

Newport High School/Middle School/Newport Independent Schools

Agreement for consultation services between Newport High School/Newport Middle School/Newport Independent Schools and Jerome Bowles

This agreement is between the Newport High School/Middle School/Newport Independent Schools and Jerome Bowles, hereafter referred to as Mr. Bowles, and sets out their respective responsibilities for the provision of consultation services related to systemic parent involvement and student and family outreach.

- I. Newport High School/Newport Independent Schools agrees:
  - To compensate Mr. Bowles \$75 (Seventy-Five Dollars) for each (1) hour of service/consultation provided in Newport Independent Schools not to exceed sixteen (16) hours a month or the amount of \$18,600 for the school year. Mr. Bowles regular contract hours with the Newport High School/Middle School/Newport Independent Schools will be 16 hours per month.
  - To compensate Mr. Bowles in the ordinary course of Newport High School/Middle School/Newport Independent Schools bill paying
  - To provide ongoing coordination with Newport High School/Middle School/Newport Independent Schools and direction for the work scope
  - To make every reasonable attempt to accommodate Mr. Bowles' schedule
- II. Mr. Bowles agrees:
  - To provide mentoring or recruitment of mentors for students.
  - To assist with the creation and facilitation of a Diversity Advisory Group.
  - Attend two school board meetings during school year to report on progress of diversity consulting, programs and services rendered.
  - Assist the coordinator of with Career and College Readiness Program, projects, and services. To provide aid, development, support for the schools/district career and college readiness programs.
  - To consult with the School Principal/District Leadership as needed.
  - To Assist with diversity recruiting by attending diversity job fairs, organizing diversity advertising contacts and organizing diversity recruitment fair.
  - Organize diversity conversations in each individual school and in the community.
  - Assist with diversity public relations community and outreach to diverse communities.
  - Provide training at individual schools PLC training opportunities.

- Serve on employment selection committees as a diversity representative.
- To assist with the design and facilitation of a diversity awareness at the schools and district level for administrators.
- To provide diversity mentoring or recruitment for Newport High School/Middle School/Newport Independent Schools.
- To mediate diversity community outreach concerns expressed by community and school district.
- To mediate school/parent meetings, as requested.
- Provide trainings focusing on inclusion, excellence, cultural competency and culturally.
- To the fullest extent permitted by law, to defend, indemnify and hold harmless Newport High School/Middle School/Newport Independent Schools, employees, representatives and agents from and against any and all costs and all liability arising from any suit, action, grievance, charge or proceeding brought in connection with or related to Mr. Bowles conduct. The indemnification and hold harmless obligation hereunder shall include all attorney fees, costs and expenses incurred by Newport High School/Newport Independent Schools, employed, representative and/or agents in defense of said suits, actions, grievances, charges and/or proceedings, including those which arise prior to a formal suit or claim being filed, but after a specific dispute arises. The foregoing provision shall not be deemed as a relinquishment or waiver of any kind of application limitations of liability.

III. The Parties agree that:

This agreement may not be assigned to any person or entity without the prior written approval of the Parties.

Both Parties have the right to terminate this agreement with/without cause upon thirty (30) days prior written notice.

The Parties shall in no event construe to be partners, joint ventures or associates of the other in the conduct of each party's business.

Mr. Bowles shall at times be regarded, as an independent contractor, and is in no manner an employee, servant, or agent of Newport High School/Middle School/Newport Independent Schools. Mr. Bowles shall provide all necessary materials to effectively perform his duties, except as otherwise delineated elsewhere in this contract. Mr. Bowles agrees to comply with all applicable laws, including but not limited to state, federal and local tax laws; local and state laws concerning the licensing and operation of a business and state and federal laws related to non-discrimination; workers' compensation laws and state and federal wage and hour laws.

Mr. Bowles' engagement with the Newport High School/Newport Independent Schools is limited solely to the functions described herein.

In the event of any dispute respecting or arising out of the interpretation or execution this agreement, such dispute shall be decided in accordance with the laws and regulations of Kentucky, applicable federal law, and the policies of Newport High School/Newport Independent Schools.

This agreement does not grant to Mr. Bowles any exclusive privileges or gifts. If any provision of this agreement is determined to be unenforceable or invalid for any reason, the remainder of the agreement shall remain in effect, unless otherwise terminated by one or both Parties in accordance with the agreement terms.

The enforcement of this agreement and all rights of action relating to such enforcement shall be strictly reserved to the parties hereto. Nothing contained in this agreement shall give or allow any claim or right to action whatsoever by any other or third person.

This agreement contains the entire agreement of the Parties. Any representations or understandings and discussions of the parties relating thereto, and all prior representations, understandings and discussions are merged herein and superseded by this agreement.

Name of Consultant: Mr. Jerome Bowles

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Mr. Jerome S. Bowles, M.Ed., MA

Tax Identification Number\_\_\_\_\_

Newport High School/Newport Independent Schools Authorized Representative

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Signed and effective this\_\_\_\_\_ day of \_\_\_\_\_ 2020.