



THE SCHOOL DISTRICT OF PALM BEACH COUNTY
**Agreement between the
 School Board of Palm Beach County
 and RSCA Enterprises, Inc. dba
 The Craig Group**

AGENDA ITEM NUMBER	BOARD MEETING DATE February 15, 2006
CONTACT Cheri Young	PX 46888
SCHOOL / DEPARTMENT Chief Academic Officer	

THIS AGREEMENT is entered into this sixteenth day of February by and between the SCHOOL BOARD OF PALM BEACH COUNTY, hereinafter referred to as "Board" and The Craig Group, 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 February 16, 2006 and shall end on August 31, 2006.

2. RESPONSIBILITIES OF CONSULTANT

A. The Consultant shall perform the following services:

Direct the hiring of a new Chief of Human Resources; Provide change management training; Provide coaching and mentoring to current Human Resource leadership team; and Manage the Human Resource Transition Team Design.

B. Time, date, and location of services:

Various

3. CONSULTANT BACKGROUND INFORMATION

Education Masters - Business Administration

Position and Address President - 2386 Inland Cove Road, Palm Beach Gardens, FL 33410

Target Group/School/Department Human Resources

Approximate Number to be Served _____

4. EVALUATION/FOLLOW-UP METHOD

Evaluation of the Consultant shall be provided by Ann Killets, Chief Academic Officer

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 \$150,000.00 The source of funds is Division of Human Resources Budget

IA	FUND	FUNCTION	OBJECT	LOCATION	PROJECT	PROGRAM	GL
	100	7200	3101	9016	9016		

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 Fifty Thousand Dollars and no cents

(\$ 150,000.00), for a maximum of 750 hours which is based upon the following rate schedule.

Daily Rate: _____ Half Day Rate: _____

Hourly Rate: \$200.00 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:

Ann Killets, Chief Academic Officer

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 Jessica Lundsford Act: All individuals who are permitted access on school grounds when students are present, individuals who will have direct contact with children or any student of the School District, or who will have access to or control of school funds must be fingerprinted and background checked. Consultant agrees to undergo a background check and fingerprinting if he/she is an individual who meets any of the above conditions and to require that all individuals in the organization who meet any of the conditions to submit to a background check, including fingerprinting by the School District's Police Department, at the sole cost of Consultant. Consultant shall not begin providing services contemplated by this Agreement until Consultant receives notice of clearance by the School District. The School Board, nor its members, officers, employees, or agents, shall not be liable under any legal theory for any kind of claim whatsoever for the rejection of Consultant (or discontinuation of Consultant's services) on the basis of these compliance obligations. 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 delineated in Florida Statutes §435.04 will be employed in the performance of this contract.

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 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.

12. TRAVEL

Travel is is not allowable for this contract. Estimated travel expense is not to _____ for the term of the contract. The Consultant agrees to submit all necessary documentation and proof of expenses in accordance with F. S. § 112.061 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).

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. Each Party shall be responsible for its own attorney's fees and costs incurred as a result of any action or proceeding under this agreement.

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)

Rita B. Craig, President, The Craig Group
2386 Inland Cove Road
Palm Beach Gardens, Florida 33410

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

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)

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

This contract was recommended for approval by:

Handwritten signature of K. E. Ballard with date 2/8/06
SIGNATURE OF LEGAL SERVICES DESIGNEE
DATE
PRINT NAME

SIGNATURE OF PRINCIPAL / DIRECTOR
DATE
PRINT NAME

Handwritten signature of Ann Killlets with date 2/9/06
SIGNATURE OF CHIEF OFFICER
DATE
Ann Killlets, Chief Academic Officer
PRINT NAME

SIGNATURE OF APPROPRIATE ASSOCIATE / AREA / ASSISTANT SUPERINTENDENT
DATE
PRINT NAME

The School Board of Palm Beach County, Florida

Consultant

By: THOMAS E. LYNCH, CHAIRMAN
DATE

Rita Craig - RSAC Enterprises, Inc., dba The Craig Group
PRINT CONSULTANT NAME
By: [Handwritten Signature]
SIGNATURE
DATE

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

PRINT NAME

Witnesses: (Two are required)

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SIGNATURE
PRINT NAME
SIGNATURE
PRINT NAME

SIGNATURE
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SIGNATURE
PRINT NAME

Rita Barreto Craig, SPHR

Rita Barreto Craig is President and founder of The Craig Group a human resources consulting firm located in Palm Beach Gardens, Florida. The Craig Group is committed to providing clients across the globe with innovative solutions to meet their challenging business needs. Her diverse background includes extensive management experience and specialized professional work in a variety of areas including strategic planning, employee relations, anti-harassment training, diversity, coaching, leadership, work/life balance and facilitation. A dynamic and accomplished speaker, Rita has presented throughout the world and is known for her attention to detail, creativity and commitment to exceeding customer expectations.

Prior to founding her own business, Rita was the corporate EEO/diversity officer for a Fortune 500 Company. Her comprehensive diversity strategy won top honors throughout the country.

With more than 30 years of business experience, Ms. Craig has long championed the concerns of a diverse workforce. In 1999, Governor Bush appointed her to serve a four-year term on the Florida Commission on Human Relations. The Commission was established in 1969 upon the enactment of the Florida Human Rights Act for the express purpose of enforcing Florida's anti-discrimination laws. Since 2001, she has served as Chairperson being elected by her fellow Commissioners.

She is past Chair of the Business Leadership Network (BLN) which was established in 1998 by The Able Trust/Florida Governor's Alliance for the Employment of Citizens with Disabilities. The mission of the BLN is to enlist the participation of employers to share resources to hire, accommodate and retain persons with disabilities, as well as to promote employment opportunities for persons with disabilities.

Rita is the recipient of the Palm Beach County 2000 HR Professional of the Year and the prestigious HR Florida, 2000 Professional of the Year. The *South Florida Business Journal* recognized her as a finalist for the 2004 Diversity Works Advocate Award. In 2005, they presented her with the 2005 Excellence in Human Resources award. Also in 2005, the North Palm Beach Chamber of Commerce named her the Community Volunteer of the Year.

Ms. Craig has a proven record as a results-oriented business partner, and is certified by the Society for Human Resource Management as a Senior Professional in Human Resources (SPHR). Rita has published several articles and is regularly quoted in the media on human resources issues. She is a member of the *HR Advisor* Editorial Board, the Palm Beach County Human Resource Association, and serves on the Board of the Palm Beach Gardens Medical Center, the North Palm Beach Chamber of Commerce and their Hispanic Council. In 2005, she chaired the North Palm Beach Heart Ball and doubled revenue in one year. She has a Master's in Business from Nova University and graduated from the Columbia University Human Resource Management Program.