

**JEFFERSON COUNTY PUBLIC SCHOOLS
CONTRACT FOR THE PROCUREMENT OF PROFESSIONAL SERVICES**

THIS CONTRACT FOR PROCUREMENT OF PROFESSIONAL SERVICES (hereinafter "Contract") is entered into between the JEFFERSON COUNTY BOARD OF EDUCATION (hereinafter "Board"), a political subdivision of the Commonwealth of Kentucky, with its principal place of business at 3332 Newburg Road, Louisville, Kentucky 40218 and Principal Matters, LLC (hereinafter "Contractor"), with its principal place of business at 8912 N. 124th E. Avenue Owasso, OK 74055.

WITNESSETH:

WHEREAS, the Board desires to procure the particular services of Contractor, which are more fully defined below; and

WHEREAS, Contractor has held itself out to be competent and capable of performing the services contracted for herein;

NOW, THEREFORE, in consideration of the mutual promises and agreements hereinafter set forth, the Board and Contractor (hereinafter "Parties") agree as follows:

ARTICLE I

Entire Agreement; Amendments

This Contract is the entire agreement between the Parties and supersedes any and all agreements, representations and negotiations, either oral or written, between the Parties before the effective date of this Contract. This Contract may not be amended or modified except in writing as provided in Article VIII. This Contract is supplemented by the Board's Procurement Regulations currently in effect (hereinafter "Regulations") that are incorporated by reference into and made a part of this Contract. In the event of a conflict between any provision of this Contract and any provisions of the Regulations, the Regulations shall prevail.

ARTICLE II

Services

Contractor agrees to perform the following services (hereinafter "Services") of a quality and in a manner that is within the highest standards of Contractor's profession or business. The Services are as follows:

Contractor shall provide leadership development and coaching services to the Archdiocese of Louisville for the 2026–2027 school year. Services shall include facilitation of virtual leadership learning communities for principals and assistant principals, including the Principal Matters Mastermind, Assistant Principal Mastermind, and AP Grow Academy, delivered through scheduled sessions focused on leadership development, systems alignment, and professional growth.

Contractor shall also provide leadership consultation and support services, including strategic guidance, problem-solving, and coaching for administrative teams and school leaders as needed. The total scope of services includes sixteen (16) Principal Matters Mastermind sessions, sixteen (16) Assistant

Principal Mastermind sessions, eight (8) AP Grow Academy sessions, and up to twelve (12) consultation sessions, as outlined in the proposal.

All services provided under this agreement shall be secular, neutral, and non-ideological in nature and shall not promote or endorse any religious doctrine.

Notwithstanding Article XII, the Board acknowledges that the Contractor owns the copyrights to all tangible or electronic presentation materials, handouts, and/or program books ("materials") used in conjunction with the services performed under this contract. Contractor shall retain all copyrights owned prior to entering this contract, and the Board may not reproduce any materials not designated reproducible with the express written permission of the contractor. The Board shall not record (on audio or video) the consultant's presentation during a visit. In the event the Board determines that it is impractical or impossible for in-person services to occur, the Contractor may provide these services remotely using video conferencing technology as necessary.

Contractor agrees that they will not operate a motor vehicle in the performance of this Contract. The Contract Administrator hereby waives the insurance requirement for automobile liability insurance. All other provisions of Article V shall remain the same.

If during the terms of this Contract, Contractor is not required by Kentucky law to maintain workers compensation insurance, then the Contract Administrator hereby waives the requirement for workers compensation insurance contained in Article V. All other provisions of Article V shall remain the same.

ARTICLE III Compensation

The Board shall pay Contractor the total amount stated below (hereinafter "Contract Amount"). The Contract Amount shall be paid in a lump sum upon completion of the Services, unless a schedule of progress payments is stated below. The Contract Amount shall be for total performance of this Contract and includes all fees, costs and expenses incurred by Contractor including but not limited to labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs and other costs, unless otherwise stated below. To receive payment, Contractor must submit an itemized invoice or invoices. If progress payments are authorized, each invoice must specify the actual work performed. If payment of costs or expenses is authorized, receipts must be attached to the invoice.

Contract Amount:	Up to the amount of \$74,000
Progress Payments (if not applicable, insert N/A):	Upon receipt of itemized invoices
Costs/Expenses (if not applicable insert N/A):	N/A
Fund Source:	9872027-0322-401MP - \$74,000

ARTICLE IV Term of Contract

Contractor shall begin performance of the Services on July 22, 2026 and shall complete the Services no later than June 30, 2027, unless this Contract is modified as provided in Article VIII.

ARTICLE V
Performance of Services by Contractor

The Services shall be performed by Contractor, and in no event shall Contractor subcontract with any other person to aid in the completion of the Services without the prior written approval of the Contract Administrator defined below.

Contractor shall appoint one person who shall be responsible for reporting to the Board on all Services performed under the terms of this Contract and who shall be available for consultation with the Contract Administrator.

Contractor is an independent contractor, not an employee. Contractor is responsible for the payment of all federal, state and local payroll taxes and providing unemployment insurance and workers compensation coverage to Contractor's employees. Contractor shall provide all equipment, materials and supplies necessary for the performance of the Services.

Contractor shall at all times during the term of this Contract comply with all applicable laws, regulations, rules and policies. Contractor shall obtain and keep in force all licenses, permits and certificates necessary for the performance of the Services.

Contractor agrees to hold harmless, indemnify, and defend the Board and its members, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation, including the Contractor himself, in connection with the performance of this Contract. Contractor also agrees to hold harmless, indemnify, and defend the Board and its members, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services, or materials to Contractor in connection with the performance of this Contract. This provision survives termination of this Contract.

~~Unless waived in writing by the Chief Finance Officer, Contractor shall maintain during the term of this Contract policies of primary insurance covering the following risks and in at least the following amounts: commercial general liability, including bodily injury, property damage, personal injury, products and completed operations, and contractual, \$1,000,000; and automobile liability, \$1,000,000. Contractor shall furnish to the Contract Administrator certificates of insurance evidencing this coverage and naming the Board as an additional insured. Additionally, Contractor shall maintain workers compensation coverage with limits required by law; and professional errors and omissions coverage with minimum limits of \$1,000,000. Contractor shall furnish certificates of insurance evidencing this coverage to the Contract Administrator.~~

ARTICLE VI
Equal Opportunity

During the performance of this Contract, Contractor agrees that Contractor shall not discriminate against any employee, applicant or subcontractor because of race, color, national origin, age, religion, marital or parental status, political affiliations or beliefs, sex, sexual orientation, gender identity, gender expression, veteran status, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions.

ARTICLE VII
Prohibition of Conflicts of Interest

It shall be a breach of this Contract for Contractor to commit any act which is a violation of the provisions of Article XI of the Regulations entitled "Ethics and Standards of Conduct," or to assist or participate in or knowingly benefit from any act by any employee of the Board which is a violation of such provisions.

ARTICLE VIII
Changes

The Board and Contractor may at any time, by mutual agreement set forth in a written addendum, make changes in the definition of the Services; the scope of the Services; and the Contract Amount. The Contract Administrator and Contractor may, at any time, by mutual agreement set forth in a written addendum, make changes in the time within which the Services are to be performed; the schedule of Progress Payments; and mutual Termination of the Contract.

ARTICLE IX
Termination for Convenience of the Board

The Board may terminate this Contract in whole or in part at any time by giving written notice to Contractor of such termination and specifying the effective date thereof, at least thirty (30) days before the specified effective date. The Board shall compensate Contractor for Services satisfactorily performed through the effective date of termination.

ARTICLE X
Termination for Default

The Board may, by written notice of default to Contractor, terminate the whole or any part of this Contract, if Contractor breaches any provision of this Contract, or so fails to make progress as to endanger performance of this Contract, and in either of these circumstances, does not cure the breach or failure within a period of five (5) days after receipt of notice specifying the breach or failure. In the event of termination for default, the Board may secure the required services from another contractor. If the cost to the Board exceeds the cost of obtaining the Services under this Contract, Contractor shall pay the additional cost. The rights and remedies of the Board provided in this Article shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

ARTICLE XI
Disputes

Any differences or disagreements arising between the Parties concerning the rights or liabilities under this Contract, or any modifying instrument entered into under Article VIII of this Contract, shall be resolved through the procedures set out in the Regulations.

ARTICLE XII
Contractor's Work Product

Unless waived in writing by the Contract Administrator, the Board shall retain ownership in and the rights to any reports, research data, creative works, designs, recordings, graphical representations or other works of a similar nature (hereinafter "Works") produced or delivered by Contractor under this Contract.

Contractor agrees that the Works are “works for hire” and Contractor assigns all right, title and interest in the Works to the Board.

Any reports, information, data, etc. given to or prepared or assembled by Contractor under this Contract shall not be made available to any individual or organization by Contractor without the prior written approval of the Board. Provided, nothing in this Article may be used to violate the provisions of any Kentucky or Federal statute or regulation which requires reporting of information.

ARTICLE XIII Contract Administrator

The Board hereby appoints Elaine Abanatha as Contract Administrator for the purposes of daily administrative decision-making pertaining to the Contract. If Contractor and the Contract Administrator disagree on any circumstance or set of facts pertaining to the administration or execution of this Contract, the Board shall resolve the matter after notification by either the Contract Administrator or the Contractor in the manner prescribed by the Regulations. As necessary, the Contract Administrator may appoint a successor to serve as Contract Administrator through written notice to the Contractor and the Chief Finance Officer. If at any time, the Contract Administrator is no longer in the employment of the Board, the Board’s Chief Financial Officer shall appoint a new Contract Administrator and provide notice of that appointment to Contractor.

ARTICLE XIV Right to Audit

The Board shall have the right to inspect and audit all accounting reports, books or records which concern the performance of the Services. Inspection shall take place during normal business hours at Contractor’s place of business. Contractor shall retain all records relating to the performance of this Contract for five (5) years after the end of the term of this Contract.

ARTICLE XV Miscellaneous

- A. All Articles shall be construed as read, and no limitation shall be placed on any Article by virtue of its descriptive heading.
- B. Any notices or reports by one Party to the other Party under this Contract shall be made in writing, to the address shown in the first paragraph of this Contract, or to such other address as may be designated in writing by one Party to the other. Notices shall be effective when received if personally delivered, or three days after mailing if mailed.
- C. If any part of this Contract is held to be void, against public policy or illegal, the balance of this Contract shall continue to be valid and binding.
- D. This Contract shall be governed and construed in accordance with the laws of the Commonwealth of Kentucky.
- E. No delay or omission by either Party in exercising any right under this Contract shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of this Contract.

- F. At all times during the term of this Contract, Contractor shall comply with the Family Educational Rights and Privacy Act of 1974. If Contractor has access to student records, Contractor shall limit its employees' access to those records to persons for whom access is essential to perform this Contract.
- G. If this Contract requires Contractor and/or any employees of Contractor access to school grounds on a regularly scheduled and continuing basis for the purpose of providing services directly to a student or students, all individuals performing such services under this Contract are required to submit per KRS 160.380 to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from the Cabinet for Health and Family Services stating no administrative findings of child abuse or neglect found through a background check of child abuse and neglect records maintained by the Cabinet for Health and Family Services.
- H. Contractor shall be in continuous compliance with the provisions of KRS Chapters 136, 139, 141, 337, 338, 341 and 342 that apply to the Contractor or subcontractor for the duration of this Contract and shall reveal any final determination of a violation by the Contractor or subcontractor of the preceding KRS Chapters.

IN WITNESS WHEREOF, the Parties hereto have executed this Contract to be effective as of July 22, 2026.

Contractor's Social Security Number or Federal Tax ID Number:

JEFFERSON COUNTY BOARD OF
EDUCATION

William D. Parker
CONTRACTOR

By: _____

By: William D. Parker

Title: Dr. H. Brian Yearwood
Superintendent

Title: William D. Parker
Principal Matters, LLC

Cabinet Member: Dr. Jim Jury

(Initials)

Jefferson County Public Schools
**NONCOMPETITIVE NEGOTIATION
DETERMINATION AND FINDING**

1. An emergency exists which will cause public harm as a result of the delay in competitive procedures (Only the Superintendent shall declare an emergency.) —

State the date the emergency was declared by the superintendent: _____

2. There is a single source for the items within a reasonable geographic area —

Explain why the vendor is a single source: _____

3. The contract is for the services of a licensed professional, education specialist, technician, or an artist —

State the type of service: Educational Specialist

4. The contract is for the purchase of perishable items purchased on a weekly or more frequent basis —

State the item(s): _____

5. The contract is for proprietary item(s) for resale: This can include the buying or selling of item(s) by students when it is part of the educational experience —

State the type(s) of item(s): _____

6. The contract is for replacement parts when the need cannot be reasonably anticipated and stockpiling is not feasible —

State the item(s): _____

7. The contract or purchase is for expenditures made on authorized trips outside the boundaries of Jefferson County Public Schools —

State the location: _____

8. The contract is for a sale of supplies at reduced prices that will afford Jefferson County Public Schools a savings (Purchase must be approved by Director of Purchasing) —

Explain the logic: _____

9. The contract is for the purchase of supplies which are sold at public auction or by receiving sealed bids —

State the items: _____

I have determined that, pursuant to K.R.S. 45A. 380, the above item(s) should be obtained by the Noncompetitive Negotiation Methods since competition is not feasible.

Elaine Abanatha

Print name of person making Determination

Federal Programs

School or Department

Elaine Abanatha
Signature of person making Determination

5/12/26

Date

Principal Matters, Will Parker

Name of Contractor (Contractor Signature Not Required)

Requisition Number

Explanation of Noncompetitive Negotiation Methods can be found under K.R.S. 45A.380 and on page 15 in the Procurement Regulations



ARCHDIOCESE OF LOUISVILLE
Catholic Schools

May 27, 2026

Project & Federal Funds
Jefferson County Public Schools
3301 Stober Rd.
Louisville, KY 40213

Subject: Contractor Responsibility and Indemnity Agreement

To Whom It May Concern:

On behalf of the Archdiocese of Louisville, I am writing to confirm that the Archdiocese of Louisville will accept full responsibility for the work performed by William D. Parker, Principal Matters LLC as outlined in the attached contract. We understand and acknowledge our obligations to oversee and ensure that the contractor fulfills all contractual requirements.

Furthermore, the Archdiocese of Louisville agrees to hold Jefferson County Public Schools (JCPS), the Board of Education, and its affiliates harmless in all matters related to this contract. This indemnity includes, but is not limited to, any claims, disputes, or liabilities that may arise from the contractor's work or performance.

This letter is signed by an authorized official of the Archdiocese of Louisville to confirm our understanding and acceptance of these responsibilities.

Sincerely,

Mary E. Parola
School Improvement and Professional Learning Specialist



PRINCIPAL MATTERS

8912 N 124th E Avenue • Owasso, OK 74055
918-698-3770 | williamdparker.com

Leadership Development & Coaching Proposal for 2026–2027

Request from: Archdiocese of Louisville Catholic Schools

Primary Contacts: Amy Nall, Trevor Timmerberg

Date: March 4, 2026

Proposal Overview

This proposal responds to the Archdiocese of Louisville Catholic Schools' request for leadership development programming for the 2026–2027 school year. The offerings emphasize sustained leadership growth through high-trust peer learning communities for principals, targeted development for assistant principals, and in-person professional learning experiences.

The structure supports both current and aspiring leaders while maintaining predictable schedules, with optional enhancements available to deepen impact and provide additional strategic support as needed.

Services Included

1. **Principal Matters Mastermind**
2. **Assistant Principal (AP) Mastermind**
3. **AP Grow Academy**
4. **Leadership Consultation & Support**

Program Structure

Principal Matters Mastermind

Format: Virtual

Frequency: Twice monthly

Suggested Meeting Time: 8:30–9:30 AM ET

Participants: Principals and district leaders

Purpose: Strategic leadership thinking, peer problem-solving, systems alignment, leadership sustainability, and reflective practice.

Total Sessions: 16 sessions

AP Mastermind

Format: Virtual

Frequency: Twice monthly

Suggested Meeting Time: 8:30–9:30 AM ET

Participants: Assistant principals preparing for expanded leadership roles

Purpose: Leadership readiness, decision-making, communication skills, culture leadership, and operational effectiveness.

Total Sessions: 16 sessions

AP Grow Academy

Format: Virtual

Frequency: Once monthly

Suggested Meeting Time: 8:30–10:00 AM ET

Participants: Early-career assistant principals

Purpose: Core leadership skill development, systems thinking, communication, role clarity, and confidence building.

Total Sessions: 8 sessions

Leadership Consultation & Support

Format: Virtual

Frequency: As needed

Participants: Administrative team members or building leaders

Purpose: Provide strategic consultation, problem-solving support, and leadership guidance related to leadership team alignment, instructional leadership, professional development, PLC and evaluation practices.

Total Sessions: Up to 12 sessions

Proposed 2026–2027 Meeting Dates

Dates are adjustable based on district calendar alignment and holidays.

Principal Matters Mastermind

Tuesdays | 8:30–9:30 AM ET

- September 8, 2026
- September 22, 2026
- October 6, 2026
- October 20, 2026
- November 3, 2026
- November 17, 2026
- December 1, 2026
- December 15, 2026
- January 12, 2027
- January 26, 2027
- February 9, 2027
- February 23, 2027
- March 9, 2027
- March 23, 2027
- April 6, 2027
- April 20, 2027

Total: 16 sessions

AP Mastermind

Thursdays | 8:30–9:30 AM ET

- September 10, 2026
- September 24, 2026
- October 8, 2026
- October 22, 2026
- November 5, 2026
- November 19, 2026
- December 3, 2026
- December 17, 2026
- January 14, 2027
- January 28, 2027
- February 11, 2027
- February 25, 2027
- March 11, 2027
- March 25, 2027
- April 8, 2027
- April 22, 2027

Total: 16 sessions

AP Grow Academy

Wednesdays | 8:30–10:00 AM ET

- September 2, 2026
- October 7, 2026
- November 4, 2026
- December 2, 2026
- January 13, 2027
- February 17, 2027
- March 17, 2027
- April 14, 2027

Total: 8 sessions

Cost of Services

Service	Sessions	Rate	Total
Principal Matters Mastermind	16	\$1,550	\$24,800
AP Mastermind	16	\$1,550	\$24,800
AP Grow Academy	8	\$2,300	\$18,400
Leadership Consultation & Support	12	\$500	\$6,000
Total Investment			\$74,000
