ACTION ITEM #2

SUZANNE ROEPKE

Mineral County School District
Contractor Agreement

This Agreement is made effective as of 7/1/2026 by and between Mineral County School District, of 751 A Street, P.O. Box 1540, Hawthorne, Nevada 89415, and Suzanne Roepke, Ph.D., of 398 Mt. Tom Rd. Bishop, CA 93514.

In this Agreement, the party contracting to receive services shall be referred to as "MCSD," and the party providing the services shall be referred to as "Contractor."

The Contractor has a background as a School Psychologist and is willing to provide services to MCSD based on this background.

Contractors providing services that require licensure or certification must provide evidence of current licensure or certification. This contract with MCSD requires the contractor to hold and maintain any necessary license or certificate.

MCSD desires to have services provided by the Contractor.

Therefore, the parties agree as follows:

1. DESCRIPTION OF SERVICES. Beginning on or around August 1, 2026, the Contractor will provide the services (collectively, the "Services") as referenced in the attached Proposal.

2. PERFORMANCE OF SERVICES. The Contractor and MCSD administration will determine how the Services will be performed and the Contractor's specific hours. MCSD will rely on the Contractor to work as many hours as possible to fulfill the Contractor's obligations under this Agreement.

3. PAYMENT. MCSD will pay the Contractor for the services outlined in the attached proposal. This fee shall be payable monthly in a lump sum upon completion of the Services. The Contractor shall provide a breakdown of services rendered to MCSD by written invoice sent via email, enabling MCSD to determine that the Services required under this Agreement have been completed satisfactorily. Upon MCSD's determination that Services have been conducted, payment will be processed.

4. EXPENSE REIMBURSEMENT. The Contractor shall pay all "out-of-pocket" expenses and shall not be entitled to reimbursement from MCSD for such costs unless specifically detailed within this agreement or the attached proposal.

"Out-of-Pocket" expenses generally mean any cost that the Contractor incurs associated with the scope of work as detailed in this agreement and any attachments. These include travel to and from the district and related housing and food costs while delivering agreed-upon service. "Out-of-Pocket" expenses include COVID-19-related expenses, such as Personal Protective Equipment (PPE), sanitizer, plexiglass, and disinfectant used to prevent the spread of the COVID-19 virus.

5. NEW PROJECT APPROVAL. The Contractor and MCSD recognize that the Contractor's Services will include working on various projects for MCSD. The Contractor shall obtain MCSD's approval before commencing the new project.

6. TERM/TERMINATION. The Contractor or MCSD may terminate this Agreement for any reason, without cause, upon 14 calendar days' written notice to the other Party to this Agreement. In the event of termination under this clause, MCSD shall pay the Contractor any fees due and payable for any Services completed, up to and including the termination date. During the notice period, the Contractor shall continue to provide their Services under this Agreement and co-operate by providing any reasonable assistance requested of the Contractor and by helping ensure the smooth transition of their responsibilities under this Agreement to other independent contractors or other persons, as directed by MCSD. As this Agreement may be terminated without cause, the Contractor expressly agrees that they have no reasonable expectation in the continued existence of this agreement and the relationship between the contracting parties described therein.

7. RELATIONSHIP OF PARTIES. The parties understand that the Contractor is an independent contractor for MCSD and not an employee of MCSD. The Contractor is <u>not</u> required to work exclusively for MCSD. Notwithstanding the exercise of any control necessary to comply with statutory, regulatory, or contractual obligations, the Contractor has control and discretion over the means and manner of performing any work. MCSD will not provide fringe benefits to the Contractor, including health insurance, paid vacation, or any other employee benefits. MCSD will not be responsible for withholding, producing, or remitting any income, payroll, or other federal, state, or local taxes, making any insurance or social security program contributions or other unemployment or disability insurance contributions, or obtaining or contributing to workers' compensation insurance on the Contractor's behalf.

8. EMPLOYEES. The Contractor's employees, if any, who perform services for MCSD under this Agreement shall also be bound by its provisions. At the request of MCSD, the Contractor shall provide adequate evidence that such persons are the Contractor's employees.

9. INJURIES AND INSURANCE. The Contractor acknowledges the Contractor's obligation to obtain appropriate insurance coverage for the Contractor's benefit (and the Contractor's employees, if any). The Contractor waives any rights to recovery from MCSD for any injuries that the Contractor (and Contractor's employees) may sustain while performing services under this Agreement and that result from the negligence of the Contractor or Contractor's employees.

10. MUTUAL INDEMNIFICATION. The Contractor agrees to defend, indemnify, and hold harmless MCSD from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against MCSD that result from or arise out of the acts or omissions of the Contractor, the Contractor's employees, if any, and the Contractor's agents. MCSD agrees to defend, indemnify, and hold harmless the Contractor from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against the Contractor that result from or arise out of the acts or omissions of MCSD, MCSD's employees, if any, and MCSD's agents.

11. INTELLECTUAL PROPERTY. The following provisions shall apply concerning copyrightable works, ideas, discoveries, inventions, applications for patents, and patents (collectively, "Intellectual Property"):

Contractor's Intellectual Property. The Contractor does not personally hold any interest in any Intellectual Property.

12. OWNERSHIP OF SOCIAL MEDIA CONTACTS. Any social media contacts, including "followers" or "friends," that are acquired through accounts (including, but not limited to, email addresses, blogs, Twitter, Facebook, YouTube, or other social media networks) used or created on behalf of MCSD are the property of MCSD.

13. CONFIDENTIALITY. MCSD recognizes that the Contractor has and will have the following information: proprietary information (collectively, "Information"), which is valuable, memorable, and unique assets of Mineral County School District, and needs to be protected from improper disclosure. In consideration for the disclosure of the Information, the Contractor agrees that the Contractor will not at any time or in any manner, either directly or indirectly, use any Information for the Contractor's benefit or divulge, disclose, or communicate in any way any Information to any third party without the prior written consent of MCSD. The Contractor will protect the Information and treat it as strictly confidential. A violation of this paragraph shall be a material violation of this Agreement.

Nothing in this Agreement shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation or under the valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of exposure required by such law, regulation, or order. The Contractor agrees to provide written notice of any such order to an authorized officer of MCSD within 5 calendar days of receiving such order, but in any event sufficiently in advance of making any disclosure to permit MCSD to contest the order or seek confidentiality protections, as determined in MCSD's sole discretion.

14. CONFIDENTIALITY AFTER TERMINATION. The confidentiality provisions of this Agreement shall remain in full force and effect after the termination of this Agreement.

15. RETURN OF RECORDS. Upon termination of this Agreement, the Contractor shall deliver all records, notes, protocols, data, memoranda, models, and equipment of any nature that are in the Contractor's possession or under the Contractor's control and that are MCSD's property or relate to MCSD's business.

16. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

IF for MCSD:
Mineral County School District
Stephanie Keuhey
Superintendent
751 A Street P.O. Box 1540
Hawthorne, Nevada 89415

IF for Contractor:
Suzanne Roepke
School Psychologist
398 Mt. Tom Rd. Bishop, CA 93514

Either party may change such address occasionally by providing written notice to the other in the manner set forth above.

17. ENTIRE AGREEMENT. This Agreement, together with any other documents incorporated by reference and related exhibits and schedules, contains the parties' entire agreement, and there are no other promises or conditions in any other agreement, whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

18. AMENDMENT. This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

19. SEVERABILITY. If any provision of this Agreement shall be held invalid or unenforceable for any reason, the remaining provisions shall remain valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable but that by limiting such provision, it will become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so determined.

20. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

21. APPLICABLE LAW. The laws of the State of Nevada shall govern this Agreement.

22. INTERRUPTION OF SERVICE. Either party shall be excused from any delay or failure in performance required hereunder if caused because of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws proclamations, edits, ordinances, or regulations, strikes, lockouts or severe other labor disputes, riots, earthquakes, floods, explosions, or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for the period equal to the period of such

excusable interruption. When such events have abated, the party's obligations hereunder shall resume. If the interruption of the excused party's obligations continues for over thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days' prior written notice to the other party.

23. ASSIGNMENT. The Contractor agrees that it will not assign, sell, transfer, delegate, or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of MCSD. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of MCSD with, or its merger into, any other corporation, or the sale by MCSD of all or substantially all of its properties or assets, or the assignment by MCSD of this Agreement and the performance of its obligations hereunder to any successor in interest or any Affiliated Company. Subject to the preceding, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns. It shall not benefit any person or entity other than those enumerated above.

Assignment. The Contractor shall not assign, delegate, or subcontract any rights or obligations under this Agreement without MCSD's written consent. Any assignment in violation of the preceding shall be deemed null and void. MCSD may freely assign its rights and obligations under this Agreement at any time. Subject to the limits on assignment stated above, this Agreement will inure to the benefit of, be binding on, and be enforceable against each of the Parties and their respective successors and assigns.

24. SIGNATORIES. This Agreement shall be signed on behalf of MCSD by Stephanie Keuhey, Superintendent, and on behalf of the Contractor by Suzanne Roepke, in the position of School Psychologist, and effective as of the date first above written. This Agreement may be executed in multiple counterparts, including by electronic or facsimile signature, each of which shall be deemed an original and shall constitute one instrument.

Party receiving services:
Mineral County School District

By: _____ Date: _____
Stephanie Keuhey

Party providing services:

By: _____ Date: _____
Suzanne Roepke

Suzanne Roepke Ph. D
School Psychologist

Scope of Work or Description of Services

- Conduct psycho-educational assessments, including cognitive abilities, social-emotional functioning, sensory-motor, adaptive behavior, and academic skills, to evaluate special needs following state and federal mandates.
- Conduct classroom observations to identify and analyze educational, behavioral, and/or emotional issues that require specialized improvement plans.
- Interview classroom teachers, administrators, and paraprofessionals working directly with the evaluated student
- Conduct classroom observations to identify and analyze educational, behavioral, and/or emotional issues.
- Confer with staff on an as-needed basis regarding the student's educational progress, placements, and behavior
- Report preparation through the analysis, interpretation, and summarization of test results, observations, and health and developmental information; prepare and make recommendations based on results.
- Presentation of report findings, interpreting psycho-educational evaluation results and developing recommendations for appropriate goals and objectives with teachers and other IEP members during meetings scheduled by Mineral County School District personnel.
- Advise teachers, administrators, and other school staff on improving student motivation, learning, and social-emotional development.
- Provide other related duties to support student academic and/or mental health, such as psychological counseling and crisis counseling

Detail or Explanation of Cost and Timelines

School Year 2026-2027

Hours / Days	Service	Details of Cost	Travel and Misc. Cost
TBD by the psychologist and the MCSD administration. A schedule should be submitted each quarter and approved by the MCSD administration. An estimated 60 days, as agreed upon by the psychologist and MCSD.	Psychological Services outlined above.	**$885.00 per day** for 8 hours **$110.62 per hour** On campus, time should be billed by the day. Work from home will be billed either by the day or by the hour.	**$1,000.00** monthly for all gas, mileage, maintenance, and malpractice insurance. (10 months) MCSD is to pay for overnight lodging at the Travel Lodge by Wyndham (not to exceed 40 nights in total), which will be billed directly to the district. *This cost is separate from the proposal. (Estimate $4,000.00)*
		$53,100.00	**$14,000.00**

Contract Not to Exceed: $67,100.00

Additional costs may occur if services such as report writing must be completed at home and exceed the contracted amount. This will be billed at the hourly rate outlined above.

These estimates can be adjusted based on mutual agreement between Dr. Roepke and the MCSD Administration.

Respectfully submitted,

Suzanne Roepke, Ph. D
School Psychologist

LEOTA

TUCKER

ProCare Therapy

ADDENDUM A
Terms of Teleservices Assignment
No Equipment Provided

This Terms of Teleservices Assignment is subject to the terms and conditions of that certain Client Services Agreement between the parties outlined below.

Assignment Details
New Direction Solutions, LLC dba ProCare Therapy ("ProCare" or the "Company") will contract with VocoVision for the provisions of telepractice services to Client. Client will pay ProCare for the hours worked by Contracted Telepractitioner under the following terms:

Contracted Telepractitioner:	Leota Tucker		
Client:	Mineral County School District		
Assignment Start Date:	08/17/2026	**Assignment End Date:**	06/03/2027
Position:	Tele - Psych		
Hours per Week:	4.0		
Bill Rate per Hour	$112.57	*Bill Rate is all-inclusive[(a)]*	
Technology Fee:	*Does Not Apply; No Equipment Provided*		
Miscellaneous:	4 hours per week for 36 weeks. $450.28 per week x 36 = $16,210.08. Total contract not to exceed $16,210.08.		

a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.

b) Client agrees to approve Contracted Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Contracted Telepractitioner for Client's review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify ProCare in writing within three (3) business days of alleged failure. Client's failure to notify ProCare in writing within the three (3) day period shall negate any Client invoicing dispute.

c) Client acknowledges Additional Terms and Conditions as applicable to teletherapy services and the provision thereof.

d) Client acknowledges that Contracted Telepractitioner will be providing and using their own equipment in performance of duties.

By: 158123 Mineral County School District

Print Name: _____

Title: _____

Date: _____

ProCare Therapy

Additional Terms and Conditions
No Equipment Provided

Teleservices Provisions

1. **Client Responsibilities.**
   Client agrees to provide appropriate local support to facilitate remote Contracted Telepractitioner's ability to fulfill the responsibilities outlined in Duties and Responsibilities and Responsibilities below.

2. **Scheduling.**
   Client agrees to the minimum hours of Services per week as stipulated in Addendum A: Terms of Teleservices Assignment and will schedule the appropriate number of student sessions and other related services each week to meet or exceed the minimum hours requirement. Client and Contracted Telepractitioner will agree upon a weekly schedule for Services which will be loaded into the VocoVision system. Any revisions to the schedule must be submitted to the VocoVision Operations Department no later than 12:00 PM EST Friday for Services the following week. VocoVision requires a 24-hour notice to cancel scheduled Services. One cancellation without notice is permitted per school year. Additional cancellations with less than 24 hours' notice will be billed at the regular rate. Note that VocoVision Contracted Telepractitioners are encouraged to complete non-therapy work (e.g., paperwork, planning, file reviews, etc.) during any such cancellation time.

3. **Administrative Responsibilities.**
   Client shall be responsible for orienting Contracted Telepractitioners to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, individual education plans or Client-specific program plans. During the contracted assignment, should Contracted Telepractitioner fail to submit paperwork as required per Client's policies and procedures, Client must notify VocoVision in writing within three (3) business days of alleged failure. Failure to notify VocoVision within the three (3) day period shall negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner. Within three (3) business days following the conclusion of a contracted assignment, Client shall conduct a final review to determine whether the completion of additional paperwork is needed from the Contracted Telepractitioner. Failure to notify VocoVision prior to the fourth (4th) day after conclusion of the assignment will negate any Client claim to withhold payment due to paperwork non-compliance by Contracted Telepractitioner.

Duties and Responsibilities

The duties and responsibilities of a Contracted Telepractitioner include, but are not limited to the following:

a. Collaborates with the school district to identify students' communication characteristics, support resources, as well as any physical, sensory, cognitive, behavioral and motivational needs to determine the benefit a student may receive through telepractice.
b. Collaborates with the school district to determine assessment resources - including their potential benefits and limitations - in the telepractice setting, and to develop a plan to assess students appropriately.
c. Monitors effectiveness of services, and modifies evaluation and treatment plans as needed.
d. Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
e. Complies with state and federal regulations to maintain student privacy and security.
f. Facilitates behavior management strategies in students as appropriate.
g. Provides information and counseling to families and school personnel as needed

DEBRA TILTON

ProCare Therapy

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Contracted Telepractitioner:	Debra Tilton		
Client:	Mineral County School District		
Assignment Start Date:	08/17/2026	**Assignment End Date:**	06/02/2027
Position:	Tele - OT		
Hours per Week:	10		
Bill Rate per Hour	$109.12	*Bill Rate is all-inclusive[a]*	
Technology Fee:	*Does Not Apply; No Equipment Provided*		
Miscellaneous:	$1091.20 per week x 36 = $39,283.20.		

a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.

b) Client agrees to approve Contracted Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Contracted Telepractitioner for Client's review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify ProCare in writing within three (3) business days of alleged failure. Client's failure to notify ProCare in writing within the three (3) day period shall negate any Client invoicing dispute.

c) Client acknowledges Additional Terms and Conditions as applicable to teletherapy services and the provision thereof.

d) Client acknowledges that Contracted Telepractitioner will be providing and using their own equipment in performance of duties.

By: 158123 Mineral County School District

Print Name: _____

Title: _____

Date: _____

ProCare Therapy

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No Equipment Provided

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d. Maintains appropriate documentation of delivered services in a format consistent with professional standards and client requirements.
e. Complies with state and federal regulations to maintain student privacy and security.
f. Facilitates behavior management strategies in students as appropriate.
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ANETRA BEAUFORT

ProCare Therapy

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Contracted Telepractitioner:	Anetra Beaufort		
Client:	Mineral County School District		
Assignment Start Date:	08/17/2026	**Assignment End Date:**	06/03/2027
Position:	Tele - SLP		
Hours per Week:	35.0		
Bill Rate per Hour	$125.00	*Bill Rate is all-inclusive[a]*	
Technology Fee:	*Does Not Apply; No Equipment Provided*		
Miscellaneous:	$125.00 x 35.00 x 4375.00 = $157,500.00		

a) Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.

b) Client agrees to approve Contracted Telepractitioner's weekly log of service. Logs will be submitted on a weekly basis by Contracted Telepractitioner for Client's review and approval. Should Contracted Telepractitioner fail to submit paperwork or weekly log to show proof of completed work, Client agrees to notify ProCare in writing within three (3) business days of alleged failure. Client's failure to notify ProCare in writing within the three (3) day period shall negate any Client invoicing dispute.

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ProCare Therapy

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INTEGRATIVE SOLUTIONS CONSULTING

Mineral County School District
Contractor Agreement

This Agreement is effective as of 8/1/2026 by and between Mineral County School District, 751 A Street, P.O. Box 1540, Hawthorne, Nevada 89415, and Integrative Solutions Consulting LLC, 2509 Cockatiel Drive, Las Vegas, NV 89084.

In this Agreement, the party contracting to receive services shall be referred to as "MCSD," and the party providing the services shall be referred to as "Contractor."

The Contractor has a background as a Behavior Analyst and is willing to provide services to MCSD based on this background.

Contractors providing services that require licensure or certification must provide evidence of current licensure or certification. This contract with MCSD requires the contractor to hold and maintain any necessary license or certificate.

MCSD desires to have services provided by the Contractor.

Therefore, the parties agree as follows:

1. DESCRIPTION OF SERVICES. Beginning on or around August 1, 2026, the Contractor will provide the services (collectively, the "Services") as referenced in the attached Proposal.

2. PERFORMANCE OF SERVICES. The Contractor and MCSD administration will determine how the Services will be performed and the Contractor's specific hours. MCSD will rely on the Contractor to work as many hours as possible to fulfill the Contractor's obligations under this Agreement.

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6. TERM/TERMINATION. The Contractor or MCSD may terminate this Agreement for any reason, without cause, upon 14 calendar days' written notice to the other Party to this Agreement. In the event of termination under this clause, MCSD shall pay the Contractor any fees due and payable for any Services completed, up to and including the termination date. During the notice period, the Contractor shall continue to provide their Services under this Agreement and co-operate by providing any reasonable assistance requested of the Contractor and by helping ensure the smooth transition of their responsibilities under this Agreement to other independent contractors or other persons, as directed by MCSD. As this Agreement may be terminated without cause, the Contractor expressly agrees that they have no reasonable expectation in the continued existence of this agreement and the relationship between the contracting parties described therein.

7. RELATIONSHIP OF PARTIES. The parties understand that the Contractor is an independent contractor for MCSD and not an employee of MCSD. The Contractor is <u>not</u> required to work exclusively for MCSD. Notwithstanding the exercise of any control necessary to comply with statutory, regulatory, or contractual obligations, the Contractor has control and discretion over the means and manner of performing any work. MCSD will not provide fringe benefits to the Contractor, including health insurance, paid vacation, or any other employee benefit. MCSD will not be responsible for withholding, producing, or remitting any income, payroll, or other federal, state, or local taxes, making any insurance or social security program contributions or other unemployment or disability insurance contributions, or obtaining or contributing to workers' compensation insurance on the Contractor's behalf.

8. EMPLOYEES. The Contractor's employees, if any, who perform services for MCSD under this Agreement shall also be bound by its provisions. At MCSD's request, the Contractor shall provide adequate evidence that such persons are the Contractor's employees.

9. INJURIES AND INSURANCE. The Contractor acknowledges the Contractor's obligation to obtain appropriate insurance coverage for the Contractor's benefit (and the Contractor's employees, if any). The Contractor waives any rights to recovery from MCSD for any injuries that the Contractor (and Contractor's employees) may sustain while performing services under this Agreement and that result from the negligence of the Contractor or Contractor's employees.

10. MUTUAL INDEMNIFICATION. The Contractor agrees to defend, indemnify, and hold harmless MCSD from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against MCSD that result from or arise out of the acts or omissions of the Contractor, the Contractor's employees, if any, and the Contractor's agents. MCSD agrees to defend, indemnify, and hold harmless the Contractor from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against the Contractor that result from or arise out of the acts or omissions of MCSD, MCSD's employees, if any, and MCSD's agents.

11. INTELLECTUAL PROPERTY. The following provisions shall apply concerning copyrightable works, ideas, discoveries, inventions, applications for patents, and patents (collectively, "Intellectual Property"):

Contractor's Intellectual Property. The Contractor does not personally hold any interest in any Intellectual Property.

12. OWNERSHIP OF SOCIAL MEDIA CONTACTS. Any social media contacts, including "followers" or "friends," that are acquired through accounts (including, but not limited to, email addresses, blogs, Twitter, Facebook, YouTube, or other social media networks) used or created on behalf of MCSD are the property of MCSD.

13. CONFIDENTIALITY. MCSD recognizes that the Contractor has and will have the following information: proprietary information (collectively, "Information"), which is valuable, memorable, and unique assets of Mineral County School District, and needs to be protected from improper disclosure. In consideration for the disclosure of the Information, the Contractor agrees that the Contractor will not at any time or in any manner, either directly or indirectly, use any Information for the Contractor's benefit or divulge, disclose, or communicate in any way any Information to any third party without the prior written consent of MCSD. The Contractor will protect the Information and treat it as strictly confidential. A violation of this paragraph shall be a material violation of this Agreement.

Nothing in this Agreement shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation or under the valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of exposure required by such law, regulation, or order. The Contractor agrees to provide written notice of any such order to an authorized officer of MCSD within 5 calendar days of receiving such order, but in any event sufficiently in advance of making any disclosure to permit MCSD to contest the order or seek confidentiality protections, as determined in MCSD's sole discretion.

14. CONFIDENTIALITY AFTER TERMINATION. The confidentiality provisions of this Agreement shall remain in full force and effect after the termination of this Agreement.

15. RETURN OF RECORDS. Upon termination of this Agreement, the Contractor shall deliver all records, notes, protocols, data, memoranda, models, and equipment of any nature that are in the Contractor's possession or under the Contractor's control and that are MCSD's property or relate to MCSD's business.

16. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

IF for MCSD:
Mineral County School District
Stephanie Keuhey
Superintendent
751 A Street P.O. Box 1540
Hawthorne, Nevada 89415

IF for Contractor:
Integrative Solutions Consulting LLC
Cherelle Williams
2509 Cockatiel Drive
Las Vegas, NV 89084

Either party may change such address occasionally by providing written notice to the other in the manner set forth above.

17. ENTIRE AGREEMENT. This Agreement, any other documents incorporated by reference, and related exhibits and schedules contain the parties' entire agreement. There are no other promises or conditions in any other agreement, whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

18. AMENDMENT. This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

19. SEVERABILITY. If any provision of this Agreement shall be held invalid or unenforceable for any reason, the remaining provisions shall remain valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable but that by limiting such provision, it will become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so determined.

20. WAIVER OF CONTRACTUAL RIGHT. Either party's failure to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to enforce and compel strict compliance with every requirement subsequently.

21. APPLICABLE LAW. The laws of the State of Nevada shall govern this Agreement.

22. INTERRUPTION OF SERVICE. Either party shall be excused from any delay or failure in performance required hereunder if caused because of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws proclamations, edits, ordinances, or regulations, strikes, lockouts or severe other labor disputes, riots, earthquakes, floods, explosions, or other acts of nature. The obligations and rights of the

party so excused shall be extended on a day-to-day basis for the period equal to the period of such excusable interruption. When such events have abated, the party's obligations hereunder shall resume. If the interruption of the excused party's obligations continues for over thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days' prior written notice to the other party.

23. ASSIGNMENT. The Contractor agrees that it will not assign, sell, transfer, delegate, or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of MCSD. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of MCSD with, or its merger into, any other corporation, or the sale by MCSD of all or substantially all of its properties or assets, or the assignment by MCSD of this Agreement and the performance of its obligations hereunder to any successor in interest or any Affiliated Company. Subject to the preceding, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns. It shall not benefit any person or entity other than those enumerated above.

Assignment. The Contractor shall not assign, delegate, or subcontract any rights or obligations under this Agreement without MCSD's written consent. Any assignment in violation of the preceding shall be deemed null and void. MCSD may freely assign its rights and obligations under this Agreement at any time. Subject to the limits on assignment stated above, this Agreement will inure to the benefit of, be binding on, and be enforceable against each of the Parties and their respective successors and assigns.

24. SIGNATORIES. This Agreement shall be signed on behalf of MCSD by Stephanie Keuhey, Superintendent, and on behalf of Integrative Solutions Consulting LLC, by Cherelle Williams, in the position of Behavior Analyst, and effective as of the date first above written. This Agreement may be executed in multiple counterparts, including by electronic or facsimile signature, each of which shall be deemed an original and shall constitute one instrument.

Party receiving services:
Mineral County School District

By: _____ Date: _____
Stephanie Keuhey

Party providing services:
Integrative Solutions Consulting LLC

By: _____ Date: _____
Cherelle Espinoza

Cherelle Espinoza
Board Certified Behavior Analyst

Scope of Work and Description of Services

1. Conduct Behavioral Assessments
   - Perform Functional Behavior Assessments (FBAs) for students exhibiting challenging behaviors.
   - Analyze data to identify behavior patterns and determine the function of behaviors.
   - Use findings to guide the development of effective interventions.
2. Develop and Implement Behavior Intervention Plans (BIPs)
   - Create individualized BIPs aligned with students' IEP goals.
   - Ensure plans are evidence-based, measurable, and functionally appropriate.
   - Collaborate with teachers and staff to integrate interventions into the school day.
3. Support IEP Development and Compliance
   - Provide input for IEPs, particularly regarding behavior goals and accommodations.
   - Attend IEP meetings to advocate for appropriate behavioral supports.
   - Monitor compliance with behavioral supports and services outlined in IEPs.
4. Train and Support School Staff
   - Train teachers, paraprofessionals, and related service providers on behavior management strategies.
   - Model intervention strategies and provide coaching and feedback.
   - Promote positive behavior support systems (PBIS) school-wide or in specific classrooms.
5. Data Collection and Progress Monitoring
   - Design systems for data collection on target behaviors and skills.
   - Review and analyze data to assess progress and inform changes to interventions.
   - Maintain thorough and timely documentation.
6. Crisis Intervention and Support
   - Assist in developing safety plans for students with high-risk behaviors.
   - Support de-escalation strategies and train staff on crisis response protocols.
   - Provide on-site support during behavioral incidents when needed.
7. Collaboration and Communication
   - Work closely with school psychologists, special educators, general educators, counselors, and administrators.
   - Communicate regularly with families to ensure consistency and generalization of strategies.
   - Act as a liaison between the school and outside service providers when appropriate.
8. Professional and Ethical Standards
   - Adhere to the BACB Code of Ethics and maintain up-to-date certification.
   - Participate in ongoing professional development relevant to school-based ABA.
   - Ensure culturally responsive and inclusive practices in all interventions.

Detail or Explanation of Cost and Timelines
School Years 2026-2027

Hours / Days	Service	Details of Cost	Travel Cost
TBD by the BCBA and the MCSD administration. A schedule should be submitted each quarter and approved by the MCSD administration. Estimated 10 days, as agreed upon by the BCBA and MCSD.	BCBA services are outlined above.	$55.00 per hour In-Person NOT to exceed: 8 hours per day 8 x $55.00 = $440.00 per day, 10 days per year $440.00 x 10 = $4,400.00 Virtual Support and Meetings and work from home, NOT to exceed, will be billed hourly. 40 hours per year. $55.00 x 40 = $2,200.00	MCSD will pay an hourly rate from door to door from the Las Vegas address to Hawthorne. (approximately 5 hours one way or 10 hours per trip) 5 trips per year. $500.00 per trip. NOT to exceed: Total: $2,500.00 MCSD will pay $250.00 per trip (5) for mileage. NOT to exceed: $1,250.00
Contract Not to Exceed: $10,350.00 Additional costs may occur if services such as report writing must be completed at home and exceed the contracted amount. This will be billed at the hourly rate outlined above.			

Respectfully Submitted,

Cherelle Espinoza

ALL ABOUT VISION

Mineral County School District
Contractor Agreement

This Agreement is made effective as of 8/1/2026 by and between Mineral County School District, of 751 A Street, P.O. Box 1540, Hawthorne, Nevada 89415, and All About Vision, LLC, PO Box 33940, Reno, NV 89533

In this Agreement, the party contracting to receive services shall be referred to as "MCSD," and the party providing the services shall be referred to as "Contractor."

The Contractor has a background as a Vision Specialist and is willing to provide services to MCSD based on this background.

Contractors providing services that require licensure or certification must provide evidence of current licensure or certification. This contract with MCSD requires the contractor to hold and maintain any necessary license or certificate.

MCSD desires to have services provided by the Contractor.

Therefore, the parties agree as follows:

1. DESCRIPTION OF SERVICES. Beginning on or around August 1, 2026, the Contractor will provide the services (collectively, the "Services") as referenced in the attached Proposal.

2. PERFORMANCE OF SERVICES. The Contractor and MCSD administration will determine how the Services will be performed and the Contractor's specific hours. MCSD will rely on the Contractor to work as many hours as possible to fulfill the Contractor's obligations under this Agreement.

3. PAYMENT. MCSD will pay the Contractor for the services outlined in the attached proposal. This fee shall be payable monthly in a lump sum upon completion of the Services. The Contractor shall provide a breakdown of services rendered to MCSD by a written invoice sent via email, enabling MCSD to determine that the Services required under this Agreement have been completed satisfactorily. Upon MCSD's determination that Services have been conducted, payment will be processed.

4. EXPENSE REIMBURSEMENT. The Contractor shall pay all "out-of-pocket" expenses and shall not be entitled to reimbursement from MCSD for such costs unless specifically detailed within this agreement or the attached proposal.

"Out-of-Pocket" expenses generally mean any cost the Contractor incurs associated with the scope of work as detailed in this agreement and any attachments. These include travel to and from the district, as well as related housing and food costs, while delivering the agreed-upon service. "Out-of-Pocket" expenses include COVID-19-related expenses, such as Personal Protective Equipment (PPE), sanitizer, plexiglass, and disinfectant used to prevent the spread of the COVID-19 virus.

5. NEW PROJECT APPROVAL. The Contractor and MCSD recognize that the Contractor's Services will include working on various projects for MCSD. The Contractor shall obtain MCSD's approval before the commencement of the new project.

6. TERM/TERMINATION. The Contractor or MCSD may terminate this Agreement for any reason, without cause, upon 14 calendar days' written notice to the other Party to this Agreement. In the event of termination under this clause, MCSD shall pay The Contractor any fees due and payable for any Services completed, up to and including the termination date. During the notice period, the Contractor shall continue to provide their Services under this Agreement and co-operate to provide any reasonable assistance requested of the Contractor and to help ensure the smooth transition of their responsibilities under this Agreement to other independent contractors or other persons, as directed by MCSD. As this Agreement may be terminated without cause, the Contractor expressly agrees that they have no reasonable expectation in the continued existence of this agreement and the relationship between the contracting parties described therein.

7. RELATIONSHIP OF PARTIES. It is understood by the parties that the Contractor is an independent contractor for MCSD and not an employee of MCSD. The Contractor is not required to work exclusively for MCSD. Notwithstanding the exercise of any control necessary to comply with any statutory, regulatory, or contractual obligations, the Contractor has control and discretion over the means and manner of the performance of any work. MCSD will not provide fringe benefits for the Contractor's use, including health insurance, paid vacation, or any other employee benefit. MCSD will not be responsible for withholding, producing, or remitting any income, payroll, or other federal, state, or local taxes, making any insurance or social security program contributions or other unemployment or disability insurance contributions, or obtaining or contributing to workers' compensation insurance on the Contractor's behalf.

8. EMPLOYEES. The Contractor's employees, if any, who perform services for MCSD under this Agreement shall also be bound by the provisions of this Agreement. At the request of MCSD, the Contractor shall provide adequate evidence that such persons are the Contractor's employees.

9. INJURIES AND INSURANCE. The Contractor acknowledges the Contractor's obligation to obtain appropriate insurance coverage for the Contractor's benefit (and the Contractor's employees, if any). The Contractor waives any rights to recovery from MCSD for any injuries that the Contractor (and Contractor's employees) may sustain while performing services under this Agreement and that result from the negligence of the Contractor or Contractor's employees.

10. MUTUAL INDEMNIFICATION. The Contractor agrees to defend, indemnify, and hold harmless MCSD from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against MCSD that result from or arise out of the acts or omissions of the Contractor, the Contractor's employees, if any, and the Contractor's agents. MCSD agrees to defend, indemnify, and hold harmless the Contractor from all claims, losses, expenses, and fees, including attorney fees, costs, and judgments that may be asserted against the Contractor that result from or arise out of the acts or omissions of MCSD, MCSD's employees, if any, and MCSD's agents.

11. INTELLECTUAL PROPERTY. The following provisions shall apply concerning copyrightable works, ideas, discoveries, inventions, applications for patents, and patents (collectively, "Intellectual Property"):

Contractor's Intellectual Property. The Contractor does not personally hold any interest in any Intellectual Property.

12. OWNERSHIP OF SOCIAL MEDIA CONTACTS. Any social media contacts, including "followers" or "friends," that are acquired through accounts (including, but not limited to, email addresses, blogs, Twitter, Facebook, YouTube, or other social media networks) used or created on behalf of MCSD are the property of MCSD.

13. CONFIDENTIALITY. MCSD recognizes that the Contractor has and will have the following information: proprietary information (collectively, "Information"), which are valuable, memorable, and unique assets of Mineral County School District and need to be protected from improper disclosure. In consideration for the disclosure of the Information, the Contractor agrees that the Contractor will not at any time or in any manner, either directly or indirectly, use any Information for the Contractor's benefit or divulge, disclose, or communicate in any way any Information to any third party without the prior written consent of MCSD. The Contractor will protect the Information and treat it as strictly confidential. A violation of this paragraph shall be a material violation of this Agreement.

Nothing in this Agreement shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation or under the valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of exposure required by such law, regulation, or order. The Contractor agrees to provide written notice of any such order to an authorized officer of MCSD within 5 calendar days of receiving such order, but in any event sufficiently in advance of making any disclosure to permit MCSD to contest the order or seek confidentiality protections, as determined in MCSD's sole discretion.

14. CONFIDENTIALITY AFTER TERMINATION. The confidentiality provisions of this Agreement shall remain in full force and effect after the termination of this Agreement.

15. RETURN OF RECORDS. Upon termination of this Agreement, the Contractor shall deliver all records, notes, protocols, data, memoranda, models, and equipment of any nature that are in the Contractor's possession or under the Contractor's control and that are MCSD's property or relate to MCSD's business.

16. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

IF for MCSD:
Mineral County School District
Stephanie Keuhey
Superintendent
751 A Street P.O. Box 1540
Hawthorne, Nevada 89415

IF for Contractor:
All About Vision
Syliva Leggett
All About Vision, LLC,
PO Box 33940,
Reno, NV 89533

Either party may change such address occasionally by providing written notice to the other in the manner set forth above.

17. ENTIRE AGREEMENT. This Agreement, together with any other documents incorporated by reference and related exhibits and schedules, contains the parties' entire agreement, and there are no other promises or conditions in any other agreement, whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

18. AMENDMENT. This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

19. SEVERABILITY. If any provision of this Agreement shall be held invalid or unenforceable for any reason, the remaining provisions shall remain valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable but that by limiting such provision, it will become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so determined.

20. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

21. APPLICABLE LAW. The laws of the State of Nevada shall govern this Agreement.

22. INTERRUPTION OF SERVICE. Either party shall be excused from any delay or failure in performance required hereunder if caused because of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws proclamations, edits, ordinances, or regulations, strikes, lockouts or severe other labor disputes,

riots, earthquakes, floods, explosions, or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for the period equal to the period of such excusable interruption. When such events have abated, the party's obligations hereunder shall resume. If the interruption of the excused party's obligations continues for over thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days prior written notice to the other party.

23. ASSIGNMENT. The Contractor agrees that it will not assign, sell, transfer, delegate, or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of MCSD. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of MCSD with, or its merger into, any other corporation, or the sale by MCSD of all or substantially all of its properties or assets, or the assignment by MCSD of this Agreement and the performance of its obligations hereunder to any successor in interest or any Affiliated Company. Subject to the preceding, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns. It shall not benefit any person or entity other than those enumerated above.

Assignment. The Contractor shall not assign, delegate, or subcontract any rights or obligations under this Agreement without MCSD's written consent. Any assignment in violation of the preceding shall be deemed null and void. MCSD may freely assign its rights and obligations under this Agreement at any time. Subject to the limits on assignment stated above, this Agreement will inure to the benefit of, be binding on, and be enforceable against each of the Parties and their respective successors and assigns.

24. SIGNATORIES. This Agreement shall be signed on behalf of MCSD by Stephanie Keuhey, Superintendent, and on behalf of All About Vision, by Sylvia Leggett, in the position of Vision Specialist, and effective as of the date first above written. This Agreement may be executed in multiple counterparts, including by electronic or facsimile signature, each of which shall be deemed an original and shall constitute one instrument.

Party receiving services:
Mineral County School District
By: _____ Date: _____
Stephanie Keuhey

Party providing services:
All About Vision
By: _____ Date: _____
Syliva Leggett

Proposal for Vision Services
All About Vision LLC
Sylvia Leggett – Vision Specialist

Scope of Work or Description of Services

- Evaluate the individual needs of the student and create a specific program to meet these needs, which may be academic and/or social
- Evaluate and make periodic reports on the academic achievement and personal adjustment of the visually impaired student in cooperation with the regular classroom teacher and principal
- Consult regularly with classroom teachers in planning the instructional program for students with visual impairments
- Confer frequently with parents and school staff members on each student's progress
- Provide appropriate physical and psychological environments to establish and reinforce acceptable student behavior, attitudes, social skills, and self-image
- Conduct assessment and evaluation of students' vision needs; attend and serve as a member of the IEP team to determine the eligibility of students for the program; assist in the development of IEP instructional goals and objectives; assist in identifying other related services for the student; evaluate student progress and submit reports promptly to coincide with IEP review meetings
- Establish a varied environment that accommodates the different ways students learn
- Provide, secure, or develop special equipment and materials, including tapes, books, software, and digital and electronic materials, as available and needed for each student
- Teach special skills as needed, which may include braille, typing, writing, daily living, prevocational skills, and community access
- Work directly with individual students with visual impairment and develop goals and objectives

Detail or Explanation of Cost and Timelines

2026-2027

Hours/Days	Service	Details of Cost	Miscellaneous
Currently 1 student An addendum to this proposal will be issued if additional students are added to the caseload.	Vision Services	$90.00 per hour	Paid Drive Time 5 site visits per year 4 hours per visit 24 x $90.00 = $2,250.00 $450.00 per trip
Total Direct Time: Student #1: 240 minutes per year.		Student #1 5 times per year 5 x $90.00 = $450.00 per year Extra time for evaluation	A schedule is to be developed and presented to the special education administration. Changes in the schedule must be mutually agreed upon.
Indirect time: attending meetings, report writing, IEP writing, therapy documents, and consulting with staff. 4 hours per year		4 hours per year x $90.00 = $450.00	
Contract Not to Exceed: $**3,150.00** *An addendum may be submitted if additional time is needed or if other students are added.*			

These estimates can be adjusted based on mutual agreement between All About Vision LLC and the MCSD Administration.

Respectfully submitted,

Sylvia Leggett
All About Vision LLC
Owner, Vision Specialist

ACTION ITEM #4

Mineral County School District

Superintendent Goals Proposal

Superintendent: Stephanie Keuhey
Evaluation Period: 2026–2027 School Year

Introduction

The following superintendent goals are designed to align with the Mineral County School District Strategic Plan, School Improvement Plans (SIPs), District Improvement Plan (DIP), and Board Policy CBA regarding Superintendent Evaluation. These goals reflect the ongoing work of the district to strengthen instructional leadership, improve student outcomes, develop sustainable staffing systems, and strengthen partnerships with families and the community.

The goals focus on areas where district leadership can continue building upon the progress made over the past several years while ensuring that district efforts remain aligned and focused on improving opportunities and outcomes for students. Progress toward these goals will be monitored throughout the year and reviewed as part of the superintendent evaluation process.

Goal 1: Strengthen Instructional Leadership and Student Achievement

Goal Statement
Continue strengthening instructional leadership across the district by supporting administrators and teachers in implementing research-based instructional practices and data-informed decision-making to improve student achievement.

Key Strategies

- Facilitate weekly **administrator PLCs focused on instructional leadership and student data**
- Conduct regular **instructional walkthroughs with administrators**
- Support implementation of **Teacher Clarity instructional practices**
- Align professional development with **NEPF instructional standards and district priorities**

Evidence of Progress

- Walkthrough data trends

- PLC documentation and administrator collaboration
- SBAC, MAP Growth, and other student achievement indicators
- Evidence of instructional implementation from professional development

Evaluation Criteria Alignment
Educational Program

Goal 2: Strengthen Data Systems and Continuous Improvement

Goal Statement
Continue development and use of district data systems to support monitoring of student achievement, attendance, instructional practices, and school improvement efforts.

Key Strategies

- Continue implementation and use of the **district data dashboard**
- Monitor **SBAC, MAP Growth, ACT, attendance, survey data, and walkthrough data**
- Support administrators in using data to guide school improvement planning
- Continue monitoring and alignment of **SIP, DIP, and District Strategic Plan goals**

Evidence of Progress

- Data dashboard usage and updates
- SIP and DIP progress monitoring
- Attendance tracking and intervention systems
- Evidence of data-informed leadership decisions

Evaluation Criteria Alignment
Educational Program / Organizational Leadership

REVISED Goal 3: Strengthen Workforce Development, Recruitment, and Retention

Goal Statement

Strengthen recruitment, development, and retention of high-quality staff through improved hiring practices, expansion of the district's **Grow Our Own educator pipeline**, and the development of a structured staff recognition system that supports a positive and supportive district culture.

Key Strategies

- Continue development of the **Grow Our Own program**
- Support current participants completing education degrees
- Expand recruitment partnerships with colleges and educator preparation programs
- Continue improving vacancy posting timelines and hiring processes
- Develop and implement a **district-wide staff recognition system** that:
    - Provides opportunities for recognition from **administrators, Board members, staff, parents, and community**
    - Aligns recognition to district values and priorities
    - Is consistent, accessible, and sustainable across all sites

Evidence of Progress

- Number of Grow Our Own participants and program completers
- Teachers hired through the Grow Our Own program
- Recruitment partnerships and outreach efforts
- Improved vacancy fill rates
- Implementation of a **staff recognition process/system**
- Number and frequency of staff recognitions across sites
- Participation from administrators, Board members, staff, parents, and community

Evaluation Criteria Alignment

Personnel / Resource Management
Personal (culture, morale, leadership)

Goal 4: Strengthen Community Engagement and Partnerships

Goal Statement

Strengthen relationships with families, community organizations, and community agencies to support student opportunities and increase parent engagement in district advisory processes.

Key Strategies

- Maintain partnerships with organizations such as:
    - Elks Club
    - Community Chest
    - Nevada Rural Clinics
    - Mineral County Parks, Recreation, and Economic Development
- Increase parent participation in the **District Advisory Committee**

- Continue collaboration with community partners to support student enrichment opportunities

Evidence of Progress

- Community partnership activities
- Parent participation in District Advisory Committee
- Student participation in enrichment opportunities
- Feedback from community stakeholders

Evaluation Criteria Alignment
Personnel / Resource Management / Personal