecting and evaluating curriculum materials, and review of various curriculum models. Emphasis will be on the structure of current trends in ESOL/Bilingual Education programs and their relationship to the total school curriculum, including comparison of ESOL curriculum at the elementary, middle school, senior high school, and adult education levels.

To the greatest extent possible, program faculty will continue to incorporate teachers' classrooms for "action research" and/or as laboratories in which to practice techniques being presented in the courses.

The competencies developed by The National Board for Professional Teaching Standards for Teaching English to Speakers of Other languages will be incorporated in the content of the five courses.

Connection Between Partnership ESOL Endorsement Courses and FAU Masters Degree Program

Providing that teachers meet FAU's graduate school entrance criteria, they may pursue a Master's of Education degree (M.Ed.) in cultural foundations of education which, in addition to the 15 credit hours of the ESOL certificate endorsement program detailed previously, consists of the following seven courses:

EDF 6615 Teaching the African American Student
EDF 6637 Race, Class, and Gender in Education
EDF 6887 Foundations of Multicultural Curricula
EDF 6481 Educational Research Methods
STA 6113 Statistical Methods in Education
Two graduate elective courses.

The project director will inform teachers in the Partnership program that, in completing the five Partnership courses, they have taken five of the twelve courses in the Masters in Social Foundations with ESOL endorsement. Teachers will also be informed that the remaining seven courses are eligible for partial tuition reimbursement under Florida's Critical Teacher Shortage Program, should they wish to continue and pursue a Master's degree.

Program Faculty/Staff

The School District of Palm Beach County acknowledges that project faculty and staff may be full time or part time employees of Florida Atlantic University being paid for their services under this agreement in addition to their usual compensation and employment obligations.

Dr. Carlos F. Diaz (Project Director)

Dr. Diaz is Professor of Multicultural Education at Florida Atlantic University. In addition to writing and teaching courses in multicultural education, he has served as project director of four grants funded by the U.S. Department of Education to serve the needs of limited English proficient students. He has directed the Partnership program since its inception, and was previously director of the university training component of the CARE/Extra CARE grant received by the Palm Beach County School District. He has written or co-authored published texts on multicultural education, global education, and is currently lead author of an introduction to education textbook with a multicultural perspective.

Dr. Diaz will be responsible for the overall supervision of the Partnership program including, but not limited to, selection, employment, and re-employment of faculty, ordering of books and materials, publicity for the program, selecting which courses will be offered each term, registration of students, and liaison with Palm Beach County School District officials at the school and district levels.

Mary Davis (Coordinator)

Ms. Davis has three years experience coordinating grant programs at Florida Atlantic University. She coordinated a federal grant titled "A Masters Program in School Improvement for Teachers of LEP Students." When that grant concluded in December of 2004, Ms. Davis moved to coordinate the current Partnership Grant from January to June of 2005. If this proposal is funded, Ms. Davis will continue as Partnership Grant Coordinator.

This position is responsible for the following duties:

- 1) Receipt and organization of application packets from teachers;
- 2) Ordering books and materials;
- 3) Telephone, e-mail, and fax contact with teachers;
- 4) Administrative/clerical support for project director and faculty.
- 5) Preparing correspondence for participating teachers.
- 6) Registering agreement teachers for courses and assisting them in interfacing with other university offices.
- 7) Working out, where possible, special requests by teachers.
- 8) Preparing contracts and related documents for program faculty.
- 9) Coordinating with the project director and district staff to arrange for classrooms, necessary equipment, and other space concerns for off-campus classes.
- 10) Interfacing with FAU registration, purchasing, controller, and other administrative and academic units, utilizing computers and university technology for registration and fiscal functions, and performing related functions pertaining to graduate student enrollment and program activities.

Previous experience with teachers taking university courses in the Partnership program has indicated that a great deal of time is necessary to ensure that each course has a full complement of students. A comprehensive database of teachers who have applied and been enrolled in the Partnership program is maintained. All participants receive a list of the next semester's course offerings and indicate their preferences. The coordinator must prioritize the returned forms, ensure eligibility to register at FAU, notify students of their course assignments, register the students for their assigned classes, file special paperwork related to off-campus course locations, and skillfully ensure student placement to maximize seats available for each class. The coordinator contacts students and follows up on details without detracting from teachers' contractual teaching assignments. The coordinator further ensures that faculty documents and contracts are expedited, books and materials are ordered and distributed to students. While this is a very time-intensive challenge, busy teachers appreciate not having to stand in line to register, obtain books, or negotiate their own way through the various university offices and systems, bookstores, and enrollment procedures.

Dr. Jaime Castellano

Dr. Castellano is an independent consultant and has been an adjunct professor of education at F.A.U. He holds a doctorate in bilingual education. Dr. Castellano has previously taught TSL 5440, Language Assessment and Evaluation, TSL 5145, Curriculum Development in ESOL, and TSL 5345, Methods of Teaching ESOL, with excellent student evaluations.

Dr. Marta Cruz-Janzen

Dr. Cruz-Janzen is an associate professor of education at Florida Atlantic University. Dr. Cruz-Janzen has been a bilingual teacher in New York City and Denver. She was also a principal in Denver of an elementary school with 50% LEP students. Dr. Cruz-Janzen has been involved in extensive efforts training teachers of limited English proficient students. She has taught several sections of TSL 5145, Curriculum Development in ESOL, for the current Partnership.

Dr. George Flouris

Dr. Flouris is professor of education at the University of Athens and holds a Ph.D. in multilingual/multicultural education from Florida State University. Dr. Flouris has successfully taught ESOL courses at FAU in the past. If invited, Dr. Flouris would teach a course in the summer semester and brings to Palm Beach county teachers novel perspectives regarding how European nations teach students who have not mastered the national language. Dr. Flouris would pay his own lodging and travel expenses from Greece to Florida and back.

Dr. Byron Massialas

Dr. Massialas is a retired professor of education at Florida State University. During his tenure at FSU, Dr. Massialas directed a doctoral program in multilingual/multicultural education. He has ample experience in the field of ESOL and has taught numerous courses in ESOL evaluation, methods, and curriculum.

Dr. Rashid Moore

Dr. Rashid Moore holds a Ph.D. in Teaching English to Speakers of Other Languages from Indiana University. He is currently an assistant professor at Nova Southeastern University; he has been a visiting professor at the University of Miami and an adjunct professor at Florida Atlantic University. His teaching is supported by excellent evaluations.

Dr. Angela Rhone

Dr. Rhone is an associate professor of multicultural education at FAU. Dr. Rhone has won awards for exemplary teaching and is a contributing author of Multicultural Education for the 21st Century.

Dr. Dilys Schoorman

Dr. Schoorman is an associate professor of multicultural and global education at Florida Atlantic University, where she teaches at the undergraduate and graduate levels. She received her doctoral degree in curriculum theory from Purdue University. A significant facet of her teaching includes the direction of community projects that facilitate the involvement of pre-service teachers in mentoring and tutoring students who are recent immigrants, have limited English proficiency, or are otherwise underserved within the educational community.

Dr. Cheryl Serrano

Dr. Serrano holds a Ph.D. in multilingual/multicultural education from FSU and is an associate professor of education at Lynn University. Dr. Serrano has taught linguistics, methods, and curriculum courses in ESOL with excellent student evaluations.

Dr. Roberta Shames

Dr. Shames worked for the Palm Beach County schools and is an adjunct professor in the Department of Languages and Linguistics. Dr. Shames has previously taught TSL 4251, Applied Linguistics and TESOL, with excellent student evaluations.

Dr. Evelyn Torrey

Dr. Torrey is currently an adjunct instructor in multicultural education at Florida Atlantic University. She has successfully taught multiple sections of EDG 5705, Seminar in Multicultural Education, for the Partnership grant.

Dr. Norchaya Yahya

Dr. Yahya holds a Ph.D. in TESOL from California University of Pennsylvania. She is an associate professor of education at FAU and a coauthor of Why TESOL?.

Dr. Hannizah Zainuddin

Dr. Zainuddin holds a Ph.D. in TESOL from Indiana University and is an associate professor of education at FAU. Dr. Zainuddin is a coauthor of Why TESOL?, a recently-published text in the ESOL field.

The project director plans to draw primarily from this pool of excellent faculty to teach the five courses in the Partnership program. Of course, if one of the above-named faculty members is not available for a particular course, he may call upon equally well-qualified faculty from outside this pool.

Schedule

This Partnership will offer a minimum of six courses during the fall, spring, and summer semesters of the 2005-2006 academic year. One or two sections will be offered for each of the five endorsement courses. The classes will be offered at Jefferson Davis Middle School or other space designated and provided by the School District of Palm Beach County. Each classroom will seat at least 30 students and be equipped with a working overhead projector, television, videocassette recorder, and projection screen.

Budget

As in the previous Partnership grant programs, Florida Atlantic University proposes to waive tuition for Partnership program participants (under Florida Board of Regents guideline No. 6C-7.08) provided the project pays the full cost of instruction.

Costs for the fall, spring, and summer semesters of the 2005-2006 academic year are projected to be the following:

Professor's Salaries (Average \$6,000 per course for 6 courses)	\$36,000
FICA (.0765% of professors salaries)	\$ 2,754
Books, Supplies, Materials, including shipping costs (\$75/student, 30 students per class, 6 classes)	\$ 9,900
Coordinator's Salary	\$31,620**
Fringe Benefits for Coordinator at 35%	\$9,170**
Phone, postage, copying, and office supplies	\$3,149
Subtotal	<u>\$ 92,593</u>
8% F.A.U. Overhead	<u>\$ 7,407</u>
Total	<u><u>\$100,000</u></u>

** Current 2004-2005 coordinator's salary plus 3% increase for 2005-2006.