BAKER COUNTY SCHOOL DISTRICT

Committed to Excellence

AGENDA
SCHOOL BOARD MEETING (OPEN TO THE PUBLIC)
Monday, June 15, 2026 - 9:00 AM
District Board Room (270 South Boulevard East, Macclenny, Florida 32063)
(Revised Agenda) Minute Book #40 / Supplemental Book #54 / Page #15

"The Vision of the Baker County School Board is to prepare individuals to be lifelong learners, self-sufficient and responsible citizens of good character."

1. INVOCATION AND PLEDGE OF ALLEGIANCE

2. CALL TO ORDER

3. ROLL CALL OF MEMBERS

4. PUBLIC HEARINGS

4.1 Public Hearing on the 2025 - 2026 Adoption of New (World Languages) Instructional Materials
Carrie Dopson - (259-0408)

5. RECOGNITIONS / PRESENTATIONS

6. APPROVAL TO CORRECT AND / OR ADD ITEMS TO THE FINAL AGENDA

6.1 8.1.: Personnel Items, Extra Duty List: Approval of the Addition to Extra Duty for Brianna Dove for VPK Summer School Substitute; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, June 15, 2026 - June 30, 2026. Extra Duty for Brianna Dove for VPK Summer School Substitute; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, July 1, 2026 - August 7, 2026. Extra Duty for Lisa Nettles for VPK Summer School Teacher; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, June 15, 2026 - June 30, 2026. Extra Duty for Lisa Nettles for VPK Summer School Teacher; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, July 1, 2026 - August 7, 2026. Extra Duty for Ellie Weber for Summer Hours for ESE Extended School Year; Regular Hourly Rate Maximum 91 Hours / Funding Source: Federal, June 11, 2026 - July 16, 2026.
Wyatt Milton - (259-0401)

6.2 8.1.: Personnel Items, Occasional Personnel List: Approval of the Addition to Occasional Personnel for Tracy Jones for Summer Hours for ESE Extended School Year (Substitute), $15.75 Per Hour for 50 Hours, Funding Source: Federal, June 11, 2026 - June 30, 2026; Occasional Personnel for Kimbra Lane for VPK Summer School Teacher, $33.43 Per Hour, 153.25 Hours, Funding Source: General, June 15, 2026 - June 30, 2026; Occasional Personnel for Kimbra Lane for VPK Summer School Teacher, $33.43 Per Hour, 153.25 Hours, Funding Source: General, July 1, 2026 - August 7, 2026.
Wyatt Milton - (259-0401)

6.3 8.1.: Personnel Items, Extra Duty List: Approval of the Addition to Extra Duty for Heather Crews for Extended School Year (ESY) Planning, IEP Records Review, Etc., Regular Hourly Rate, Maximum 75 Hours, Funding Source: Federal, June 1, 2026 - July 30, 2026.
Wyatt Milton - (259-0401)

7. REMOVAL OF ROUTINE ITEMS

8. APPROVAL OF ROUTINE ITEMS

8.1 Approval of the Personnel Items List for Approval on June 15, 2026.
Wyatt Milton - (259-0401)

8.2 Approval of the Minutes of the June 1, 2026, School Board Meeting.
Wyatt Milton - (259-0401)

8.3 Approval to Incorporate Form 8B into the June 1, 2026, School Board Meeting Minutes.
Wyatt Milton - (259-0401)

8.4 Approval to Incorporate Form 8B into the June 1, 2026, School Board Meeting Minutes.
Wyatt Milton - (259-0401)

8.5 Approval of Program and Budget Amendment #3 to Grant Proposal for "Title I, Part A: Improving the Academic Achievement of the Disadvantaged" in the Amount of $2,450.00 for a New Total Budget of $1,316,830.90. Amendment / Federal / No Matching
Traci Wheeler - (259-6776)

8.6 Approval to Renew Family Service Center Interagency Agreement with Hubbard House, Inc., Effective July 1, 2026 - June 30, 2027. (Rate Change from Previous Year.)
Tina Bradley - (259-0476)

9. APPROVAL OF ITEMS FOR ACTION

9.1 Approval of Removed Routine Items.
N/A

9.2 Approval to De-authorize and Dispose of Itemized Property on the Florida Agricultural and Mechanical University Property List. (Obsolete / Broken Beyond Repair Items Will be Disposed of When Possible.)
Thomas Hill - (259-0429)

9.3 Approval to De-authorize and Dispose of Itemized Property on the Auxiliary Services Property List. (Obsolete / Broken Beyond Repair Items Will be Disposed of When Possible.)
Steve Cannon - (259-0432)

9.4 Approval of the Data Sharing Agreement with Quizalize.
Thomas Hill - (259-0429)

9.5 Approval of the Data Sharing Agreement with Conjuguemos.
Thomas Hill - (259-0429)

9.6 Approval of the Correction to the 2026-2027 Payroll Schedule.
Teri Ambrose - (259-0418)

9.7 Approval of the Correction of the Beginning and Ending Work Dates for Fiscal Year 2026-2027 Employees Working 186, 187, 191, & 193 Days.
Teri Ambrose - (259-0418)

9.8 Approval of the Agreement with Red Rover Technologies.
Thomas Hill - (259-0429)

9.9 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Colonial Life as the Administrator for the Hospital Indemnity Plan (HIP) Effective October 1, 2026 - September 30, 2027.
Thomas Hill - (259-0429)

9.10 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Aflac Accident, Hospital Indemnity, and Critical Illness Coverage Effective October 1, 2026 - September 30, 2027.

Thomas Hill - (259-0429)

9.11 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of The Hartford as the District's Basic Life Insurance Plan for Employee & Voluntary Life Insurance Plan for Employee, Spouse, & Children, Eff. 10/1/26-9/30/27.
Thomas Hill - (259-0429)

9.12 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of The Hartford as the Administrator for the Short-Term Disability Plan Effective October 1, 2026 - September 30, 2027.
Thomas Hill - (259-0429)

9.13 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Vision Service Plan (VSP) as the District's Voluntary Vision Plan Provider, Effective October 1, 2026 - September 30, 2027.
Thomas Hill - (259-0429)

9.14 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Sun Life Dental as the Administrator for Dental Plans Effective October 1, 2026- September 30, 2027.
Thomas Hill - (259-0429)

9.15 Approval to Accept The Bailey Group as the Provider for the Health Insurance Online Enrollment with a Processing Fee of $1 Per Employee Per Month, or Approximately $7200.00 Per Year, Effective October 1, 2026 - September 30, 2027.
Thomas Hill - (259-0429)

9.16 Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Florida Blue and Their Three Plan Options (3566, 62, 134/35), as the District's Medical Provider, Effective October 1, 2026 - September 30, 2027.
Thomas Hill - (259-0429)

10. CITIZEN INPUT

A Citizen Input form must be completed and submitted to the Board Secretary PRIOR to the beginning of the meeting if you wish to address the Board. You will be called on by the Chairman at the appropriate time. Presentations/comments are limited to three (3) minutes.

11. INFORMATION AND ANNOUNCEMENTS

12. ADJOURNMENT

NOTICE: Any person who desires to appeal any decision made by the School Board with respect to any matter considered at the above mentioned meeting will need a record of the proceedings, and for such purpose may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which an appeal may be based.

AGENDA ITEM NO. 4.1

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Carrie Dopson - (259-0408)
ITEM TYPE:	Public Hearing
AGENDA SECTION:	**PUBLIC HEARINGS**
SUBJECT:	Public Hearing on the 2025 - 2026 Adoption of New (World Languages) Instructional Materials

ATTACHMENTS:
06.15.2026 Public Hearing for the 25-26 Adoption of New (World Languages) Instructional Materials_C.Dopson.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Teaching and Learning
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

May 6, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting that a public hearing be held on Monday, June 15, 2026, for the 2025-2026 Adoption of **New (World Languages)** Instructional Materials.

The link to the proposed materials can be viewed at:

Instructional Materials

If you have any questions, please call me on 259-0408.

Sincerely,

Carrie Dopson
Executive Director of Teaching and Learning

AGENDA ITEM NO. 6.1

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Agenda Revision/Addition
AGENDA SECTION:	**APPROVAL TO CORRECT AND / OR ADD ITEMS TO THE FINAL AGENDA**
SUBJECT:	8.1.: Personnel Items, Extra Duty List: Approval of the Addition to Extra Duty for Brianna Dove for VPK Summer School Substitute; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, June 15, 2026 - June 30, 2026. Extra Duty for Brianna Dove for VPK Summer School Substitute; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, July 1, 2026 - August 7, 2026. Extra Duty for Lisa Nettles for VPK Summer School Teacher; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, June 15, 2026 - June 30, 2026. Extra Duty for Lisa Nettles for VPK Summer School Teacher; Regular Hourly Rate Maximum 153.25 Hours / Funding Source: General, July 1, 2026 - August 7, 2026. Extra Duty for Ellie Weber for Summer Hours for ESE Extended School Year; Regular Hourly Rate Maximum 91 Hours / Funding Source: Federal, June 11, 2026 - July 16, 2026.

ATTACHMENTS:
06.15.2026 Approval of the Personnel Items List_W.Milton Rev 06.10.2026.pdf

PERSONNEL ITEMS LIST FOR APPROVAL ON JUNE 15, 2026

RESIGNATIONS FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Coverdale	Amanda			Teacher, Self Contained Kindergarten (197 Days)	Baker County Pre-K / Kindergarten Center	May 28, 2026
Hays	McKenzie			Teacher, Adult Education (197 Days)	Career and Adult Education	May 28, 2026
Thigpen	Haley			Paraprofessional, Elementary (187 Days)	Macclenny Elementary School	May 25, 2026
White	Autumn			Bookkeeper (216 Days)	Baker County Pre-K / Kindergarten Center	June 12, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Anderson	John		Initial Employment / Replacing Meara-Lynn Carter	Teacher, Fourth Grade (197 Days)	Macclenny Elementary School	July 31, 2026
Barrett	Deanna		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Varying Exceptionalities (197 Days)	Baker County Learning Center	July 31, 2026
Barton	Tana		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Denzel Mack - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Craven	Morgan		Transfer from Career Specialist (197 Days), PreK-Kindergarten Center / Replacing Beth Davis	Career Specialist (197 Days)	Macclenny Elementary School	July 31, 2026
Crews	Stephen		Transfer from Teacher Dropout Prevention M/J (197 Days), Baker County Middle School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention M/J (197 Days)	Baker County Alternative School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Crockett	Katherine		Transfer from Teacher, Fourth Grade (197 Days), Legacy Elementary School / Replacing Edward Dryden	Teacher, Social Studies (197 Days)	Baker County High School	July 31, 2026
Davis	Beth		Transfer / Promotion from Career Specialist (197 Days), Macclenny Elementary School / Replacing Wendy Smith	Assistant Principal Elementary (240 Days)	Legacy Elementary School	July 1, 2026
Derby	Deborah		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Christina Meisner - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Dopson	Brian		Transfer from Teacher on Special Assignment (197 Days), Baker County Middle School / Replacing Leigh Ann Hays	Teacher, Mathematics (197 Days)	Baker County High School	July 31, 2026
Faulkner	Kimber		Transfer from Assistant Principal Elementary (240 Days), PreK-Kindergarten Center / Replacing Jana Teague	Assistant Principal Elementary (240 Days)	Macclenny Elementary School	July 1, 2026
Fletcher	Kasey		Transfer Within Same Site from Teacher, Science (197 Days) / Replacing Hunter Burnsed	Teacher, Science (197 Days)	Baker County High School	July 31, 2026 / Previously on Leave of Absence
Hall	Whitney		Transfer from Assistant Principal Elementary (240 Days), Legacy Elementary School / Replacing Kimber Faulkner, Unit Reassigned / School Reconfiguration	Assistant Principal, Exceptional Student (240 Days)	Baker County Learning Center	July 1, 2026
Hawkins	Cynthia		Transfer / Promotion Within Same Site from Teacher on Special Assignment (197 Days) / Replacing Herself, Unit Reassigned	Assistant Principal M/J (216 Days)	Baker County Middle School	July 20, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Higginbotham	Jenna		Transfer from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Paraprofessional Pre-K (187 Days)	Baker County Learning Center	August 3, 2026
Howell	Kymberli		Transfer Within Same Site from Paraprofessional ESE 6-21 (187 Days) / Replacing Jessica Wilson	Paraprofessional Elementary (187 Days)	Westside Elementary School	August 3, 2026
Jacobs	Johnnie		Transfer from Principal M/J (261 Days), Baker County Middle School / Replacing Bonnie Jones, Unit Reassigned / School Reconfiguration	Principal, Exceptional Student (261 Days)	Baker County Learning Center	July 1, 2026
Lewis	Danyle		Transfer Within Same Site from Assistant Principal SH (261 Days) / Replacing Herself, Unit Reassigned	Assistant Principal SH (240 Days)	Baker County High School	July 1, 2026
Mack	Denzel		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Tana Barton - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Meisner	Christina		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Deborah Derby - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Mobley	Debbie		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Morgan	Pamela		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Navarra	Charles		Transfer Within Same Site from Teacher, Fourth Grade (197 Days) / Replacing Cayla Scott	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Norman	Ashton		Transfer from Assistant Principal M/J (261 Days), Baker County Middle School / Replacing Herself, Unit Reassigned / School Reconfiguration	Assistant Principal M/J (240 Days)	Baker County Alternative School	July 1, 2026
Norrell	Sonya		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Ondish	Amber		Transfer Within Same Site from Teacher, Resource (197 Days) / Replacing Elisa Reagan	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026
Oros	Dan		Transfer from Paraprofessional SH (187 Days), Baker County High School / Replacing Perry Hays, Unit Reassigned / School Reconfiguration	Paraprofessional, ESE Ages 6-21 (187 Days)	Baker County Learning Center	August 3, 2026
Raulerson	April		Transfer from Office Aide Guidance Services (216 Days), Replacing Angie Griffis, Unit Reassigned / School Reconfiguration	Office Aide Guidance Services (216 Days)	Baker County Learning Center	July 20, 2026
Register	Scott		Transfer from Teacher Dropout Prevention SH (197 Days), Baker County High School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention SH (197 Days)	Baker County Alternative School	July 31, 2026
Rhoden	Angela		Transfer / Promotion Within Same Site from Vice Principal M/J (261 Days) / Replacing Johnnie Jacobs	Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Rodgers	Ashley		Transfer from Paraprofessional ESE Ages 6-21 (187 Days), Macclenny Elementary School, Replacing Kymberli Howell	Paraprofessional ESE Ages 6-21 (187 Days)	Westside Elementary School	August 3, 2026
Spurlock	Paige		Initial Employment / Replacing Leigh Kennon/Brown, Unit Reassigned	Teacher, Self Contained KG (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Sweat	Harli		Transfer from Career Specialist (197 Days), Replacing Morgan Craven, Unit Reassigned / School Reconfiguration	Career Specialist (197 Days)	Baker County Learning Center	July 31, 2026
Taylor	Bridget		Transfer Within Same Site from Reading Coach Elementary (197 Days) / Replacing Brie Feagle	Teacher, Third Grade (197 Days)	Legacy Elementary School	July 31, 2026
Teague	Jana		Transfer / Promotion from Assistant Principal Elementary (240 Days), Macclenny Elementary School / Replacing Angela Rhoden	Vice Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Young	Pamela		Transfer from Teacher, Fifth Grade (197 Days), Legacy Elementary School / Replacing Melissa Long	Teacher, Mathematics M/J (197 Days)	Baker County Middle School	July 31, 2026

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Anderson	Naomi		Principal (261 Days)	Legacy Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Crews	Stephen		Teacher, Dropout Prevention M/J (197 Days)	Baker County Middle School	Annual Contract (Pending Availability of Funding)	2026-2027
Giddens	Anthony		Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Green	Lynn		Principal (261 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Griffis	Keith		Director of Transportation (261 Days)	Transportation	Annual Contract (Pending Availability of Funding)	2026-2027
Gurganious	Donna		Vice Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Harris	Pamela		Assistant Principal (240 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Hays	McKenzie		Rescind Teacher, Adult Education (197 Days) Previously Approved on May 4, 2026	Career and Adult Education	***Rescind***Annual Contract (Pending Availability of Funding)	Rescind 2026-2027
Mosley	Pamela		Teacher, Mathematics (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Scarborough	Chadd		Director of Facilities and Maintenance (261 Days)	Maintenance	Annual Contract (Pending Availability of Funding)	2026-2027
Sharman	Kristin		Teacher, Science (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Stafford	Matthew		Assistant Principal (240 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Wheeler	Traci		Director of Accountability and Special Programs (261 Days)	District Title I Office	Annual Contract (Pending Availability of Funding)	2026-2027

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Collingwood	Tabitha			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Crews	Heather			Extended School Year (ESY) Planning, IEP Records Review, Etc.	Regular Hourly Rate / Maximum 75 Hours / Funding Source: Federal	June 1, 2026 - July 30, 2026
Davis	Beth		Rescind Previously Approved on April 20, 2026	Rescind Summer Hours for McKinney-Vento School Based Liaison	Rescind Regular Hourly Rate / Maximum 16 Hours / Funding Source: Federal	Rescind July 1, 2026 - July 30, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Deel	Ellen		Amend Previously Approved Days on May 4, 2026, from July 16, 2026	Complete Manual for Parents of ESE Students Education, ESY Planning, Trainings and Workshops	Regular Hourly Rate / Maximum 50 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Hays	McKenzie		Rescind Previously Approved on May 4, 2026	Rescind Adult Ed Paraprofessional Instructor	Rescind $31.54 Per Hour / As Needed / Funding Source: Federal	Rescind July 1, 2026 - June 30, 2027
Johnson	Greg		Amend Previously Approved Days on May 18, 2026, from June 1, 2026	Curriculum Mapping and Professional Learning	$31.54 Per Hour / Maximum 15 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Johnson	Gregory		Amend Previously Approved Days on June 1, 2026, from June 8, 2026	Superintendent's Training	$24.53 Per Hour / Maximum 16 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
King	Jennifer			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Payne	Jennifer			Summer Testing Hours	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 1, 2026 - June 12, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Shomin	Shawna			Grade 3 Reading Camp - Substitute	Regular Hourly Rate / As Needed / Funding Source: General	June 1, 2026 - July 13, 2026
Shomin	Shawna			Summer Hours for ESE Extended School Year (Substitute)	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026
Sweat	Harli		Rescind Previously Approved on April 20, 2026	Rescind Attend ECTAC Exceeding Expectations Conference	Rescind $24.53 Per Hour / Maximum 18 Hours / Funding Source: Federal	Rescind June 10, 2026 - June 12, 2026
Thornton	Nancy			Grade 3 Reading Camp	Regular Hourly Rate / Maximum 93 Hours / Funding Source: General	June 1, 2026 - July 13, 2026
Vonk	Rafala			Teach Algebra 1 Bootcamp and Administer EOC	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 15, 2026 - June 25, 2026
Weber	Ellie			Summer Hours for ESE Extended School Year	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026

SUPPLEMENTAL PAY FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	SPECIAL NOTE	LOCATION	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Barton	Pamela		Baker County Middle School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Butcher	Kristy		Baker County High School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Crawford	Staci	John Anderson	Macclenny Elementary School	Peer Teacher	Board Approved Rate	2026 - 2027
Howell	Kymberli		Westside Elementary School	Resource Instructor - Art	Board Approved Rate	2026 - 2027
Lee	Elisha		Macclenny Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Mack	Denzel		Legacy Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Meisner	Christina		Baker County Learning Center	Custodian Coordinator	Board Approved Rate	2026 - 2027

OCCASIONAL PERSONNEL LIST FOR APPROVAL ON JUNE 15, 2026				
LAST NAME	FIRST NAME	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Jones	Tracy	Summer Hours for ESE Extended School Year (Substitute)	$15.75 Per Hour / 50 Hours / Funding Source: Federal	June 11, 2026 - June 30, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026

LEAVE LIST FOR APPROVAL ON JUNE 15, 2026					
LAST NAME	FIRST NAME	MI	# OF DAYS	TYPE OF LEAVE	EFFECTIVE DATES
Lambing	Caile		.045	Illness in the Line of Duty	May 11, 2026
Lambing	Caile		.86	Illness in the Line of Duty	May 13, 2026
Lambing	Caile		.55	Illness in the Line of Duty	April 30, 2026

AGENDA ITEM NO. 6.2

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Agenda Revision/Addition
AGENDA SECTION:	**APPROVAL TO CORRECT AND / OR ADD ITEMS TO THE FINAL AGENDA**
SUBJECT:	8.1.: Personnel Items, Occasional Personnel List: Approval of the Addition to Occasional Personnel for Tracy Jones for Summer Hours for ESE Extended School Year (Substitute), $15.75 Per Hour for 50 Hours, Funding Source: Federal, June 11, 2026 - June 30, 2026; Occasional Personnel for Kimbra Lane for VPK Summer School Teacher, $33.43 Per Hour, 153.25 Hours, Funding Source: General, June 15, 2026 - June 30, 2026; Occasional Personnel for Kimbra Lane for VPK Summer School Teacher, $33.43 Per Hour, 153.25 Hours, Funding Source: General, July 1, 2026 - August 7, 2026.

ATTACHMENTS:
06.15.2026 Approval of the Personnel Items List_W.Milton Rev 06.10.2026.pdf

PERSONNEL ITEMS LIST FOR APPROVAL ON JUNE 15, 2026

RESIGNATIONS FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Coverdale	Amanda			Teacher, Self Contained Kindergarten (197 Days)	Baker County Pre-K / Kindergarten Center	May 28, 2026
Hays	McKenzie			Teacher, Adult Education (197 Days)	Career and Adult Education	May 28, 2026
Thigpen	Haley			Paraprofessional, Elementary (187 Days)	Macclenny Elementary School	May 25, 2026
White	Autumn			Bookkeeper (216 Days)	Baker County Pre-K / Kindergarten Center	June 12, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Anderson	John		Initial Employment / Replacing Meara-Lynn Carter	Teacher, Fourth Grade (197 Days)	Macclenny Elementary School	July 31, 2026
Barrett	Deanna		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Varying Exceptionalities (197 Days)	Baker County Learning Center	July 31, 2026
Barton	Tana		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Denzel Mack - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Craven	Morgan		Transfer from Career Specialist (197 Days), PreK-Kindergarten Center / Replacing Beth Davis	Career Specialist (197 Days)	Macclenny Elementary School	July 31, 2026
Crews	Stephen		Transfer from Teacher Dropout Prevention M/J (197 Days), Baker County Middle School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention M/J (197 Days)	Baker County Alternative School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Crockett	Katherine		Transfer from Teacher, Fourth Grade (197 Days), Legacy Elementary School / Replacing Edward Dryden	Teacher, Social Studies (197 Days)	Baker County High School	July 31, 2026
Davis	Beth		Transfer / Promotion from Career Specialist (197 Days), Macclenny Elementary School / Replacing Wendy Smith	Assistant Principal Elementary (240 Days)	Legacy Elementary School	July 1, 2026
Derby	Deborah		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Christina Meisner - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Dopson	Brian		Transfer from Teacher on Special Assignment (197 Days), Baker County Middle School / Replacing Leigh Ann Hays	Teacher, Mathematics (197 Days)	Baker County High School	July 31, 2026
Faulkner	Kimber		Transfer from Assistant Principal Elementary (240 Days), PreK-Kindergarten Center / Replacing Jana Teague	Assistant Principal Elementary (240 Days)	Macclenny Elementary School	July 1, 2026
Fletcher	Kasey		Transfer Within Same Site from Teacher, Science (197 Days) / Replacing Hunter Burnsed	Teacher, Science (197 Days)	Baker County High School	July 31, 2026 / Previously on Leave of Absence
Hall	Whitney		Transfer from Assistant Principal Elementary (240 Days), Legacy Elementary School / Replacing Kimber Faulkner, Unit Reassigned / School Reconfiguration	Assistant Principal, Exceptional Student (240 Days)	Baker County Learning Center	July 1, 2026
Hawkins	Cynthia		Transfer / Promotion Within Same Site from Teacher on Special Assignment (197 Days) / Replacing Herself, Unit Reassigned	Assistant Principal M/J (216 Days)	Baker County Middle School	July 20, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Higginbotham	Jenna		Transfer from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Paraprofessional Pre-K (187 Days)	Baker County Learning Center	August 3, 2026
Howell	Kymberli		Transfer Within Same Site from Paraprofessional ESE 6-21 (187 Days) / Replacing Jessica Wilson	Paraprofessional Elementary (187 Days)	Westside Elementary School	August 3, 2026
Jacobs	Johnnie		Transfer from Principal M/J (261 Days), Baker County Middle School / Replacing Bonnie Jones, Unit Reassigned / School Reconfiguration	Principal, Exceptional Student (261 Days)	Baker County Learning Center	July 1, 2026
Lewis	Danyle		Transfer Within Same Site from Assistant Principal SH (261 Days) / Replacing Herself, Unit Reassigned	Assistant Principal SH (240 Days)	Baker County High School	July 1, 2026
Mack	Denzel		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Tana Barton - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Meisner	Christina		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Deborah Derby - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Mobley	Debbie		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Morgan	Pamela		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Navarra	Charles		Transfer Within Same Site from Teacher, Fourth Grade (197 Days) / Replacing Cayla Scott	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Norman	Ashton		Transfer from Assistant Principal M/J (261 Days), Baker County Middle School / Replacing Herself, Unit Reassigned / School Reconfiguration	Assistant Principal M/J (240 Days)	Baker County Alternative School	July 1, 2026
Norrell	Sonya		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Ondish	Amber		Transfer Within Same Site from Teacher, Resource (197 Days) / Replacing Elisa Reagan	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026
Oros	Dan		Transfer from Paraprofessional SH (187 Days), Baker County High School / Replacing Perry Hays, Unit Reassigned / School Reconfiguration	Paraprofessional, ESE Ages 6-21 (187 Days)	Baker County Learning Center	August 3, 2026
Raulerson	April		Transfer from Office Aide Guidance Services (216 Days), Replacing Angie Griffis, Unit Reassigned / School Reconfiguration	Office Aide Guidance Services (216 Days)	Baker County Learning Center	July 20, 2026
Register	Scott		Transfer from Teacher Dropout Prevention SH (197 Days), Baker County High School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention SH (197 Days)	Baker County Alternative School	July 31, 2026
Rhoden	Angela		Transfer / Promotion Within Same Site from Vice Principal M/J (261 Days) / Replacing Johnnie Jacobs	Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Rodgers	Ashley		Transfer from Paraprofessional ESE Ages 6-21 (187 Days), Macclenny Elementary School, Replacing Kymberli Howell	Paraprofessional ESE Ages 6-21 (187 Days)	Westside Elementary School	August 3, 2026
Spurlock	Paige		Initial Employment / Replacing Leigh Kennon/Brown, Unit Reassigned	Teacher, Self Contained KG (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Sweat	Harli		Transfer from Career Specialist (197 Days), Replacing Morgan Craven, Unit Reassigned / School Reconfiguration	Career Specialist (197 Days)	Baker County Learning Center	July 31, 2026
Taylor	Bridget		Transfer Within Same Site from Reading Coach Elementary (197 Days) / Replacing Brie Feagle	Teacher, Third Grade (197 Days)	Legacy Elementary School	July 31, 2026
Teague	Jana		Transfer / Promotion from Assistant Principal Elementary (240 Days), Macclenny Elementary School / Replacing Angela Rhoden	Vice Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Young	Pamela		Transfer from Teacher, Fifth Grade (197 Days), Legacy Elementary School / Replacing Melissa Long	Teacher, Mathematics M/J (197 Days)	Baker County Middle School	July 31, 2026

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Anderson	Naomi		Principal (261 Days)	Legacy Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Crews	Stephen		Teacher, Dropout Prevention M/J (197 Days)	Baker County Middle School	Annual Contract (Pending Availability of Funding)	2026-2027
Giddens	Anthony		Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Green	Lynn		Principal (261 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Griffis	Keith		Director of Transportation (261 Days)	Transportation	Annual Contract (Pending Availability of Funding)	2026-2027
Gurganious	Donna		Vice Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Harris	Pamela		Assistant Principal (240 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Hays	McKenzie		Rescind Teacher, Adult Education (197 Days) Previously Approved on May 4, 2026	Career and Adult Education	***Rescind***Annual Contract (Pending Availability of Funding)	Rescind 2026-2027
Mosley	Pamela		Teacher, Mathematics (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Scarborough	Chadd		Director of Facilities and Maintenance (261 Days)	Maintenance	Annual Contract (Pending Availability of Funding)	2026-2027
Sharman	Kristin		Teacher, Science (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Stafford	Matthew		Assistant Principal (240 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Wheeler	Traci		Director of Accountability and Special Programs (261 Days)	District Title I Office	Annual Contract (Pending Availability of Funding)	2026-2027

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Collingwood	Tabitha			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Crews	Heather			Extended School Year (ESY) Planning, IEP Records Review, Etc.	Regular Hourly Rate / Maximum 75 Hours / Funding Source: Federal	June 1, 2026 - July 30, 2026
Davis	Beth		Rescind Previously Approved on April 20, 2026	Rescind Summer Hours for McKinney-Vento School Based Liaison	Rescind Regular Hourly Rate / Maximum 16 Hours / Funding Source: Federal	Rescind July 1, 2026 - July 30, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Deel	Ellen		Amend Previously Approved Days on May 4, 2026, from July 16, 2026	Complete Manual for Parents of ESE Students Education, ESY Planning, Trainings and Workshops	Regular Hourly Rate / Maximum 50 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Hays	McKenzie		Rescind Previously Approved on May 4, 2026	Rescind Adult Ed Paraprofessional Instructor	Rescind $31.54 Per Hour / As Needed / Funding Source: Federal	Rescind July 1, 2026 - June 30, 2027
Johnson	Greg		Amend Previously Approved Days on May 18, 2026, from June 1, 2026	Curriculum Mapping and Professional Learning	$31.54 Per Hour / Maximum 15 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Johnson	Gregory		Amend Previously Approved Days on June 1, 2026, from June 8, 2026	Superintendent's Training	$24.53 Per Hour / Maximum 16 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
King	Jennifer			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Payne	Jennifer			Summer Testing Hours	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 1, 2026 - June 12, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Shomin	Shawna			Grade 3 Reading Camp - Substitute	Regular Hourly Rate / As Needed / Funding Source: General	June 1, 2026 - July 13, 2026
Shomin	Shawna			Summer Hours for ESE Extended School Year (Substitute)	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026
Sweat	Harli		Rescind Previously Approved on April 20, 2026	Rescind Attend ECTAC Exceeding Expectations Conference	Rescind $24.53 Per Hour / Maximum 18 Hours / Funding Source: Federal	Rescind June 10, 2026 - June 12, 2026
Thornton	Nancy			Grade 3 Reading Camp	Regular Hourly Rate / Maximum 93 Hours / Funding Source: General	June 1, 2026 - July 13, 2026
Vonk	Rafala			Teach Algebra 1 Bootcamp and Administer EOC	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 15, 2026 - June 25, 2026
Weber	Ellie			Summer Hours for ESE Extended School Year	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026

SUPPLEMENTAL PAY FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	SPECIAL NOTE	LOCATION	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Barton	Pamela		Baker County Middle School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Butcher	Kristy		Baker County High School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Crawford	Staci	John Anderson	Macclenny Elementary School	Peer Teacher	Board Approved Rate	2026 - 2027
Howell	Kymberli		Westside Elementary School	Resource Instructor - Art	Board Approved Rate	2026 - 2027
Lee	Elisha		Macclenny Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Mack	Denzel		Legacy Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Meisner	Christina		Baker County Learning Center	Custodian Coordinator	Board Approved Rate	2026 - 2027

OCCASIONAL PERSONNEL LIST FOR APPROVAL ON JUNE 15, 2026				
LAST NAME	FIRST NAME	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Jones	Tracy	Summer Hours for ESE Extended School Year (Substitute)	$15.75 Per Hour / 50 Hours / Funding Source: Federal	June 11, 2026 - June 30, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026

LEAVE LIST FOR APPROVAL ON JUNE 15, 2026					
LAST NAME	FIRST NAME	MI	# OF DAYS	TYPE OF LEAVE	EFFECTIVE DATES
Lambing	Caile		.045	Illness in the Line of Duty	May 11, 2026
Lambing	Caile		.86	Illness in the Line of Duty	May 13, 2026
Lambing	Caile		.55	Illness in the Line of Duty	April 30, 2026

AGENDA ITEM NO. 6.3

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Agenda Revision/Addition
AGENDA SECTION:	**APPROVAL TO CORRECT AND / OR ADD ITEMS TO THE FINAL AGENDA**
SUBJECT:	8.1.: Personnel Items, Extra Duty List: Approval of the Addition to Extra Duty for Heather Crews for Extended School Year (ESY) Planning, IEP Records Review, Etc., Regular Hourly Rate, Maximum 75 Hours, Funding Source: Federal, June 1, 2026 - July 30, 2026.

ATTACHMENTS:
06.15.2026 Approval of the Personnel Items List_W.Milton Rev 06.10.2026.pdf

PERSONNEL ITEMS LIST FOR APPROVAL ON JUNE 15, 2026

RESIGNATIONS FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Coverdale	Amanda			Teacher, Self Contained Kindergarten (197 Days)	Baker County Pre-K / Kindergarten Center	May 28, 2026
Hays	McKenzie			Teacher, Adult Education (197 Days)	Career and Adult Education	May 28, 2026
Thigpen	Haley			Paraprofessional, Elementary (187 Days)	Macclenny Elementary School	May 25, 2026
White	Autumn			Bookkeeper (216 Days)	Baker County Pre-K / Kindergarten Center	June 12, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Anderson	John		Initial Employment / Replacing Meara-Lynn Carter	Teacher, Fourth Grade (197 Days)	Macclenny Elementary School	July 31, 2026
Barrett	Deanna		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Varying Exceptionalities (197 Days)	Baker County Learning Center	July 31, 2026
Barton	Tana		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Denzel Mack - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Craven	Morgan		Transfer from Career Specialist (197 Days), PreK-Kindergarten Center / Replacing Beth Davis	Career Specialist (197 Days)	Macclenny Elementary School	July 31, 2026
Crews	Stephen		Transfer from Teacher Dropout Prevention M/J (197 Days), Baker County Middle School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention M/J (197 Days)	Baker County Alternative School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Crockett	Katherine		Transfer from Teacher, Fourth Grade (197 Days), Legacy Elementary School / Replacing Edward Dryden	Teacher, Social Studies (197 Days)	Baker County High School	July 31, 2026
Davis	Beth		Transfer / Promotion from Career Specialist (197 Days), Macclenny Elementary School / Replacing Wendy Smith	Assistant Principal Elementary (240 Days)	Legacy Elementary School	July 1, 2026
Derby	Deborah		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Christina Meisner - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Dopson	Brian		Transfer from Teacher on Special Assignment (197 Days), Baker County Middle School / Replacing Leigh Ann Hays	Teacher, Mathematics (197 Days)	Baker County High School	July 31, 2026
Faulkner	Kimber		Transfer from Assistant Principal Elementary (240 Days), PreK-Kindergarten Center / Replacing Jana Teague	Assistant Principal Elementary (240 Days)	Macclenny Elementary School	July 1, 2026
Fletcher	Kasey		Transfer Within Same Site from Teacher, Science (197 Days) / Replacing Hunter Burnsed	Teacher, Science (197 Days)	Baker County High School	July 31, 2026 / Previously on Leave of Absence
Hall	Whitney		Transfer from Assistant Principal Elementary (240 Days), Legacy Elementary School / Replacing Kimber Faulkner, Unit Reassigned / School Reconfiguration	Assistant Principal, Exceptional Student (240 Days)	Baker County Learning Center	July 1, 2026
Hawkins	Cynthia		Transfer / Promotion Within Same Site from Teacher on Special Assignment (197 Days) / Replacing Herself, Unit Reassigned	Assistant Principal M/J (216 Days)	Baker County Middle School	July 20, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Higginbotham	Jenna		Transfer from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Paraprofessional Pre-K (187 Days)	Baker County Learning Center	August 3, 2026
Howell	Kymberli		Transfer Within Same Site from Paraprofessional ESE 6-21 (187 Days) / Replacing Jessica Wilson	Paraprofessional Elementary (187 Days)	Westside Elementary School	August 3, 2026
Jacobs	Johnnie		Transfer from Principal M/J (261 Days), Baker County Middle School / Replacing Bonnie Jones, Unit Reassigned / School Reconfiguration	Principal, Exceptional Student (261 Days)	Baker County Learning Center	July 1, 2026
Lewis	Danyle		Transfer Within Same Site from Assistant Principal SH (261 Days) / Replacing Herself, Unit Reassigned	Assistant Principal SH (240 Days)	Baker County High School	July 1, 2026
Mack	Denzel		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Tana Barton - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Meisner	Christina		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Deborah Derby - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Mobley	Debbie		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Morgan	Pamela		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Navarra	Charles		Transfer Within Same Site from Teacher, Fourth Grade (197 Days) / Replacing Cayla Scott	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Norman	Ashton		Transfer from Assistant Principal M/J (261 Days), Baker County Middle School / Replacing Herself, Unit Reassigned / School Reconfiguration	Assistant Principal M/J (240 Days)	Baker County Alternative School	July 1, 2026
Norrell	Sonya		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Ondish	Amber		Transfer Within Same Site from Teacher, Resource (197 Days) / Replacing Elisa Reagan	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026
Oros	Dan		Transfer from Paraprofessional SH (187 Days), Baker County High School / Replacing Perry Hays, Unit Reassigned / School Reconfiguration	Paraprofessional, ESE Ages 6-21 (187 Days)	Baker County Learning Center	August 3, 2026
Raulerson	April		Transfer from Office Aide Guidance Services (216 Days), Replacing Angie Griffis, Unit Reassigned / School Reconfiguration	Office Aide Guidance Services (216 Days)	Baker County Learning Center	July 20, 2026
Register	Scott		Transfer from Teacher Dropout Prevention SH (197 Days), Baker County High School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention SH (197 Days)	Baker County Alternative School	July 31, 2026
Rhoden	Angela		Transfer / Promotion Within Same Site from Vice Principal M/J (261 Days) / Replacing Johnnie Jacobs	Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Rodgers	Ashley		Transfer from Paraprofessional ESE Ages 6-21 (187 Days), Macclenny Elementary School, Replacing Kymberli Howell	Paraprofessional ESE Ages 6-21 (187 Days)	Westside Elementary School	August 3, 2026
Spurlock	Paige		Initial Employment / Replacing Leigh Kennon/Brown, Unit Reassigned	Teacher, Self Contained KG (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Sweat	Harli		Transfer from Career Specialist (197 Days), Replacing Morgan Craven, Unit Reassigned / School Reconfiguration	Career Specialist (197 Days)	Baker County Learning Center	July 31, 2026
Taylor	Bridget		Transfer Within Same Site from Reading Coach Elementary (197 Days) / Replacing Brie Feagle	Teacher, Third Grade (197 Days)	Legacy Elementary School	July 31, 2026
Teague	Jana		Transfer / Promotion from Assistant Principal Elementary (240 Days), Macclenny Elementary School / Replacing Angela Rhoden	Vice Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Young	Pamela		Transfer from Teacher, Fifth Grade (197 Days), Legacy Elementary School / Replacing Melissa Long	Teacher, Mathematics M/J (197 Days)	Baker County Middle School	July 31, 2026

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Anderson	Naomi		Principal (261 Days)	Legacy Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Crews	Stephen		Teacher, Dropout Prevention M/J (197 Days)	Baker County Middle School	Annual Contract (Pending Availability of Funding)	2026-2027
Giddens	Anthony		Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Green	Lynn		Principal (261 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Griffis	Keith		Director of Transportation (261 Days)	Transportation	Annual Contract (Pending Availability of Funding)	2026-2027
Gurganious	Donna		Vice Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Harris	Pamela		Assistant Principal (240 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Hays	McKenzie		Rescind Teacher, Adult Education (197 Days) Previously Approved on May 4, 2026	Career and Adult Education	***Rescind***Annual Contract (Pending Availability of Funding)	Rescind 2026-2027
Mosley	Pamela		Teacher, Mathematics (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Scarborough	Chadd		Director of Facilities and Maintenance (261 Days)	Maintenance	Annual Contract (Pending Availability of Funding)	2026-2027
Sharman	Kristin		Teacher, Science (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Stafford	Matthew		Assistant Principal (240 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Wheeler	Traci		Director of Accountability and Special Programs (261 Days)	District Title I Office	Annual Contract (Pending Availability of Funding)	2026-2027

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Collingwood	Tabitha			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Crews	Heather			Extended School Year (ESY) Planning, IEP Records Review, Etc.	Regular Hourly Rate / Maximum 75 Hours / Funding Source: Federal	June 1, 2026 - July 30, 2026
Davis	Beth		Rescind Previously Approved on April 20, 2026	Rescind Summer Hours for McKinney-Vento School Based Liaison	Rescind Regular Hourly Rate / Maximum 16 Hours / Funding Source: Federal	Rescind July 1, 2026 - July 30, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Deel	Ellen		Amend Previously Approved Days on May 4, 2026, from July 16, 2026	Complete Manual for Parents of ESE Students Education, ESY Planning, Trainings and Workshops	Regular Hourly Rate / Maximum 50 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Hays	McKenzie		Rescind Previously Approved on May 4, 2026	Rescind Adult Ed Paraprofessional Instructor	Rescind $31.54 Per Hour / As Needed / Funding Source: Federal	Rescind July 1, 2026 - June 30, 2027
Johnson	Greg		Amend Previously Approved Days on May 18, 2026, from June 1, 2026	Curriculum Mapping and Professional Learning	$31.54 Per Hour / Maximum 15 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Johnson	Gregory		Amend Previously Approved Days on June 1, 2026, from June 8, 2026	Superintendent's Training	$24.53 Per Hour / Maximum 16 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
King	Jennifer			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Payne	Jennifer			Summer Testing Hours	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 1, 2026 - June 12, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	MI	SPECIAL NOTE	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Shomin	Shawna			Grade 3 Reading Camp - Substitute	Regular Hourly Rate / As Needed / Funding Source: General	June 1, 2026 - July 13, 2026
Shomin	Shawna			Summer Hours for ESE Extended School Year (Substitute)	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026
Sweat	Harli		Rescind Previously Approved on April 20, 2026	Rescind Attend ECTAC Exceeding Expectations Conference	Rescind $24.53 Per Hour / Maximum 18 Hours / Funding Source: Federal	Rescind June 10, 2026 - June 12, 2026
Thornton	Nancy			Grade 3 Reading Camp	Regular Hourly Rate / Maximum 93 Hours / Funding Source: General	June 1, 2026 - July 13, 2026
Vonk	Rafala			Teach Algebra 1 Bootcamp and Administer EOC	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 15, 2026 - June 25, 2026
Weber	Ellie			Summer Hours for ESE Extended School Year	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026

SUPPLEMENTAL PAY FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	FIRST NAME	SPECIAL NOTE	LOCATION	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Barton	Pamela		Baker County Middle School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Butcher	Kristy		Baker County High School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Crawford	Staci	John Anderson	Macclenny Elementary School	Peer Teacher	Board Approved Rate	2026 - 2027
Howell	Kymberli		Westside Elementary School	Resource Instructor - Art	Board Approved Rate	2026 - 2027
Lee	Elisha		Macclenny Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Mack	Denzel		Legacy Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Meisner	Christina		Baker County Learning Center	Custodian Coordinator	Board Approved Rate	2026 - 2027

OCCASIONAL PERSONNEL LIST FOR APPROVAL ON JUNE 15, 2026				
LAST NAME	FIRST NAME	DESCRIPTION	AMOUNT	EFFECTIVE DATES
Jones	Tracy	Summer Hours for ESE Extended School Year (Substitute)	$15.75 Per Hour / 50 Hours / Funding Source: Federal	June 11, 2026 - June 30, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026

LEAVE LIST FOR APPROVAL ON JUNE 15, 2026					
LAST NAME	FIRST NAME	MI	# OF DAYS	TYPE OF LEAVE	EFFECTIVE DATES
Lambing	Caile		.045	Illness in the Line of Duty	May 11, 2026
Lambing	Caile		.86	Illness in the Line of Duty	May 13, 2026
Lambing	Caile		.55	Illness in the Line of Duty	April 30, 2026

AGENDA ITEM NO. 8.1

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Personnel
AGENDA SECTION:	**APPROVAL OF ROUTINE ITEMS**
SUBJECT:	Approval of the Personnel Items List for Approval on June 15, 2026.

ATTACHMENTS:
06.15.2026 Approval of the Personnel Items List_W.Milton Final Rev 06.10.2026.pdf

PERSONNEL ITEMS LIST FOR APPROVAL ON JUNE 15, 2026

RESIGNATIONS FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Coverdale	Amanda			Teacher, Self Contained Kindergarten (197 Days)	Baker County Pre-K / Kindergarten Center	May 28, 2026
Hays	McKenzie			Teacher, Adult Education (197 Days)	Career and Adult Education	May 28, 2026
Thigpen	Haley			Paraprofessional, Elementary (187 Days)	Macclenny Elementary School	May 25, 2026
White	Autumn			Bookkeeper (216 Days)	Baker County Pre-K / Kindergarten Center	June 12, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Anderson	John		Initial Employment / Replacing Meara-Lynn Carter	Teacher, Fourth Grade (197 Days)	Macclenny Elementary School	July 31, 2026
Barrett	Deanna		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Varying Exceptionalities (197 Days)	Baker County Learning Center	July 31, 2026
Barton	Tana		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Denzel Mack - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Craven	Morgan		Transfer from Career Specialist (197 Days), PreK-Kindergarten Center / Replacing Beth Davis	Career Specialist (197 Days)	Macclenny Elementary School	July 31, 2026
Crews	Stephen		Transfer from Teacher Dropout Prevention M/J (197 Days), Baker County Middle School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention M/J (197 Days)	Baker County Alternative School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Crockett	Katherine		Transfer from Teacher, Fourth Grade (197 Days), Legacy Elementary School / Replacing Edward Dryden	Teacher, Social Studies (197 Days)	Baker County High School	July 31, 2026
Davis	Beth		Transfer / Promotion from Career Specialist (197 Days), Macclenny Elementary School / Replacing Wendy Smith	Assistant Principal Elementary (240 Days)	Legacy Elementary School	July 1, 2026
Derby	Deborah		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Christina Meisner - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Dopson	Brian		Transfer from Teacher on Special Assignment (197 Days), Baker County Middle School / Replacing Leigh Ann Hays	Teacher, Mathematics (197 Days)	Baker County High School	July 31, 2026
Faulkner	Kimber		Transfer from Assistant Principal Elementary (240 Days), PreK-Kindergarten Center / Replacing Jana Teague	Assistant Principal Elementary (240 Days)	Macclenny Elementary School	July 1, 2026
Fletcher	Kasey		Transfer Within Same Site from Teacher, Science (197 Days) / Replacing Hunter Burnsed	Teacher, Science (197 Days)	Baker County High School	July 31, 2026 / Previously on Leave of Absence
Hall	Whitney		Transfer from Assistant Principal Elementary (240 Days), Legacy Elementary School / Replacing Kimber Faulkner, Unit Reassigned / School Reconfiguration	Assistant Principal, Exceptional Student (240 Days)	Baker County Learning Center	July 1, 2026
Hawkins	Cynthia		Transfer / Promotion Within Same Site from Teacher on Special Assignment (197 Days) / Replacing Herself, Unit Reassigned	Assistant Principal M/J (216 Days)	Baker County Middle School	July 20, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Higginbotham	Jenna		Transfer from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Paraprofessional Pre-K (187 Days)	Baker County Learning Center	August 3, 2026
Howell	Kymberli		Transfer Within Same Site from Paraprofessional ESE 6-21 (187 Days) / Replacing Jessica Wilson	Paraprofessional Elementary (187 Days)	Westside Elementary School	August 3, 2026
Jacobs	Johnnie		Transfer from Principal M/J (261 Days), Baker County Middle School / Replacing Bonnie Jones, Unit Reassigned / School Reconfiguration	Principal, Exceptional Student (261 Days)	Baker County Learning Center	July 1, 2026
Lewis	Danyle		Transfer Within Same Site from Assistant Principal SH (261 Days) / Replacing Herself, Unit Reassigned	Assistant Principal SH (240 Days)	Baker County High School	July 1, 2026
Mack	Denzel		Transfer from Custodian (261 Days, 8 Hours) at PreK-Kindergarten Center / Replacing Tana Barton - No Vacancy Swap	Custodian (261 Days, 8 Hours)	Legacy Elementary School	July 1, 2026
Meisner	Christina		Transfer from Custodian (261 Days, 8 Hours) at Legacy Elementary School / Replacing Deborah Derby - No Vacancy Swap / Unit Reassigned / School Reconfiguration	Custodian (261 Days, 8 Hours)	Baker County Learning Center	July 1, 2026
Mobley	Debbie		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Morgan	Pamela		Transfer / Promotion from Paraprofessional Pre-K (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Navarra	Charles		Transfer Within Same Site from Teacher, Fourth Grade (197 Days) / Replacing Cayla Scott	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Norman	Ashton		Transfer from Assistant Principal M/J (261 Days), Baker County Middle School / Replacing Herself, Unit Reassigned / School Reconfiguration	Assistant Principal M/J (240 Days)	Baker County Alternative School	July 1, 2026
Norrell	Sonya		Transfer / Promotion from Paraprofessional ESE Ages 3-5 (187 Days), PreK-Kindergarten Center / New Position	Teacher, Self Contained Pre-K (197 Days)	Baker County Learning Center	July 31, 2026
Ondish	Amber		Transfer Within Same Site from Teacher, Resource (197 Days) / Replacing Elisa Reagan	Teacher, Fifth Grade (197 Days)	Westside Elementary School	July 31, 2026
Oros	Dan		Transfer from Paraprofessional SH (187 Days), Baker County High School / Replacing Perry Hays, Unit Reassigned / School Reconfiguration	Paraprofessional, ESE Ages 6-21 (187 Days)	Baker County Learning Center	August 3, 2026
Raulerson	April		Transfer from Office Aide Guidance Services (216 Days), Replacing Angie Griffis, Unit Reassigned / School Reconfiguration	Office Aide Guidance Services (216 Days)	Baker County Learning Center	July 20, 2026
Register	Scott		Transfer from Teacher Dropout Prevention SH (197 Days), Baker County High School / Replacing Himself, Unit Reassigned / School Reconfiguration	Teacher, Dropout Prevention SH (197 Days)	Baker County Alternative School	July 31, 2026
Rhoden	Angela		Transfer / Promotion Within Same Site from Vice Principal M/J (261 Days) / Replacing Johnnie Jacobs	Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Rodgers	Ashley		Transfer from Paraprofessional ESE Ages 6-21 (187 Days), Macclenny Elementary School, Replacing Kymberli Howell	Paraprofessional ESE Ages 6-21 (187 Days)	Westside Elementary School	August 3, 2026
Spurlock	Paige		Initial Employment / Replacing Leigh Kennon/Brown, Unit Reassigned	Teacher, Self Contained KG (197 Days)	Westside Elementary School	July 31, 2026

EMPLOYMENT FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**POSITION**	**LOCATION**	**EFFECTIVE DATES**
Sweat	Harli		Transfer from Career Specialist (197 Days), Replacing Morgan Craven, Unit Reassigned / School Reconfiguration	Career Specialist (197 Days)	Baker County Learning Center	July 31, 2026
Taylor	Bridget		Transfer Within Same Site from Reading Coach Elementary (197 Days) / Replacing Brie Feagle	Teacher, Third Grade (197 Days)	Legacy Elementary School	July 31, 2026
Teague	Jana		Transfer / Promotion from Assistant Principal Elementary (240 Days), Macclenny Elementary School / Replacing Angela Rhoden	Vice Principal M/J (261 Days)	Baker County Middle School	July 1, 2026
Young	Pamela		Transfer from Teacher, Fifth Grade (197 Days), Legacy Elementary School / Replacing Melissa Long	Teacher, Mathematics M/J (197 Days)	Baker County Middle School	July 31, 2026

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Anderson	Naomi		Principal (261 Days)	Legacy Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Crews	Stephen		Teacher, Dropout Prevention M/J (197 Days)	Baker County Middle School	Annual Contract (Pending Availability of Funding)	2026-2027
Giddens	Anthony		Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Green	Lynn		Principal (261 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027
Griffis	Keith		Director of Transportation (261 Days)	Transportation	Annual Contract (Pending Availability of Funding)	2026-2027
Gurganious	Donna		Vice Principal (261 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Harris	Pamela		Assistant Principal (240 Days)	Westside Elementary School	Annual Contract (Pending Availability of Funding)	2026-2027

REAPPOINTMENT LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**POSITION**	**LOCATION**	**CONTRACT STATUS**	**EFFECTIVE**
Hays	McKenzie		Rescind Teacher, Adult Education (197 Days) Previously Approved on May 4, 2026	Career and Adult Education	***Rescind***Annual Contract (Pending Availability of Funding)	Rescind 2026-2027
Mosley	Pamela		Teacher, Mathematics (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Scarborough	Chadd		Director of Facilities and Maintenance (261 Days)	Maintenance	Annual Contract (Pending Availability of Funding)	2026-2027
Sharman	Kristin		Teacher, Science (197 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Stafford	Matthew		Assistant Principal (240 Days)	Baker County High School	Annual Contract (Pending Availability of Funding)	2026-2027
Wheeler	Traci		Director of Accountability and Special Programs (261 Days)	District Title I Office	Annual Contract (Pending Availability of Funding)	2026-2027

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Collingwood	Tabitha			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Crews	Heather			Extended School Year (ESY) Planning, IEP Records Review, Etc.	Regular Hourly Rate / Maximum 75 Hours / Funding Source: Federal	June 1, 2026 - July 30, 2026
Davis	Beth		Rescind Previously Approved on April 20, 2026	Rescind Summer Hours for McKinney-Vento School Based Liaison	Rescind Regular Hourly Rate / Maximum 16 Hours / Funding Source: Federal	Rescind July 1, 2026 - July 30, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Deel	Ellen		Amend Previously Approved Days on May 4, 2026, from July 16, 2026	Complete Manual for Parents of ESE Students Education, ESY Planning, Trainings and Workshops	Regular Hourly Rate / Maximum 50 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Dove	Brianna			VPK Summer School Substitute	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Hays	McKenzie		Rescind Previously Approved on May 4, 2026	Rescind Adult Ed Paraprofessional Instructor	Rescind $31.54 Per Hour / As Needed / Funding Source: Federal	Rescind July 1, 2026 - June 30, 2027
Johnson	Greg		Amend Previously Approved Days on May 18, 2026, from June 1, 2026	Curriculum Mapping and Professional Learning	$31.54 Per Hour / Maximum 15 Hours / Funding Source: Federal	June 15, 2026 - June 30, 2026
Johnson	Gregory		Amend Previously Approved Days on June 1, 2026, from June 8, 2026	Superintendent's Training	$24.53 Per Hour / Maximum 16 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
King	Jennifer			Summer Bridge VPK Teacher	Regular Hourly Rate / Maximum 145.25 Hours / Funding Source: General	June 1, 2026 - July 21, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026
Nettles	Lisa			VPK Summer School Teacher	Regular Hourly Rate / Maximum 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Payne	Jennifer			Summer Testing Hours	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 1, 2026 - June 12, 2026

EXTRA DUTY LIST FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**MI**	**SPECIAL NOTE**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Shomin	Shawna			Grade 3 Reading Camp - Substitute	Regular Hourly Rate / As Needed / Funding Source: General	June 1, 2026 - July 13, 2026
Shomin	Shawna			Summer Hours for ESE Extended School Year (Substitute)	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026
Sweat	Harli		Rescind Previously Approved on April 20, 2026	Rescind Attend ECTAC Exceeding Expectations Conference	Rescind $24.53 Per Hour / Maximum 18 Hours / Funding Source: Federal	Rescind June 10, 2026 - June 12, 2026
Thornton	Nancy			Grade 3 Reading Camp	Regular Hourly Rate / Maximum 93 Hours / Funding Source: General	June 1, 2026 - July 13, 2026
Vonk	Rafala			Teach Algebra 1 Bootcamp and Administer EOC	Regular Hourly Rate / Maximum 25 Hours / Funding Source: General	June 15, 2026 - June 25, 2026
Weber	Ellie			Summer Hours for ESE Extended School Year	Regular Hourly Rate / Maximum 91 Hours / Funding Source: Federal	June 11, 2026 - July 16, 2026

SUPPLEMENTAL PAY FOR APPROVAL ON JUNE 15, 2026						
LAST NAME	**FIRST NAME**	**SPECIAL NOTE**	**LOCATION**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Barton	Pamela		Baker County Middle School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Butcher	Kristy		Baker County High School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Crawford	Staci	John Anderson	Macclenny Elementary School	Peer Teacher	Board Approved Rate	2026 - 2027
Howell	Kymberli		Westside Elementary School	Resource Instructor - Art	Board Approved Rate	2026 - 2027
Lee	Elisha		Macclenny Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Mack	Denzel		Legacy Elementary School	Custodian Coordinator	Board Approved Rate	2026 - 2027
Meisner	Christina		Baker County Learning Center	Custodian Coordinator	Board Approved Rate	2026 - 2027

OCCASIONAL PERSONNEL LIST FOR APPROVAL ON JUNE 15, 2026				
LAST NAME	**FIRST NAME**	**DESCRIPTION**	**AMOUNT**	**EFFECTIVE DATES**
Jones	Tracy	Summer Hours for ESE Extended School Year (Substitute)	$15.75 Per Hour / 50 Hours / Funding Source: Federal	June 11, 2026 - June 30, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	July 1, 2026 - August 7, 2026
Lane	Kimbra	VPK Summer School Teacher	$33.43 Per Hour / 153.25 Hours / Funding Source: General	June 15, 2026 - June 30, 2026

LEAVE LIST FOR APPROVAL ON JUNE 15, 2026					
LAST NAME	**FIRST NAME**	**MI**	**# OF DAYS**	**TYPE OF LEAVE**	**EFFECTIVE DATES**
Lambing	Caile		.045	Illness in the Line of Duty	May 11, 2026
Lambing	Caile		.86	Illness in the Line of Duty	May 13, 2026
Lambing	Caile		.55	Illness in the Line of Duty	April 30, 2026

AGENDA ITEM NO. 8.2

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE: June 15, 2026

SUBMITTED BY: Wyatt Milton - (259-0401)

ITEM TYPE: Minutes

AGENDA SECTION: **APPROVAL OF ROUTINE ITEMS**

SUBJECT: Approval of the Minutes of the June 1, 2026, School Board Meeting.

ATTACHMENTS:
06.15.2026 Approval of 06.01.2026 Meeting Minutes_W.Milton.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

MINUTES
SCHOOL BOARD MEETING (OPEN TO THE PUBLIC)
Monday, June 1, 2026 - 9:00 AM
District Board Room (270 South Boulevard East, Macclenny, Florida 32063)
Minute Book #40 / Supplemental Book #54 / Page #14

"The Vision of the Baker County School Board is to prepare individuals to be lifelong learners, self-sufficient and responsible citizens of good character."

1. INVOCATION AND PLEDGE OF ALLEGIANCE

The Baker County School Board met on Monday, June 1, 2026, at 9:00 a.m. in the District School Board Room located at 270 South Boulevard East, Macclenny, Florida 32063. The purpose of this meeting was to hold the regularly scheduled Board meeting. Chairperson Jack Baker announced Superintendent Wyatt Milton would give the invocation, followed by the Pledge of Allegiance also led by Superintendent Wyatt Milton

2. CALL TO ORDER

Chairperson Baker called the meeting of the Baker County School Board to order and asked for a roll call of members.

3. ROLL CALL OF MEMBERS

The following Board Members were present to wit: Chairperson Jack Baker Jr., Vice-Chairperson Tiffany McInarnay, Clayton Lyons, Amanda Hodges, and Mandi Canaday. Superintendent Wyatt Milton and School Board Attorney Leonard Dietzen were both present for the meeting.

4. PUBLIC HEARINGS

There were no public hearings at this meeting.

5. RECOGNITIONS / PRESENTATIONS

There were no recognitions/presentations at this meeting.

6. APPROVAL TO CORRECT AND / OR ADD ITEMS TO THE FINAL AGENDA

There were no corrections or additions to the agenda. Therefore, no action was taken on this agenda item.

7. REMOVAL OF ROUTINE ITEMS

Chairperson Baker asked if any Board member wished to remove a routine item for separate consideration. Board Member Mandi Canaday requested to remove Jessalyn Davis from item 8.1. Approval of the Personnel Items List on June 1, 2026, due to a voting conflict. As recommended: Mandi Canaday made a motion to approve the routine items, seconded by Clayton Lyons. The motion carried 5-0.

Chairperson Baker requested to remove Cassandra Hatcher from item 8.1. Approval of the Personnel Items List on June 1, 2026, due to a voting conflict. As recommended: Clayton Lyons made a motion to approve the routine items, seconded by Mandi Canaday. The motion carried 5-0.

8. APPROVAL OF ROUTINE ITEMS

Chairperson Baker entertained a motion from the Board to approve the routine items, excluding Jessalyn Davis and Cassandra Hatcher from item 8.1 Personnel List, for approval on June 1, 2026. As recommended:

Mandi Canaday made a motion to approve the routine items, seconded by Amanda Hodges. The motion carried 5-0.

8.1 Approval of the Personnel Items List for Approval on June 1, 2026.

8.2 Approval of the Minutes of the May 18, 2026, Executive Session.

8.3 Approval of the Minutes of the May 18, 2026, Work Session.

8.4 Approval of the Minutes of the May 18, 2026, School Board Expulsion Hearing.

8.5 Approval of the Minutes of the May 18, 2026, School Board Meeting.

8.6 Approval to Incorporate Form 8B into the May 18, 2026, School Board Meeting Minutes.

8.7 Approval to Incorporate Form 8B into the May 18, 2026, School Board Meeting Minutes.

8.8 Approval of Amendment #2 Strengthening Career & Technical Education for the 21st Century Act - Perkins V with No Change in Over All Budget Total of $43,054.00. Amendment / Federal / No Matching

8.9 Approval of Amendment #9 to Title II, Part A - Supporting Effective Instruction with No Change in Over All Budget Total of $305,880.45. Amendment / Federal / No Matching

8.10 Approval of Amendment #1 to Adult Education and Family Literacy, Corrections Education, Continuation Project with No Change in Over All Budget Total of $100,000.00. Amendment / Federal / No Matching

8.11 Approval of Amendment #3 to Title IV, Part A - Student Support and Academic Enrichment with No Change in Over All Budget Total of $92,061.47. Amendment / Federal / No Matching

8.12 Approval of Amendment #1 to Grant Proposal "I.D.E.A. Part B, Preschool Entitlement" to Include 2025-2026 Roll Forward Funds in the Amount of $24,734.36 for a New Total Budget of $72,109.36. Amendment / Federal / No Matching

8.13 Approval to Renew Agreement with Richard Healey, Physical Therapist, Effective August 1, 2026 - July 31, 2027. (No Changes from Previous Year.)

8.14 Approval of the Amendment to the 2026-2027 Extended Day Enrichment Program Fees to Include the Drop-In Rates.

8.15 Approval of the Financial Reports for the Month Ending April 30, 2026.

8.16 Approval to Renew Family Service Center Interagency Agreement with Episcopal Children's Services Head Start, Effective July 1, 2026 - June 30, 2027. (Rate Change from Previous Year)

8.17 Approval to Renew Agreement with Episcopal Children's Services, Inc. for the Head Start Program Facilities, Effective July 1, 2026 - June 30, 2027. (No Changes from Previous Year.)

8.18 Approval of Amendment #3 to Adult Education and Family Literacy, Adult General Education with No Change in Over All Budget Total of $153,180.00. Amendment / Federal / No Matching

8.19 Approval of the April 2026 - May 2026 District Property Inventory.

8.20 Approval to Reimburse Kimberly Spurlock (Parent) Mileage for Transporting Son To and From Baker County High School. Funding Source: IDEA

8.21 Approval to Renew Agreement with Resolutions in Special Education, Inc., Effective July 1, 2026 - June 30, 2027. (No Changes from Previous Agreement.)

9. APPROVAL OF ITEMS FOR ACTION

9.1 Approval of Removed Routine Items.
Chairperson Baker entertained a motion from the Board to approve Jessalyn Davis, formerly listed under the removed routine item 8.1. Personnel Items List, for approval on June 1, 2026. Board Member Mandi Canaday requested to be recused from this item. As recommended: Tiffany McInarnay made a motion to approve, seconded by Amanda Hodges. The motion carried 4-0.

Chairperson Baker entertained a motion from the Board to approve Cassandra Hatcher, formerly listed under the removed routine item 8.1. Personnel Items List, for approval on June 1, 2026. Chairperson Baker requested to be recused from this item. As recommended: Mandi Canaday made a motion to approve, seconded by Tiffany McInarnay. The motion carried 4-0.

9.2 Approval of the Affiliation Agreement with Florida Gateway College to Provide Educational Experiences for Selected College Interns Effective July 1, 2026 - June 30, 2029.
Chairperson Baker entertained a motion from the Board to approve this agenda item. As recommended:
Amanda Hodges made a motion to approve, seconded by Mandi Canaday. The motion carried 5-0.

9.3 Approval to Renew Agreement with Charlton County Board of Education for the 2026-2027 School Year.
Chairperson Baker entertained a motion from the Board to approve this agenda item. As recommended:
Clayton Lyons made a motion to approve, seconded by Amanda Hodges. The motion carried 5-0.

9.4 Approval of Out of State Field Trip for BCHS Marching Band and Chaperones on October 17, 2026, to Lowndes High School in Valdosta, GA. (Requesting Use of School Buses)
Chairperson Baker entertained a motion from the Board to approve this agenda item. As recommended:
Tiffany McInarnay made a motion to approve, seconded by Mandi Canaday. The motion carried 5-0.

9.5 Approval of the Affiliation Agreement with the University of South Alabama to Provide Educational Experiences for Selected College Interns Effective January 1, 2026 - January 1, 2027.
Chairperson Baker entertained a motion from the Board to approve this agenda item. As recommended:
Clayton Lyons made a motion to approve, seconded by Tiffany McInarnay. The motion carried 5-0.

9.6 Approval of the 2026-2027 Dual Enrollment Articulation Agreement with Florida Gateway College.
Chairperson Baker entertained a motion from the Board to approve this agenda item. As recommended:
Mandi Canaday made a motion to approve, seconded by Amanda Hodges. The motion carried 5-0.

10. CITIZEN INPUT

A Citizen Input form must be completed and submitted to the Board Secretary PRIOR to the beginning of the meeting if you wish to address the Board. You will be called on by the Chairman at the appropriate time. Presentations/comments are limited to three (3) minutes.
No individual in the audience addressed the Board with citizen concerns at this meeting.

11. INFORMATION AND ANNOUNCEMENTS

There were no information or announcements at this meeting.

12. ADJOURNMENT

Since there was no further business to come before the Board:

Mandi Canaday made a motion to adjourn, seconded by Clayton Lyons. The motion carried via general consensus 0-0.

_____ _____

Superintendent Board Chairperson

AGENDA ITEM NO. 8.3

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Minutes
AGENDA SECTION:	**APPROVAL OF ROUTINE ITEMS**
SUBJECT:	Approval to Incorporate Form 8B into the June 1, 2026, School Board Meeting Minutes.

ATTACHMENTS:
06.15.2026 Approval of Form 8B Mandi Canaday_W.Milton.pdf

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Canaday, Mandi	Baker County School Board
MAILING ADDRESS 392 South Blvd E, Macclenny, FL 32063	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☐ COUNTY ☑ OTHER LOCAL AGENCY
CITY: Macclenny — COUNTY: Baker	NAME OF POLITICAL SUBDIVISION: Baker County School Board
DATE ON WHICH VOTE OCCURRED June 1, 2026	MY POSITION IS: ☑ ELECTIVE ☐ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Mandi Canaday, hereby disclose that on May 26, 20 26 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

X inured to the special gain or loss of my relative, my sister-in-law Jocelyn Davis ;

___ inured to the special gain or loss of _____, by whom I am retained; or

___ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

On May 26, 2026, it came to my attention that on the agenda for June 1, 2026 publicly-noticed meeting of the Baker County School Board--of which I am an elected member--there is Item 8, Approval of Routine Items, of the agenda, there was contained within item 8.1, Approval of the Personnel Items for Approval on June 1, 2026. Amongst the list of personnel decisions to be approved as part of Item 8.1 was my sister-in-law, Jocelyn Davis. When I became aware of this prospective voting conflict, before the Board voted on Item 8, I announced the nature of the voting conflict. I recused myself from voting on Item 8.1, Approval of Routine Items, and instead move it to item 9, Approval of Items for Action, specifically Item 9.1, Approval of Removed Routine Items. When Item 9.1 came before the Board for a vote, I recused myself and did not vote on this item.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/1/26
Date Filed

Mandi C
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

AGENDA ITEM NO. 8.4

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Wyatt Milton - (259-0401)
ITEM TYPE:	Minutes
AGENDA SECTION:	**APPROVAL OF ROUTINE ITEMS**
SUBJECT:	Approval to Incorporate Form 8B into the June 1, 2026, School Board Meeting Minutes.

ATTACHMENTS:
06.15.2026 Approval of Form 8B Jack Baker_W.Milton.pdf

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE
Baker, Jr., Jack	Baker County School Board
MAILING ADDRESS 392 South Blvd E, Macclenny, FL 32063	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: ☐ CITY ☐ COUNTY ☑ OTHER LOCAL AGENCY
CITY: Macclenny — COUNTY: Baker	NAME OF POLITICAL SUBDIVISION: Baker County School Board
DATE ON WHICH VOTE OCCURRED June 1, 2026	MY POSITION IS: ☑ ELECTIVE ☐ APPOINTIVE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * * * * * * * * * * * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * * * * * * * * * * * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Jack Baker, Jr., hereby disclose that on May 26, 20 26 :

(a) A measure came or will come before my agency which (check one or more)

___ inured to my special private gain or loss;

___ inured to the special gain or loss of my business associate, _____ ;

X inured to the special gain or loss of my relative, my sister-in-law Cassandra Hatcher ;

___ inured to the special gain or loss of _____, by whom I am retained; or

___ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

On May 26, 2026, it came to my attention that on the agenda for June 1, 2026 publicly-noticed meeting of the Baker County School Board--of which I am an elected member--there is Item 8, Approval of Routine Items, of the agenda, there was contained within item 8.1, Approval of the Personnel Items for Approval on June 1, 2026. Amongst the list of personnel decisions to be approved as part of Item 8.1 was my sister-in-law, Cassandra Hatcher. When I became aware of this prospective voting conflict, before the Board voted on Item 8, I announced the nature of the voting conflict. I recused myself from voting on Item 8.1, Approval of Routine Items, and instead move it to item 9, Approval of Items for Action, specifically Item 9.1, Approval of Removed Routine Items. When Item 9.1 came before the Board for a vote, I recused myself and did not vote on this item.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

6/1/26
Date Filed

Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED $10,000.

AGENDA ITEM NO. 8.5

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Traci Wheeler - (259-6776)
ITEM TYPE:	Grant
AGENDA SECTION:	**APPROVAL OF ROUTINE ITEMS**
SUBJECT:	Approval of Program and Budget Amendment #3 to Grant Proposal for "Title I, Part A: Improving the Academic Achievement of the Disadvantaged" in the Amount of $2,450.00 for a New Total Budget of $1,316,830.90. Amendment / Federal / No Matching

ATTACHMENTS:
06.15.2026 Approval of Title I, Part A Improving the Academic Achievement of the Disadvantaged_T.Wheeler.pdf

GRANT PROPOSAL SUMMARY
REQUEST FOR BOARD APPROVAL

Board Approval Status

(MUST BE TYPED)

NAME OF GRANT PROPOSAL	*Title I, Part A: Improving the Academic Achievement of the Disadvantaged*

TYPE OF GRANT:
☐ New ☐ Continuation ☒ Amendment ☐ Entitlement ☐ Competitive

CONTACT PERSON:	*Traci Wheeler*

CONTACT PHONE NUMBER:	*904-259-6776*

AMOUNT REQUESTED:	*$2,450.00*

SOURCE: ☒ Federal ☐ State ☐ Other: _____

LOCAL MATCHING FUNDS REQUESTED:
☒ No
☐ Yes . . . If yes, please specify: ☐ Monetary Amount $_____
☐ In-Kind Amount $_____

LIST SPECIFIC IN-KIND CONTRIBUTIONS

PROJECT DESCRIPTION *(If additional space is needed, attachments may be used)*
Title I, Part A addresses the academic achievement of economically-disadvantaged students.

HOW WILL FUNDS BE USED *(If additional space is needed, attachments may be used)*
This amendment is for the purpose of decreasing funds allocated to supplies, salary and retirement costs, and non-capitalized technology items. Funds will be increased for supplemental pay for teachers, administrative travel costs, capitalized technology items, and dues and fees. There is no change to the overall grant total of $1,316.830.90.

SUBMITTED BY: ***Traci Wheeler*** **DATE:** ***May 29, 2026***

FLORIDA DEPARTMENT OF EDUCATION
PROJECT AMENDMENT REQUEST

Please return to:	**A) Agency Name:**	**DOE USE ONLY**
Florida Department of Education Office of Grants Management Room 332 Turlington Building 325 West Gaines Street Tallahassee, Florida 32399-0400 Telephone: (850) 245-0735	Baker County School District 392 South Boulevard East Macclenny, FL 32063	Date Received
B) Program Name: Title I, Part A – Improving the Academic Achievement of the Disadvantaged (TIPA) **TAPS Number: 26A001**		**Project Number (DOE Assigned)** **020-2126B-6CB01**

C) Amendment Type	**D) Amendment Request Contact Information**	
☒ Program ☒ Budget **Amendment Number:** 3	Contact Name: Traci Wheeler	Telephone Numbers: 904-259-6776
	Mailing Address: 392 South Boulevard East Macclenny, FL 32063	E-mail Addresses: traci.wheeler@bakerk12.org

E) Required Signature and Certification

I, Wyatt Milton, as the official who is authorized to legally bind the agency/organization, do hereby certify to the best of my knowledge and belief that all the information and attachments submitted in this application amendment are true, complete and accurate, for the purposes, and objectives, set forth in the RFA or RFP and are consistent with the statement of general assurances and specific programmatic assurances for this project. I am aware that any false, fictitious or fraudulent information or the omission of any material fact may subject me to criminal, or administrative penalties for the false statement, false claims or otherwise. Furthermore, all applicable statutes, regulations, and procedures; administrative and programmatic requirements; and procedures for fiscal control and maintenance of records will be implemented to ensure proper accountability for the expenditure of funds on this project. All records necessary to substantiate these requirements will be available for review by appropriate state and federal staff. I further certify that all expenditures will be obligated on or after the effective date and prior to the termination date of the project. Disbursements will be reported only as appropriate to this project, and will not be used for matching funds on this or any special project, where prohibited.

Further, I understand that it is the responsibility of the agency head to obtain from its governing body the authorization for the submission of this application amendment.

J. Wyatt Milton

Signature of Agency Head | Baker County School District Superintendent (Title) | 5/29/2026 (Date)

F) Narrative

This amendment is for the purpose of decreasing funds currently allocated to supplies, salary and retirement costs, and non-capitalized technology items. Funds will be increased for supplemental pay for teachers, administrative travel costs, capitalized technology items, and dues and fees.

Note: The LEA does not serve any private schools or charter schools.

Title I, Part A Project Amendment #		3	
Total Project Amount Currently Approved:		$1,316,830.90	
Total Project Amount resulting from this Budget Amendment:		$1,316,830.90	
Budget Narrative	FTE (If Applicable)	Amount Increased / Decrease	Amended Line Total
			$ 2,357.00
Supplemental pay for classroom teachers to prepare for and present at parent and family engagement events		$ 100.00	$ 9,100.00
			$ 1,575.00
			$ 715.00
			$ 384.00
			$ 400.00
Supplies for parent and family engagement events		$ (100.00)	$ 300.00
			$ 200.00
			$ 2,225.00
			$ 100.00
			$ 300.00
			$ 375.00
			$ 630.00
			$ 600.00
			$ 49,772.00
Retirement for Federal Programs Director		$ (200.00)	$ 6,900.00
			$ 3,900.00
			$ 1,300.00
Salary for Support Administrative Staff Assistant		$ (1,000.00)	$ 50,773.00
Retirement for Support Administrative Staff Assistant		$ (200.00)	$ 9,800.00
Dues and registration fees for PL activities		$ 200.00	$ 2,200.00
			$ 4,000.00
			$ 600.00
			$ 6,000.00
			$ 500.00
Basic office materials and supplies		$ (650.00)	$ 671.50
Technology-related supplies		$ (100.00)	$ 400.00
Replace obsolete administrative technology over $750		$ 950.00	$ 1,700.00
Replace obsolete administrative technology under $750		$ (200.00)	$ 300.00
			$ 73,449.50
Travel costs for Federal Programs Director		$ 1,200.00	$ 1,200.00

AGENDA ITEM NO. 8.6

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Tina Bradley - (259-0476)
ITEM TYPE:	Agreement
AGENDA SECTION:	**APPROVAL OF ROUTINE ITEMS**
SUBJECT:	Approval to Renew Family Service Center Interagency Agreement with Hubbard House, Inc., Effective July 1, 2026 - June 30, 2027. (Rate Change from Previous Year.)

ATTACHMENTS:
06.15.2026 Approval of the 26-27 Agreement with Hubbard House, Inc._T.Bradley.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Family Service Center
418 South 8th Street
Macclenny, FL 32063
(904) 259-6551
www.bakerk12.org

Wyatt Milton, Superintendent

May 28, 2026

Wyatt Milton
Superintendent
Baker County School District
270 South Boulevard East
Macclenny, Florida 32063

Dear Superintendent Milton:

Please submit for approval the (renewal) Interagency Agreement between Hubbard House, Inc., and the Baker County School Board to provide services to clients at the Family Service Center. No changes to the agreement except a rate change from $2,980.82 to $3,090.76 See attached worksheet.

Thank you for your continued support.

Sincerely,

Tina L. Bradley RN, BSN
Health Services Specialist

TLB/alg

Enclosure

INTERAGENCY AGREEMENT
FAMILY SERVICE CENTER
AT KELLER EDUCATION CENTER

THIS AGREEMENT is entered by and between **Hubbard House, Inc**,
(Name of Agency)

P.O. Box 4909, Jacksonville, Florida, 32201, hereinafter referred
(Address of Agency)

to as **Hubbard House**, and the SCHOOL BOARD OF BAKER COUNTY,
(Agency)

hereinafter referred to as the BOARD.

WITNESSETH

I. For and in consideration of the mutual understanding and agreements

hereinafter set forth, it is therefore agreed between the **Hubbard House** and the
(Name of Agency)
BOARD as follows:

1. The Agency agrees to provide Services on site, as described in number I. 8, within the area of the Baker County School District.

2. The location of these services will be Keller Educational Center at the Family Service Center.

3. The Parties agree that any questions or concerns shall be resolved by Tina L. Bradley, RN BSN, Family Service Center Director, subject only to final board resolution.

4. Additional administrative procedures as may be necessary will be mutually coordinated and agreed upon by both Parties.

5. Scheduling of these Services will rest jointly with Tina L. Bradley, RN BSN, the BOARD'S Family Service Center Director, and **Hubbard House Program Supervisor; 2 victim advocates/case managers.**

6. The daily operation of these Services will be the responsibility of the Agency's Designee, **Program Supervisor; 2 victim advocates/case managers.**

7. Decisions regarding hiring and further human resource management will be the sole responsibility of the respective employer.

8. Specific services will include, but are not limited to:

Support groups, individual counseling, crisis intervention and advocacy, court advocacy, community education liaison.

Hubbard House provides services to victims of domestic violence and their children by giving support, options, and advocacy for the rights of victims of domestic violence.

9. Specific in-kind contributions are:

	Daily Rate		Annually
Staff salary -5 days per week @ (Including benefits)	**$213.04**	**=**	**$55,390.00**
Clerical Support	**$26.55**	**=**	**$ 6,904.00**
Materials and Supplies	**$19.37**	**=**	**$ 5,036.00**
		Total	**$67,330.00**

10. The Parties agree to obtain the written consent for treatment from the parents or guardians of all children treated hereunder prior to formal commencement of non-emergency services. Copies of said consent shall be filed in each student's school record (maintained by the BOARD) and clinical record (maintained by the Family Service Center).

11. Paper goods, supplies, and office consumables will be the responsibility of **Hubbard House** (Agency).

12. Support expenses consisting of internet, basic telephone services and long distance calls will be the responsibility of the **Hubbard House.** (Agency)

II. The **Hubbard House** (Agency) further agrees as follows: to pay the BOARD **$3,090.76** per year. This includes the use of an office at the Family Service Center and a percentage of utilities and secretarial and custodian services.

III. The BOARD agrees as follows:

1. To provide general janitorial and maintenance services for the facility.

2. To allow **Hubbard House** (Agency) to establish and coordinate hours of operation with Tina L. Bradley, RN BSN, Family Service Center Director, in order to accomplish the service objectives as needed, and that these hours of operation may extend past school hours of operation.

IV. The **Hubbard House** and the BOARD further agree as follows:
(Agency)

1. Titles VI and VII, Civil Rights Act of 1964:

   Both Parties shall comply with the provisions of Title VI and VII of the Civil Rights Act of 1964 and all other Federal Laws applicable to equal employment opportunity.

2. Indemnification and Insurance:

   A. The **Hubbard House** agrees that it and its employees
   (Agency)
   shall act as independent contractors and not as employees of the BOARD in providing the aforementioned services.

   B. The **Hubbard House** agrees to comply with Florida Statute 768.28 (19) (Agency)

   C. The **Hubbard House** agrees to assume responsibility for and
   (Agency)
   maintain adequate insurance to cover loss or damage of agency property as may be in the possession of the BOARD during these services. The Agency also agrees to provide insurance to cover damage to the facility or to repaid its furniture and/or fixtures, as may be caused by Agency use of same.

   D. The BOARD will assume responsibility for and maintain adequate insurance to cover loss or damage to all items of its personal property.

3. Confidentiality

   The Parties shall recognize and safeguard the confidential nature of case records and student information in conformance with all applicable Federal and State laws, rules and regulations and both Parties' policies pertaining to the right of privacy of parents, guardians, and students.

4. Publicity

   All notices, informational pamphlets, press releases, research reports, and other similar public notices which reference the Family Service Center must have prior approval by Tina L. Bradley, RN BSN, Family Service Center Director, prior to publication and release.

5. Renegotiation or Modification

Any alterations, variations, modifications, or waivers of this AGREEMENT shall only be valid when they have been placed in writing, signed and attached to this AGREEMENT. Both Parties agree to renegotiate those portions of the agreement which may be affected by revision of federal or state laws or regulations.

6. Termination

A. Termination at Will. This AGREEMENT will be terminated by either Party at any time, with or without cause, upon no less than thirty (30) days notice in writing to the designated person as identified in I. 5. Said notice shall be delivered by Certified Mail or in person.

B. Termination Because of Lack of Funds. It is further agreed that in the event funds to finance this AGREEMENT become unavailable, the obligations of each Party hereunder may be terminated upon no less than thirty (30) days notice in writing to the other Party. Said notice shall be delivered by Certified Mail or in person. In such event, both Parties will endeavor to ensure the continuity of care for any displaced students and families by utilizing available community resources and applicable State and Federal Law. The **Hubbard House** shall be the final authority as to the availability of its Federal and State funds and as to how such funds will be allocated, and the BOARD shall be the final authority as to the availability of the facilities and school personnel.

7. Retention of Records

The Parties shall retain all financial records, supporting documents, statistical records, and any other documents pertinent to this AGREEMENT for a period of at least six (6) years after termination of this AGREEMENT or if any audit has been initiated and audit findings have not been resolved at the end of six (6) years, the records shall be retained at least until resolution of the audit findings.

8. Contract Duration and Renewal

This AGREEMENT shall become effective on **July 1, 2026**, and shall end on **June 30, 2027**. This AGREEMENT may be renewed each year upon mutual agreement by both parties.

SCHOOL BOARD OF BAKER COUNTY	**HUBBARD HOUSE, INC.**
_____	_____
Jack Baker Jr., Chairperson	**Agency Administrator**
_____	_____
Date	**Date**

Hubbard House

Contract Date July 1, 2026 - June 30, 2027

Total Square Footage of Building Less Common Areas		5,768.00
Square Footage of 2 Offices		160.00
Percentage of Total Building used		2.77%
Secretary of Family Service Center - Andrea Griffis		
Salary	48,850.36	
FICA	3,737.05	
Retirement	6,853.71	
Insurance	6,452.64	
Total Salary	65,893.76	
Percentage of salary for secretary		1,827.84
Custodian (6 Hours) Lindsey Starling		
Salary	26,240.50	
FICA	2,007.40	
Retirement	3,681.54	
Insurance	32.40	
Total Salary	31,961.84	
Percentage of Salary for Custodial Staff		886.60
Electricity from April 2025 to March 2026	10,467.91	
Percentage of Electricity		290.37
Water Bill from April 2025 to March 2026	3,098.61	
Percentage of Water Bill		85.95
Total for Contract		$3,090.76

TOTAL CONTRACT DUE FOR 2026-2027 $3,090.76

State of Florida

Affidavit Regarding the Use of Coercion for Labor and Services

Nongovernmental Entity's Name:_____

Nongovernmental Entity's FEIN: _____

Authorized Representative Name and Title:_____

Address:_____

City:_____State:_____ZIP:_____

Phone Number: _____

Email Address: _____

Section 787.06(13), Florida Statutes, requires all nongovernmental entities executing, renewing, or extending a contract with a governmental entity to provide an affidavit signed by an officer or representative of the nongovernmental entity under penalty of perjury that the nongovernmental entity does not use coercion for labor or services as defined in that statute. The Baker County School Board is a governmental entity for purposes of this statute.

As the person authorized to sign on behalf of the company above, I certify that the company identified does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

By: _____

AUTHORIZED SIGNATURE

Print Name and Title:_____

Date:_____

EXHIBIT "A"

This Addendum and the following modifications ("Addendum") are hereby incorporated into the attached Agreement, and shall be binding on the signatory Parties. To the extent any terms and conditions between the Agreement and this Addendum conflict, the Addendum's terms and conditions shall supersede any conflicting terms and conditions of the Agreement, and the terms and conditions of the Addendum shall be binding and shall be controlling on the Parties.

Section I.

A. All references to "Contractor" herein shall be deemed to refer to the party(ies) who have entered into the agreement with the Baker County School Board ("Board") to which this attachment is affixed.

B. The terms contained herein shall prevail over any contrary or incompatible term within the attached agreement.

Section II.

A. **Level II Background Check** – Any individual providing services under this agreement who will (1) be at a school when students are present; (2) have direct contact with students; or (3) have access to or control of school funds shall have a Level II background check submitted through the Board. The Contractor shall be required to pay for all costs of the background reports. If it is discovered during the period of the agreement that Contractor substituted an unapproved individual for an approved individual for purposes of this agreement, then the agreement may be cancelled immediately by Board.

Section III.

A. **Indemnification -** The Board shall indemnify and hold harmless Contractor from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the Board or its employees arising out of or in connection with the provisions of this agreement, up to the limits on liability prescribed in Section 768.28, Florida Statutes, including $200,000.00 per claimant and $300,000.00 per occurrence. Contractor agrees to indemnify and hold harmless the Board and its employees from and against any and all liability or claims for damages of any kind whatsoever resulting from negligent acts, intentional acts, or failure to act on the part of Contractor arising out of or in connection with the provisions of this agreement.

B. **Sovereign Immunity** – Except for as expressly provided in this agreement and Section 768.28, Florida Statutes, the Board does not waive its sovereign immunity.

Section IV.

A. **Governing Law and Venue -** This agreement shall be governed by and construed in accordance with the laws of the State of Florida. The parties agree that the county and circuit courts in the Eighth Judicial Circuit, Baker County, Florida and the United States District Court for the Middle District of Florida – Jacksonville Division shall have exclusive jurisdiction to enforce the terms of this agreement. Venue for any disputes shall exclusively lie in the state and federal courts for Baker County, Florida**.**

Section V.

A. Public Records – To the extent applicable to Contractor, Contractor shall comply with the requirements of Florida's Public Records law. In accordance with Section 119.0701, Florida Statutes, Contractor shall:

1. Keep and maintain public records required by the Board to perform the service.

2. Upon request from the Board's custodian of public records, provide the Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided under Florida's Public Records law or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the Board.

4. Upon completion of the agreement, transfer, at no cost, to the Board all public records in possession of the Contractor or keep and maintain public records required by the Board to perform the service. If the Contractor transfers all public records to the Board upon completion of the agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of this agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Board, upon request from the Board's custodian of public records, in a format that is compatible with the information technology systems of the Board.

5. **If Contractor has questions regarding the application of Chapter 119, Florida Statutes, to Contractor's duty to provide public records relating to this Contract, Contractor shall contact the Custodian of Public Records at:**

   Felicia D. Raulerson
   Executive Secretary
   Baker County School Board
   392 South Boulevard East
   Macclenny, FL 32063
   (904) 259-0401
   felicia.raulerson@bakerk12.org

6. In the event the Board must initiate litigation against Contractor in order to enforce compliance with Chapter 119, Florida Statutes, or in the event of litigation filed against the Board because Contractor failed to provide access to public records responsive to a public record request, the public agency shall be entitled to recover all costs, including but not limited to reasonable attorneys' fees, costs of suit, witness fees, and expert witness fees expended as part of said litigation and any subsequent appeals.

Section VI.

A. **E-Verify** – To the extent Section 448.095, Florida Statutes, applies to Contractor, Contractor shall use the U.S. Department of Homeland Security's E-Verify system, https://e-verify.uscis.gov/emp, to verify the employment eligibility of all employees **hired on or after January 1, 2021** during the term of this agreement.

1. Subcontractors

(i) Contractor shall also require all subcontractors performing work under this agreement to use the E-Verify system for any employees they may hire during the term of this Agreement.

(ii) Subcontractors shall provide Contractor with an affidavit stating the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, as defined by Section 448.095, Florida Statutes.

(iii) Contractor shall provide a copy of such affidavit to the Board upon receipt and shall maintain a copy for the duration of the agreement.

B. Contractor must provide evidence of compliance with Section 448.095, Florida Statutes, by the date of execution of this agreement. Evidence may consist of, but is not limited to, providing notice of Contractor's E-Verify number.

C. Failure to comply with this provision is a material breach of the agreement, and Board may choose to terminate the agreement at its sole discretion. Contractor may be liable for all costs associated with Board securing the same services, inclusive, but not limited to, higher costs for the same services and rebidding costs, if necessary.

Section VII.

A. **Affidavit Regarding the Use of Coercion for Labor and Services** – If Contractor is not a governmental entity, then Contractor shall execute the Board's "**Affidavit Regarding the Use of Coercion for Labor and Services"** and provide a copy to the Board no later than the time of execution of the agreement by the Contractor.

Section VIII.

A. **Force Majeure** - Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this agreement if and to the extent that such party's performance under this agreement is render impossible, impractical, or prevented by reason of force majeure. For purposes of this agreement, the term "force majeure" means an occurrence that is beyond the control of the party affected and occurs without fault or negligence on behalf of either party. Without limiting the foregoing, force majeure includes acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the agreement's term.

Section IX.

A. **Student Data** - If Contractor meets the definition of "Operator" in Section 1006.1494, Florida Statutes, then the parties shall enter into a Data Privacy Agreement prior to any "Covered Information," as defined in Section 1006.1494, Florida Statutes, being provided to Contractor.

Section X.

A. **Federally Funded Agreement** – If this agreement is paid by the Board using federal funds, then the terms contained in the attached "Baker County School Board Federal Contract Addendum," based off of the requirements of 2 Code of Federal Regulations 200, Title 2, shall govern this agreement.

_____

Signature of Authorized Contractor Representative

_____

Date

AGENDA ITEM NO. 9.1

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	N/A
ITEM TYPE:	Removed Routine
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval of Removed Routine Items.

AGENDA ITEM NO. 9.2

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Property
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to De-authorize and Dispose of Itemized Property on the Florida Agricultural and Mechanical University Property List. (Obsolete / Broken Beyond Repair Items Will be Disposed of When Possible.)

ATTACHMENTS:
06.15.2026 Approval to Remove List of Property from the District Office_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

May 26, 2026

Superintendent Milton
Baker County School Board Members
392 South Blvd East
Macclenny, FL 32063

Subject: Request for Permission to Dispose of Obsolete FAMU Inventory Equipment

Dear Superintendent Milton and Members of the Baker County School Board:

District office staff respectfully request permission to dispose of several pieces of equipment currently listed on the property inventory of Florida Agricultural and Mechanical University. This equipment has been on loan from the university and housed at the district office for a number of years. It was previously utilized as part of a distance learning project.

The equipment is now broken beyond repair and/or technologically obsolete and no longer has any functional or instructional value to the district. The items are listed below by inventory number and description:

- Item #115023 – Touch Panel Monitor
- Item #115024 – Tandberg System
- Item #115025 – Projector
- Item #115026 – Video/Audio Switcher
- Item #115027 – VGA/Audio Switcher
- Item #115028 – Audio Conference Mixer

The district is requesting authorization to properly surplus and dispose of these items in accordance with applicable district procedures and property disposal requirements.

Thank you for your consideration of this request. Please let me know if any additional information or documentation is needed.

Sincerely,

Thomas Hill
Associate Superintendent of Human Resources
Baker County School District

AGENDA ITEM NO. 9.3

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Steve Cannon - (259-0432)
ITEM TYPE:	Property
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to De-authorize and Dispose of Itemized Property on the Auxiliary Services Property List. (Obsolete / Broken Beyond Repair Items Will be Disposed of When Possible.)

ATTACHMENTS:
06.15.2026 Approval to Remove List of Property from Maintenance_S.Cannon.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

School Safety and Auxiliary Services
270 East Jonathan Street
Macclenny, FL 32063
(904) 259-3931
www.bakerk12.org

Wyatt Milton, Superintendent

May 22, 2026

Wyatt Milton, Superintendent
392 South Blvd. East
Macclenny, FL 32063

Dear Superintendent Milton:

The purpose of this communication is to request approval of the removal of the attached list of items and equipment from the Baker County Public School District's inventory. The listed items are broken and damaged beyond repair. If you have any questions or seek additional clarification, please contact my office.

Sincerely,

Steve Cannon, Director of School Safety and Auxiliary Services

Property number 16054
471 Massey Ferguson Tractor
Serial Number 9363BM36020
Cost $17,350.00

Property Number 16028
Tri-Deck Finishing Mower
Serial Number 1200039
Cost $7,452.98

AGENDA ITEM NO. 9.4

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE: June 15, 2026

SUBMITTED BY: Thomas Hill - (259-0429)

ITEM TYPE: Agreement

AGENDA SECTION: **APPROVAL OF ITEMS FOR ACTION**

SUBJECT: Approval of the Data Sharing Agreement with Quizalize.

ATTACHMENTS:
06.15.2026 Approval of DSA with Quizalize_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, Fl, 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

May 29, 2026

Mr. Wyatt Milton, Superintendent of Schools
Baker County School Board Members
270 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton and School Board Members:

The purpose of this letter is to request School Board approval of the attached Data Sharing Agreement between the Baker County School Board and Quizalize.

Please do not hesitate to contact me with any questions that you may have about this agreement.

Sincerely,

Thomas Hill
Associate Superintendent of Human Resources
(904) 259-0427

STANDARD STUDENT DATA PRIVACY AGREEMENT

(Florida National Data Privacy Agreement (NDPA) Standard VERSION 2)

Baker County School Board

And

Zzish Ltd.

Version 2

Authored by Members of the Student Data Privacy Consortium (SDPC) &

Mark Williams, Fagen, Friedman & Fulfrost LLP

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This document may only be used by A4L Community members and may not be altered in any substantive manner.

This Student Data Privacy Agreement ("DPA") is entered into on the date of full execution (the "Effective Date") and is entered into by and between:

[Baker County School Board],

located at [392 South Blvd East, Macclenny, Florida, 32063] (the "LEA")

and

[Zzish Ltd.],

located at [118a E Barnet Rd New Barnet London EN4 8RE UK] (the "Provider").

PREAMBLE

WHEREAS, the Provider is providing educational or digital Services, as defined in Exhibit "A", to LEA, which Services may include: (a) cloud-based Services for the digital storage, management, and retrieval of pupil records; and/or (b) digital educational software that authorizes Provider to access, store, and use pupil records; and

WHEREAS, the Provider and LEA have entered into a Service Agreement (as defined herein), to provide certain Services to the LEA as set forth in the Service Agreement, and this DPA (collectively the "Agreement"),

WHEREAS, the Provider and LEA recognize the need to protect personally identifiable student information and other regulated data exchanged between them as required by applicable laws and regulations, such as the Family Educational Rights and Privacy Act ("FERPA") at 20 U.S.C. 1232g (34 C.F.R. Part 99); the Protection of Pupil Rights Amendment ("PPRA") at 20 U.S.C. 1232h; and the Children's Online Privacy Protection Act ("COPPA") at 15 U.S.C. 6501-6506 (16 C.F.R. Part 312),

WHEREAS, the Provider and LEA desire to enter into this DPA for the purpose of establishing their respective obligations and duties in order to comply with applicable laws and regulations.

NOW THEREFORE, for good and valuable consideration, LEA and Provider agree as follows:

General Offer of Privacy Terms.
The Provider has signed Exhibit "E" to the SDPC Standard Clauses, otherwise known as "General Offer of Privacy Terms" enabling other LEAs to enter into the same terms of this DPA with Provider.

Special Provisions. (Check if Required)

☑ If checked, the Supplemental State Terms attached hereto as Exhibit "G" are hereby incorporated by reference into this DPA in their entirety.

If the Parties desire to change any terms, use the 'Vendor-Specific' Agreement or 'District-Modified' Agreement.

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The **designated representative for the LEA** for this DPA is:

Name: Tyler S. Brim Title: Systems Support Specialist

Address: 392 South Blvd East, Macclenny, Florida, 32063

Phone: 904-259-6251 Email: studentdataprivacy@bakerk12.org

The **designated representative for the Provider** for this DPA is:

Name: Charles Wiles Title: CEO and Founder

Address: 118a E Barnet Rd New Barnet London EN4 8RE UK

Phone: +447590862106 Email: charles@zzish.com

IN WITNESS WHEREOF, LEA and Provider execute this DPA as of the Effective Date.

LEA: [Baker County School Board]

Signed By: Date:

Printed Name: Tyler S. Brim Title/Position: Systems Support Specialist

PROVIDER: [Zzish Ltd.]

Signed By: Date: March 3, 2026

Printed Name: Charles Wiles Title/Position: CEO and Founder

Each Party is responsible to promptly notify the other Party of changes to the notice information.

Notices to Provider

[Zzish Ltd.]
[Provider Role]
[+447590862106]
[charles@zzish.com]

Notices to LEA

[Baker County School Board]
[ ]
[392 South Blvd East, Macclenny, Florida, 32063]
[studentdataprivacy@bakerk12.org]

With a copy to (if provided):

[Provider Legal Counsel]
[Provider Legal Counsel Postal Address]
[Provider Legal Counsel Email Address]

With a copy to (if provided):

[LEA Legal Counsel]
[LEA Legal Counsel Postal Address]
[LEA Legal Email Address]

Security Notices to Provider (Required per Section 5.3)

[Charles Wiles]
[CEO and Founder]
[118a E Barnet Rd New Barnet London EN4 8RE UK]
[charles@zzish.com]

Security Notices to LEA (Required per Section 5.3)

[Tyler S. Brim]
[Systems Support Specialist]
[392 South Blvd East, Macclenny, Florida, 32063]
[studentdataprivacy@bakerk12.org]

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STANDARD CLAUSES

ARTICLE I: PURPOSE AND SCOPE

1.1 Purpose of DPA.

The purpose of this DPA is to describe the duties and responsibilities to protect Student Data including compliance with all applicable federal and state privacy laws, rules, and regulations, all as may be amended from time to time. In performing the Services, the Provider shall be considered a School Official with a legitimate educational interest, and performing Services otherwise provided by the LEA. With respect to its use and maintenance of Student Data, Provider shall be under the direct control and supervision of the LEA as set forth in this DPA and the Service Agreement.

1.2 Description of Products and Services.

A description of all products and services covered by the Agreement, and information specific to this DPA, are listed in Exhibit "A". If a Provider needs to update any information on Exhibit “A” (such as updating with new provided services), they may do so by completing the Addendum template provided by the A4L Community and sending a copy to the LEA.

Provider may add or delete products or services subject to this DPA under the following circumstances:

1. Deleted products or services: The products or services have been discontinued and are no longer available from the Provider.
2. Added products or services: The added products or services are either:
    a. a direct replacement, or substantially equivalent to the original products or services listed in the DPA, or
    b. the added products or services result in enriched new or enhanced capabilities, new modules, technology advancements and or service categories relating to the listed products or services that Provider did not have at the time the DPA was signed.

If an added product or service requires additional Data Elements, Provider must complete the relevant portion of the Addendum template to update Exhibit “B”.

Provider may not make any change to Exhibit “A” via an Addendum, except adding or deleting products or services. LEA is under no obligation to acquire added products or services, and has no ability under the DPA to prevent deletion of products or services. Subject to the limitations in this section, an Addendum is automatically incorporated into this DPA when LEA is notified by Provider, in accordance with the notification provisions of this DPA, of the Addendum’s existence and contents.

1.3 Student Data to Be Provided.

In order to perform the services, the Provider shall process Student Data as identified by the Provider in the Schedule of Data, attached hereto as Exhibit “B”. Student Data may be provided by the LEA or created by students, as set forth fully in the definition of Student Data in Exhibit “C”. If a Provider needs to update any information on Exhibit “B”, they may do so by completing the Addendum template provided by the A4L Community and sending a copy to the LEA.

Provider may delete data elements from Exhibit “B” if they are no longer used by the Provider.

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Provider must add data elements to Exhibit "B", when a material change has occurred, regardless of whether the added data elements are either one of the following:

1. used to better deliver the original products or services listed in the DPA, or
2. used to deliver added products or services that result in new or enhanced capabilities, new modules, technology advancements and or service categories relating to the listed products or services that Provider did not have at the time the DPA was signed. Such new products or services must be designated in the Addendum template as changes to Exhibit "A".

The Provider must notify the LEA, in accordance with the notification provisions of this DPA, of the existence and contents of an Addendum modifying Exhibit "B". The LEA will have thirty (30) days from receipt to object to the Addendum. If no written objection is received it will become incorporated into the DPA between the parties.

1.4 DPA Definitions.

Capitalized terms used in this DPA shall have the meanings set forth in Exhibit "C". With respect to the treatment of Student Data, in the event of a conflict, definitions used in this DPA shall prevail over terms used in any other writing, including, but not limited to, the Service Agreement.

ARTICLE II: DATA OWNERSHIP AND AUTHORIZED ACCESS

2.1 Student Data Property of LEA.

As between LEA and Provider, all Student Data processed by the Provider, or created by students (as set forth fully in the definition of Student Data in Exhibit "C"), pursuant to the Agreement is and will continue to be the property of and under the control of the LEA. The Provider further acknowledges and agrees that all copies of such Student Data processed by the Provider, including any modifications or additions or any portion thereof from any source, are also subject to the provisions of this DPA in the same manner as the original Student Data. The Parties agree that as between them, all rights, including all intellectual property rights in and to Student Data contemplated per the Service Agreement, shall remain the exclusive property of the LEA.

2.2 Parent, Legal Guardian and Student Access.

The LEA shall establish reasonable procedures by which a parent, legal guardian, or eligible student (as defined in FERPA) may review Student Data and request deletion or modification, and request delivery of a copy of the Student Data. In support of this, the Provider shall establish reasonable procedures by which the LEA may access, and correct if necessary, Education Records and/or Student Data, and make a copy of the data available to the LEA or (at the LEA's direction) to the parent, legal guardian or eligible student directly. If the LEA is not able to review or update the Student Data itself, Provider shall respond in a reasonably timely manner (and no later than thirty (30) days from the date of the request or pursuant to the time frame required under state law for an LEA to respond to a parent, legal guardian or student, whichever is sooner) to the LEA's request for Student Data held by the Provider to view or correct as necessary.

In the event that a parent or legal guardian of a student or eligible student contacts the Provider to correct, delete, review or request delivery of a copy of any of the Student Data collected by or generated through the Services, the Provider shall refer that person to the LEA, who will follow the necessary and proper procedures regarding

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the requested information. In the event that any person other than those listed contacts the Provider about any Student Data, the Provider shall refer that person to the LEA, except as provided in Section 4.4.

2.2.1 This NDPA does not impede the ability of students to download, export, or otherwise save or maintain their own Student Generated Content directly from Provider or for Provider to provide a mechanism for such download, export, transfer or saving to students, or the student's parent or legal guardian. Nor does it impede the ability of Providers to offer LEAs features to allow such ability.

2.2.2 In the event that Student Generated Content is transferred to the control of the student, parent or legal guardian, the copy of such Student Generated Content that is in the control of such person is no longer considered Student Data.

2.3 Subprocessors.

Provider shall enter into a Subprocessor Agreement with all Subprocessors performing functions for the Provider in order for the Provider to provide the Services pursuant to the Service Agreement, whereby the Subprocessors agree to protect Student Data in a manner no less stringent than the terms of this DPA. Every Subprocessor Agreement must provide that the Subprocessor will not Sell the Student Data. The terms of a Subprocessor Agreement shall not be materially modified by the Subprocessor unless notice is provided to the Provider.

ARTICLE III: DUTIES OF LEA

3.1 Provide Data in Compliance with Applicable Laws.

LEA shall use the Services and provide Student Data in compliance with all applicable federal and state privacy laws, rules, and regulations, all as may be amended from time to time.

3.2 Annual Notification of Rights.

If the LEA has a policy of disclosing Education Records and/or Student Data under FERPA (34 CFR § 99.31(a)(1)), LEA shall include a specification of criteria for determining who constitutes a School Official and what constitutes a legitimate educational interest in its annual notification of rights.

3.3 Reasonable Precautions.

LEA shall employ administrative, physical, and technical safeguards designed to protect usernames, passwords, and any other means of gaining access to the Services and/or hosted Student Data from unauthorized access, disclosure, or acquisition by an unauthorized person.

3.4 Unauthorized Access Notification and Assistance.

LEA shall notify Provider within seventy-two (72) hours of any confirmed Data Breach to the Services, LEA's account or any Student Data that poses a privacy or security risk. If requested by Provider, LEA will provide reasonable assistance to Provider in any efforts by Provider to investigate and respond to such Data Breach.

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ARTICLE IV: DUTIES OF PROVIDER

4.1 Privacy and Security Compliance.

The Provider shall comply with all laws and regulations applicable to Provider's protection of Student Data privacy and security, and at the direction of the LEA shall cooperate with any state or federal government initiated audit of the LEA's use of the Services.

4.2 Authorized Use.

The Student Data processed pursuant to the Services shall be used by the Provider for no purpose other than performing the Services outlined in Exhibit "A", or as instructed by the LEA.

4.3 Provider Employee Obligation.

Provider shall require all of Provider's employees who have access to Student Data to comply with all applicable provisions of this DPA with respect to the Student Data shared under the Service Agreement. Provider agrees to require and maintain an appropriate confidentiality agreement from each employee with access to Student Data pursuant to the Service Agreement.

4.4 No Disclosure.

Provider acknowledges and agrees that it shall not sell or disclose any Student Data or any portion thereof, including without limitation, user content or other non-public information and/or personally identifiable information contained in the Student Data.

4.4.1 Exceptions to No Disclosure.

4.4.1.1 This prohibition against disclosure will not apply to Student Data where disclosure is directed or permitted by the LEA or this DPA.

4.4.1.2 The provision to not sell Student Data shall not apply to a Change of Control.

4.4.1.3 This prohibition against disclosure shall not apply to Student Data disclosed pursuant to a judicial order or lawfully issued subpoena or warrant.

4.4.1.4 This prohibition against disclosure shall not apply to Student Data disclosed to Subprocessors performing Services on behalf of the Provider pursuant to this DPA.

4.4.1.5 Should law enforcement or other government entities ("Requesting Party(ies)") provide a judicial order or lawfully issued subpoena or warrant to the Provider with a request for Student Data held by the Provider pursuant to the Services, the Provider shall notify the LEA in advance of a compelled disclosure to the Requesting Party.

4.4.1.6 Notification under 4.4.1.5 is not required if the judicial order or lawfully issued subpoena or warrant states not to inform the LEA of the request.

4.4.1.7 Should the LEA be presented with a judicial order or lawfully issued subpoena or warrant to disclose Student Generated Content or other Student Data, the Provider shall cooperate with the LEA in delivering such data.

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4.4.1.8 This prohibition against disclosure shall not apply to LEA-authorized users of the Services, which may include parents and legal guardians.

4.4.1.9 This prohibition against disclosure shall not apply to protect the safety of users or others, if and only if, an LEA employee who has specifically been authorized to declare a health or safety emergency has done so and all requirements under 34 CFR §§ 99.31(a)(10) and 99.36 have been fulfilled by the LEA.

4.4.1.10 This prohibition against disclosure shall not apply to protect the integrity or security of the Service, where such disclosure is made to a Subprocessor engaged by Provider for the specific purpose of investigating a potential Data Breach as set forth in 5.4.

4.5 De-Identified Data

Provider agrees not to attempt to re-identify De-Identified Student Data without the written direction of the LEA. De-Identified Student Data may be used by the Provider for those purposes allowed under applicable laws, for the purposes allowed for the processing of Student Data under this DPA, as well as the following purposes: (1) assisting the LEA or other governmental agencies in conducting research and other studies; (2) research, development, and improvement of the Provider's educational sites, Services, or applications, and to demonstrate the effectiveness of the Services; and (3) for adaptive learning purpose and for customized student learning. Provider's use of De-Identified Student Data shall survive termination of this DPA or any request by LEA to return or dispose of Student Data. Except for Subprocessors, Provider agrees not to transfer De-identified Student Data to any third party unless the transfer is expressly directed or permitted by the LEA or this DPA. Such Subprocessors must be subject to equivalent terms of the DPA including this one. Prior to publishing any document that names the LEA, the Provider shall obtain the LEA's written approval of the manner in which De-Identified Student Data is presented. If Provider chooses to create De-Identified Data, its process must comply with either NIST de-identification standards or US Department of Education guidance on de-identification.

4.6 Disposition of Data.

Upon written request from the LEA, Provider shall dispose of or provide a mechanism for the LEA to transfer Student Data obtained under the Service Agreement, within sixty (60) days of the date of said request and according to a schedule and procedure as the Parties may reasonably agree.

If the Provider has a standard retention and destruction schedule, that schedule shall apply to Student Data as long as this DPA is active. The Provider's practice relating to retention and disposition of Student Data shall be provided to the LEA upon request.

At the termination of this DPA, the Provider shall, unless directed otherwise by the LEA, dispose of, or delete Student Data obtained by the Provider under the Agreement within sixty (60) days of termination (unless otherwise required by law). If the Agreement has lapsed or is not terminated, the Student Data shall be deleted when directed or permitted by the LEA, according to Provider's standard destruction schedule, or as otherwise required by law. The LEA may provide the Provider with special instructions for the disposition of the Student Data, by transmitting to Provider Exhibit "D", attached hereto. The duty of the Provider to dispose of or delete Student Data shall not extend to De-Identified Data or to Student-Generated Content that has been transferred or kept pursuant to Section 2.2.2.

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4.7 Advertising Limits.

Provider is prohibited from using, disclosing, or selling Student Data to (a) inform, influence, or enable Targeted Advertising; (b) develop a profile of a student, family member/guardian or group, for any purpose other than providing the Service to LEA; or (c) for any commercial purpose other than to provide the Service to the LEA, or as authorized by the LEA or the parent/guardian. Targeted Advertising is strictly prohibited. However, this section does not prohibit Provider from using Student Data (i) for adaptive learning or customized student learning (including generating personalized learning recommendations); or (ii) to make product recommendations to account holders that are not considered Targeted Advertising (this exception does not apply where the Provider is relying on the LEA to provide consent on behalf of the parent under COPPA); or (iii) to notify account holders about new education product updates, features, or Services that are not considered Targeted Advertising or from otherwise using Student Data as permitted in this DPA and its accompanying exhibits.

Before making product recommendations under section (ii) above, Provider must disclose the existence of those recommendations to LEA in writing, in sufficient detail that LEA can fulfill any obligations under applicable law (e.g. PPRA).

ARTICLE V: DATA SECURITY AND BREACH PROVISIONS

5.1 Data Storage.

If Student Data is stored outside the United States, Provider will provide a list of Countries where data is stored, in Exhibit “B”.

5.2 Security Audits.

Provider will conduct a security audit or assessment no less than once per year, and upon a Data Breach. Upon 10 days’ notice and execution of confidentiality agreement, Provider will provide the LEA with a copy of the audit report, subject to reasonable and appropriate redaction.

5.3 Data Security.

The Provider agrees to utilize administrative, physical, and technical safeguards designed to protect Student Data from unauthorized access, disclosure, acquisition, destruction, use, or modification. The Provider shall adhere to any applicable law relating to data security of Student Data. The Provider shall implement an adequate Cybersecurity Framework that incorporates one or more of the nationally or internationally recognized standards set forth in Exhibit “F”. Additionally, Provider may choose to further detail its security programs and measures in Exhibit “F”. Provider shall provide, in the Preamble to the DPA, contact information of an employee who LEA may contact if there are any data security concerns or questions.

5.4 Data Breach.

In the event that Provider confirms a Data Breach, the Provider shall provide notification to LEA within seventy-two (72) hours of confirmation of the Data Breach, unless notification within these time limits would disrupt investigation of the Data Breach by law enforcement. In such an event, notification shall be made within a reasonable time after the Data Breach. Provider shall follow the following process:

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(1) The Data Breach notification described above shall include, at a minimum, the following information to the extent known by the Provider and as it becomes available:

(a) The name and contact information of the Provider subject to this section,
(b) the date of the notice,
(c) the date of the Data Breach, the estimated date of the Data Breach, or the date range within which the Data Breach occurred,
(d) Whether the notification was delayed as a result of a law enforcement investigation, if legally permissible to share that information,
(e) A general description of the Data Breach, if that information is possible to determine at the time the notice is provided,
(f) A description of the Student Data reasonably believed to have been the subject of the Data Breach; and
(g) Identification of impacted individuals.

(2) Provider agrees to adhere to all applicable federal and state laws with respect to a Data Breach related to the Student Data, including any required responsibilities and procedures for notification and mitigation of any such Data Breach.

(3) Provider further acknowledges and agrees to have a written Data Breach response plan that is consistent with applicable industry standards and federal and state law for responding to a Data Breach, involving Student Data and agrees to provide LEA, upon reasonable written request, with a summary of said written Data Breach response plan.

(4) LEA shall provide notice and facts surrounding the Data Breach to the affected students, parents, or guardians.

(5) In the event of a Data Breach originating from LEA's use of the Service or otherwise a result of LEA's actions or inactions, Provider shall reasonably cooperate with LEA to the extent necessary to expeditiously secure Student Data and may request costs incurred as a result of such Data Breach.

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CONTRACT TERMS

Term and Termination. In the event that either Party seeks to terminate this DPA, they may do so by written notice if the Service Agreement has lapsed or has been terminated. Either party may terminate this DPA and any Service Agreement or contract if the other party breaches any terms of this DPA. This DPA shall stay in effect for as long as the Provider retains the Student Data, as set forth in section Article IV, Section 4.6. In the case of a "Change of Control" the LEA has the authority to terminate the DPA if it reasonably believes that the successor cannot uphold the terms and conditions herein or having a contract with the successor would violate the LEA's policies or state or federal law.

Data Disposition on Service Agreement Termination. If the Service Agreement is terminated, the Provider shall dispose of all of LEA's Student Data pursuant to Article IV, Section 4.6 of the Standard Clauses.

Notices. All notices or other communication required or permitted to be given hereunder must be made in writing and may be given via e-mail transmission, or first-class mail, or mutually agreed upon method sent to the designated representatives documented in the Preamble.

Priority of Agreements. This DPA shall govern the treatment of Student Data in order to comply with the privacy protections, including those found in FERPA and all applicable privacy statutes identified in this DPA. With respect to the treatment of Student Data only, in the event there is conflict between the terms of the DPA and the Service Agreement, Terms of Service, Privacy Policies, or with any other bid/RFP, license agreement, or writing, the terms of this DPA shall apply and take precedence. In the event of a conflict between Exhibit "H", the SDPC Standard Clauses, and/or the Supplemental State Terms in Exhibit "G", Exhibit "H" will control, followed by Exhibit "G". Except as described in this paragraph herein, all other provisions of the Service Agreement shall remain in effect.

Entire Agreement. This DPA and the Service Agreement ("the Agreement") constitute the entire agreement of the Parties relating to the subject matter hereof and supersedes all prior communications, representations, or agreements, oral or written, by the Parties relating thereto. This DPA may be amended and the observance of any provision of this DPA may be waived (either generally or in any particular instance and either retroactively or prospectively) only with the signed written consent of both Parties.

Severability. Any provision of this DPA that is prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions of this DPA, and any such prohibition or unenforceability in any jurisdiction shall not invalidate or render unenforceable such provision in any other jurisdiction. Notwithstanding the foregoing, if such provision could be more narrowly drawn so as not to be prohibited or unenforceable in such jurisdiction while, at the same time, maintaining the intent of the Parties, it shall, as to such jurisdiction, be so narrowly drawn without invalidating the remaining provisions of this DPA or affecting the validity or enforceability of such provision in any other jurisdiction.

Governing Law; Venue and Jurisdiction. This DPA will be governed by and construed in accordance with the laws of the state of the LEA, without regard to conflicts of law principles. Each party consents and submits to the sole and exclusive jurisdiction to the state and federal courts for the county of the LEA for any dispute arising out of or relating to this DPA or the transactions contemplated hereby.

Successors Bound. This DPA is and shall be binding upon the respective successors in interest to Provider in the event of a Change of Control. In the event of a Change of Control, the Provider shall provide written notice to the LEA no later than sixty (60) days after the closing date of such Change of Control. Such notice shall include

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a written, signed assurance that the successor will assume the obligations of the DPA and any obligations with respect to Student Data within the Service Agreement.

Authority. Each signatory confirms they are authorized to bind their institution to this DPA in its entirety.

Waiver. No delay or omission by either party to exercise any right here under shall be construed as a waiver of any such right and both parties reserve the right to exercise any such right from time to time, as often as may be deemed expedient.

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EXHIBIT A: PRODUCTS AND SERVICES

This DPA covers access to and use of [Zzish Ltd.]'s existing Services that collect, process, or transmit Student Data, as identified below:

Quizalize
Quizalize is an interactive classroom quiz and formative assessment platform designed to make learning fun, engaging, and effective. Teachers can create or customize quizzes aligned with their curriculum and instantly receive insights into student performance. The platform allows educators to identify learning gaps, differentiate instruction, and personalize learning paths based on results. Students enjoy gamified elements such as team-based activities, live competitions, and self-paced quizzes, keeping them motivated and active in their learning journey. Quizalize integrates seamlessly with learning management systems (LMS) and offers curriculum-aligned question banks, saving teachers valuable preparation time.

Key Features:
Curriculum-aligned quizzes and assessments, Real-time feedback and automatic grading, Gamified activities for higher student engagement, Differentiation tools to assign follow-up resources tailored to each learner's needs, Mastery Dashboard and Teacher's Dashboards for analytics, Integration with LMS platforms like Google Classroom and Microsoft Teams.

Zzish Insights
Zzish Insights is the analytics engine behind Quizalize, providing teachers, schools, and districts with powerful data on student learning and performance. It transforms quiz results into clear, actionable insights that help educators pinpoint learning gaps, monitor progress, and measure the impact of teaching interventions. The platform supports school leaders in making data-driven decisions at both the classroom and administrative levels. By turning raw student performance into easy-to-read dashboards and reports, Zzish Insights empowers educators to maximize teaching effectiveness and improve learning outcomes at scale.

Key Features:
Real-time data dashboards for individual students, classes, schools, or districts, Identification of strengths and weaknesses in specific topics or skills, Longitudinal tracking to monitor progress over time, Reporting tools for parent communication and school improvement planning, Evidence-based insights to guide resource allocation and teaching strategies.

Marvely.ai
Marvely.ai is an innovative AI-powered speaking practice platform designed to help students improve oral fluency, confidence, and communication skills across a variety of subjects and languages. It offers over 500 interactive role-play scenarios aligned with KS3, GCSE, IGCSE, and IELTS curricula, with plans to expand to IB and additional languages. Students can practice speaking in safe, engaging, and realistic scenarios—such as debates, interviews, presentations, or everyday conversations—while receiving instant AI-driven feedback on fluency, pronunciation, and vocabulary use. Teachers can monitor progress, assign practice tailored to lesson goals, and support differentiated learning.

Key Features:
1000+ AI-powered speaking scenarios across multiple subjects and languages, Curriculum alignment with KS3, GCSE, IGCSE, IELTS (IB coming soon), Personalized feedback on fluency, pronunciation, and vocabulary, Role-play practice in real-world and academic contexts, Teacher dashboards for tracking progress and assigning targeted exercises, Designed to boost student confidence in speaking exams and real-life communication.

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EXHIBIT B: SCHEDULE OF STUDENT DATA

All Data Elements identified in this Exhibit are correct at time of signature.

Data Elements Collected by Product (required and optional):

Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Application Technology MetaData							
IP Addresses of users, use of cookies, etc.	✓						
Other application technology metadata							
If 'Other' checked, please specify below checked box:							
Application Use Statistics							
Meta data on user interaction with application	✓						
Assessment							
Standardized test scores							
Observation data							
Voice recordings							
Other assessment data							
If 'Other' checked, please specify below checked box:							
Attendance							
Student school (daily) attendance data							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Student class attendance data							
Communication							
Online communication captured (emails, blog entries)							
Conduct							
Conduct or behavioral data							
Demographics							
Data of birth							
Place of birth							
Gender							
Ethnicity or race							
Language information (native, or primary language spoken by student)							
Other demographic information							
If 'Other' checked, please specify below checked box:							
Enrollment							
Student school enrollment							
Student grade level							
Homeroom							
Guidance counselor							
Specific curriculum programs							
Year of graduation							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Other enrollment information							
If 'Other' checked, please specify below checked box:							
Parent/Guardian Contact Information							
Address							
Email							
Phone							
Parent/Guardian ID							
Parent ID number (created to link parents to students)							
Parent/Guardian Name							
First and/or last							
Schedule							
Student scheduled courses							
Teacher names							
Special Indicator							
English language learner information							
Low-income status							
Medical alerts/health data							
Student disability information							
Specialized education Services (IEP or 504)							
Living situations (homeless/foster care)							
Other indicator information							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
If 'Other' checked, please specify below checked box:							
Student Contact Information							
Address							
Email	✓						
Phone							
Student Identifiers							
Local (school district) ID number							
State ID number							
Provider/app assigned student ID number							
Student app username	✓						
Student app passwords	✓						
Student Name							
First and/or last	✓						
Student In App Performance							
Program/application performance (e.g. typing program – student types 60 wpm, reading program – student reads below grade level)							
Student Program Membership							
Academic or extracurricular activities a student may belong to or participate in							

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Student Survey Responses							
Student responses to surveys or questionnaires							
Student Work							
Student generated content; writing, pictures, etc.							
Other student work data							
If 'Other' checked, please specify below checked box:							
Transcript							
Student course grades							
Student course data							
Student course grades/performance scores							
Other transcript data							
If 'Other' checked, please specify below checked box:							
Transportation							
Student bus assignment							
Student pick up and/or drop off location							
Student bus card ID number							
Other transportation data							

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If 'Other' checked, please specify below checked box:							
Other							
Other data collected							
If 'Other' checked, please list each additional data element used, stored, or collected by your application below checked box:							
None							
No student data collected at this time. Provider will immediately notify LEA if this designation is no longer applicable.							

If Student Data is stored outside the United States, Provider shall list below the Countries where data is stored:

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EXHIBIT C: DEFINITIONS

Change of Control: Any merger, acquisition, consolidation or other business reorganization or sale of all or substantially all of the assets of Provider or of the portion of Provider that performs the Services in the Service Agreement.

Contextual Advertising: Contextual advertising is the delivery of advertisements based upon a current visit to a Web page or a single search query, without the collection and retention of data about the consumer's online activities over time.

De-Identified Data: Records and information are considered to be De-Identified when all personally identifiable information has been removed or obscured, such that the remaining information does not reasonably identify a specific student, including, but not limited to, any information that, alone or in combination is linkable to a specific student.

Data Breach: An unauthorized release, access to, disclosure or acquisition of Student Data that compromises the security, confidentiality or integrity of the Student Data maintained by the Provider in violation of applicable state or federal law.

Educational Records: Educational Records shall have the meaning set forth under FERPA 20 U.S. C. 12 32 g(a)(5)(A). For additional context see also the 'Student Data' definition.

LEA: For the purpose of this DPA, the LEA is the educational entity that is a Party to this Agreement. An LEA can be a state agency, an educational service agency, a charter school or school system or a private school or school system, in addition to the federal definition of Local Education Agency (LEA).

Metadata: Means information that provides meaning and context to other data being collected including, but not limited to date and time records and purpose of creation. Metadata that have been stripped of all direct and indirect identifiers are not considered Personally Identifiable Information or Student Data.

Originating LEA: An educational entity otherwise meeting the definition of LEA that originally executes the DPA in its entirety (including the marked checkbox enabling Exhibit "E") with the Provider.

School Official: For the purposes of this DPA and pursuant to FERPA 34 CFR § 99.31(b), a School Official is a contractor that: (1) Performs an institutional service or function for which the agency or institution would otherwise use employees; (2) Is under the direct control of the agency or institution with respect to the use and maintenance of Student Data including Educational Records; and (3) Is subject to FERPA 34 CFR § 99.33(a) governing the use and re-disclosure of Personally Identifiable Information from Educational Records.

Service Agreement: Refers to the quote, corresponding contract, purchase order or terms of service and/or terms of use.

Student Data: Student Data includes any data, whether gathered, created or inferred by Provider or provided by LEA or its users, students, or students' parents/guardians, for a school purpose, that is descriptive of the student including, but not limited to, information in the student's Educational Record, persistent unique identifiers, or any other information or identification number that would provide information about a specific student. Student Data includes Metadata that has not been stripped of all direct and indirect identifiers. Student Data further includes "Personally Identifiable Information (PII)," as defined in 34 C.F.R. § 99.3 and as defined under any applicable state law. Student Data shall constitute Education Records for the purposes of this DPA, and for the purposes of federal, state, and local laws and regulations. Student Data as specified in Exhibit "B" is confirmed

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to be collected or processed by the Provider pursuant to the Services. Student Data shall not include properly De- Identified Data or anonymous usage data regarding a student's or LEA's use of Provider's Services.

Student Generated Content: The term "Student Generated Content" means materials or content created by a student in the services including, but not limited to, essays, research reports, portfolios, creative writing, music or other audio files, photographs, videos, and account information that enables ongoing ownership of student content. "Student Generated Content" does not include student responses to a standardized assessment where student possession and control would jeopardize the validity and reliability of that assessment.

Subprocessor: For the purposes of this DPA, the term "Subprocessor" (sometimes referred to as the "Subcontractor") means a party other than LEA or Provider, who Provider uses for data collection, analytics, storage, or other service to operate and/or improve its service, and who has access to or storage of Student Data, including security, storage, analytics, and other processing activities necessary to perform a Provider business purpose.

Subprocessor Agreement: An agreement between Provider and a third party Subprocessor. A Subprocessor Agreement includes either a written agreement or an acceptance of terms and conditions (e.g., click through agreements).

Subscribing LEA: An educational entity otherwise meeting the definition of LEA that was not party to the original Service Agreement and who accepts the Provider's General Offer of Privacy Terms by executing Exhibit "E".

Targeted Advertising: Targeted Advertising means presenting an advertisement to a student where the selection of the advertisement is based on Student Data or inferred over time from the usage of the Provider Internet web site, online service or mobile application by such student or the retention of such student's online activities or requests over time for the purpose of targeting subsequent advertisements. "Targeted Advertising" does not include Contextual Advertising.

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EXHIBIT D: SPECIAL INSTRUCTIONS FOR DISPOSITION OF DATA

After this DPA takes effect, if the LEA has special requirements for the disposition of Student Data that are not expressed in 4.6 Disposition of Data, the LEA may fill in this form and deliver it to the Provider.

The Provider and the LEA must not fill in this form at the initiation of the DPA.

The Provider shall act on Exhibit "D" from the designated representative of the LEA or their designee (Preamble or Exhibit "E" for Subscribing LEA).

Baker County School Board ("LEA") instructs Provider to dispose of Student Data obtained by Provider pursuant to the terms of the DPA between LEA and Provider. The terms of the Disposition are set forth below:

1. **Extent of Disposition**
   - ☐ Disposition is partial. The scope of Student Data to be disposed of is set forth below or found in an attachment to this Directive:
     Insert categories of Student Data here
   - ☐ Disposition is complete. Disposition extends to all Student Data.
2. **Nature of Disposition**
   - ☐ Disposition shall be by destruction or deletion of Student Data.
   - ☐ Disposition shall be by a transfer of Student Data. The Student Data shall be transferred to the following site as follows:
     Insert of attach special instructions
3. **Timing of Disposition**
   Student Data shall be disposed of by the following date:
   - ☐ As soon as commercially practicable
   - ☐ On Provider's standard destruction schedule
   - ☐ By Insert Date
4. **De-Identified Data**
   - ☐ The Provider certifies that they have De-Identified the data, as defined elsewhere in this Agreement, and disposed of all copies of Student Data that were not De-Identified in accordance with this Schedule and the DPA. The Provider will notify LEA in accordance with the notification requirements of the DPA using this form.
     As of Enter Date
5. **Other:**

Signature(s)		**Notice of Verified Disposition of Data**	
Authorized Representative of LEA	Date	Authorized Representative of Provider	Date

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EXHIBIT E: GENERAL OFFERS OF TERMS

Page 1 of 2: OFFER OF TERMS

Provider and the Subscribing LEA (named below) agree by signing this General Offer of Privacy Terms ("General Offer") that they are bound by the same terms as the DPA between Provider and Baker County School Board ("**Originating LEA**") dated _____.

Provider and Subscribing LEA agree that the information below will be replaced throughout the DPA with the information specific to the Subscribing LEA filled in below for the Subscribing LEA. This General Offer shall extend only to the terms set forth in this DPA and shall not necessarily bind Provider or Subscribing LEA to any other terms entered into between Provider and Originating LEA. Any commercial terms, such as price, term, or schedule of Services, relating to Subscribing LEA's use of the Provider's Services shall be determined solely between Provider and Subscribing LEA.

If Provider makes changes to Exhibit "A" or Exhibit "B" in accordance with sections 1.2 and 1.3 respectively, Provider must complete the Addendum template provided by the A4L Community and notify the Originating LEA and all Subscribing LEAs in accordance with the notification provisions of this DPA, of the Addendum's existence and contents. With regard to a Subscribing LEA, an Addendum is automatically incorporated into this DPA when Subscribing LEA is notified by Provider. If an Addendum modifies Exhibit "B", the LEA will have thirty (30) days from receipt to object. If no written objection is received it will become incorporated into the DPA between the parties.

The Provider may withdraw the General Offer (for future use or for LEAs that have not already accepted it) in the event of: (1) a material change in the applicable privacy statutes; or (2) a material change in the Services and products listed in the Service Agreement. Notification of a withdrawal shall be submitted to ndpa_requests@A4L.org.

Subscribing LEAs shall send the signed Exhibit "E" to Provider at the following email address: charles@zzish.com

The below signatory confirms they are authorized to bind their institution to this DPA as in its entirety.

RESOURCE NAME(S):

[Charles Wiles]
[ ]
[ ]
[ ]

PROVIDER: [Zzish Ltd.]

Signed By: _____ Date: February 17, 2026

Printed Name: Charles Wiles Title/Position: CEO and Founder

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Exhibit "E" (continued)

Originating LEA: Baker County School Board
Resource Names: Quizalize
Provider Name: Zzish Ltd.

Page 2 of 2: Insert Name of Subscribing LEA

A Subscribing LEA, by signing a separate Service Agreement with Provider, and by its signature below, accepts the General Offer of Privacy Terms. The Subscribing LEA and the Provider shall therefore be bound by the same terms of this DPA for the term of the DPA between the Originating LEA and the Provider. ****PRIOR TO ITS EFFECTIVENESS, SUBSCRIBING LEA MUST DELIVER NOTICE OF ACCEPTANCE TO PROVIDER.**** Please note, by signing this Exhibit you are also agreeing to any language that may be included in Exhibits to the Originating DPA beyond this Exhibit "E". The below signatory confirms they are authorized to bind their institution to this DPA as in its entirety.

Subscribing LEA: Insert Name of Subscribing LEA

Signed By: _____ Date: _____

Printed Name: _____ Title/Position: _____

School District Name: _____

Designated Representative of LEA:

Name: Tyler Brim Title: Systems Support Specialist

Address: 392 South Blvd East

Telephone: 904-259-6251 Email: studentdataprivacy@bakerk12.org

Notices to Subscribing LEA: The Provider and Subscribing LEA are each responsible to promptly notify the other Party of changes to the notice information.

Security Notices to Subscribing LEA

[LEA Security Name]
[LEA Security Role]
[LEA Security Postal Address]
[LEA Security Email Address]

[LEA Name]
[LEA Role]
[392 South Blvd East, Macclenny, Florida, 32063]
[LEA Email Address]

With a copy to (if provided):

LEA Legal Counsel]
LEA Legal Counsel Postal Address]
LEA Legal Email Address]

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EXHIBIT F: ADEQUATE CYBERSECURITY FRAMEWORKS

Provider must mark one or more frameworks with which it complies.

The Provider may change which framework it complies with without invalidating or changing the DPA, but must notify the LEA of such change in accordance with the notification requirements of the DPA.

FRAMEWORK(S)	
	Global Education Security Standard - https://sdpc.a4l.org/gess/
✓	NIST Cybersecurity Framework (CSF)
	NIST SP 800-53 Security and Privacy Controls for Information systems and organizations
	NIST SP 800-171 Protecting Controlled Unclassified Information in Nonfederal Systems and Organizations
	ISO 27000 series, Standards for implementing organization security and management practices
	CIS Center for Internet Security Critical Security Controls
	Cybersecurity Maturity Model Certification (CMMC, ~FAR/DFAR)

This space is provided for optional security programs and measures as noted in section 5.3:

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EXHIBIT G: Supplemental SDPC State Terms for Florida

Providers/Operators are to comply with the Florida Student Online Personal Information Protection Act, Florida Statute 1006.1494. This Act (effective 7/1/2023 and initiated from SB 662 in 2023) establishes new and different terms than those outlined in the National Student Data Privacy Agreement contained herein. Providers/Operators are subject to all ofthe Act's privacy terms, including, but not limited to the following:

1. An operator may not knowingly do any of the following:

a. Engage in targeted advertising on the operator's site, service, or application, or targeted advertising on any other site, service, or application if the targeting of the advertising is based on any information, including covered information and persistent unique identifiers, which the operator has acquired because of the use of that operator's site, service or application for K-12 school purposes.

b. Use covered information, including persistent unique identifiers, created, or gathered by the operator's site service, or application to amass a profile of a student, except in furtherance of k-12 school purposes.

c. Share, sell, or rent a student's information, including covered information

2. An operator shall do all the following:

a. Collect no more covered information that is reasonably necessary to operate an Internet website, online service, online application, or mobile application.

b. Implement and maintain reasonable security procedures and practices appropriate to the nature of the covered information which are designed to protect it from unauthorized access destruction, use, modification, or disclosure.

c. Unless a parent or guardian expressly consents to the operator retaining a student's covered information, delete the covered information at the conclusion of the course, or corresponding program and no later than 90 days after a student is no longer enrolled in a school within the district, upon notice by the school district.

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EXHIBIT "A"

This Addendum and the following modifications ("Addendum") are hereby incorporated into the attached Agreement, and shall be binding on the signatory Parties. To the extent any terms and conditions between the Agreement and this Addendum conflict, the Addendum's terms and conditions shall supersede any conflicting terms and conditions of the Agreement, and the terms and conditions of the Addendum shall be binding and shall be controlling on the Parties.

Section I.

A. All references to "Contractor" herein shall be deemed to refer to the party(ies) who have entered into the agreement with the Baker County School Board ("Board") to which this attachment is affixed.

B. The terms contained herein shall prevail over any contrary or incompatible term within the attached agreement.

Section II.

A. **Level II Background Check** – Any individual providing services under this agreement who will (1) be at a school when students are present; (2) have direct contact with students; or (3) have access to or control of school funds shall have a Level II background check submitted through the Board. The Contractor shall be required to pay for all costs of the background reports. If it is discovered during the period of the agreement that Contractor substituted an unapproved individual for an approved individual for purposes of this agreement, then the agreement may be cancelled immediately by Board.

Section III.

A. **Indemnification -** The Board shall indemnify and hold harmless Contractor from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the Board or its employees arising out of or in connection with the provisions of this agreement, up to the limits on liability prescribed in Section 768.28, Florida Statutes, including $200,000.00 per claimant and $300,000.00 per occurrence. Contractor agrees to indemnify and hold harmless the Board and its employees from and against any and all liability or claims for damages of any kind whatsoever resulting from negligent acts, intentional acts, or failure to act on the part of Contractor arising out of or in connection with the provisions of this agreement.

B. **Sovereign Immunity** – Except for as expressly provided in this agreement and Section 768.28, Florida Statutes, the Board does not waive its sovereign immunity.

Section IV.

A. **Governing Law and Venue -** This agreement shall be governed by and construed in accordance with the laws of the State of Florida. The parties agree that the county and circuit courts in the Eighth Judicial Circuit, Baker County, Florida and the United States District Court for the Middle District of Florida – Jacksonville Division shall have exclusive jurisdiction to enforce the terms of this agreement. Venue for any disputes shall exclusively lie in the state and federal courts for Baker County, Florida**.**

Section V.

A. Public Records – To the extent applicable to Contractor, Contractor shall comply with the requirements of Florida's Public Records law. In accordance with Section 119.0701, Florida Statutes, Contractor shall:

1. Keep and maintain public records required by the Board to perform the service.

2. Upon request from the Board's custodian of public records, provide the Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided under Florida's Public Records law or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the Board.

4. Upon completion of the agreement, transfer, at no cost, to the Board all public records in possession of the Contractor or keep and maintain public records required by the Board to perform the service. If the Contractor transfers all public records to the Board upon completion of the agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of this agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Board, upon request from the Board's custodian of public records, in a format that is compatible with the information technology systems of the Board.

5. **If Contractor has questions regarding the application of Chapter 119, Florida Statutes, to Contractor's duty to provide public records relating to this Contract, Contractor shall contact the Custodian of Public Records at:**

   Felicia D. Raulerson
   Executive Secretary
   Baker County School Board
   392 South Boulevard East
   Macclenny, FL 32063
   (904) 259-0401
   felicia.raulerson@bakerk12.org

6. In the event the Board must initiate litigation against Contractor in order to enforce compliance with Chapter 119, Florida Statutes, or in the event of litigation filed against the Board because Contractor failed to provide access to public records responsive to a public record request, the public agency shall be entitled to recover all costs, including but not limited to reasonable attorneys' fees, costs of suit, witness fees, and expert witness fees expended as part of said litigation and any subsequent appeals.

Section VI.

A. **E-Verify** – To the extent Section 448.095, Florida Statutes, applies to Contractor, Contractor shall use the U.S. Department of Homeland Security's E-Verify system, https://e-verify.uscis.gov/emp, to verify the employment eligibility of all employees **hired on or after January 1, 2021** during the term of this agreement.

1. Subcontractors

(i) Contractor shall also require all subcontractors performing work under this agreement to use the E-Verify system for any employees they may hire during the term of this Agreement.

(ii) Subcontractors shall provide Contractor with an affidavit stating the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, as defined by Section 448.095, Florida Statutes.

(iii) Contractor shall provide a copy of such affidavit to the Board upon receipt and shall maintain a copy for the duration of the agreement.

B. Contractor must provide evidence of compliance with Section 448.095, Florida Statutes, by the date of execution of this agreement. Evidence may consist of, but is not limited to, providing notice of Contractor's E-Verify number.

C. Failure to comply with this provision is a material breach of the agreement, and Board may choose to terminate the agreement at its sole discretion. Contractor may be liable for all costs associated with Board securing the same services, inclusive, but not limited to, higher costs for the same services and rebidding costs, if necessary.

Section VII.

A. **Affidavit Regarding the Use of Coercion for Labor and Services** – If Contractor is not a governmental entity, then Contractor shall execute the Board's "**Affidavit Regarding the Use of Coercion for Labor and Services"** and provide a copy to the Board no later than the time of execution of the agreement by the Contractor.

Section VIII.

A. **Force Majeure** - Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this agreement if and to the extent that such party's performance under this agreement is render impossible, impractical, or prevented by reason of force majeure. For purposes of this agreement, the term "force majeure" means an occurrence that is beyond the control of the party affected and occurs without fault or negligence on behalf of either party. Without limiting the foregoing, force majeure includes acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the agreement's term.

Section IX.

A. **Student Data** - If Contractor meets the definition of "Operator" in Section 1006.1494, Florida Statutes, then the parties shall enter into a Data Privacy Agreement prior to any "Covered Information," as defined in Section 1006.1494, Florida Statutes, being provided to Contractor.

Section X.

A. **Federally Funded Agreement** – If this agreement is paid by the Board using federal funds, then the terms contained in the attached "Baker County School Board Federal Contract Addendum," based off of the requirements of 2 Code of Federal Regulations 200, Title 2, shall govern this agreement.

_____

Signature of Authorized Contractor Representative

_____

Date

State of Florida

Affidavit Regarding the Use of Coercion for Labor and Services

Nongovernmental Entity's Name:_____

Nongovernmental Entity's FEIN: _____

Authorized Representative Name and Title:_____

Address:_____

City:_____State:_____ZIP:_____

Phone Number: _____

Email Address: _____

Section 787.06(13), Florida Statutes, requires all nongovernmental entities executing, renewing, or extending a contract with a governmental entity to provide an affidavit signed by an officer or representative of the nongovernmental entity under penalty of perjury that the nongovernmental entity does not use coercion for labor or services as defined in that statute. The Baker County School Board is a governmental entity for purposes of this statute.

As the person authorized to sign on behalf of the company above, I certify that the company identified does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

By: _____

AUTHORIZED SIGNATURE

Print Name and Title:_____

Date:_____

AGENDA ITEM NO. 9.5

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE: June 15, 2026

SUBMITTED BY: Thomas Hill - (259-0429)

ITEM TYPE: Agreement

AGENDA SECTION: **APPROVAL OF ITEMS FOR ACTION**

SUBJECT: Approval of the Data Sharing Agreement with Conjuguemos.

ATTACHMENTS:
06.15.2026 Approval of DSA with Conjuguemos_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, Fl, 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 2, 2026

Mr. Wyatt Milton, Superintendent of Schools
Baker County School Board Members
270 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton and School Board Members:

The purpose of this letter is to request School Board approval of the attached Data Sharing Agreement between the Baker County School Board and Conjuguemos.

Please do not hesitate to contact me with any questions that you may have about this agreement.

Sincerely,

Thomas Hill
Associate Superintendent of Human Resources
(904) 259-0427

STANDARD STUDENT DATA PRIVACY AGREEMENT

(Florida National Data Privacy Agreement (NDPA) Standard VERSION 2)

Baker County School Board

And

Yegros Educational LLC

Version 2

Authored by Members of the Student Data Privacy Consortium (SDPC) &

Mark Williams, Fagen, Friedman & Fulfrost LLP

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This document may only be used by A4L Community members and may not be altered in any substantive manner.

This Student Data Privacy Agreement ("DPA") is entered into on the date of full execution (the "Effective Date") and is entered into by and between:

[Baker County School Board],

located at [392 South Blvd East, Macclenny, Florida 32063] (the "LEA")

and

[Yegros Educational LLC],

located at [PO Box 86, Newton, MA 02456] (the "Provider").

PREAMBLE

WHEREAS, the Provider is providing educational or digital Services, as defined in Exhibit "A", to LEA, which Services may include: (a) cloud-based Services for the digital storage, management, and retrieval of pupil records; and/or (b) digital educational software that authorizes Provider to access, store, and use pupil records; and

WHEREAS, the Provider and LEA have entered into a Service Agreement (as defined herein), to provide certain Services to the LEA as set forth in the Service Agreement, and this DPA (collectively the "Agreement"),

WHEREAS, the Provider and LEA recognize the need to protect personally identifiable student information and other regulated data exchanged between them as required by applicable laws and regulations, such as the Family Educational Rights and Privacy Act ("FERPA") at 20 U.S.C. 1232g (34 C.F.R. Part 99); the Protection of Pupil Rights Amendment ("PPRA") at 20 U.S.C. 1232h; and the Children's Online Privacy Protection Act ("COPPA") at 15 U.S.C. 6501-6506 (16 C.F.R. Part 312),

WHEREAS, the Provider and LEA desire to enter into this DPA for the purpose of establishing their respective obligations and duties in order to comply with applicable laws and regulations.

NOW THEREFORE, for good and valuable consideration, LEA and Provider agree as follows:

General Offer of Privacy Terms.
The Provider has signed Exhibit "E" to the SDPC Standard Clauses, otherwise known as "General Offer of Privacy Terms" enabling other LEAs to enter into the same terms of this DPA with Provider.

Special Provisions. (Check if Required)

☑ If checked, the Supplemental State Terms attached hereto as Exhibit "G" are hereby incorporated by reference into this DPA in their entirety.

If the Parties desire to change any terms, use the 'Vendor-Specific' Agreement or 'District-Modified' Agreement.

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The **designated representative for the LEA** for this DPA is:

Name: Tyler S. Brim Title: Systems Support Specialis

Address: 392 South Blvd East, Macclenny, Florida 32063

Phone: 904-259-6251 Email: studentdataprivacy@bakerk12.org

The **designated representative for the Provider** for this DPA is:

Name: Title:

Address:

Phone: Email:

IN WITNESS WHEREOF, LEA and Provider execute this DPA as of the Effective Date.

LEA: [Baker County School Board]

Signed By: Date: 4/16/2026

Printed Name: Tyler S. Brim Title/Position: Systems Support Specialist

PROVIDER: [Yegros Educational LLC]

Signed By: Alejandro Yegros Date: 4/16/2026

Printed Name: Alejandro Yegros Title/Position: CEO

Each Party is responsible to promptly notify the other Party of changes to the notice information.

Notices to Provider

[Yegros Educational LLC]
[CEO]
[PO Box 86, Newton, MA 02456]
[support@conjuguemos.com]

Notices to LEA

[Baker County School Board]
[Systems Support Specialist]
[392 South Blvd East, Macclenny, Florida 32063]
[studentdataprivacy@bakerk12.org]

With a copy to (if provided):

[Provider Legal Counsel]
[Provider Legal Counsel Postal Address]
[Provider Legal Counsel Email Address]

With a copy to (if provided):

[ ]
[ ]
[ ]

Security Notices to Provider (Required per Section 5.3)

[Provider Security Name]
[CEO]
[PO Box 86, Newton, MA 02456]
[support@conjuguemos.com]

Security Notices to LEA (Required per Section 5.3)

[Tyler S. Brim]
[Systems Support Specialist]
[392 South Blvd East, Macclenny, Florida 32063]
[studentdataprivacy@bakerk12.org]

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STANDARD CLAUSES

ARTICLE I: PURPOSE AND SCOPE

1.1 Purpose of DPA.

The purpose of this DPA is to describe the duties and responsibilities to protect Student Data including compliance with all applicable federal and state privacy laws, rules, and regulations, all as may be amended from time to time. In performing the Services, the Provider shall be considered a School Official with a legitimate educational interest, and performing Services otherwise provided by the LEA. With respect to its use and maintenance of Student Data, Provider shall be under the direct control and supervision of the LEA as set forth in this DPA and the Service Agreement.

1.2 Description of Products and Services.

A description of all products and services covered by the Agreement, and information specific to this DPA, are listed in Exhibit "A". If a Provider needs to update any information on Exhibit “A” (such as updating with new provided services), they may do so by completing the Addendum template provided by the A4L Community and sending a copy to the LEA.

Provider may add or delete products or services subject to this DPA under the following circumstances:

1. Deleted products or services: The products or services have been discontinued and are no longer available from the Provider.
2. Added products or services: The added products or services are either:
    a. a direct replacement, or substantially equivalent to the original products or services listed in the DPA, or
    b. the added products or services result in enriched new or enhanced capabilities, new modules, technology advancements and or service categories relating to the listed products or services that Provider did not have at the time the DPA was signed.

If an added product or service requires additional Data Elements, Provider must complete the relevant portion of the Addendum template to update Exhibit “B”.

Provider may not make any change to Exhibit “A” via an Addendum, except adding or deleting products or services. LEA is under no obligation to acquire added products or services, and has no ability under the DPA to prevent deletion of products or services. Subject to the limitations in this section, an Addendum is automatically incorporated into this DPA when LEA is notified by Provider, in accordance with the notification provisions of this DPA, of the Addendum’s existence and contents.

1.3 Student Data to Be Provided.

In order to perform the services, the Provider shall process Student Data as identified by the Provider in the Schedule of Data, attached hereto as Exhibit “B”. Student Data may be provided by the LEA or created by students, as set forth fully in the definition of Student Data in Exhibit “C”. If a Provider needs to update any information on Exhibit “B”, they may do so by completing the Addendum template provided by the A4L Community and sending a copy to the LEA.

Provider may delete data elements from Exhibit “B” if they are no longer used by the Provider.

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Provider must add data elements to Exhibit "B", when a material change has occurred, regardless of whether the added data elements are either one of the following:

1. used to better deliver the original products or services listed in the DPA, or
2. used to deliver added products or services that result in new or enhanced capabilities, new modules, technology advancements and or service categories relating to the listed products or services that Provider did not have at the time the DPA was signed. Such new products or services must be designated in the Addendum template as changes to Exhibit "A".

The Provider must notify the LEA, in accordance with the notification provisions of this DPA, of the existence and contents of an Addendum modifying Exhibit "B". The LEA will have thirty (30) days from receipt to object to the Addendum. If no written objection is received it will become incorporated into the DPA between the parties.

1.4 DPA Definitions.

Capitalized terms used in this DPA shall have the meanings set forth in Exhibit "C". With respect to the treatment of Student Data, in the event of a conflict, definitions used in this DPA shall prevail over terms used in any other writing, including, but not limited to, the Service Agreement.

ARTICLE II: DATA OWNERSHIP AND AUTHORIZED ACCESS

2.1 Student Data Property of LEA.

As between LEA and Provider, all Student Data processed by the Provider, or created by students (as set forth fully in the definition of Student Data in Exhibit "C"), pursuant to the Agreement is and will continue to be the property of and under the control of the LEA. The Provider further acknowledges and agrees that all copies of such Student Data processed by the Provider, including any modifications or additions or any portion thereof from any source, are also subject to the provisions of this DPA in the same manner as the original Student Data. The Parties agree that as between them, all rights, including all intellectual property rights in and to Student Data contemplated per the Service Agreement, shall remain the exclusive property of the LEA.

2.2 Parent, Legal Guardian and Student Access.

The LEA shall establish reasonable procedures by which a parent, legal guardian, or eligible student (as defined in FERPA) may review Student Data and request deletion or modification, and request delivery of a copy of the Student Data. In support of this, the Provider shall establish reasonable procedures by which the LEA may access, and correct if necessary, Education Records and/or Student Data, and make a copy of the data available to the LEA or (at the LEA's direction) to the parent, legal guardian or eligible student directly. If the LEA is not able to review or update the Student Data itself, Provider shall respond in a reasonably timely manner (and no later than thirty (30) days from the date of the request or pursuant to the time frame required under state law for an LEA to respond to a parent, legal guardian or student, whichever is sooner) to the LEA's request for Student Data held by the Provider to view or correct as necessary.

In the event that a parent or legal guardian of a student or eligible student contacts the Provider to correct, delete, review or request delivery of a copy of any of the Student Data collected by or generated through the Services, the Provider shall refer that person to the LEA, who will follow the necessary and proper procedures regarding

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the requested information. In the event that any person other than those listed contacts the Provider about any Student Data, the Provider shall refer that person to the LEA, except as provided in Section 4.4.

2.2.1 This NDPA does not impede the ability of students to download, export, or otherwise save or maintain their own Student Generated Content directly from Provider or for Provider to provide a mechanism for such download, export, transfer or saving to students, or the student's parent or legal guardian. Nor does it impede the ability of Providers to offer LEAs features to allow such ability.

2.2.2 In the event that Student Generated Content is transferred to the control of the student, parent or legal guardian, the copy of such Student Generated Content that is in the control of such person is no longer considered Student Data.

2.3 Subprocessors.

Provider shall enter into a Subprocessor Agreement with all Subprocessors performing functions for the Provider in order for the Provider to provide the Services pursuant to the Service Agreement, whereby the Subprocessors agree to protect Student Data in a manner no less stringent than the terms of this DPA. Every Subprocessor Agreement must provide that the Subprocessor will not Sell the Student Data. The terms of a Subprocessor Agreement shall not be materially modified by the Subprocessor unless notice is provided to the Provider.

ARTICLE III: DUTIES OF LEA

3.1 Provide Data in Compliance with Applicable Laws.

LEA shall use the Services and provide Student Data in compliance with all applicable federal and state privacy laws, rules, and regulations, all as may be amended from time to time.

3.2 Annual Notification of Rights.

If the LEA has a policy of disclosing Education Records and/or Student Data under FERPA (34 CFR § 99.31(a)(1)), LEA shall include a specification of criteria for determining who constitutes a School Official and what constitutes a legitimate educational interest in its annual notification of rights.

3.3 Reasonable Precautions.

LEA shall employ administrative, physical, and technical safeguards designed to protect usernames, passwords, and any other means of gaining access to the Services and/or hosted Student Data from unauthorized access, disclosure, or acquisition by an unauthorized person.

3.4 Unauthorized Access Notification and Assistance.

LEA shall notify Provider within seventy-two (72) hours of any confirmed Data Breach to the Services, LEA's account or any Student Data that poses a privacy or security risk. If requested by Provider, LEA will provide reasonable assistance to Provider in any efforts by Provider to investigate and respond to such Data Breach.

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ARTICLE IV: DUTIES OF PROVIDER

4.1 Privacy and Security Compliance.

The Provider shall comply with all laws and regulations applicable to Provider's protection of Student Data privacy and security, and at the direction of the LEA shall cooperate with any state or federal government initiated audit of the LEA's use of the Services.

4.2 Authorized Use.

The Student Data processed pursuant to the Services shall be used by the Provider for no purpose other than performing the Services outlined in Exhibit "A", or as instructed by the LEA.

4.3 Provider Employee Obligation.

Provider shall require all of Provider's employees who have access to Student Data to comply with all applicable provisions of this DPA with respect to the Student Data shared under the Service Agreement. Provider agrees to require and maintain an appropriate confidentiality agreement from each employee with access to Student Data pursuant to the Service Agreement.

4.4 No Disclosure.

Provider acknowledges and agrees that it shall not sell or disclose any Student Data or any portion thereof, including without limitation, user content or other non-public information and/or personally identifiable information contained in the Student Data.

4.4.1 Exceptions to No Disclosure.

4.4.1.1 This prohibition against disclosure will not apply to Student Data where disclosure is directed or permitted by the LEA or this DPA.

4.4.1.2 The provision to not sell Student Data shall not apply to a Change of Control.

4.4.1.3 This prohibition against disclosure shall not apply to Student Data disclosed pursuant to a judicial order or lawfully issued subpoena or warrant.

4.4.1.4 This prohibition against disclosure shall not apply to Student Data disclosed to Subprocessors performing Services on behalf of the Provider pursuant to this DPA.

4.4.1.5 Should law enforcement or other government entities ("Requesting Party(ies)") provide a judicial order or lawfully issued subpoena or warrant to the Provider with a request for Student Data held by the Provider pursuant to the Services, the Provider shall notify the LEA in advance of a compelled disclosure to the Requesting Party.

4.4.1.6 Notification under 4.4.1.5 is not required if the judicial order or lawfully issued subpoena or warrant states not to inform the LEA of the request.

4.4.1.7 Should the LEA be presented with a judicial order or lawfully issued subpoena or warrant to disclose Student Generated Content or other Student Data, the Provider shall cooperate with the LEA in delivering such data.

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4.4.1.8 This prohibition against disclosure shall not apply to LEA-authorized users of the Services, which may include parents and legal guardians.

4.4.1.9 This prohibition against disclosure shall not apply to protect the safety of users or others, if and only if, an LEA employee who has specifically been authorized to declare a health or safety emergency has done so and all requirements under 34 CFR §§ 99.31(a)(10) and 99.36 have been fulfilled by the LEA.

4.4.1.10 This prohibition against disclosure shall not apply to protect the integrity or security of the Service, where such disclosure is made to a Subprocessor engaged by Provider for the specific purpose of investigating a potential Data Breach as set forth in 5.4.

4.5 De-Identified Data

Provider agrees not to attempt to re-identify De-Identified Student Data without the written direction of the LEA. De-Identified Student Data may be used by the Provider for those purposes allowed under applicable laws, for the purposes allowed for the processing of Student Data under this DPA, as well as the following purposes: (1) assisting the LEA or other governmental agencies in conducting research and other studies; (2) research, development, and improvement of the Provider's educational sites, Services, or applications, and to demonstrate the effectiveness of the Services; and (3) for adaptive learning purpose and for customized student learning. Provider's use of De-Identified Student Data shall survive termination of this DPA or any request by LEA to return or dispose of Student Data. Except for Subprocessors, Provider agrees not to transfer De-identified Student Data to any third party unless the transfer is expressly directed or permitted by the LEA or this DPA. Such Subprocessors must be subject to equivalent terms of the DPA including this one. Prior to publishing any document that names the LEA, the Provider shall obtain the LEA's written approval of the manner in which De-Identified Student Data is presented. If Provider chooses to create De-Identified Data, its process must comply with either NIST de-identification standards or US Department of Education guidance on de-identification.

4.6 Disposition of Data.

Upon written request from the LEA, Provider shall dispose of or provide a mechanism for the LEA to transfer Student Data obtained under the Service Agreement, within sixty (60) days of the date of said request and according to a schedule and procedure as the Parties may reasonably agree.

If the Provider has a standard retention and destruction schedule, that schedule shall apply to Student Data as long as this DPA is active. The Provider's practice relating to retention and disposition of Student Data shall be provided to the LEA upon request.

At the termination of this DPA, the Provider shall, unless directed otherwise by the LEA, dispose of, or delete Student Data obtained by the Provider under the Agreement within sixty (60) days of termination (unless otherwise required by law). If the Agreement has lapsed or is not terminated, the Student Data shall be deleted when directed or permitted by the LEA, according to Provider's standard destruction schedule, or as otherwise required by law. The LEA may provide the Provider with special instructions for the disposition of the Student Data, by transmitting to Provider Exhibit "D", attached hereto. The duty of the Provider to dispose of or delete Student Data shall not extend to De-Identified Data or to Student-Generated Content that has been transferred or kept pursuant to Section 2.2.2.

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4.7 Advertising Limits.

Provider is prohibited from using, disclosing, or selling Student Data to (a) inform, influence, or enable Targeted Advertising; (b) develop a profile of a student, family member/guardian or group, for any purpose other than providing the Service to LEA; or (c) for any commercial purpose other than to provide the Service to the LEA, or as authorized by the LEA or the parent/guardian. Targeted Advertising is strictly prohibited. However, this section does not prohibit Provider from using Student Data (i) for adaptive learning or customized student learning (including generating personalized learning recommendations); or (ii) to make product recommendations to account holders that are not considered Targeted Advertising (this exception does not apply where the Provider is relying on the LEA to provide consent on behalf of the parent under COPPA); or (iii) to notify account holders about new education product updates, features, or Services that are not considered Targeted Advertising or from otherwise using Student Data as permitted in this DPA and its accompanying exhibits.

Before making product recommendations under section (ii) above, Provider must disclose the existence of those recommendations to LEA in writing, in sufficient detail that LEA can fulfill any obligations under applicable law (e.g. PPRA).

ARTICLE V: DATA SECURITY AND BREACH PROVISIONS

5.1 Data Storage.

If Student Data is stored outside the United States, Provider will provide a list of Countries where data is stored, in Exhibit “B”.

5.2 Security Audits.

Provider will conduct a security audit or assessment no less than once per year, and upon a Data Breach. Upon 10 days’ notice and execution of confidentiality agreement, Provider will provide the LEA with a copy of the audit report, subject to reasonable and appropriate redaction.

5.3 Data Security.

The Provider agrees to utilize administrative, physical, and technical safeguards designed to protect Student Data from unauthorized access, disclosure, acquisition, destruction, use, or modification. The Provider shall adhere to any applicable law relating to data security of Student Data. The Provider shall implement an adequate Cybersecurity Framework that incorporates one or more of the nationally or internationally recognized standards set forth in Exhibit “F”. Additionally, Provider may choose to further detail its security programs and measures in Exhibit “F”. Provider shall provide, in the Preamble to the DPA, contact information of an employee who LEA may contact if there are any data security concerns or questions.

5.4 Data Breach.

In the event that Provider confirms a Data Breach, the Provider shall provide notification to LEA within seventy-two (72) hours of confirmation of the Data Breach, unless notification within these time limits would disrupt investigation of the Data Breach by law enforcement. In such an event, notification shall be made within a reasonable time after the Data Breach. Provider shall follow the following process:

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(1) The Data Breach notification described above shall include, at a minimum, the following information to the extent known by the Provider and as it becomes available:

(a) The name and contact information of the Provider subject to this section,
(b) the date of the notice,
(c) the date of the Data Breach, the estimated date of the Data Breach, or the date range within which the Data Breach occurred,
(d) Whether the notification was delayed as a result of a law enforcement investigation, if legally permissible to share that information,
(e) A general description of the Data Breach, if that information is possible to determine at the time the notice is provided,
(f) A description of the Student Data reasonably believed to have been the subject of the Data Breach; and
(g) Identification of impacted individuals.

(2) Provider agrees to adhere to all applicable federal and state laws with respect to a Data Breach related to the Student Data, including any required responsibilities and procedures for notification and mitigation of any such Data Breach.

(3) Provider further acknowledges and agrees to have a written Data Breach response plan that is consistent with applicable industry standards and federal and state law for responding to a Data Breach, involving Student Data and agrees to provide LEA, upon reasonable written request, with a summary of said written Data Breach response plan.

(4) LEA shall provide notice and facts surrounding the Data Breach to the affected students, parents, or guardians.

(5) In the event of a Data Breach originating from LEA's use of the Service or otherwise a result of LEA's actions or inactions, Provider shall reasonably cooperate with LEA to the extent necessary to expeditiously secure Student Data and may request costs incurred as a result of such Data Breach.

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CONTRACT TERMS

Term and Termination. In the event that either Party seeks to terminate this DPA, they may do so by written notice if the Service Agreement has lapsed or has been terminated. Either party may terminate this DPA and any Service Agreement or contract if the other party breaches any terms of this DPA. This DPA shall stay in effect for as long as the Provider retains the Student Data, as set forth in section Article IV, Section 4.6. In the case of a "Change of Control" the LEA has the authority to terminate the DPA if it reasonably believes that the successor cannot uphold the terms and conditions herein or having a contract with the successor would violate the LEA's policies or state or federal law.

Data Disposition on Service Agreement Termination. If the Service Agreement is terminated, the Provider shall dispose of all of LEA's Student Data pursuant to Article IV, Section 4.6 of the Standard Clauses.

Notices. All notices or other communication required or permitted to be given hereunder must be made in writing and may be given via e-mail transmission, or first-class mail, or mutually agreed upon method sent to the designated representatives documented in the Preamble.

Priority of Agreements. This DPA shall govern the treatment of Student Data in order to comply with the privacy protections, including those found in FERPA and all applicable privacy statutes identified in this DPA. With respect to the treatment of Student Data only, in the event there is conflict between the terms of the DPA and the Service Agreement, Terms of Service, Privacy Policies, or with any other bid/RFP, license agreement, or writing, the terms of this DPA shall apply and take precedence. In the event of a conflict between Exhibit "H", the SDPC Standard Clauses, and/or the Supplemental State Terms in Exhibit "G", Exhibit "H" will control, followed by Exhibit "G". Except as described in this paragraph herein, all other provisions of the Service Agreement shall remain in effect.

Entire Agreement. This DPA and the Service Agreement ("the Agreement") constitute the entire agreement of the Parties relating to the subject matter hereof and supersedes all prior communications, representations, or agreements, oral or written, by the Parties relating thereto. This DPA may be amended and the observance of any provision of this DPA may be waived (either generally or in any particular instance and either retroactively or prospectively) only with the signed written consent of both Parties.

Severability. Any provision of this DPA that is prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions of this DPA, and any such prohibition or unenforceability in any jurisdiction shall not invalidate or render unenforceable such provision in any other jurisdiction. Notwithstanding the foregoing, if such provision could be more narrowly drawn so as not to be prohibited or unenforceable in such jurisdiction while, at the same time, maintaining the intent of the Parties, it shall, as to such jurisdiction, be so narrowly drawn without invalidating the remaining provisions of this DPA or affecting the validity or enforceability of such provision in any other jurisdiction.

Governing Law; Venue and Jurisdiction. This DPA will be governed by and construed in accordance with the laws of the state of the LEA, without regard to conflicts of law principles. Each party consents and submits to the sole and exclusive jurisdiction to the state and federal courts for the county of the LEA for any dispute arising out of or relating to this DPA or the transactions contemplated hereby.

Successors Bound. This DPA is and shall be binding upon the respective successors in interest to Provider in the event of a Change of Control. In the event of a Change of Control, the Provider shall provide written notice to the LEA no later than sixty (60) days after the closing date of such Change of Control. Such notice shall include

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a written, signed assurance that the successor will assume the obligations of the DPA and any obligations with respect to Student Data within the Service Agreement.

Authority. Each signatory confirms they are authorized to bind their institution to this DPA in its entirety.

Waiver. No delay or omission by either party to exercise any right here under shall be construed as a waiver of any such right and both parties reserve the right to exercise any such right from time to time, as often as may be deemed expedient.

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EXHIBIT A: PRODUCTS AND SERVICES

This DPA covers access to and use of [Yegros Educational LLC]'s existing Services that collect, process, or transmit Student Data, as identified below:

The personally identifiable information (PII) collected includes student first name, last name, email address, application username, and password. This information serves the following purposes:
Email address is collected solely to enable students to recover their account credentials if they forget their password.

First and last name are collected to allow teachers to accurately identify student accounts when monitoring academic progress and activity within the platform.

Username and password are necessary for students to securely log in and access the learning tools and assignments provided through the application.

All data is used exclusively to support the educational functions of the platform and is not shared for marketing or non-educational purposes.
SHORT: PII is used to enable secure student login (username/password), allow password recovery (email), and help teachers identify students when tracking progress (name).

PII is protected through encryption at rest and in transit, access restrictions, and AWS-managed infrastructure. A full list of measures is available in our privacy policy: https://conjuguemos.com/privacy.

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EXHIBIT B: SCHEDULE OF STUDENT DATA

All Data Elements identified in this Exhibit are correct at time of signature.

Data Elements Collected by Product (required and optional):

Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Application Technology MetaData							
IP Addresses of users, use of cookies, etc.	R						
Other application technology metadata							
If 'Other' checked, please specify below checked box:	R						
Application Use Statistics							
Meta data on user interaction with application							
Assessment							
Standardized test scores							
Observation data							
Voice recordings							
Other assessment data							
If 'Other' checked, please specify below checked box:							
Attendance							
Student school (daily) attendance data							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Student class attendance data							
Communication							
Online communication captured (emails, blog entries)							
Conduct							
Conduct or behavioral data							
Demographics							
Data of birth							
Place of birth							
Gender							
Ethnicity or race							
Language information (native, or primary language spoken by student)							
Other demographic information							
If 'Other' checked, please specify below checked box:							
Enrollment							
Student school enrollment							
Student grade level							
Homeroom							
Guidance counselor							
Specific curriculum programs							
Year of graduation							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
Other enrollment information							
If 'Other' checked, please specify below checked box:							
Parent/Guardian Contact Information							
Address							
Email							
Phone							
Parent/Guardian ID							
Parent ID number (created to link parents to students)							
Parent/Guardian Name							
First and/or last							
Schedule							
Student scheduled courses							
Teacher names							
Special Indicator							
English language learner information							
Low-income status							
Medical alerts/health data							
Student disability information							
Specialized education Services (IEP or 504)							
Living situations (homeless/foster care)							
Other indicator information							

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Category of Data / Data Elements	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name	Enter product(s) name
If 'Other' checked, please specify below checked box:							
Student Contact Information							
Address							
Email	O			O	O		
Phone							
Student Identifiers							
Local (school district) ID number							
State ID number							
Provider/app assigned student ID number	R						
Student app username	R						
Student app passwords	R						
Student Name							
First and/or last	R						
Student In App Performance							
Program/application performance (e.g. typing program – student types 60 wpm, reading program – student reads below grade level)	R						
Student Program Membership							
Academic or extracurricular activities a student may belong to or participate in							

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Student Survey Responses							
Student responses to surveys or questionnaires							
Student Work							
Student generated content; writing, pictures, etc.							
Other student work data							
If 'Other' checked, please specify below checked box:							
Transcript							
Student course grades							
Student course data							
Student course grades/performance scores							
Other transcript data							
If 'Other' checked, please specify below checked box:							
Transportation							
Student bus assignment							
Student pick up and/or drop off location							
Student bus card ID number							
Other transportation data							

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If 'Other' checked, please specify below checked box:							
Other							
Other data collected							
If 'Other' checked, please list each additional data element used, stored, or collected by your application below checked box:							
None							
No student data collected at this time. Provider will immediately notify LEA if this designation is no longer applicable.							

If Student Data is stored outside the United States, Provider shall list below the Countries where data is stored:

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EXHIBIT C: DEFINITIONS

Change of Control: Any merger, acquisition, consolidation or other business reorganization or sale of all or substantially all of the assets of Provider or of the portion of Provider that performs the Services in the Service Agreement.

Contextual Advertising: Contextual advertising is the delivery of advertisements based upon a current visit to a Web page or a single search query, without the collection and retention of data about the consumer's online activities over time.

De-Identified Data: Records and information are considered to be De-Identified when all personally identifiable information has been removed or obscured, such that the remaining information does not reasonably identify a specific student, including, but not limited to, any information that, alone or in combination is linkable to a specific student.

Data Breach: An unauthorized release, access to, disclosure or acquisition of Student Data that compromises the security, confidentiality or integrity of the Student Data maintained by the Provider in violation of applicable state or federal law.

Educational Records: Educational Records shall have the meaning set forth under FERPA 20 U.S. C. 12 32 g(a)(5)(A). For additional context see also the 'Student Data' definition.

LEA: For the purpose of this DPA, the LEA is the educational entity that is a Party to this Agreement. An LEA can be a state agency, an educational service agency, a charter school or school system or a private school or school system, in addition to the federal definition of Local Education Agency (LEA).

Metadata: Means information that provides meaning and context to other data being collected including, but not limited to date and time records and purpose of creation. Metadata that have been stripped of all direct and indirect identifiers are not considered Personally Identifiable Information or Student Data.

Originating LEA: An educational entity otherwise meeting the definition of LEA that originally executes the DPA in its entirety (including the marked checkbox enabling Exhibit "E") with the Provider.

School Official: For the purposes of this DPA and pursuant to FERPA 34 CFR § 99.31(b), a School Official is a contractor that: (1) Performs an institutional service or function for which the agency or institution would otherwise use employees; (2) Is under the direct control of the agency or institution with respect to the use and maintenance of Student Data including Educational Records; and (3) Is subject to FERPA 34 CFR § 99.33(a) governing the use and re-disclosure of Personally Identifiable Information from Educational Records.

Service Agreement: Refers to the quote, corresponding contract, purchase order or terms of service and/or terms of use.

Student Data: Student Data includes any data, whether gathered, created or inferred by Provider or provided by LEA or its users, students, or students' parents/guardians, for a school purpose, that is descriptive of the student including, but not limited to, information in the student's Educational Record, persistent unique identifiers, or any other information or identification number that would provide information about a specific student. Student Data includes Metadata that has not been stripped of all direct and indirect identifiers. Student Data further includes "Personally Identifiable Information (PII)," as defined in 34 C.F.R. § 99.3 and as defined under any applicable state law. Student Data shall constitute Education Records for the purposes of this DPA, and for the purposes of federal, state, and local laws and regulations. Student Data as specified in Exhibit "B" is confirmed

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to be collected or processed by the Provider pursuant to the Services. Student Data shall not include properly De- Identified Data or anonymous usage data regarding a student's or LEA's use of Provider's Services.

Student Generated Content: The term "Student Generated Content" means materials or content created by a student in the services including, but not limited to, essays, research reports, portfolios, creative writing, music or other audio files, photographs, videos, and account information that enables ongoing ownership of student content. "Student Generated Content" does not include student responses to a standardized assessment where student possession and control would jeopardize the validity and reliability of that assessment.

Subprocessor: For the purposes of this DPA, the term "Subprocessor" (sometimes referred to as the "Subcontractor") means a party other than LEA or Provider, who Provider uses for data collection, analytics, storage, or other service to operate and/or improve its service, and who has access to or storage of Student Data, including security, storage, analytics, and other processing activities necessary to perform a Provider business purpose.

Subprocessor Agreement: An agreement between Provider and a third party Subprocessor. A Subprocessor Agreement includes either a written agreement or an acceptance of terms and conditions (e.g., click through agreements).

Subscribing LEA: An educational entity otherwise meeting the definition of LEA that was not party to the original Service Agreement and who accepts the Provider's General Offer of Privacy Terms by executing Exhibit "E".

Targeted Advertising: Targeted Advertising means presenting an advertisement to a student where the selection of the advertisement is based on Student Data or inferred over time from the usage of the Provider Internet web site, online service or mobile application by such student or the retention of such student's online activities or requests over time for the purpose of targeting subsequent advertisements. "Targeted Advertising" does not include Contextual Advertising.

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EXHIBIT D: SPECIAL INSTRUCTIONS FOR DISPOSITION OF DATA

After this DPA takes effect, if the LEA has special requirements for the disposition of Student Data that are not expressed in 4.6 Disposition of Data, the LEA may fill in this form and deliver it to the Provider.

The Provider and the LEA must not fill in this form at the initiation of the DPA.

The Provider shall act on Exhibit "D" from the designated representative of the LEA or their designee (Preamble or Exhibit "E" for Subscribing LEA).

Baker County School Board ("LEA") instructs Provider to dispose of Student Data obtained by Provider pursuant to the terms of the DPA between LEA and Provider. The terms of the Disposition are set forth below:

1. **Extent of Disposition**
   - ☐ Disposition is partial. The scope of Student Data to be disposed of is set forth below or found in an attachment to this Directive:
     Insert categories of Student Data here
   - ☐ Disposition is complete. Disposition extends to all Student Data.
2. **Nature of Disposition**
   - ☐ Disposition shall be by destruction or deletion of Student Data.
   - ☐ Disposition shall be by a transfer of Student Data. The Student Data shall be transferred to the following site as follows:
     Insert of attach special instructions
3. **Timing of Disposition**
   Student Data shall be disposed of by the following date:
   - ☐ As soon as commercially practicable
   - ☐ On Provider's standard destruction schedule
   - ☐ By Insert Date
4. **De-Identified Data**
   - ☐ The Provider certifies that they have De-Identified the data, as defined elsewhere in this Agreement, and disposed of all copies of Student Data that were not De-Identified in accordance with this Schedule and the DPA. The Provider will notify LEA in accordance with the notification requirements of the DPA using this form.
     As of Enter Date
5. **Other:**

Signature(s)		**Notice of Verified Disposition of Data**	
Authorized Representative of LEA	Date	Authorized Representative of Provider	Date

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EXHIBIT E: GENERAL OFFERS OF TERMS

Page 1 of 2: OFFER OF TERMS

Provider and the Subscribing LEA (named below) agree by signing this General Offer of Privacy Terms ("General Offer") that they are bound by the same terms as the DPA between Provider and Baker County School Board ("**Originating LEA**") dated 4/16/2026.

Provider and Subscribing LEA agree that the information below will be replaced throughout the DPA with the information specific to the Subscribing LEA filled in below for the Subscribing LEA. This General Offer shall extend only to the terms set forth in this DPA and shall not necessarily bind Provider or Subscribing LEA to any other terms entered into between Provider and Originating LEA. Any commercial terms, such as price, term, or schedule of Services, relating to Subscribing LEA's use of the Provider's Services shall be determined solely between Provider and Subscribing LEA.

If Provider makes changes to Exhibit "A" or Exhibit "B" in accordance with sections 1.2 and 1.3 respectively, Provider must complete the Addendum template provided by the A4L Community and notify the Originating LEA and all Subscribing LEAs in accordance with the notification provisions of this DPA, of the Addendum's existence and contents. With regard to a Subscribing LEA, an Addendum is automatically incorporated into this DPA when Subscribing LEA is notified by Provider. If an Addendum modifies Exhibit "B", the LEA will have thirty (30) days from receipt to object. If no written objection is received it will become incorporated into the DPA between the parties.

The Provider may withdraw the General Offer (for future use or for LEAs that have not already accepted it) in the event of: (1) a material change in the applicable privacy statutes; or (2) a material change in the Services and products listed in the Service Agreement. Notification of a withdrawal shall be submitted to ndpa_requests@A4L.org.

Subscribing LEAs shall send the signed Exhibit "E" to Provider at the following email address: support@conjuguemos.com

The below signatory confirms they are authorized to bind their institution to this DPA as in its entirety.

RESOURCE NAME(S):

[Conjuguemos (https://conjuguemos.com)]
[ ]
[ ]
[ ]

PROVIDER: [Yegros Educational LLC]

Signed By: Alejandro Yegros Date: 4/16/2026

Printed Name: Alejandro Yegros Title/Position: CEO

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Exhibit "E" (continued)

Originating LEA: Baker County School Board
Resource Names: Conjuguemos
Provider Name: Yegros Educational LLC

Page 2 of 2: Insert Name of Subscribing LEA

A Subscribing LEA, by signing a separate Service Agreement with Provider, and by its signature below, accepts the General Offer of Privacy Terms. The Subscribing LEA and the Provider shall therefore be bound by the same terms of this DPA for the term of the DPA between the Originating LEA and the Provider. ****PRIOR TO ITS EFFECTIVENESS, SUBSCRIBING LEA MUST DELIVER NOTICE OF ACCEPTANCE TO PROVIDER.**** Please note, by signing this Exhibit you are also agreeing to any language that may be included in Exhibits to the Originating DPA beyond this Exhibit "E". The below signatory confirms they are authorized to bind their institution to this DPA as in its entirety.

Subscribing LEA: Insert Name of Subscribing LEA

Signed By: _____ Date: _____

Printed Name: _____ Title/Position: _____

School District Name: _____

Designated Representative of LEA:

Name: Tyler S. Brim Title: Systems Support Specialist

Address: 392 South Blvd East, Macclenny, Florida 32063

Telephone: 904-259-1675 Email: studentdataprivacy@bakerk12.org

Notices to Subscribing LEA: The Provider and Subscribing LEA are each responsible to promptly notify the other Party of changes to the notice information.

Security Notices to Subscribing LEA

[LEA Security Name]
[LEA Security Role]
[LEA Security Postal Address]
[LEA Security Email Address]

[LEA Name]
[LEA Role]
[392 South Blvd East, Macclenny, Florida 32063]
[LEA Email Address]

With a copy to (if provided):

LEA Legal Counsel]
LEA Legal Counsel Postal Address]
LEA Legal Email Address]

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EXHIBIT F: ADEQUATE CYBERSECURITY FRAMEWORKS

Provider must mark one or more frameworks with which it complies.

The Provider may change which framework it complies with without invalidating or changing the DPA, but must notify the LEA of such change in accordance with the notification requirements of the DPA.

FRAMEWORK(S)	
	Global Education Security Standard - https://sdpc.a4l.org/gess/
X	NIST Cybersecurity Framework (CSF)
	NIST SP 800-53 Security and Privacy Controls for Information systems and organizations
	NIST SP 800-171 Protecting Controlled Unclassified Information in Nonfederal Systems and Organizations
	ISO 27000 series, Standards for implementing organization security and management practices
	CIS Center for Internet Security Critical Security Controls
	Cybersecurity Maturity Model Certification (CMMC, ~FAR/DFAR)

This space is provided for optional security programs and measures as noted in section 5.3:

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EXHIBIT G: Supplemental SDPC State Terms for Florida

Providers/Operators are to comply with the Florida Student Online Personal Information Protection Act, Florida Statute 1006.1494. This Act (effective 7/1/2023 and initiated from SB 662 in 2023) establishes new and different terms than those outlined in the National Student Data Privacy Agreement contained herein. Providers/Operators are subject to all ofthe Act's privacy terms, including, but not limited to the following:

1. An operator may not knowingly do any of the following:

a. Engage in targeted advertising on the operator's site, service, or application, or targeted advertising on any other site, service, or application if the targeting of the advertising is based on any information, including covered information and persistent unique identifiers, which the operator has acquired because of the use of that operator's site, service or application for K-12 school purposes.

b. Use covered information, including persistent unique identifiers, created, or gathered by the operator's site service, or application to amass a profile of a student, except in furtherance of k-12 school purposes.

c. Share, sell, or rent a student's information, including covered information

2. An operator shall do all the following:

a. Collect no more covered information that is reasonably necessary to operate an Internet website, online service, online application, or mobile application.

b. Implement and maintain reasonable security procedures and practices appropriate to the nature of the covered information which are designed to protect it from unauthorized access destruction, use, modification, or disclosure.

c. Unless a parent or guardian expressly consents to the operator retaining a student's covered information, delete the covered information at the conclusion of the course, or corresponding program and no later than 90 days after a student is no longer enrolled in a school within the district, upon notice by the school district.

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EXHIBIT "A"

This Addendum and the following modifications ("Addendum") are hereby incorporated into the attached Agreement, and shall be binding on the signatory Parties. To the extent any terms and conditions between the Agreement and this Addendum conflict, the Addendum's terms and conditions shall supersede any conflicting terms and conditions of the Agreement, and the terms and conditions of the Addendum shall be binding and shall be controlling on the Parties.

Section I.

A. All references to "Contractor" herein shall be deemed to refer to the party(ies) who have entered into the agreement with the Baker County School Board ("Board") to which this attachment is affixed.

B. The terms contained herein shall prevail over any contrary or incompatible term within the attached agreement.

Section II.

A. **Level II Background Check** – Any individual providing services under this agreement who will (1) be at a school when students are present; (2) have direct contact with students; or (3) have access to or control of school funds shall have a Level II background check submitted through the Board. The Contractor shall be required to pay for all costs of the background reports. If it is discovered during the period of the agreement that Contractor substituted an unapproved individual for an approved individual for purposes of this agreement, then the agreement may be cancelled immediately by Board.

Section III.

A. **Indemnification -** The Board shall indemnify and hold harmless Contractor from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the Board or its employees arising out of or in connection with the provisions of this agreement, up to the limits on liability prescribed in Section 768.28, Florida Statutes, including $200,000.00 per claimant and $300,000.00 per occurrence. Contractor agrees to indemnify and hold harmless the Board and its employees from and against any and all liability or claims for damages of any kind whatsoever resulting from negligent acts, intentional acts, or failure to act on the part of Contractor arising out of or in connection with the provisions of this agreement.

B. **Sovereign Immunity** – Except for as expressly provided in this agreement and Section 768.28, Florida Statutes, the Board does not waive its sovereign immunity.

Section IV.

A. **Governing Law and Venue -** This agreement shall be governed by and construed in accordance with the laws of the State of Florida. The parties agree that the county and circuit courts in the Eighth Judicial Circuit, Baker County, Florida and the United States District Court for the Middle District of Florida – Jacksonville Division shall have exclusive jurisdiction to enforce the terms of this agreement. Venue for any disputes shall exclusively lie in the state and federal courts for Baker County, Florida**.**

Section V.

A. Public Records – To the extent applicable to Contractor, Contractor shall comply with the requirements of Florida's Public Records law. In accordance with Section 119.0701, Florida Statutes, Contractor shall:

1. Keep and maintain public records required by the Board to perform the service.

2. Upon request from the Board's custodian of public records, provide the Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided under Florida's Public Records law or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the Board.

4. Upon completion of the agreement, transfer, at no cost, to the Board all public records in possession of the Contractor or keep and maintain public records required by the Board to perform the service. If the Contractor transfers all public records to the Board upon completion of the agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of this agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Board, upon request from the Board's custodian of public records, in a format that is compatible with the information technology systems of the Board.

5. **If Contractor has questions regarding the application of Chapter 119, Florida Statutes, to Contractor's duty to provide public records relating to this Contract, Contractor shall contact the Custodian of Public Records at:**

   Felicia D. Raulerson
   Executive Secretary
   Baker County School Board
   392 South Boulevard East
   Macclenny, FL 32063
   (904) 259-0401
   felicia.raulerson@bakerk12.org

6. In the event the Board must initiate litigation against Contractor in order to enforce compliance with Chapter 119, Florida Statutes, or in the event of litigation filed against the Board because Contractor failed to provide access to public records responsive to a public record request, the public agency shall be entitled to recover all costs, including but not limited to reasonable attorneys' fees, costs of suit, witness fees, and expert witness fees expended as part of said litigation and any subsequent appeals.

Section VI.

A. **E-Verify** – To the extent Section 448.095, Florida Statutes, applies to Contractor, Contractor shall use the U.S. Department of Homeland Security's E-Verify system, https://e-verify.uscis.gov/emp, to verify the employment eligibility of all employees **hired on or after January 1, 2021** during the term of this agreement.

1. Subcontractors

(i) Contractor shall also require all subcontractors performing work under this agreement to use the E-Verify system for any employees they may hire during the term of this Agreement.

(ii) Subcontractors shall provide Contractor with an affidavit stating the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, as defined by Section 448.095, Florida Statutes.

(iii) Contractor shall provide a copy of such affidavit to the Board upon receipt and shall maintain a copy for the duration of the agreement.

B. Contractor must provide evidence of compliance with Section 448.095, Florida Statutes, by the date of execution of this agreement. Evidence may consist of, but is not limited to, providing notice of Contractor's E-Verify number.

C. Failure to comply with this provision is a material breach of the agreement, and Board may choose to terminate the agreement at its sole discretion. Contractor may be liable for all costs associated with Board securing the same services, inclusive, but not limited to, higher costs for the same services and rebidding costs, if necessary.

Section VII.

A. **Affidavit Regarding the Use of Coercion for Labor and Services** – If Contractor is not a governmental entity, then Contractor shall execute the Board's "**Affidavit Regarding the Use of Coercion for Labor and Services"** and provide a copy to the Board no later than the time of execution of the agreement by the Contractor.

Section VIII.

A. **Force Majeure** - Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this agreement if and to the extent that such party's performance under this agreement is render impossible, impractical, or prevented by reason of force majeure. For purposes of this agreement, the term "force majeure" means an occurrence that is beyond the control of the party affected and occurs without fault or negligence on behalf of either party. Without limiting the foregoing, force majeure includes acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the agreement's term.

Section IX.

A. **Student Data** - If Contractor meets the definition of "Operator" in Section 1006.1494, Florida Statutes, then the parties shall enter into a Data Privacy Agreement prior to any "Covered Information," as defined in Section 1006.1494, Florida Statutes, being provided to Contractor.

Section X.

A. **Federally Funded Agreement** – If this agreement is paid by the Board using federal funds, then the terms contained in the attached "Baker County School Board Federal Contract Addendum," based off of the requirements of 2 Code of Federal Regulations 200, Title 2, shall govern this agreement.

_____

Signature of Authorized Contractor Representative

_____

Date

State of Florida

Affidavit Regarding the Use of Coercion for Labor and Services

Nongovernmental Entity's Name:_____

Nongovernmental Entity's FEIN: _____

Authorized Representative Name and Title:_____

Address:_____

City:_____State:_____ZIP:_____

Phone Number: _____

Email Address: _____

Section 787.06(13), Florida Statutes, requires all nongovernmental entities executing, renewing, or extending a contract with a governmental entity to provide an affidavit signed by an officer or representative of the nongovernmental entity under penalty of perjury that the nongovernmental entity does not use coercion for labor or services as defined in that statute. The Baker County School Board is a governmental entity for purposes of this statute.

As the person authorized to sign on behalf of the company above, I certify that the company identified does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

By: _____

AUTHORIZED SIGNATURE

Print Name and Title:_____

Date:_____

AGENDA ITEM NO. 9.6

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE: June 15, 2026

SUBMITTED BY: Teri Ambrose - (259-0418)

ITEM TYPE: Payroll

AGENDA SECTION: **APPROVAL OF ITEMS FOR ACTION**

SUBJECT: Approval of the Correction to the 2026-2027 Payroll Schedule.

ATTACHMENTS:
06.15.2026 Approval of the Correction 26-27 Payroll Schedule_T.Ambrose.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Finance and Support Services
392 South Boulevard East
Macclenny, FL 32063
(904) 259-0449
www.bakerk12.org

Wyatt Milton, Superintendent

DATE: May 29, 2026

TO: Wyatt Milton, Superintendent

FROM: Teri Ambrose
Executive Director of Finance and Support Services

RE: 2026-2027 Payroll schedule

Please request Board approval of the corrected 2026-2027 Payroll schedule. The original schedule was approved at the May 4, 2026 meeting with an error. The Memorial Day holiday was listed with the incorrect date.

If you have any questions, please let me know. Thank you for your assistance in this matter.

BAKER COUNTY DISTRICT SCHOOL BOARD
2026-2027

2026-2027 PAYROLL SCHEDULE		186 Day Personnel	187 Day Personnel	191 Day Personnel	193 Day Personnel	197 Day Personnel	216 Day Personnel	240 Day Personnel	261 Day Personnel	Payroll Due In Office By Close of Bus.	Payday	For Personnel Groups
Total Checks		25	25	25	25	26	26	26	26			
JUL 1	JUL 8							5	5	JUL 8 ←	JUL 16	261, 240
JUL 9	JUL 22						3	10	10	JUL 22 ←	JUL 30	261, 240, 216
JUL 23	AUG 05	3	3	3	4	4	10	10	10	AUG 06	AUG 14	ALL
AUG 06	AUG 19	9	9	10	10	10	10	10	10	AUG 20	AUG 28	ALL
AUG 20	SEP 02	10	10	10	10	10	10	10	10	SEPT 3	SEP 11	ALL
SEP 03	SEP 16	9	9	9	9	9	9	9	9	SEPT 17	SEP 25	ALL
SEP 17	SEP 30	9	10	10	10	10	10	10	10	OCT 01	OCT 09	ALL
OCT 01	OCT 14	9	9	9	9	10	10	10	10	OCT 15	OCT 23	ALL
OCT 15	OCT 28	8	8	8	8	8	8	10	10	OCT 29	NOV 06	ALL
OCT 29	NOV 11	9	9	9	9	10	10	10	10	NOV 12	NOV 20	ALL
NOV 12	NOV 25	7	7	7	7	7	7	7	10	NOV 30 ←	DEC 04	ALL
NOV 26	DEC 09	8	8	8	8	8	8	8	8	DEC 10	DEC 18	ALL
DEC 10	DEC 23	7	7	7	7	7	7	7	10	DEC 18 ←	DEC 30	ALL
DEC 24	JAN 06	2	2	3	3	3	3	3	4	JAN 7	JAN 15	ALL
JAN 07	JAN 20	9	9	9	9	9	9	9	10	JAN 21	JAN 29	ALL
JAN 21	FEB 03	9	9	9	10	10	10	10	10	FEB 4	FEB 12	ALL
FEB 04	FEB 17	9	9	9	9	9	9	9	10	FEB 18	FEB 26	ALL
FEB 18	MAR 03	10	10	10	10	10	10	10	10	MAR 4	MAR 12	ALL
MAR 04	MAR 17	9	9	9	9	10	10	10	10	MAR 18	MAR 26	ALL
MAR 18	MAR 31	8	8	8	8	8	8	8	10	APR 1	APR 09	ALL
APR 01	APR 14	7	7	7	7	7	7	7	8	APR 15	APR 23	ALL
APR 15	APR 28	7	7	7	7	8	8	8	10	APR 29	MAY 07	ALL
APR 29	MAY 12	10	10	10	10	10	10	10	10	MAY 13	MAY 21	ALL
MAY 13	MAY 26	10	10	10	10	10	10	10	10	MAY 27	JUN 04	ALL
MAY 27	JUN 09	2	2	4	4	4	9	9	9	JUN 09 ←	JUN 17	ALL **
JUN 10	JUN 30						5	15	15	JUN 17 ←	JUN 29	261, 240, 216
Work Days		180	181	185	187	191	210	234	248	← : Early Payroll		
Holidays		6	6	6	6	6	6	6	13			
Total Days		186	187	191	193	197	216	240	261			

Paid Holidays (6)		
Labor Day	Sep	4
Thanksgiving	Nov	23
Christmas	Dec	25
New Year's Day	Jan	1
M.L. King Day	Jan	15
Memorial Day	May	31

** Jun 17 additional checks
1 additional check: 216
2 additional checks: 186, 187, 191, 193
3 additional checks: 197

AGENDA ITEM NO. 9.7

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Teri Ambrose - (259-0418)
ITEM TYPE:	Payroll
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval of the Correction of the Beginning and Ending Work Dates for Fiscal Year 2026-2027 Employees Working 186, 187, 191, & 193 Days.

ATTACHMENTS:
06.15.2026 Approval of the 26-27 Beginning & Ending Dates for 186, 187, 191, & 193 Day Contracts_T.Ambrose.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Finance and Support Services
392 South Boulevard East
Macclenny, FL 32063
(904) 259-0449
www.bakerk12.org

Wyatt Milton, Superintendent

DATE: May 29, 2026

TO: Wyatt Milton, Superintendent

FROM: Teri Ambrose, Executive Director of Finance and Support Services

RE: 2026-2027 Beginning and ending dates and work calendars for 186, 187, 191, & 193 day personnel

Please request Board approval of the corrected beginning and ending dates work calendars for the 2026-2027 fiscal year for non-instructional personnel working 186, 187, 191 & 193 day contracts.

All personnel must begin and end working on the assigned dates to receive their full salary for the 2026-2027 school year.

POSITION	CONTRACT DAYS (INCLUDES PAID HOLIDAYS)	BEGINNING DATE	ENDING DATE
Bus Drivers/Aides	186	08/03/26	05/28/27
Instructional Assistants	187	08/03/26	05/28/27
Nutrition Service - Part Time	186	08/03/26	05/31/27
Nutrition Service - Full Time	191	08/03/26	06/02/27
Nutrition Service - Managers	193	07/31/26	06/02/27

PLEASE SEE ATTACHED INDIVIDUAL WORK CALENDARS FOR ACTUAL WORKING DAYS. The payroll table on each calendar needed to be adjusted to reflect the correct pay dates.

All non-instructional personnel have six (6) paid holidays: Labor Day – Sept. 7, Thanksgiving – Nov. 26, Christmas – December 25, New Years – Jan. 1, M.L. King Jr. Day – Jan. 18, and Memorial Day – May 31.

If you have any questions, please let me know. Thank you for your assistance in this matter.

2026/27 School Year Calendar for 186 Day Employees (Transportation)



August 2026

Mo	Tu	We	Th	Fr
3	4	5	6	~~7~~
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
~~7~~	8	9	10	11
14	15	16	17	18
~~21~~	22	23	24	25
28	29	30		

October 2026

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	13	14	15	16
19	20	21	~~22~~	~~23~~
26	27	28	29	30

November 2026

Mo	Tu	We	Th	Fr
2	3	4	5	6
9	10	~~11~~	12	13
16	17	18	19	20
~~23~~	~~24~~	~~25~~	~~26~~	~~27~~
30				

December 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
~~21~~	~~22~~	~~23~~	~~24~~	~~25~~
~~28~~	~~29~~	~~30~~	~~31~~	

January 2027

Mo	Tu	We	Th	Fr
				~~1~~
~~4~~	5	6	7	8
11	12	13	14	15
~~18~~	19	20	21	22
25	26	27	28	29

February 2027

Mo	Tu	We	Th	Fr
~~1~~	2	3	4	5
8	9	10	11	12
~~15~~	16	17	18	19
22	23	24	25	26

March 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	~~12~~
15	16	17	18	19
22	23	24	25	~~26~~
~~29~~	30	31		

April 2027

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	~~13~~	~~14~~	~~15~~	~~16~~
~~19~~	20	21	22	23
26	27	28	29	30

May 2027

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
~~31~~				



Paid Holidays	
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Christmas Day	Memorial Day

186 Contractual Dates
First Day: 8/3/2026
Last Day: 5/31/2027

Important Days	
Monday, 8/3/2026	First Day of Work
Friday, 8/7/26	No Work
Monday, 8/10/26	Student's First Day
Monday, 9/7/26	No Work - Labor Day
Friday, 9/21/26	No Work - Prof Development #1
Monday, 10/12/26	No Work - Planning Day #1
Thursday & Friday, 10/22/26 - 10/23/26	No Work - Fall Break
Wednesday, 11/11/26	No Work - Veteran's Day/Prof Dev #2
Monday - Friday, 11/23/26 - 11/27/26	No Work - Thanksgiving Break
Monday - Friday, 12/21/26 - 1/1/27	No Work - Christmas Break
Monday, 1/4/27	No Work - Planning Day #2
Monday, 1/18/27	No Work - Martin L. King Jr. Day
Monday, 2/1/27	No Work - Prof Development #3
Monday, 2/15/27	No Work - President's Day
Friday, 3/12/27	No Work - Planning Day #3
Friday & Monday, 3/26/27 - 3/29/27	No Work - Good Friday & Easter Monday
Monday - Friday, 4/12/27 - 4/16/27	No Work - Spring Break
Monday, 4/19/27	No Work - Planning Day #4
Friday, 5/28/27	Student's Last Day & Last Day of Work
Monday, 5/31/27	No Work - Memorial Day

Pay Date	Pay Check #	Pay Date	Pay Check #
Friday, 8/14/26	1*	Friday, 2/12/27	14
Friday, 8/28/26	2	Friday, 2/26/27	15
Friday, 9/11/26	3	Friday, 3/12/27	16
Friday, 9/25/26	4	Friday, 3/26/27	17
Friday, 10/09/26	5	Friday, 4/09/27	18
Friday, 10/23/26	6	Friday, 4/23/27	19
Friday, 11/06/26	7	Friday, 5/07/27	20
Friday, 11/20/26	8	Friday, 5/21/27	21
Friday, 12/04/26	9	Summer Check #1	22
Friday, 12/18/26	10	Summer Check #2	23
Wednesday, 12/30/26	11	Friday, 6/04/27	24
Friday, 1/15/27	12	Thursday, 6/17/27	25
Friday, 1/29/27	13	* No insurance or annuities deducted	

Revised 5/29/2026

2026/27 School Year Calendar for 186 Day Employees (Nutrition Services Part Time)



August 2026				
Mo	Tu	We	Th	Fr
3	4	5	6	~~7~~
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026				
Mo	Tu	We	Th	Fr
	1	2	3	4
~~7~~	8	9	10	11
14	15	16	17	18
~~21~~	22	23	24	25
28	29	30		

October 2026				
Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	13	14	15	16
19	20	21	~~22~~	~~23~~
26	27	28	29	30

November 2026				
Mo	Tu	We	Th	Fr
2	3	4	5	6
9	10	~~11~~	12	13
16	17	18	19	20
~~23~~	~~24~~	~~25~~	~~26~~	~~27~~
30				

December 2026				
Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
~~21~~	~~22~~	~~23~~	~~24~~	~~25~~
~~28~~	~~29~~	~~30~~	~~31~~	

January 2027				
Mo	Tu	We	Th	Fr
				~~1~~
~~4~~	5	6	7	8
11	12	13	14	15
~~18~~	19	20	21	22
25	26	27	28	29

February 2027				
Mo	Tu	We	Th	Fr
~~1~~	2	3	4	5
8	9	10	11	12
~~15~~	16	17	18	19
22	23	24	25	26

March 2027				
Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	~~12~~
15	16	17	18	19
22	23	24	25	~~26~~
~~29~~	30	31		

April 2027				
Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	~~13~~	~~14~~	~~15~~	~~16~~
~~19~~	20	21	22	23
26	27	28	29	30

May 2027				
Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
~~31~~				



Paid Holidays	
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Christmas Day	Memorial Day

186 Contractual Dates
First Day: 8/3/2026
Last Day: 5/31/2027

Important Days	
Monday, 8/3/2026	First Day of Work
Friday, 8/7/26	No Work
Monday, 8/10/26	Student's First Day
Monday, 9/7/26	No Work - Labor Day
Friday, 9/21/26	No Work - Prof Development #1
Monday, 10/12/26	No Work - Planning Day #1
Thursday & Friday, 10/22/26 - 10/23/26	No Work - Fall Break
Wednesday, 11/11/26	No Work - Veteran's Day/Prof Dev #2
Monday - Friday, 11/23/26 - 11/27/26	No Work - Thanksgiving Break
Monday - Friday, 12/21/26 - 1/1/27	No Work - Christmas Break
Monday, 1/4/27	No Work - Planning Day #2
Monday, 1/18/27	No Work - Martin L. King Jr. Day
Monday, 2/1/27	No Work - Prof Development #3
Monday, 2/15/27	No Work - President's Day
Friday, 3/12/27	No Work - Planning Day #3
Friday & Monday, 3/26/27 - 3/29/27	No Work - Good Friday & Easter Monday
Monday - Friday, 4/12/27 - 4/16/27	No Work - Spring Break
Monday, 4/19/27	No Work - Planning Day #4
Friday, 5/28/27	Student's Last Day & Last Day of Work
Monday, 5/31/27	No Work - Memorial Day

Pay Date	Pay Check #	Pay Date	Pay Check #
Friday, 8/14/26	1*	Friday, 2/12/27	14
Friday, 8/28/26	2	Friday, 2/26/27	15
Friday, 9/11/26	3	Friday, 3/12/27	16
Friday, 9/25/26	4	Friday, 3/26/27	17
Friday, 10/09/26	5	Friday, 4/09/27	18
Friday, 10/23/26	6	Friday, 4/23/27	19
Friday, 11/06/26	7	Friday, 5/07/27	20
Friday, 11/20/26	8	Friday, 5/21/27	21
Friday, 12/04/26	9	Summer Check #1	22
Friday, 12/18/26	10	Summer Check #2	23
Wednesday, 12/30/26	11	Friday, 6/04/27	24
Friday, 1/15/27	12	Thursday, 6/17/27	25
Friday, 1/29/27	13	* No insurance or annuities deducted	

Revised 5/29/2026

2026/27 School Year Calendar for 187 Day Employees (Paraprofessional)



August 2026

Mo	Tu	We	Th	Fr
3	4	5	~~6~~	~~7~~
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
~~7~~	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	13	14	15	16
19	20	21	~~22~~	~~23~~
26	27	28	29	30

November 2026

Mo	Tu	We	Th	Fr
2	3	4	5	6
9	10	~~11~~	12	13
16	17	18	19	20
~~23~~	~~24~~	~~25~~	~~26~~	~~27~~
30				

December 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
~~21~~	~~22~~	~~23~~	~~24~~	~~25~~
~~28~~	~~29~~	~~30~~	~~31~~	

January 2027

Mo	Tu	We	Th	Fr
				~~1~~
~~4~~	5	6	7	8
11	12	13	14	15
~~18~~	19	20	21	22
25	26	27	28	29

February 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	12
~~15~~	16	17	18	19
22	23	24	25	26

March 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	~~12~~
15	16	17	18	19
22	23	24	25	~~26~~
~~29~~	30	31		

April 2027

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	~~13~~	~~14~~	~~15~~	~~16~~
~~19~~	20	21	22	23
26	27	28	29	30

May 2027

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
~~31~~				



Paid Holidays	
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Christmas Day	Memorial Day

187 Contractual Dates
First Day: 8/3/2026
Last Day: 5/31/2027

Important Days	
Monday, 8/3/26	First Day of Work
Thursday & Friday,8/6/26 - 8/7/2026	No Work
Monday, 8/10/26	Student's First Day
Monday, 9/7/26	No Work - Labor Day
Monday, 9/21/2026	Work - Professional Development #1
Monday, 10/12/26	No Work - Planning Day #1
Thursday & Friday, 10/22/26 - 10/23/26	No Work - Fall Break
Wednesday, 11/11/26	No Work - Veteran's Day/Prof Dev #2
Monday - Friday, 11/23/26 - 11/27/26	No Work - Thanksgiving Break
Monday - Friday, 12/21/26 - 1/1/27	No Work - Christmas Break
Monday, 1/4/27	No Work - Planning Day #2
Monday, 1/18/27	No Work - Martin L. King Jr. Day
Monday, 2/1/27	Work - Professional Development #3
Monday, 2/15/27	No Work - President's Day
Friday, 3/12/27	No Work - Planning Day #3
Friday & Monday, 3/26/27 - 3/29/27	No Work - Good Friday & Easter Monday
Monday - Friday, 4/12/27 - 4/16/27	No Work - Spring Break
Monday, 4/19/27	No Work - Planning Day #4
Friday, 5/28/27	Student's Last Day & Last Day of Work
Monday, 5/31/27	No Work - Memorial Day

Pay Date	Pay Check #	Pay Date	Pay Check #
Friday, 8/14/26	1*	Friday, 2/12/27	14
Friday, 8/28/26	2	Friday, 2/26/27	15
Friday, 9/11/26	3	Friday, 3/12/27	16
Friday, 9/25/26	4	Friday, 3/26/27	17
Friday, 10/09/26	5	Friday, 4/09/27	18
Friday, 10/23/26	6	Friday, 4/23/27	19
Friday, 11/06/26	7	Friday, 5/07/27	20
Friday, 11/20/26	8	Friday, 5/21/27	21
Friday, 12/04/26	9	Summer Check #1	22
Friday, 12/18/26	10	Summer Check #2	23
Wednesday, 12/30/26	11	Friday, 6/04/27	24
Friday, 1/15/27	12	Thursday, 6/17/27	25
Friday, 1/29/27	13	* No insurance or annuities deducted	

2026/27 School Year Calendar for 191 Day Employees (Nutrition Services Full Time)



August 2026

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
~~7~~	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	13	14	15	16
19	20	21	~~22~~	~~23~~
26	27	28	29	30

November 2026

Mo	Tu	We	Th	Fr
2	3	4	5	6
9	10	~~11~~	12	13
16	17	18	19	20
~~23~~	~~24~~	~~25~~	~~26~~	~~27~~
30				

December 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
~~21~~	~~22~~	~~23~~	~~24~~	~~25~~
~~28~~	~~29~~	~~30~~	~~31~~	

January 2027

Mo	Tu	We	Th	Fr
				~~1~~
4	5	6	7	8
11	12	13	14	15
~~18~~	19	20	21	22
25	26	27	28	29

February 2027

Mo	Tu	We	Th	Fr
~~1~~	2	3	4	5
8	9	10	11	12
~~15~~	16	17	18	19
22	23	24	25	26

March 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	~~12~~
15	16	17	18	19
22	23	24	25	~~26~~
~~29~~	30	31		

April 2027

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
~~12~~	~~13~~	~~14~~	~~15~~	~~16~~
~~19~~	20	21	22	23
26	27	28	29	30

May 2027

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
~~31~~				

June 2027

Mo	Tu	We	Th	Fr
	1	2	~~3~~	~~4~~
~~7~~	~~8~~	~~9~~	~~10~~	~~11~~
~~14~~	~~15~~	~~16~~	~~17~~	~~18~~
~~21~~	~~22~~	~~23~~	~~24~~	~~25~~
~~28~~	~~29~~	~~30~~		

Paid Holidays	
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Christmas Day	Memorial Day

191 Contractual Dates
First Day: 8/03/2026
Last Day: 6/02/2027

Important Days	
Monday, 8/3/26	First Day of Work
Monday, 8/10/26	Student's First Day
Monday, 9/7/26	No Work - Labor Day
Monday, 9/21/2026	Work - Professional Development #1
Monday, 10/12/26	No Work - Planning Day #1
Thursday & Friday, 10/22/26 - 10/23/26	No Work - Fall Break
Wednesday, 11/11/26	No Work - Veteran's Day/Prof Dev #2
Monday - Friday, 11/23/26 - 11/27/26	No Work - Thanksgiving Break
Monday - Friday, 12/21/26 - 1/1/27	No Work - Christmas Break
Monday, 1/4/27	Work - Planning Day #2
Monday, 1/18/27	No Work - Martin L. King Jr. Day
Monday, 2/1/27	No Work - Prof Development #3
Monday, 2/15/27	No Work - President's Day
Friday, 3/12/27	No Work - Planning Day #3
Friday & Monday, 3/26/27 - 3/29/27	No Work - Good Friday & Easter Monday
Monday - Friday, 4/12/27 - 4/16/27	No Work - Spring Break
Monday, 4/19/27	No Work - Planning Day #4
Friday, 5/28/27	Student's Last Day
Monday, 5/31/27	No Work - Memorial Day
Wednesday, 6/02/27	Last Day of Work

Pay Date	Pay Check #	Pay Date	Pay Check #
Friday, 8/14/26	1*	Friday, 2/12/27	14
Friday, 8/28/26	2	Friday, 2/26/27	15
Friday, 9/11/26	3	Friday, 3/12/27	16
Friday, 9/25/26	4	Friday, 3/26/27	17
Friday, 10/09/26	5	Friday, 4/09/27	18
Friday, 10/23/26	6	Friday, 4/23/27	19
Friday, 11/06/26	7	Friday, 5/07/27	20
Friday, 11/20/26	8	Friday, 5/21/27	21
Friday, 12/04/26	9	Summer Check #1	22
Friday, 12/18/26	10	Summer Check #2	23
Wednesday, 12/30/26	11	Friday, 6/04/27	24
Friday, 1/15/27	12	Thursday, 6/17/27	25
Friday, 1/29/27	13	* No insurance or annuities deducted	

Revised 5/29/2026

2026/27 School Year Calendar for 193 Day Employees (Nutrition Services Manager)

July 2026

Mo	Tu	We	Th	Fr
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

August 2026

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November 2026

Mo	Tu	We	Th	Fr
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

December 2026

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

January 2027

Mo	Tu	We	Th	Fr
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

February 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

March 2027

Mo	Tu	We	Th	Fr
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

April 2027

Mo	Tu	We	Th	Fr
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May 2027

Mo	Tu	We	Th	Fr
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

June 2027

Mo	Tu	We	Th	Fr
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

Paid Holidays	
Labor Day	New Year's Day
Thanksgiving Day	MLK Jr. Day
Christmas Day	Memorial Day

193 Contractual Dates
First Day: 7/31/2026
Last Day: 6/02/2027

Important Days	
Friday, 7/31/26	First Day of Work
Monday, 8/10/26	Student's First Day
Monday, 9/7/26	No Work - Labor Day
Monday, 9/21/2026	Work - Professional Development #1
Monday, 10/12/26	No Work - Planning Day #1
Thursday & Friday, 10/22/26 - 10/23/26	No Work - Fall Break
Wednesday, 11/11/26	No Work - Veteran's Day/Prof Dev #2
Monday - Friday, 11/23/26 - 11/27/26	No Work - Thanksgiving Break
Monday - Friday, 12/21/26 - 1/1/27	No Work - Christmas Break
Monday, 1/4/27	Work - Planning Day #2
Monday, 1/18/27	No Work - Martin L. King Jr. Day
Monday, 2/1/27	Work - Prof Development #3
Monday, 2/15/27	No Work - President's Day
Friday, 3/12/27	No Work - Planning Day #3
Friday & Monday, 3/26/27 - 3/29/27	No Work - Good Friday & Easter Monday
Monday - Friday, 4/12/27 - 4/16/27	No Work - Spring Break
Monday, 4/19/27	No Work - Planning Day #3
Friday, 5/28/27	Student's Last Day
Monday, 5/31/27	No Work - Memorial Day
Wednesday, 6/02/27	Last Day of Work

Pay Date	Pay Check #	Pay Date	Pay Check #
Friday, 8/14/26	1*	Friday, 2/12/27	14
Friday, 8/28/26	2	Friday, 2/26/27	15
Friday, 9/11/26	3	Friday, 3/12/27	16
Friday, 9/25/26	4	Friday, 3/26/27	17
Friday, 10/09/26	5	Friday, 4/09/27	18
Friday, 10/23/26	6	Friday, 4/23/27	19
Friday, 11/06/26	7	Friday, 5/07/27	20
Friday, 11/20/26	8	Friday, 5/21/27	21
Friday, 12/04/26	9	Summer Check #1	22
Friday, 12/18/26	10	Summer Check #2	23
Wednesday, 12/30/26	11	Friday, 6/04/27	24
Friday, 1/15/27	12	Thursday, 6/17/27	25
Friday, 1/29/27	13	* No insurance or annuities deducted	

Revised 5/29/2026

AGENDA ITEM NO. 9.8

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE: June 15, 2026

SUBMITTED BY: Thomas Hill - (259-0429)

ITEM TYPE: Agreement

AGENDA SECTION: **APPROVAL OF ITEMS FOR ACTION**

SUBJECT: Approval of the Agreement with Red Rover Technologies.

ATTACHMENTS:
06.15.2026 Approval of the Agreement with Red Rover Technologies_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Superintendent Milton
Baker County School Board Members
392 South Blvd East
Macclenny, FL 32063

Subject: Request for Permission to Approve Vendor Contract with Red Rover Technologies

I respectfully request approval of the proposed contract with Red Rover Technologies for the District's employee absence management and substitute placement services.

After reviewing our current processes and available options, administration believes that transitioning to Red Rover Technologies will provide significant operational efficiencies and an improved user experience for employees. One of the primary benefits of this change is the seamless integration between Red Rover and Skyward. This integration will streamline leave management by allowing employees to submit and manage leave requests through a single system rather than entering information into two separate platforms.

By eliminating duplicate data entry, the District can reduce administrative burdens, improve accuracy, and provide a more efficient process for teachers and staff. The integration will also enhance communication between systems, resulting in more timely and reliable absence reporting and substitute placement.

In addition to improving efficiency for employees, the Red Rover platform offers modern absence management tools designed specifically for K–12 school districts, supporting our ongoing efforts to improve operational effectiveness and customer service throughout the District.

For these reasons, I respectfully request the Board's approval of the contract with Red Rover Technologies.

Thank you for your consideration of this request. Please let me know if additional information is needed.

Sincerely,

Thomas Hill
Associate Superintendent of Human Resources

Agreement for Baker County School District - Absence Management

Baker County School District
392 SOUTH BLVD E, MACCLENNY, FL, 32063-2799,

Prepared For:
Teri Ambrose
mary.ambrose@bakerk12.org

Red Rover Technologies, LLC
559 W. Uwchlan Ave, Suite 200, Exton, PA 19341

Prepared By:
Dawn Thompson
dthompson@redroverk12.com

Reference: Q-12486
Quote Expiration Date: 07-26-2026

Pricing*

Item	Annual Price	One-Time Fees	Total
Implementation - Absence Management	-	$2,900	$2,900
Annual Subscription - Absence Management	$9,600	-	$9,600

*The pricing listed directly above reflects full annual rates and one-time implementation costs. Actual billed amounts may vary due to proration based on your start date. Please refer to the **Billing Schedule** section below for the exact payment amounts and billing timeline.

Total Annual Subscription: $9,600
Quote Total : $12,500

Subscription year: July - June

This order is subject to the terms of the Master Services Agreement attached hereto as Exhibit A.

Red Rover K12	
Name	Dani OShaughnessey
Title	CEO
Email	dani@redroverk12.com
Signature	DocuSigned by: Daniel OShaughnessey A23A3A8680234F5...
Date	6/1/2026

Baker County School District	
Name	
Title	
Email	
Signature	
Date	

Baker County School District	
Name	
Title	
Email	
Signature	
Date	

Billing Schedule**

Item	Total	Invoice Date	Subscription Start Date	Subscription End Date
Implementation - Absence Management	$2,900	06-02-2026	-	-
Annual Subscription - Absence Management	$9,600	07-01-2026	07-01-2026	06-30-2027
Annual Subscription - Absence Management	$9,600	07-01-2027	07-01-2027	06-30-2028
Annual Subscription - Absence Management	$9,600	07-01-2028	07-01-2028	06-30-2029

**This schedule outline may include projected future pricing for multiple years to provide visibility and aid in planning. It does not represent a contractual commitment to a multi-year agreement. Future years are optional and only apply if you choose to renew.

Click here to download a copy of our W9

Red Rover Technologies Holdings, LLC ("**Red Rover**") with an address at **559 W. Uwchlan Ave, Suite 200, Exton, PA 19341** and the customer identified on the Order (as defined below) referencing this Master Services Agreement ("**Customer**") hereby enter into this Master Services Agreement as of the date of the Order referencing this Master Services Agreement. Red Rover and Customer are sometimes referred to herein, individually, as a "**Party**" and, collectively, the "**Parties**".

The terms and conditions of this Master Services Agreement and any appendices, exhibits or attachments attached hereto and referenced herein (together, the "**MSA**") set forth the terms and conditions under which the Parties agree that Customer may purchase, and Red Rover will provide, access to the Red Rover software-as-a-service offerings (the "**Platform**") and any related services (collectively, the "**Service**"), in return for applicable fees (the "**Fees**"), in each case as described in any ordering document issued by Red Rover from time to time in accordance with the MSA and signed by the Parties (an "**Order**"). Each Order referencing the MSA will incorporate the terms of the MSA and constitute the entire agreement between the Parties (hereinafter, the "**Agreement**") with respect to its subject matter.

NOW, THEREFORE, in consideration of the mutual promises and undertakings set forth herein, and for good and valuable consideration, the Parties agree as follows:

1. **Orders.** Orders shall specify the Service being purchased, the quantity, price, applicable dates defining the term of such Order or otherwise, and any other applicable terms. No obligation to furnish or to pay for a subscription to the Service (a "**Subscription**") arises under the Agreement until there is an Order for the Subscription to the Service, and Customer is not authorized to access or use, and shall not have a right to receive the Service unless expressly set forth in an Order. Unless an Order states otherwise, each Order is independent of each other Order (but each Order is part of and integral to the Agreement). Upon the Effective Date, the Parties shall enter into an initial Order for a Subscription to the Service (the "**Initial Order**"). Customer may add Authorized Users to the Subscription for the Service, if applicable, or add Supplementary Services at any point during the Term by adding them to the Service and, in such case, Customer is agreeing that it may be billed by Red Rover for them in the next billing cycle.
2. **Service.**
    A. **Service.** Upon full execution of an Order, unless otherwise specified in the Order, subject to the terms of the Agreement, including, without limitation, Customer's payment of any Fees, Red Rover hereby grants to Customer during the Term, the non-exclusive, non-sublicensable, non-transferable and non-assignable (except as set forth in Section 11(B)), right for any Authorized Users (subject to Section 2(B)) to (i) access, display and use the Service as made available to Customer by Red Rover as described in an Order; (ii) receive Support for the Service during the Term in the manner described in the Agreement, and (iii) use any written, printed or electronic materials published or otherwise made available by Red Rover that relate to the functional, operational and/or performance capabilities of any aspect of the Platform, all as may be updated and redistributed to Customer by Red Rover from time to time ("**Documentation**"), each solely for the internal business or operational purposes of Customer. Customer shall provide the equipment and software (e.g., internet access, third-party software licenses, etc.) required to access the Platform.
    B. **Authorized Users.**
        i. **Definition.** "**Authorized User**" means (a) Customer's employees, and (b) employees of Customer's consultants and contractors that have a written obligation to Customer in advance with respect to the use of any aspect of the Service or Red Rover Confidential Information that are no less protective of Customer, or restrictive upon such consultant or contractor, than the terms of the Agreement are protective of Red Rover, or

restrictive of Customer, with respect to such party's use of the same, (i) who are authorized by Customer to access and use the Service and any Red Rover Confidential Information under the rights granted to Customer pursuant to the Agreement and (ii) for whom access to the Service has been purchased hereunder.

ii. **General.** Customer acknowledges and agrees that different types of Authorized Users may have differing access and/or usage rights with respect to the Service. Customer will be billed on either a flat-fee or per-employee-per-month ("**PEPM**") basis, as set forth in the applicable Order. Unless agreed otherwise, for each Renewal Order Term, the Fees payable by Customer on a PEPM basis shall be proportionately increased or decreased in accordance with the actual number of Authorized Users who used the Service during the preceding year. Customer acknowledges and agrees that, if an Order is for multiple years, the foregoing shall still apply, and any increases in the number of Authorized Users will result in payable amounts proportionate to such number. For Customers billed on a flat fee, rather than PEPM, basis, Customer agrees that in the event of significant user volume increases, Customer and Red Rover shall confer in good faith in order to determine an appropriate adjustment to Fees.

iii. **Service Administrators.** At all times during the Term, Customer must have an employee or employees that has completed administrator training from Red Rover (a "**Service Administrator**"). If a Service Administrator ceases to serve as such, Customer shall promptly provide written notice to Red Rover and have another employee obtain Red Rover Service Administrator training (at Red Rover's then current rates for such training) and be designated as a Service Administrator.

iv. **Third-Party Authorized Users.** Customer may not sublicense, outsource or otherwise grant access to the Service to any third party, including, without limitation, any third-party vendor, nor may any such third party be an Authorized User, without Red Rover's prior written consent.

v. **User IDs.** Except for Customer's Service Administrators where reasonably necessary for administrative or security purposes, Customer will not allow any user ID for the Platform to be used by more than one individual Authorized User unless it has been reassigned in its entirety to another individual Authorized User, in which case the prior Authorized User shall no longer have any right to access or use the user ID. Customer will safeguard its user ID and other security data and methods furnished to Customer in connection with the Service and prevent unauthorized access to or use of the Service.

vi. **Usernames and Passwords.** Customer is solely responsible for approving and provisioning any and all usernames and passwords assigned to or adopted by Customer's Authorized Users in connection with use of the Service. Customer is responsible for all activities that occur as a result of the use of such usernames and passwords. Customer will notify Red Rover promptly of any unauthorized use of such usernames and passwords or any other breach of security related to the Platform or the Service known to Customer.

vii. **Monitoring of Use.** Customer acknowledges and agrees that Red Rover shall have the right (but not the obligation) to monitor Customer's and its Authorized Users' usage of the Service, including the number of Authorized Users and activity within all Customer accounts to confirm Customer's and its Authorized Users' compliance with the terms of the Agreement.

C. **Use Restrictions.** Customer shall not at any time, directly or indirectly, and shall not cause or permit any Authorized Users or other third party to: (i) copy, modify or create derivative works of the Service or Documentation, in whole or in part (except that Customer may copy the Documentation solely in connection with Customer's use of the Service); (ii) rent, lease, lend, sell, license, sublicense, assign, distribute, publish, transfer or otherwise make available the Service or Documentation; (iii) reverse engineer, disassemble, decompile, decode, adapt

or otherwise attempt to derive or gain access to any software component of the Service, in whole or in part; (iv) remove, alter or obscure any proprietary notices in the Service or Documentation; (v) access or use the Service or Documentation for purposes of competitive analysis, the development, provision or use of a competing software service or product, or any other purpose that is to Red Rover's detriment or commercial disadvantage; or (vi) use the Service or Documentation in any manner or for any purpose that infringes upon, misappropriates or otherwise violates any intellectual property right or other right of any person, or that violates any applicable law. All rights not expressly granted to Customer are reserved by Red Rover and its licensors, if any.

D. **Support.** Red Rover will provide Service Administrators with remote support in accordance with Red Rover's standard customer support availability Monday through Friday, during Red Rover's normal business hours, unless indicated otherwise in an Order.

E. **Integration.** At its discretion, Red Rover may make available to Customer certain functionalities and/or processes that facilitate Customer's integration of the Service with other third-party software utilized by Customer. Notwithstanding the foregoing, Customer acknowledges that Red Rover does not control third-party software, and therefore Red Rover cannot and does not guarantee that integrations will always be available or operable and if the third-party provider ceases to make the third-party software available for the Service, Red Rover may cease providing such Service features without entitling Customer to any refund, credit or other compensation.

F. **Suspension.** Notwithstanding anything to the contrary in the Agreement, Red Rover may temporarily suspend Customer's and any Authorized User's access to all or any portion of the Service if: (i) Red Rover reasonably suspects or determines that (A) there is a threat or attack on the Platform; (B) Customer's or any Authorized User's use of the Platform disrupts or poses a security risk; (C) Customer or any Authorized User is using the Platform for fraudulent or illegal activities; or (ii) Customer fails to make a timely payment due under the Agreement within five (5) days of Red Rover's written notice to Customer. Red Rover shall use commercially reasonable efforts to provide written notice of any Service suspension to Customer and to provide updates regarding resumption of access to the Service following any Service suspension. Red Rover will have no liability for any damage, liabilities, losses (including any loss of data or profits), or any other consequences that Customer or any Authorized User may incur as a result of a Service suspension.

G. **Aggregated Statistics.** Notwithstanding anything to the contrary in the Agreement, Customer acknowledges and agrees that Red Rover may monitor Customer's use of the Service and collect and compile data and information related to Customer's and its Authorized Users' use of the Service that is compiled by Red Rover in an aggregate and anonymized manner, including to compile statistical and performance information related to the provision and operation of the Service ("**Aggregated Statistics**"). Aggregated Statistics do not constitute Customer Data (as defined in Section 6(A)). As between Red Rover and Customer, all right, title, and interest in and to Aggregated Statistics, and all intellectual property rights therein, belong to and are retained solely by Red Rover. Customer acknowledges that Red Rover may compile Aggregated Statistics based on Customer Data and Customer's and Authorized Users' usage of the Service, which Red Rover may use for purposes including, without limitation, operations management, performance analysis, product improvement, and research and development. Customer agrees that Red Rover may (i) make Aggregated Statistics publicly available in compliance with applicable law, and (ii) use Aggregated Statistics to the extent and in the manner permitted under applicable law; provided that Red Rover's use of the Aggregated Statistics does not identify Customer, any Authorized User or Customer's Confidential Information.

H. **Feedback.** If Customer or any Authorized User provides feedback to Red Rover regarding the Service, including but not limited to any suggestions, ideas, enhancement requests,

recommendations or other information relating to the Service provided by Customer or Authorized Users ("**Feedback**"), Red Rover may use the feedback without restriction or obligation. All feedback is provided "as is" and Red Rover will not publicly identify Customer as the source of feedback without Customer's written consent. Feedback does not constitute Customer Data (as defined in Section 6(A)).

I. **Customer Responsibilities.** Customer is solely responsible for maintaining the security and confidentiality of its systems and access credentials to access and use the Service and is responsible and liable for all uses of the Service resulting from access provided by Customer, directly or indirectly. Without limiting the generality of the foregoing, Customer is responsible for all acts and omissions of Authorized Users, and any act or omission by an Authorized User that would constitute a breach of the Agreement if taken by Customer will be deemed a breach of the Agreement by Customer. Customer shall make all Authorized Users aware of the Agreement's provisions as applicable to such Authorized User's use of the Service (including without limitation the provisions of Red Rover's privacy policy as can be found at www.redroverk12.com ("**Privacy Policy**")), and shall cause Authorized Users to comply with such provisions. Customer represents and warrants that Customer has the authority, including providing appropriate disclosures and obtaining all necessary rights and consents, to provide personal information of Authorized Users to Red Rover for purposes of Red Rover's provision of the Service under the Agreement. Customer acknowledges that the Service is not intended for use by students and agrees that Customer shall not provide personally identifiable student data to Red Rover.

3. **Fees, Invoicing and Payment.**
   A. **Order Term Fees and Invoicing.** All Fees and charges shall be set forth in the applicable Order. The subscription fee for the Service will be invoiced to Customer by Red Rover at the commencement of the applicable Initial Order Term and each Renewal Order Term thereafter unless otherwise stated in the Order.
   B. **Renewal Order Term Fees and Invoicing.** Unless otherwise stated in the Order, (i) subscriptions for the Service renew each July 1unless Customer provides a written non-renewal notice to Red Rover within thirty (30) days after the applicable renewal date and (ii) following the Initial Order Term, Red Rover may increase Fees for each Renewal Order Term subject to the following limitations: Red Rover will not increase fees by more than either (a) 5 percent (%) above the amount of the Initial Order Term or the prior Renewal Order Term, as applicable, or (b) the increase in the CPI-U (Consumer Price Index for all Urban Consumers) for the applicable period, whichever is greater. Customer will receive notice of their annual pricing prior to the applicable renewal date, which notice may be in the form of an invoice reflecting their Fees.
   C. **Payment.** Customer shall pay Red Rover the Fees within thirty (30) days of the invoice date unless otherwise stated in the Order.
   D. **Taxes.** All Fees and any other amounts payable by Customer under the Agreement are exclusive of taxes and similar assessments. Customer is responsible for all sales, use and excise taxes, and any other similar taxes, duties and charges of any kind imposed by any federal, state or local governmental or regulatory authority on any amounts payable by Customer unless Customer provides Red Rover with a valid applicable tax exemption certificate.
4. **Confidentiality**.
   A. **Standard of Care**. Each Party ("**Receiving Party**") acknowledges and agrees that, during the Term, it may be furnished with or otherwise have access to non-public business information, know-how and/or trade secrets in any form, whether written, electronic, oral or otherwise, that relates to and is disclosed by or on behalf of the other Party ("**Disclosing Party**") or its affiliates, directly or indirectly, to Receiving Party in connection with the Agreement ("**Confidential Information**"). Receiving Party shall exercise the same degree of care and

protection with respect to Confidential Information that it exercises with respect to its own confidential or proprietary information, but in no event shall Receiving Party exercise less than a reasonable standard of care. Receiving Party shall only use, access or disclose Confidential Information as necessary to fulfill its obligations or exercise its rights under the Agreement. Receiving Party shall not directly or indirectly disclose, sell, copy, distribute, republish, create derivative works from, demonstrate or allow any third-party to access any Confidential Information; provided, however, that: (i) Customer may disclose Red Rover's Confidential Information to Customer's Authorized Users who have a need to know it for the purposes of the Agreement; (ii) Red Rover shall have a right to disclose to its employees, affiliates and contractors who have a need to know it and have entered into terms no less protective of the same than the terms of this Section 4; (iii) the Parties may disclose the terms and conditions of the Agreement to their attorneys, accountants, financial institutions, auditors, regulators and other agents in the ordinary course of business, subject to appropriate professional obligations or written confidentiality agreements, (iv) a Party may disclose Confidential Information in accordance with Section 4(B); and (v) all use of Confidential Information shall be subject to all the restrictions set forth in the Agreement.

B. **Compelled Disclosure**. If Receiving Party is compelled by law to disclose Confidential Information, it shall provide Disclosing Party with prior written notice of such compelled disclosure, to the extent legally permitted, and reasonable assistance, at Disclosing Party's cost, if Disclosing Party wishes to contest it.

C. **Exclusions**. The term "Confidential Information" shall not include any information that is or becomes generally available to the public without breach of any obligation by Receiving Party; was known to Receiving Party prior to its disclosure by Disclosing Party without breach of any obligation by Receiving Party; was independently developed by Receiving Party without breach of any obligation owed to Disclosing Party; or is received by Receiving Party from a third-party without breach of any obligation owed to Disclosing Party.

D. **Right to Seek Injunction**. If Receiving Party discloses or uses (or threatens to disclose or use) Confidential Information in breach of the Agreement, Disclosing Party shall have the right, in addition to any other remedies available to it, to seek injunctive relief to enjoin such acts, it being specifically acknowledged by the Parties that any other available remedies are inadequate.

5. **Red Rover Intellectual Property.** As between Customer and Red Rover, Red Rover (and Red Rover's licensors, where applicable) is the exclusive owner of all right, title and interest, including all related intellectual property rights, in and to all aspects of the Service, including without limitation any integrations thereto, and any other Red Rover intellectual property, regardless of any participation or collaboration by Customer in the design, development or implementation of the Service. No title or ownership of intellectual property rights in and to the Service, or any component thereof, is transferred to Customer or any third parties hereunder.

6. **Customer Data; Data Privacy and Security.**

A. **Customer Data.** "**Customer Data**" means information, data and other content, in any form or medium, that is submitted, posted or otherwise transmitted by or on behalf of Customer or an Authorized User in connection with their use of the Service. For the avoidance of doubt, Customer Data does not include any Aggregated Statistics, Feedback or any other information reflecting the access or use of the Service by or on behalf of Customer or any Authorized User.

B. **Customer Owns Customer Data.** As between Red Rover and Customer, Customer owns all right, title and interest in and to Customer Data, which shall never be deemed to be part of the Service, even if delivered or incorporated therewith. Customer shall have sole responsibility, and Red Rover shall have no responsibility whatsoever for, the accuracy, quality, integrity, legality, reliability, appropriateness and intellectual property ownership of Customer Data, and Red Rover shall not review, monitor or check Customer Data except as instructed by Customer in accordance with the Agreement or as otherwise set out in the

Agreement and necessary to provide the Service to Customer. Customer hereby grants to Red Rover a non-exclusive, royalty-free, worldwide license to reproduce, distribute, and otherwise use and display the Customer Data and perform all acts with respect to the Customer Data as may be necessary for Red Rover to provide the Service to Customer.

C. **Customer Data Processing.** Red Rover processes Customer Data utilizing administrative, technical and physical safeguards designed to protect the security, confidentiality and integrity of Customer Data and will not disclose Customer Data to any third party except (i) to Red Rover's affiliates or contractors who are performing services for Red Rover for Red Rover to provide the Service and are subject to written confidentiality requirements no less protective than those contained in Section 4, (ii) to other third parties as Red Rover deems necessary to provide the Service to Customer, or (iii) as required by applicable law. Notwithstanding the foregoing, Red Rover is responsible for any disclosures of Customer Data by Red Rover's affiliates or contractors, and/or other third parties as referenced above to whom Red Rover discloses or transmits Customer Data. Without limiting Red Rover's applicable obligations under this Section 6(C), Customer acknowledges that Red Rover is not responsible for any Customer Data which is delayed, lost, altered, intercepted or stored during the transmission of any data whatsoever across networks not owned and/or operated by Red Rover or its affiliates or contractors, including, but not limited to, the Internet and Customer's local network.

D. **Privacy Policy.** In performing the Service, Red Rover will comply with its Privacy Policy, which is available at www.redroverk12.com and incorporated into the Agreement by reference. The Red Rover Privacy Policy is subject to change at Red Rover's discretion; however, Red Rover privacy policy changes will not result in a material reduction in the level of protection provided for Customer Data during the Order Term.

7. **Term and Termination.**

A. **Agreement Term.** Unless otherwise terminated as provided herein, the Agreement shall commence on the Effective Date and continue until the expiration of all Orders that the Parties have executed (the "**Term**").

B. **Order Term.** For purposes of the Agreement, with respect to any Order the period from the Order start date until the immediately subsequent July 1 (the "**Initial Order Term**") shall be deemed to be the first “year” of the Agreement, regardless of whether such period is equal to or less than three hundred sixty-five (365) days. Unless otherwise specified in an Order, each Order (and any license or subscription rights granted therein) shall commence upon the applicable Order start date and, unless Customer provides a written non-renewal notice to Red Rover not less than thirty (30) days after the immediately subsequent July 1, shall renew each July 1 for one (1)-year renewal terms (any such renewal period shall be referred to collectively as the "**Renewal Order Term**") (together, the Initial Order Term and each Renewal Order Term shall be referred to as the "**Order Term**"). Except as specifically set forth in Sections 7(C), (D) or (E) below, Customer may not terminate an Order at any time in the middle of the Order Term.

C. **Termination for Cause.** In addition to any other express termination right set forth in the Agreement: (i) Red Rover may terminate the Agreement and/or any applicable Order upon written notice to Customer if Customer fails to pay any undisputed amount when due hereunder and such failure continues for a period of ten (10) days after Red Rover's delivery of written notice thereof; or (ii) either Party may terminate the Agreement, effective on written notice to the other Party, if the other Party breaches the Agreement, and such breach is incapable of cure or, being capable of cure, remains uncured to the reasonable satisfaction of the non-breaching Party thirty (30) days after delivery of such notice.

D. **Termination for Insolvency.** Either Party may terminate the Agreement and/or any applicable Order by written notice to the other Party if (i) the other Party takes any step or action in connection with its entering administration, provisional liquidation, or any composition or

arrangement with its creditors (other than in relation to a solvent restructuring or reorganization), being wound up (whether voluntary or by order of the court unless for the purpose of a solvent restructuring or reorganization), having a receiver appointed to any of its assets or ceasing to carry on business or, if the step or action is taken in another jurisdiction, in connection with any analogous procedure in the relevant jurisdiction or (ii) the other Party suspends or ceases, or threatens to suspend or cease, carrying on all or substantially all of its business or operations.

E. **Termination for Non-Appropriation.** In the event that Customer is a public school district or similar public entity for which any payment obligation is dependent upon necessary funds being appropriated, budgeted and otherwise made available to Customer for payment of Fees pursuant to applicable laws and regulations, and funds are not made available for such purpose, Customer may terminate the Agreement upon written notice to Red Rover, in which case Red Rover shall not be obligated to refund any prepaid Fees, but Customer shall not be obligated to pay any future Fees under any Order terminated in accordance with this Section 7(E).

F. **Responsibility of the Parties Upon Termination of Agreement.** Upon expiration or earlier termination of the Agreement, Customer shall immediately discontinue use of the Service. No expiration or termination will affect Customer's obligation to pay all Fees that may have become due before such expiration or termination, or entitle Customer to any refund, except to the extent set forth in Section 7(E).

G. **Customer Data Upon Termination.** Red Rover shall store and retain Customer Data for a period of two (2) years after the expiration or termination of the Agreement unless otherwise required by applicable law. Red Rover shall make Customer Data available in a reasonable format of its choosing upon receipt of a written request from the Customer subject to a reasonable fee based on Red Rover's then-current rates for such services.

8. **Limited Warranties; Disclaimers.**

A. **Red Rover Warranties.**

i. **Limited Warranty.** Red Rover warrants that the Platform will perform substantially in accordance with the specifications set forth in the then-current Documentation and that the Service shall be performed in a good, professional and commercially reasonable manner and it will use individuals with the requisite level of skill and expertise in order to do so. If Customer discovers that any functionality in the Platform fails to conform to the limited warranty provided in this Section 8(A)(i), Customer shall give Red Rover written notice of such nonconformity promptly after discovery and in any event, no later than thirty (30) days after delivery of the Service or any component thereof to Customer.

ii. **Remedy.** Customer's sole remedy for any breach by Red Rover of the warranty provided in Section 8(A)(i) shall be to use reasonable efforts to repair or replace the nonconforming functionality in the Service or provide Customer with an alternative means of accomplishing the desired performance pursuant to Red Rover's provision of support, at Red Rover's expense, as described herein, or re-perform any Service, as applicable, and if Red Rover cannot repair or replace the nonconforming functionality in the Service or provide Customer with an alternative means of accomplishing the desired performance pursuant to Red Rover's provision of support for the Service within a reasonable period of time, or re-perform the Service in a manner that meets with the limited warranty within a commercially reasonable period of time, as applicable, either Party, at its option, may terminate the Agreement and Customer shall receive a refund for the period during which the functionality failed to meet the warranty or a refund for the period during which the Service failed to meet the warranty, as applicable, and a reimbursement for any pre-paid amounts paid by Customer for the remainder of the Order Term.

iii. **Exceptions.** Notwithstanding the above, warranty coverage shall not extend to circumstances in which any failure is the result of the following: (a) Customer is in default or breach of any of its obligations under the Agreement, or (b) any non-conformance of the Service due to (1) Customer's failure to permit the installation/implementation of any update, upgrade or release provided by Red Rover; (2) Customer's negligence, abuse, misapplication or misuse of the Service (including the Customer's failure to operate it in accordance with the Documentation); (3) any repairs, modifications, configurations, customizations or rules set by persons other than Red Rover (i.e., where the issue is determined to be caused by such party); (4) Customer Data; (5) any malicious action on the part of Customer or any third party that gains unauthorized access to the servers and/or workstations of Red Rover's or Customer's devices, including, but not limited to, malware, computer viruses, computer hacking or other compromising of operating system, applications or system data; or (6) any other fault or failure that is not due to a fault or failure of the Service to conform to the warranty that the Service will perform substantially in accordance with the specifications set forth in the then-current Documentation.

B. **Red Rover Warranty Disclaimers.** EXCEPT AS OTHERWISE EXPRESSLY STATED IN THIS SECTION 8, THE SERVICE IS PROVIDED "AS IS" AND RED ROVER AND ITS AFFILIATES MAKE NO WARRANTY OR REPRESENTATION WHATSOEVER, EITHER EXPRESS OR IMPLIED, WITH RESPECT TO THE SERVICE, INCLUDING WITH RESPECT TO QUALITY, PERFORMANCE, MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, NON-INFRINGEMENT, SYSTEM INTEGRATION, DATA ACCURACY OR ARISING FROM CUSTOM, COURSE OF DEALING, USAGE OF TRADE OR COURSE OF PERFORMANCE, ALL OF WHICH ARE EXPRESSLY DISCLAIMED TO THE FULLEST EXTENT ALLOWABLE BY APPLICABLE LAW. EXCEPT AS EXPRESSLY STATED IN THIS SECTION 8, RED ROVER AND ITS AFFILIATES DO NOT WARRANT THAT THE SERVICE WILL: (I) BE SUITABLE FOR THE PURPOSES OF CUSTOMER OR ITS USERS OR WILL ACHIEVE ANY INTENDED RESULT; (II) OPERATE IN ANY HARDWARE AND SOFTWARE COMBINATIONS OR BE COMPATIBLE OR WORK WITH ANY OTHER GOODS, SERVICES, TECHNOLOGIES, INFORMATION OR MATERIALS; (III) BE COMPLETELY SECURE, ACCURATE, COMPLETE OR FREE OF HARMFUL CODE OR DISABLING CODE; OR (IV) BE UNINTERRUPTED OR ERROR FREE IN ITS OPERATION OR PERFORMANCE.

C. **Customer Warranties.** Customer represents and warrants that: (i) Customer owns all right, title, and interest in and to, or otherwise has obtained all rights, consents, permissions or licenses necessary to grant the use of Customer Data and to otherwise allow the Service access to, or possession, manipulation, processing or use of, Customer Data and any other materials in the manner in which it is doing so, including, without limitation, use of the same with the Service; and (ii) Customer Data will not infringe upon a third party's intellectual property rights.

9. **Limitations on Liability.**

A. This Section 9 sets out the entire financial liability of Red Rover (including any liability for the acts or omissions of Red Rover's affiliates, contractors and licensors) to Customer or its employees, agents, contractors or any third party acting on Customer's behalf arising under or in connection with the Agreement or the Service. Except as expressly provided in the Agreement, Customer agrees that it assumes sole responsibility for results, outputs and values obtained from the use of the Service by Customer and for conclusions drawn from such use. Red Rover shall have no liability for any damage caused by errors or omissions in any information, content, instructions or scripts provided to it by or on behalf of Customer in connection with the Service or any actions taken by Red Rover at Customer's direction.

B. **No Consequential Damages.** TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL RED ROVER HAVE ANY LIABILITY TO CUSTOMER OR ANY THIRD PARTY FOR ANY LOSS OF PROFITS OR REVENUES, LOSS OF BUSINESS, DEPLETION OF GOODWILL AND/OR

SIMILAR LOSSES, OR LOSS OF CORRUPTION OF DATA OR PURE ECONOMIC LOSS OR FOR ANY INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, COVER OR PUNITIVE DAMAGES, LOSS, COSTS, CHARGES OR EXPENSES, HOWEVER ARISING UNDER THE AGREEMENT, WHETHER AN ACTION IS IN TORT (INCLUDING FOR NEGLIGENCE OR BREACH OF STATUTORY DUTY), CONTRACT, MISREPRESENTATION, RESTITUTION OR ANY OTHER THEORY OF LIABILITY, EVEN IF A PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

C. **Maximum Aggregate Liability.** TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT SHALL RED ROVER'S AGGREGATE LIABILITY ARISING OUT OF THE AGREEMENT IN CONTRACT, TORT, MISREPRESENTATION, RESTITUTION OR OTHERWISE, ARISING IN CONNECTION WITH THE PERFORMANCE OR CONTEMPLATED PERFORMANCE OF THE AGREEMENT EXCEED THE TOTAL AMOUNTS ACTUALLY PAID OR PAYABLE BY CUSTOMER TO RED ROVER FOR THE SPECIFIC ORDER UNDERLYING ANY CLAIM BROUGHT DURING THE TWELVE (12) MONTH PERIOD IMMEDIATELY PRECEDING THE INCIDENT GIVING RISE TO THE CLAIM.

D. **Independent Allocations of Risk.** EACH PROVISION OF THE AGREEMENT THAT PROVIDES FOR A LIMITATION OF LIABILITY, DISCLAIMER OF WARRANTIES OR EXCLUSION OF DAMAGES IS TO ALLOCATE THE RISKS OF THE AGREEMENT BETWEEN THE PARTIES. THIS ALLOCATION IS REFLECTED IN THE PRICING OFFERED BY RED ROVER TO CUSTOMER AND IS AN ESSENTIAL ELEMENT OF THE BASIS OF THE BARGAIN BETWEEN THE PARTIES. EACH OF THESE PROVISIONS IS SEVERABLE AND INDEPENDENT OF ALL OTHER PROVISIONS OF THE AGREEMENT. THE LIMITATIONS IN THIS SECTION 9 WILL APPLY NOTWITHSTANDING THE FAILURE OF ESSENTIAL PURPOSE OF ANY LIMITED REMEDY IN THE AGREEMENT.

10. **Indemnification.**

A. **By Red Rover.** Red Rover shall indemnify, defend and hold harmless Customer and its directors, officers, members, managers, employees and representatives (each a "**Customer Indemnitee**") from and against any and all losses or other liabilities incurred by any Company Indemnitee resulting from any demand, claim, suit or action by a third party (an "**Action**") alleging that the Service infringes or misappropriates such third party's U.S. patents, copyrights or trade secrets. This Section 10(A) does not apply to the extent that the alleged infringement or misappropriation arises from: (i) Customer or third-party materials, including Customer Data; (ii) negligence, abuse, misapplication or misuse of the Service by or on behalf of Customer; (iii) use of the Service by or on behalf of Customer that is outside the purpose, scope or manner of use authorized by the Agreement or in any manner contrary to Red Rover's instructions; or (iv) events or circumstances outside of Red Rover's reasonable control (including any third party hardware, software, or system bugs, defects, or malfunctions). This Section 10(A) sets forth Customer's sole remedy and Red Rover's sole liability and obligation for any actual or alleged claims that the Service infringes or misappropriates the intellectual property rights of any third party.

B. **By Customer.** To the maximum extent permitted by applicable law, Customer shall indemnify, defend and hold harmless Red Rover and its directors, officers, members, managers, employees and representatives (each a "**RR Indemnitee**") from and against any and all losses or other liabilities incurred by any RR Indemnitee resulting from any Action alleging that that use of Customer Data infringes the rights of, or has caused harm to, a third-party or any claim to the extent caused by the Service's access to, or possession, manipulation, processing or use of the Customer Data as necessary to provide the Service to Customer.

11. **General.**

A. **Governing Law; Jurisdiction.** The validity, interpretation and performance of, and any dispute arising under, this Agreement shall be governed by the laws of the state where Customer is located, without reference to the choice of law provisions of any jurisdiction. Red Rover and Customer each hereby (i) agrees that any legal proceeding arising out of or relating to the Agreement shall be instituted in the federal and state courts located in the county and state

where Client is located and (ii) consents to the personal and exclusive jurisdiction of such courts, provided that either party may seek injunctive and other equitable relief in any court of competent jurisdiction.

B. **Assignment.** Neither Party may assign any of its rights or obligations under the Agreement, whether by operation of law or otherwise, without the other Party's prior written approval (not to be unreasonably withheld); provided, however, Red Rover may assign the Agreement without consent to (i) a parent or subsidiary, or (ii) in connection with a merger, acquisition, corporate reorganization, change in control, or sale of all or substantially all of its assets. Any purported assignment in violation of this Section 11(B) shall be void. Subject to the foregoing, the Agreement will bind and inure to the benefit of the Parties, their respective successors and permitted assigns.

C. **Authorized Use.** During the Term, Red Rover may publicize the fact that Customer has engaged in the authorized use of the Service and Red Rover may use Customer's name and brand image or trademark according to Customer's published guidelines for such use, but Red Rover will not state or imply that Customer endorses or recommends the Service unless authorized by Customer to do so.

D. **Construction and Interpretation.** The Agreement may be executed and delivered by manual or electronic signature in one or more counterparts, each of which will be deemed to be an original copy of the Agreement and all of which, when taken together, will be deemed to constitute one and the same document. The Parties agree that the Agreement shall be fairly interpreted in accordance with its terms without any strict construction in favor of or against either Party and that ambiguities shall not be interpreted against the drafting Party.

E. **Entire Agreement; No Pre-Printed Forms.** The Agreement comprises the entire agreement between Customer and Red Rover and supersedes all prior or contemporaneous negotiations, discussions or agreements, whether written or oral, between the Parties regarding the subject matter contained herein. Any purchase made under the Agreement is not dependent on the delivery of any future functionality or feature of the Service or any oral or written public comments by Red Rover regarding any future functionality or feature of the Service. Any preprinted or other terms contained on Customer's purchase order or otherwise shall be inapplicable to the Agreement. The United Nations Convention on Contracts for the International Sale of Goods is specifically excluded from application to the Agreement.

F. **Notice.** Any notice delivered pursuant to the Agreement shall be in writing and shall be deemed delivered: (i) upon delivery if delivered in person; (ii) three (3) business days after deposit in the US mail, registered or certified mail, return receipt requested, postage prepaid; or (iii) one (1) business day after deposit with a national overnight courier; in each case addressed to the addresses provided on the applicable Order, or to such other address as may be specified by either Party hereto upon notice given to the other in accordance with this Section.

G. **Force Majeure.** Neither Party shall be liable to the other for any failure or delay in the performance of its obligations for any cause that is beyond the reasonable control of such Party, including, without limitation, acts of God, shortages of supplies, labor or materials, strikes and other labor disputes, storms, floods, acts of war or terrorism, failure of third-party hardware, software, services or networks, failure of service providers, utility blackouts or brownouts, failure of telecommunications or the internet, pandemics and actions by a governmental authority (such as changes in government codes, ordinances, laws, rules, regulations, or restrictions) provided that such Party promptly notifies the other Party of the expected duration of such event.

H. **Amendments.** This Agreement may only be amended, modified or supplemented by an agreement in writing signed by both Parties.

I. **No Waiver of Rights.** No failure or delay by a Party to exercise any right or remedy provided under the Agreement or by law shall constitute a waiver of that or any other right or remedy,

nor shall it prevent or restrict the further exercise of that or any other right or remedy. No single or partial exercise of such right or remedy shall prevent or restrict the further exercise of that or any other right or remedy.

J. **Severability.** If any provision of the Agreement is found by any court or administrative body of competent jurisdiction to be invalid, unenforceable or illegal, then such provision(s) shall be construed, as nearly as possible, to reflect the intentions of the invalid or unenforceable provision(s), with all other provisions remaining in full force and effect. If any invalid, unenforceable or illegal provision would be valid, enforceable or legal if some part of it were deleted, the provision shall apply with whatever modification is necessary to give effect to the commercial intention of the parties.

K. **Survival.** The Parties acknowledge that certain provisions of the Agreement, by their nature and content, are intended to survive and remain in effect beyond the termination or expiration of the Agreement. Without limiting the generality of the foregoing, any provision that: (i) relates to confidentiality; (ii) concerns indemnification, limitation of liability, or allocation of risk; (iii) addresses dispute resolution, governing law, or jurisdiction; (iv) involves payment obligations that accrued prior to termination; (v) relates to intellectual property rights, ownership, or licensing; or (vi) by its express terms or reasonable implication is intended to survive termination, shall survive the termination or expiration of the Agreement and remain binding upon the Parties and their respective successors and permitted assigns.

L. **WAIVER OF JURY TRIAL.** TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, EACH PARTY IRREVOCABLY AND UNCONDITIONALLY WAIVES ANY RIGHT IT MAY HAVE TO A TRIAL BY JURY IN RESPECT OF ANY LEGAL ACTION ARISING OUT OF OR RELATING TO THE AGREEMENT OR THE TRANSACTIONS CONTEMPLATED HEREBY.

M. **Relationship of the Parties.** No joint venture, partnership, employment or agency relationship exists between Customer and Red Rover as a result of the Agreement or use of the Service.

N. **Third-Party Beneficiaries.** There are no third-party beneficiaries to the Agreement, and the Agreement does not confer any rights on any person or party other than the Parties (and, where applicable, their successors and permitted assigns).

EXHIBIT "A"

This Addendum and the following modifications ("Addendum") are hereby incorporated into the attached Agreement, and shall be binding on the signatory Parties. To the extent any terms and conditions between the Agreement and this Addendum conflict, the Addendum's terms and conditions shall supersede any conflicting terms and conditions of the Agreement, and the terms and conditions of the Addendum shall be binding and shall be controlling on the Parties.

Section I.

A. All references to "Contractor" herein shall be deemed to refer to the party(ies) who have entered into the agreement with the Baker County School Board ("Board") to which this attachment is affixed.

B. The terms contained herein shall prevail over any contrary or incompatible term within the attached agreement.

Section II.

A. **Level II Background Check** – Any individual providing services under this agreement who will (1) be at a school when students are present; (2) have direct contact with students; or (3) have access to or control of school funds shall have a Level II background check submitted through the Board. The Contractor shall be required to pay for all costs of the background reports. If it is discovered during the period of the agreement that Contractor substituted an unapproved individual for an approved individual for purposes of this agreement, then the agreement may be cancelled immediately by Board.

Section III.

A. **Indemnification -** The Board shall indemnify and hold harmless Contractor and its employees from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of the Board or its employees arising out of or in connection with the provisions of this agreement, up to the limits on liability prescribed in Section 768.28, Florida Statutes, including $200,000.00 per claimant and $300,000.00 per occurrence. Contractor agrees to indemnify and hold harmless the Board and its employees from and against any and all claims, suits, actions, damages, or causes of action arising out of the negligent acts of Contractor or its employees arising out of or in connection with the provisions of this agreement; provided that Contractor's aggregate liability under this Section III.A shall not exceed $200,000.00 per claimant and $300,000.00 per occurrence.

B. **Sovereign Immunity** – Except for as expressly provided in this agreement and Section 768.28, Florida Statutes, the Board does not waive its sovereign immunity.

Section IV.

A. **Governing Law and Venue -** This agreement shall be governed by and construed in accordance with the laws of the State of Florida. The parties agree that the county and circuit courts in the Eighth Judicial Circuit, Baker County, Florida and the United States District Court for the Middle District of Florida – Jacksonville Division shall have exclusive jurisdiction to enforce the terms of this agreement. Venue for any disputes shall exclusively lie in the state and federal courts for Baker County, Florida**.**

Section V.

A. Public Records – To the extent applicable to Contractor, Contractor shall comply with the requirements of Florida's Public Records law. In accordance with Section 119.0701, Florida Statutes, Contractor shall:

1. Keep and maintain public records required by the Board to perform the service.

2. Upon request from the Board's custodian of public records, provide the Board with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided under Florida's Public Records law or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the Board.

4. Upon completion of the agreement, transfer, at no cost, to the Board all public records in possession of the Contractor or keep and maintain public records required by the Board to perform the service. If the Contractor transfers all public records to the Board upon completion of the agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of this agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Board, upon request from the Board's custodian of public records, in a format that is compatible with the information technology systems of the Board.

5. **If Contractor has questions regarding the application of Chapter 119, Florida Statutes, to Contractor's duty to provide public records relating to this Contract, Contractor shall contact the Custodian of Public Records at:**

   Felicia D. Raulerson
   Executive Secretary
   Baker County School Board
   392 South Boulevard East
   Macclenny, FL 32063
   (904) 259-0401
   felicia.raulerson@bakerk12.org

6. In the event the Board must initiate litigation against Contractor in order to enforce compliance with Chapter 119, Florida Statutes, or in the event of litigation filed against the Board because Contractor failed to provide access to public records responsive to a public record request, the public agency shall be entitled to recover all costs, including but not limited to reasonable attorneys' fees, costs of suit, witness fees, and expert witness fees expended as part of said litigation and any subsequent appeals.

Section VI.

A. **E-Verify** – To the extent Section 448.095, Florida Statutes, applies to Contractor, Contractor shall use the U.S. Department of Homeland Security's E-Verify system, https://e-verify.uscis.gov/emp, to verify the employment eligibility of all employees **hired on or after January 1, 2021** during the term of this agreement.

1. Subcontractors

(i) Contractor shall also require all subcontractors performing work under this agreement to use the E-Verify system for any employees they may hire during the term of this Agreement.

(ii) Subcontractors shall provide Contractor with an affidavit stating the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, as defined by Section 448.095, Florida Statutes.

(iii) Contractor shall provide a copy of such affidavit to the Board upon receipt and shall maintain a copy for the duration of the agreement.

B. Contractor must provide evidence of compliance with Section 448.095, Florida Statutes, by the date of execution of this agreement. Evidence may consist of, but is not limited to, providing notice of Contractor's E-Verify number.

C. Failure to comply with this provision is a material breach of the agreement, and Board may choose to terminate the agreement at its sole discretion. Contractor may be liable for all costs associated with Board securing the same services, inclusive, but not limited to, higher costs for the same services and rebidding costs, if necessary.

Section VII.

A. **Affidavit Regarding the Use of Coercion for Labor and Services** – If Contractor is not a governmental entity, then Contractor shall execute the Board's "**Affidavit Regarding the Use of Coercion for Labor and Services"** and provide a copy to the Board no later than the time of execution of the agreement by the Contractor.

Section VIII.

A. **Force Majeure** - Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this agreement if and to the extent that such party's performance under this agreement is render impossible, impractical, or prevented by reason of force majeure. For purposes of this agreement, the term "force majeure" means an occurrence that is beyond the control of the party affected and occurs without fault or negligence on behalf of either party. Without limiting the foregoing, force majeure includes acts of God; acts of the public enemy; war; riots; strikes; labor disputes; civil disorders; fires; floods; hurricanes, epidemics, pandemics, government regulations, and the issuance or extension of existing government orders of the United States, the State of Florida, or local county and municipal governing bodies, which prevents performance of the contract for all or part of the agreement's term.

Section IX.

A. **Student Data** - If Contractor meets the definition of "Operator" in Section 1006.1494, Florida Statutes, then the parties shall enter into a Data Privacy Agreement prior to any "Covered Information," as defined in Section 1006.1494, Florida Statutes, being provided to Contractor.

Section X.

A. **Federally Funded Agreement** – If this agreement is paid by the Board using federal funds, then the terms contained in the attached "Baker County School Board Federal Contract Addendum," based off of the requirements of 2 Code of Federal Regulations 200, Title 2, shall govern this agreement.

DocuSigned by:
Daniel O'Shaughnessey
A23A3A8680234F5...

Signature of Authorized Contractor Representative

6/1/2026

Date

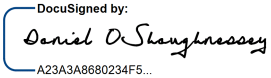
Certificate Of Completion

Envelope Id: 7E2F94EA-8056-8994-83ED-CE733993A9A0
Status: Completed
Subject: Complete with Docusign: Baker County Schools FL Q-12486-13-May-2026-19-50-43-merged.pdf
Source Envelope:
Document Pages: 17
Signatures: 2
Certificate Pages: 1
Initials: 0
AutoNav: Disabled
EnvelopeId Stamping: Disabled
Time Zone: (UTC-05:00) Eastern Time (US & Canada)

Envelope Originator:
Daniel OShaughnessey
559 Uwchlan Ave. Suite 200
559 Uwchlan Ave. Suite 200
Exton, PA 19341
dani@redroverk12.com
IP Address: 2600:6c60:2a40:

Record Tracking

Status: Original
6/1/2026 9:00:42 AM
Holder: Daniel OShaughnessey
dani@redroverk12.com
Location: DocuSign

Signer Events	Signature	Timestamp
Daniel OShaughnessey dani@redroverk12.com CEO Red Rover Technologies, LLC Security Level: Email, Account Authentication (None)	DocuSigned by:  A23A3A8680234F5... Signature Adoption: Pre-selected Style Using IP Address: 2600:6c60:2a40:21a:10f0:146:e255:c2a	Sent: 6/1/2026 9:00:52 AM Viewed: 6/1/2026 9:01:02 AM Signed: 6/1/2026 9:01:48 AM Freeform Signing

Electronic Record and Signature Disclosure:
Not Offered via Docusign

In Person Signer Events	Signature	Timestamp

Editor Delivery Events	Status	Timestamp

Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp

Carbon Copy Events	Status	Timestamp

Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/1/2026 9:00:52 AM
Certified Delivered	Security Checked	6/1/2026 9:01:02 AM
Signing Complete	Security Checked	6/1/2026 9:01:48 AM
Completed	Security Checked	6/1/2026 9:01:48 AM

Payment Events	Status	Timestamps

State of Florida

Affidavit Regarding the Use of Coercion for Labor and Services

Nongovernmental Entity's Name: Red Rover Technologies Holdings

Nongovernmental Entity's FEIN: 84-4412153

Authorized Representative Name and Title: Sarah Madeira

Address: 559 W. Uwchlan Ave, Suite 200

City: Exton State: PA ZIP: 19341

Phone Number: 484-925-2233

Email Address: billing@redroverk12.com

Section 787.06(13), Florida Statutes, requires all nongovernmental entities executing, renewing, or extending a contract with a governmental entity to provide an affidavit signed by an officer or representative of the nongovernmental entity under penalty of perjury that the nongovernmental entity does not use coercion for labor or services as defined in that statute. The Baker County School Board is a governmental entity for purposes of this statute.

As the person authorized to sign on behalf of the company above, I certify that the company identified does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE READ THE FOREGOING DOCUMENT AND THAT THE FACTS STATED IN IT ARE TRUE.

By: Sarah L. Madeira

AUTHORIZED SIGNATURE

Print Name and Title: Sarah Madeira - Billing and Collections Analyst

Date: 04/28/2026

AGENDA ITEM NO. 9.9

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Colonial Life as the Administrator for the Hospital Indemnity Plan (HIP) Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of Colonial Life HIP Renewal_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendations of the District Insurance Committee to approve Colonial Life as the Third-Party Administrator for HIP effective October 1, 2026, to September 30, 2027. (The agreement is $2.00, Per Employee/Per Month. There is also a $1.00, Per Retiree/Per Month fee.)

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.10

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Aflac Accident, Hospital Indemnity, and Critical Illness Coverage Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of Aflac Renewal_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendations of the District Insurance Committee to approve Aflac (Accident, Hospital Indemnity, and Critical Illness) coverage plans effective October 1, 2026, to September 30, 2027.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.11

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of The Hartford as the District's Basic Life Insurance Plan for Employee & Voluntary Life Insurance Plan for Employee, Spouse, & Children, Eff. 10/1/26-9/30/27.

ATTACHMENTS:
06.15.2026 Approval of the Hartford Basic Life Insurance_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendation of the District Insurance Committee to approve The Hartford Basic Life Insurance as the District's basic life insurance plan for employee and voluntary life insurance plan for employee, spouse, and children, effective October 1, 2026, through September 30, 2027.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.12

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of The Hartford as the Administrator for the Short-Term Disability Plan Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of the Hartford Short-Term Disability Plan_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendation of the District Insurance Committee to approve The Hartford as the administrator for the short-term disability plan, effective October 1, 2026, through September 30, 2027.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.13

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Vision Service Plan (VSP) as the District's Voluntary Vision Plan Provider, Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of VSP Vision Renewal_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 5, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendation of the District Insurance Committee to approve Vision Service Plan (VSP) as the District's voluntary vision plan provider, effective October 1, 2026, to September 30, 2027.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.14

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Sun Life Dental as the Administrator for Dental Plans Effective October 1, 2026- September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of Sun Life Dental Renewal_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 8, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendations of the District Insurance Committee related to the District's voluntary dental plan employee contributions and plan status, effective October 1, 2026, to September 30, 2027. The Committee is recommending that the Board continue the District's self-funded dental plan through Sun Life Dental. The committee is also recommending Sun Life Dental to be the administrator for the dental plans.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.15

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept The Bailey Group as the Provider for the Health Insurance Online Enrollment with a Processing Fee of $1 Per Employee Per Month, or Approximately $7200.00 Per Year, Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of The Bailey Group for Online Enrollment_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
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Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 8, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept The Bailey Group as the provider of the health insurance online enrollment system with a processing fee of $1.00 per employee, per month, or approximately $7,200.00 per year effective October 1, 2026, to September 30, 2027.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources

AGENDA ITEM NO. 9.16

Item Cover Page

SCHOOL BOARD MEETING (OPEN TO THE PUBLIC) AGENDA ITEM REPORT

DATE:	June 15, 2026
SUBMITTED BY:	Thomas Hill - (259-0429)
ITEM TYPE:	Insurance
AGENDA SECTION:	**APPROVAL OF ITEMS FOR ACTION**
SUBJECT:	Approval to Accept the District Insurance Committee's Recommendation to Approve the Renewal of Florida Blue and Their Three Plan Options (3566, 62, 134/35), as the District's Medical Provider, Effective October 1, 2026 - September 30, 2027.

ATTACHMENTS:
06.15.2026 Approval of Florida Blue Renewal_T.Hill.pdf

BAKER COUNTY SCHOOL DISTRICT
Committed to Excellence

Office of Human Resources
392 South Boulevard East
Macclenny, FL 32063
(904) 259-6251
www.bakerk12.org

Wyatt Milton, Superintendent

June 8, 2026

Wyatt Milton, Superintendent
Baker County School District
392 South Boulevard East
Macclenny, FL 32063

Dear Superintendent Milton,

I am requesting approval to accept the recommendation of the District Insurance Committee to approve Florida Blue, and their three plan options (03566, 62, and 134/135), as the District's Medical Provider, effective October 1, 2026, to September 30, 2027. Please note that the recommendation of the District Insurance Committee includes staying fully insured.

If it meets with your approval, please submit for Board approval at the June 15, 2026, School Board meeting.

Thank you for your consideration of this request. If you have any questions, please call me at 259-0427.

Sincerely,

Thomas Hill
Chairperson of the Baker County School District Insurance Committee
Associate Superintendent of Human Resources