



Agreement for Services

This agreement is entered into by and between Conquest Consulting, LLC (hereafter, “CC”), at P.O. Box 9224, Cincinnati, OH 45209 and Covington Independent Public Schools at 25 East 7th St., Covington, KY 41011 (hereafter, “CIPS”).

In consideration of the mutual promises made herein, and for other good and valuable consideration, the sufficiency of which the parties hereby acknowledge, the parties do hereby agree as follows:

1. Term of Agreement.

CIPS hereby engages the services of CC and CC hereby agrees to perform services for CIPS, for a term beginning July 1, 2026 and ending June 30, 2027.

2. Duties and Responsibilities.

CC shall perform the duties and responsibilities stated below:

a) James E. Biggs Early Childhood Education Center

Continued coaching/in-service for instructors, and training for Principal and Interventionist/Direct Instruction Coach through;

- RMS-K and LfL initial training for staff/one full day.
- RMS-K refresher training
 - October 2026; January 2027; February 2027
- Classroom coaching support throughout the year
 - Unlimited shadowing opportunity during coaching sessions with RMS-K groups at CIPS elementary schools
- Forms to enhance management
- 24/7 Email/Telephone Support throughout school year

Total number of on-site days - 4

Total fee for services: \$5,320



b) Ninth District Elementary School

Continued coaching/in-service for instructors, and training for Principal and Interventionist/Direct Instruction Coach through;

- Initial training and continued support for DI Coach
- In-class coaching for DI instructors
- Written technical assistance for DI instructor after every coaching session
- Administrative Summary Report after each on-site visit
- Monitoring of group lesson progress
- Monitoring of student mastery for each lesson taught
- Assistance in placement testing throughout the school year
- Assistance with and monitoring of grouping students for instruction
- Forms to enhance management
- Assistance in planning for/ordering instructional materials
- Grouping/Instructional changes to accelerate and enhance student performance
- Monitoring of prescribed acceleration schedules
- Training for staff moving into new program levels mid-school year
- Year-end student assessment and group placement
- 24/7 Email/Telephone Support throughout school year

Total number of on-site days - 20

Total fee for services: \$26,600

c) Sixth District Elementary School

Continued coaching/in-service for instructors, and training for Principal and Interventionist/Direct Instruction Coach through;

- Initial training and continued support for DI Coach
- In-class coaching for DI instructors
- Written technical assistance for DI instructor after every coaching session
- Administrative Summary Report after each on-site visit
- Monitoring of group lesson progress
- Monitoring of student mastery for each lesson taught
- Assistance in placement testing throughout the school year
- Assistance with and monitoring of grouping students for instruction
- Forms to enhance management
- Assistance in planning for/ordering instructional materials
- Grouping/Instructional changes to accelerate and enhance student performance
- Monitoring of prescribed acceleration schedules
- Training for staff moving into new program levels mid-school year
- Year-end student assessment and group placement
- 24/7 Email/Telephone Support throughout school year

Total number of on-site days - 7

Total fee for services: \$9,310



d) Latonia Elementary School

Continued coaching/in-service for instructors, and training for Principal and Interventionist/Direct Instruction Coach through;

- Initial training and continued support for DI Coach
- In-class coaching for DI instructors
- Written technical assistance for DI instructor after every coaching session
- Administrative Summary Report after each on-site visit
- Monitoring of group lesson progress
- Monitoring of student mastery for each lesson taught
- Assistance in placement testing throughout the school year
- Assistance with and monitoring of grouping students for instruction
- Forms to enhance management
- Assistance in planning for/ordering instructional materials
- Grouping/Instructional changes to accelerate and enhance student performance
- Monitoring of prescribed acceleration schedules
- Training for staff moving into new program levels mid-school year
- Year-end student assessment and group placement
- 24/7 Email/Telephone Support throughout school year
- *Total number of on-site days - 7*
- *Total fee for services: \$9,310*

e) Holmes Middle School

Continued coaching/in-service for instructors, and training for Principal and Interventionist/Direct Instruction Coach through;

- Initial training and continued support for DI Coach
- In-class coaching for DI instructors
- Written technical assistance for DI instructor after every coaching session
- Administrative Summary Report after each on-site visit
- Monitoring of group lesson progress
- Monitoring of student mastery for each lesson taught
- Assistance in placement testing throughout the school year
- Assistance with and monitoring of grouping students for instruction
- Forms to enhance management
- Assistance in planning for/ordering instructional materials
- Grouping/Instructional changes to accelerate and enhance student performance
- Monitoring of prescribed acceleration schedules
- Training for staff moving into new program levels mid-school year
- Year-end student assessment and group placement
- 24/7 Email/Telephone Support throughout school year
- *Total number of on-site days - 10*
- *Total fee for services: \$13,300*



f) CIPS Direct instruction Professional Development

- Initial DI program training sessions; August 3, 4, 5, 6 - 4 full-day sessions
RMS-K
RMS-1
RMS-2-5
Decoding A, B-1, B-2, C
- Initial DI program training sessions for new hires and others; mid-September date TBD - 1 full-day session/2 trainers
RMS-K/1
RMS2-5/Decoding
Total number of on-site days - 6
Total fee for services: \$7,980

3. Compensation.

During the term that this agreement is in effect, July 1, 2026 and ending June 30, 2027, CIPS agrees to compensate CC for services performed at the contracted rate of \$71,820.00, payable in 10 installments of \$7182.00, billed on September 1, 2026; October 1, 2026; November 1, 2026; December 1, 2026; January 1, 2027; February 1, 2027; March 1, 2027; April 1, 2027; May 1, 2027; and June 1, 2027. All travel and preparation expenses are included. Even billing payments will not necessarily reflect the number of days on-site each month. Billing term is 30 days. CIPS agrees to pay an additional \$75 late fee each billing period for payment not received within these terms.

4. Termination.

- a) This agreement may be terminated by either party, upon thirty (30) days prior written notice, after which CC will no longer perform any services for CIPS.



b) Upon termination, all obligations of the parties under the terms of this agreement will terminate as of the date of the termination, except that all compensation earned under the terms of this agreement through such date will be due and payable.

c) For purposes of this agreement, the date of termination shall be that date specified in the 30 –day prior notice letter required above.

d) Notwithstanding any other provision in this agreement, CIPS may terminate this agreement without further obligation, compensation to CC, or penalty, in the event that sufficient funds are not appropriated, or are revoked by any governmental agency or authority, at any time during the term of this agreement. CIPS shall notify CC in writing of any such non-allocation of funds at the earliest possible date, and shall make arrangements for payment of invoices which were received by CIPS, and are for services rendered prior to the non-appropriation or cancellation of funds. In the event of non-appropriation this agreement shall terminate prior to the next billing term, and shall render that billing term, and others that follow null and void.

5. Remedies for Breach of Agreement.

In the event that either party resorts to litigation to resolve a dispute arising under this agreement, either party shall be entitled to recover costs of litigation, including attorneys' fees.

6. Waiver.

The waiver by either party of any term or condition of this agreement or any breach shall not constitute a waiver of any other term or condition of this agreement.

7. Successors.

This agreement shall be binding on the parties hereto, their heirs, administrators, executors, successors, and assigns. In the event of a merger, consolidation or reorganization involving CIPS, this agreement shall continue in force and become an obligation of CIPS's successors.



8. Notices.

Any notice required or permitted to be given under this agreement shall be sufficient if in writing and delivered in person or sent by registered or certified mail, in the case of CC, to the address in this agreement, or at such other address written notice of which is given to CIPS by CC and, in the case of CIPS, to its main office.

9. Applicable Law.

This agreement shall be governed and applied by the laws of the State of Kentucky and in any action or other proceeding that may be brought arising out of, in connection with, or by reason of this agreement, the laws of the State of Kentucky shall be applicable and shall govern to the exclusion of the law of any other forum without regard to the jurisdiction in which the action may be instituted.

10. Entire Agreement

This document contains the entire agreement of the parties. Any amendments to this agreement must be in writing and signed by the party against whom enforcement thereof may be sought. Any changes in this agreement or any renewal thereof shall be negotiated by CC and CIPS.

IN WITNESS THEREOF, the parties have executed this agreement the day and year first written above.

COVINGTON INDEPENDENT PUBLIC SCHOOLS (CIPS)

BY: _____
Alvin Garrison, Superintendent
or his designee

DATE:

BY: _____
Additional Representative
(if required)

DATE:

CONQUEST CONSULTING, LLC

BY:  _____
DONNA S. DRESSMAN
President/Senior Consultant, Conquest Consulting

DATE: 6/27/26