

PROPOSAL COVER SHEET

Educational Consulting Services

Vendor Information

Name and Title _____

Company Name _____

Submission Date _____

Phone Number _____ Fax Number _____

Mailing Address _____

By my signature below, I hereby represent that I am authorized to and do bind the offering vendor to the provisions of the attached proposal. The undersigned offers and agrees to perform the specified personal and professional services in accordance with provisions set forth in the Request for Proposals (RFP). Furthermore, the undersigned fully understands and assures compliance with the Conditions of Solicitation and Standard Terms and Conditions contained in the RFP. The undersigned is fully aware of the evaluation criteria to be utilized in vendor selection for approval. I further certify that _____ is an authorized dealer in good standing of the products/services included in the proposal submitted in response to the RFP.



Authorized Signature

Date



**APPROVAL OF
PROPOSAL FOR EDUCATIONAL CONSULTING SERVICES**

COVER SHEET

Applying Contractor: The Excellence Group, LLC
School District: Laurel School District
Proposal Number: 2025-036
Program Title: **Laurel – Educational Consulting Services**
Contact Person/Title: Leigh B. Mobley, Ph. D., Consultant, leigh@excellencegroup.com
(662) 436-0560

The attached Proposal for Services, including the Standard Terms and Conditions attached thereto as Exhibit A, is referred to herein as the “Proposal”. By signing below, the Authorized District Representative represents that the Proposal has been properly approved and executed by all necessary parties within the District.

LAUREL SCHOOL DISTRICT

Printed Name of Authorized District Representative

Signature of Authorized District Representative

Title

Date

If approved by the District, please sign, date, and return the board-approved stamped copy of the proposal with a copy of the Purchase Order to:

Elizabeth Taylor, Office Manager
THE EXCELLENCE GROUP LLC
317 East Capitol Street, Suite 503
Jackson, MS 39201
[601-352-2413](tel:601-352-2413) Fax: [601-354-3656](tel:601-354-3656)
Email: elizabeth@excellencegroup.com



II. COACHING/MENTORING STRATEGIES AND SERVICES PROPOSAL

Between: Laurel School District
and: The Excellence Group, LLC
Project: Laurel – Educational Consulting Services
Date: March 31, 2025
Term: Date of signed contract – Pricing guaranteed through JUNE 30, 2026

The Excellence Group is a Mississippi vendor that provides onsite, research-based instructional support, effective strategies, and professional development opportunities to support and empower elementary and secondary educators and counselors in Mathematics, English Language Arts, Instructional Leadership, and Counseling/Social Emotional Support.

All Excellence Group, LLC consultants are professionals who have either taught in and /or served as administrators in MS Schools. All consultants and the Excellence Group have clear criminal background checks. Consultants will work under the direction of a **team leader** who will be assigned to oversee all program components such as scheduling, reporting, communicating with district leaders, evaluating performance, and adjusting the program. The team leader will serve as the point of contact for district personnel to ensure open and frequent communication is always available by phone or email. The team leader will also be the point person for comprehensive planning to monitor alignment between curriculum, assessment, instruction, and student outcomes.

Consultants have areas of expertise and will be matched to the needs specified by the district. Services provided will be based on proven evidence-based scientific research and will maintain alignment with standards of the Mississippi Department of Education ELA Shifts and Math Practices, PLC's, State assessments, and the Professional Growth Rubric for teachers with the goal of increasing student achievement. Consultants having worked in MS schools, have developed connections, representations, and sensitivity to ethnic and cultural diversity and will be cognizant of addressing diversity as they provide services. Each service is evaluated appropriately through verbal and written communication and includes the following methods: (a) Face to face meetings with district administrators, school administrators, and teachers; (b) Analysis of data from state and district tests and screeners to ensure alignment between curriculum, assessment, instruction, and student outcomes. Individual student data as well as classroom data will be analyzed to determine improvement where appropriate; (c) Communication between consultants and the team leader and between the team leader and the district. Internal adjustments to service are made immediately through the team leader communication. In addition, consultants schedule exit conferences with the administrator and/or lead teacher.

All materials, strategies, and activities used for tutorial, differentiation, scaffolding, remediation, enrichment, and intervention will be current, relevant, **research-based best practices** developed through years of on-the-job experience in MS schools and will align with all requirements of the MS College and Career Ready Standards.

Excellence Group consultants will develop and submit daily reports to school administration and/or district contact in a timely manner.

Information about our recent success is included in this document.

III. Support List of Services:

Services will be delivered from the date of a signed contract. Pricing will be guaranteed through June 30, 2026.

SCOPE OF SERVICE TO INCLUDE but not be limited to:

Support and technical assistance to address standards-based instruction, school climate, using data to inform decisions and instruction, deconstructing and applying standards, and student engagement for the purpose of improving the academic success of all students.

Services can be delivered for all schools or selected schools on:

- **Content Expertise:** Providing expertise in English Language Arts (ELA) and Mathematics content.
- **Data-Informed Decision-Making:** Utilizing data analysis to guide strategic decisions.
- **Standards Alignment:** Analyzing and implementing educational standards effectively.
- **Instructional Data Utilization:** Using data to enhance instructional practices.
- **Customized Teaching:** Tailoring instruction to meet diverse student needs.
- **Curriculum Enhancement:** Developing and enhancing educational curricula.
- **Cultural Integration:** Incorporating cultural relevance into educational content.
- **Student Engagement Strategies:** Developing strategies to increase student participation.
- **Instructional Delivery and Lesson Design:** Providing expertise in instructional delivery methods and designing engaging lessons.
- **Parental Engagement Strategies and Resources:** Developing effective strategies and resources to enhance parental involvement in education.
- **Leveled/Guided Reading Support in Hybrid and Virtual Environments:** Offering support and guidance for implementing leveled/guided reading programs in hybrid and virtual learning settings.
- **Integration of Writing Across the Curriculum:** Promoting the incorporation of writing skills across various subject areas.
- **Facilitation of Mathematical Discussions:** Supporting the facilitation of meaningful mathematical discourse and discussions.
- **Designing Engaging Virtual Learning Environments:** Creating immersive and interactive virtual learning spaces to enhance student engagement.
- **Implementation of Trauma-Informed Instructional Practices:** Assisting in the implementation of instructional practices that are sensitive to trauma and support students' emotional well-being.
- **Addressing Educational Needs with Consideration of Poverty:** Developing strategies and approaches to address educational needs while considering the impact of poverty on students and their learning experiences.
- **Administrative Technical Assistance:** Provide administrative technical assistance by supporting school and district leaders with compliance, data analysis, strategic planning, and implementation of state and federal guidelines.

The Excellence Group Team: The Excellence Group, LLC consultants are professionals who have either taught in and/or served as administrators in MS Schools. They will work to build a customized training approach based on the needs and requests of the district.

The Excellence Group's Daily Professional Fee: \$1,350.00 per consultant per day

The Standard Terms and Conditions stated on Exhibit A attached hereto are incorporated by reference into and are deemed to be part of this Proposal and the agreement between Excellence Group and the District.

Proposal Submitted By:



Leigh B. Mobley, The Excellence Group, LLC



EXHIBIT A

Standard Terms and Conditions.

Incorporated into Excellence Group Proposal to Provide Services to the Laurel School District (the "District")

1. General Scope of Consultant's Duties. The duties of The Excellence Group, LLC ("Excellence Group") will consist of performing **Laurel – Educational Consulting Services** as described in the attached Excellence Group Proposal #2025-036 dated **March 31, 2025**, which, along with this Exhibit A is referred to herein as the "Proposal". The specific services to be provided by Excellence Group under this Proposal will be coordinated with and overseen by the "District Authorized Representative" of the District, who will serve as the liaison between the District and Excellence Group. The parties agree that in performing the foregoing duties, Excellence Group, and those acting on its behalf: (i) will have no authority or responsibility for making academic, business, or operational decisions for the District, (ii) will not be liable for any such decisions made by the District's School Board or Superintendent or other District employee, (iii) will have no authority or responsibility for supervising or directing District employees, and (iv) will not be liable for non-performance of assigned duties and responsibilities of District employees. The District further understands that while Excellence Group will perform its duties hereunder to the best of its abilities and judgment, Excellence Group cannot guarantee any particular result or outcome from the performance of its duties hereunder.

2. Status of Consultant. Excellence Group, and those acting on its behalf will at all times: (a) be acting and performing hereunder as an independent contractor, (b) will perform all of its duties relying on its own experience, knowledge, judgment and technique, (c) will not be acting as the employee, agent, partner, servant or representative of the District, and (d) will not have any authority to bind the District in any manner.

3. No Legal Advice. The parties acknowledge that James ("Jim") Young, Jr. is a practicing attorney with an ownership interest in Excellence Group and Young Law Group, PLLC ("YLG"), and that he has a pecuniary interest in both firms. The parties further acknowledge that Bonnie Granger is also a practicing attorney with YLG and a CPA, who is also an employee of Excellence Group. The parties further agree that while Mr. Young or Ms. Granger may perform work on behalf of Excellence Group, Excellence Group is not licensed to practice law and will not provide legal services, and the protections

of the client-lawyer relationship do not exist. Any legal services related to work that may be performed hereunder will be performed by the District's school board attorney or any other lawyer the District may choose to engage. While the District may choose to retain YLG on any legal matter, the District acknowledges and understands that it is under no obligation to employ either YLG, Mr. Young or Ms. Granger for any legal services.

4. Restriction on Hiring Personnel. Excellence Group invests a substantial amount of time and expense in conjunction with recruiting, hiring, maintaining, and training its staff. The District agrees that it will not and will not attempt to employ, engage, or otherwise obtain the services of any Excellence Group employee or contractor either directly or through another entity, without Excellence Group's written permission. This condition shall apply during the contract term, including any contract renewals, and for a period of six months thereafter.

5. Term. The term of the agreement created by the District's acceptance of the Proposal is subject to early termination by either party at any time, upon 10 calendar days written notice to the other party.

6. Termination for cause and/or convenience. The District may terminate the agreement created by the District's acceptance of the Proposal: (a) for its convenience upon ten (10) days advance written notice to Excellence Group or (b) for cause upon a written explanation of the detailed reasons that constitute cause. In either case, the District shall have no further liability to Excellence Group except for payment of services rendered through the effective date of canceling Excellence Group's receipt of the notice of termination or the termination for cause letter.

7. Debarment and Suspension. Excellence Group certifies that it has not been debarred, suspended, or otherwise excluded by federal agencies as listed on the government-wide exclusions in the System for Award Management (SAM), in accordance with OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 and 12689, "Debarment and Suspension".

8. Authorized Parties. The District's Authorized Representative, or his/her designee is authorized to communicate with Excellence Group to authorize work and to act on behalf of the District in connection with the Agreement.

9. Commencement. While we would like to have a signed copy of the Proposal in our file before beginning work on this matter, we will start working on the scope of work described in the Proposal before receiving the accepted and signed Proposal, if necessary. We will consider the performance of our services with your knowledge consistent with the terms of the Proposal until or unless we hear to the contrary from you. Regardless of when the Proposal is signed, its effective date will be retroactive to the date Excellence Group first performed services. If the terms of the attached Proposal are acceptable to you and are approved by your Board of Education/Trustees, please so indicate by returning the Proposal signed and dated by an authorized officer, retaining a copy for your files.



IV. Goals and Objectives

V. Measurable Outcomes and Evaluation

VI. Implementation Plans

VII. Resume and References

Age of company and average number of employees over the past three years

The Excellence Group was formed in 2006 to provide school improvement, enhancement, and business services to public schools. The company has averaged 50 members over the past three years.

Abilities, Qualifications, and experience of all persons who would be assigned to provide services Consultant minimum qualifications and credentials are contingent upon the roles they will assume in schools. All consultants have teacher certification and have had numerous successful years in their own classrooms and schools/districts and are of the highest quality. All have either taught and/or been administrators in Mississippi Schools and have proven records of improvement in the schools/districts they serve.

Vendor Qualifications

The Excellence Group has the capacity to deliver high quality school turnaround services that provide empirical and statistical evidence of significant improvement in student academic achievement.

Our model design is a blend of research that qualifies as meeting the litmus for scientific-based research. Using a data driven school reform schema, our services embed the use of data as a lever to achieve school change, especially in schools often considered furthest from current standards of Excellence (Johnson, 1996).

- The Excellence Group, LLC, maintains **financial stability** as evidenced by successful work referenced in this proposal as well as the Mississippi Secretary of State Business Services. The Excellence Group, LLC and all its leadership team are in good standing and are not listed on the state or federal suspension or debarment list.
- The Excellence Group, LLC **maintains comprehensive general liability and workman's compensation, and employee's liability insurance.** Proof of Insurance will be submitted at the time a contract is executed.
- The Excellence Group, LLC, **complies with all applicable licensing and certification requirements.** Consultants are educational experts in various content areas with extensive experience in Mississippi's schools.



- The company's leadership team oversees implementation of company programs and includes the following: Jim Young, JD – Co-Owner; Arthur McMillan – Co-Owner; Cindy Morgan, Ph. D. – Executive Director of College and Career Readiness, Curriculum and Assessment; Mina Bryan-Lightsey, Ph. D. – Executive Director of Instruction; Eddie Prather, Executive Director of Leadership and School Board Liaison.
- Our ever-expanding range of services reflects our broad experience, diversity, and commitment to educational excellence for our children. Our professionals keep abreast of past, current, and future strategies that improve student learning, create professional learning communities, and provide training for teachers and administrators. The Excellence Group specialists measure success in terms of results and create experiences for their administrators and teachers that work toward long term sustainability. They promote continuous improvement efforts and long-term learning opportunities for all involved.
- We are sensitive to the challenging economic times. We conduct business in an efficient manner to maximize the dollars going into the classroom and employ innovative interventions to leverage the utilization of curriculum materials currently in use.
- The Excellence Group has a proven record of success working with high poverty and low achieving districts/schools in Mississippi to provide cutting edge professional development dedicated to providing a continuous improvement cycle of professional growth, development and progress evaluation in the following areas: ongoing data driven use for planning and support for students on ACT, MAAP, etc., leadership development and mentoring, instructional coaching and delivery, rigorous curriculum and assessment content development and support, professional learning communities, all aspects of MTSS including interventions, classroom behavior, and documentation, support for selected district supplemental programs and kindergarten readiness.
- The Excellence Group has a reputation for displaying high professional integrity in working with districts, helping them establish challenging and realistic goals to enable the district personnel to build capacity to sustain school improvement efforts after our services have been discontinued. The goal of the company is to improve education for each individual student by building leadership and instructional capacity in the district.

References:

Ms. Belinda Swart, Director of Federal Programs: Louisville School District
bswart@louisville.k12.ms.us 662.773.3411

Mr. Shane Rodgers, Director of Curriculum and Professional Development, Lauderdale County School District
srodgers@lauderdale.k12.ms.us 601.934.5754

Dr. Missy Bufkin, Curriculum/Federal Programs Director: Jones County School District
mabufkin@jonesk12.org 601.649.5201



Examples of contracts successfully completed in the past three years include:

Alcorn County School District	Teacher mentoring/coaching and accreditation standards
Amory School District	Counselor professional development
Columbus School District	Special Education professional development
Coffeeville School District	Science mentoring coaching
Hattiesburg School District	Leadership coaching and mentoring
Louisville School District	Teacher/Student mentoring and coaching
Lawrence County School District	Student tutorial and teacher mentoring and coaching
Long Beach School District	Accreditation Standards, Math, and Special Education
Marshall County School District	Teacher mentoring and coaching
North Panola School District	Special education and accreditation standards training
North Pike School District	Accreditation Standards, ELA, and Science
Okolona School District	Leadership coaching and mentoring
Scott County School District	Teacher mentoring and coaching
South Panola School District	Counselor, special education
Tunica County School District	Science mentoring/coaching
West Tallahatchie School District	Science mentoring and coaching

317 East Capital Street, Suite 503
 Jackson, MS 39201
 601.354.3660
www.excellencegroup.com



Your success
 is our goal!

THE FOLLOWING DISTRICTS
 HAVE MADE GAINS WITH
 OUR HELP OVER THE PAST
 THREE YEARS:

DISTRICT	POINTS GAINED
Aberdeen	61
Alcorn Co	36
Amory	42
Attala Co	76
Benton Co	37
Coffeeville	20
Columbus	9
Greenwood Leflore	49
Grenada	47
Hancock Co	74
Hattiesburg	52
Itawamba Co	19
Jackson Co	29
Jones Co	44
Kemper Co	11
Kosciusko	68
Lauderdale Co	25
Laurel	7
Lawrence Co	46
Lee Co	22
Lincoln Co	38
Louisville	52
Madison Co	6
Marshall Co	31
Newton Municipal	52
North Panola	30
North Pike	44
Okolona	56
Philadelphia	93
Pontotoc City	10
Quitman Co	21
Scott Co	18
Simpson Co	8
Smith Co	31
South Panola	25
Tunica Co	37
Tupelo	5
Union Public	20
West Tallahatchie	49
Wilkinson	90

THE FACTS:

- The Excellence Group has served 40% of MS districts through professional development, mentoring, coaching, student tutorials, and/or technical assistance.
- 73% of districts served made gains.
- These districts gained an average of 37.15 points.
- Our FEDERAL PROGRAMS INSIGHT Seminar has reached 33 districts with over 50 federal programs directors and business managers participating in its first year.
- Our LEAD seminar has reached 85 districts with over 400 administrators and prospective administrators participating since 2022.
- Our CHAMPS seminar has reached 54 districts with over 150 school counselors participating since 2023.
- The newly developed INSTRUCTIONAL ACADEMY has already reached 10 districts.
- LOAD the BUS training is an innovative way to train and retain bus drivers and control discipline. It has reached 20 districts to date.

The mission of The Excellence Group is to assist and improve academic achievement in MS schools. Improvements and progress are driven by the dedication and hard work of educators with The Excellence Group serving as a supportive partner and valuable resource in fostering growth and achieving success.

We understand success comes from using all resources to reach goals and we enjoy the privilege of being part of a district's overall improvement.

The Excellence Group administrative team has combined experience of over 200 years in district and school leadership in MISSISSIPPI K-12 public schools with many more as MISSISSIPPI K-12 public school teachers. This puts us in a unique position to understand your needs and provide services to meet them.

For more information contact us today!

Scan the QR code to send us information about your needs or contact:

Arthur McMillan arthur@excellencegroup.com



HOW CAN WE HELP?



Do you have schools in SCHOOL IMPROVEMENT ?

THE EXCELLENCE GROUP CAN HELP

We use our extensive knowledge and experience in MS schools to cater to district and school needs.

We are ready to assist you in meeting the needs of **targeted student subgroups through:**

- **Group or individual student tutorials guided by student data**
- **Training on successful intervention strategies to address specific subgroups**
- **Classroom Management training - handling difficult students, time management, etc.**
- **Successful inclusion and co-teaching for special education classes**

We also offer:

Teacher and administrator coaching and mentoring

SATP Bootcamps

Federal Programs consultation and training

MTSS Training and Special Education Training

School Business Services

School Counselor Support and Mentoring

LOAD THE BUS training

Dyslexia Training by a certified Dyslexia Trainer

and many more services **CATERED to your district or school NEEDS**

V. Measurable Outcomes:

Each service is evaluated appropriately through verbal and written communication and includes the following methods:

- (a) Face-to-face meetings with district administrators, school administrators, and teachers\
- (b) Analysis of data from state and district tests and screeners to ensure alignment between curriculum, assessment, instruction, and student outcomes. Individual student data as well as classroom data will be analyzed to determine improvement where appropriate.
- (c) Communication between consultants and the team leader and between the team leader and the district.

Internal adjustments to service are made immediately through the team leader communication. In addition, consultants schedule exit conferences with the administrator and/or lead teacher.

All materials, strategies, and activities used for tutorial, differentiation, scaffolding, remediation, enrichment, and intervention will be current, relevant, **research-based best practices** developed through years of on-the-job experience in MS schools and will align with all requirements of the MS College and Career Ready Standards.



Laura "Shelly" Amacker
Cell 601-408-5117
shelly_amacker@yahoo.com

B.S. Elementary Education, University of Southern Mississippi

M.Ed. Elementary Education, William Carey

Ms. Amacker has over 25 years experience as a teacher, lead teacher, and instructional coach. She holds national board certification in Literacy- Reading Language Arts/Early and Middle Childhood. She also has an endorsement in Career and Technical Education - Teacher Academy and career level administration. She has been teacher of the year, the Alan Barton Excellence in Teaching Award, and the Leo Seal Teaching Award.

Areas of Expertise: English Language Arts instructional best practices, curriculum



Laurie Brewer
Cell 662-897-4783
lauriebrewer88@yahoo.com

B.A. Elementary Education, Delta State University

Ms. Brewer is a National Board-Certified Educator with over 29 years of experience as a MS teacher and Instructional Coach. Ms. Brewer specializes in 1:1 instruction, team collaboration and relations with students, parents, and support staff. She is skilled in differentiated instruction, conducting professional learning communities, and instructional planning skills.

Areas of Expertise: Elementary Education, Reading and English Language Arts Instruction



Dr. Melissa Bufkin
Mbufkin24@hotmail.com

Dr. Bufkin studied Educational Administration and Leadership at Louisiana State University earning her doctorate. She also holds Mississippi certification in elementary education and secondary science in addition to her certification as a Mississippi career-level administrator.

Dr. Bufkin has over twenty-five years of experience as an elementary and secondary teacher in Mississippi as well as district-level experience where she has served as federal programs coordinator.

Areas of Expertise: Federal Programs, administration, classroom instructional best practices



Tonya Ann Woods Durham
Cell 601-507-4873
Ann.durham29@gmail.com

B.S. English Education, University of Southern Mississippi

M.Ed. English Education, University of Southern Mississippi

Over 30 years of experience as a MS teacher and college professor. Served as department chair. Experienced in elementary and secondary English instruction. Recipient of a Principal's Choice Award, Teacher's Choice Award, and Star Teacher Award.

Areas of Expertise: English classroom instructional best practices, classroom management, ESL instruction, technology.



Ms. Chaffie Gibbs
Cell 601-906-8050
gchaffie@yahoo.com

B.S. Special Education, Mississippi State University
M. E. Special Education, Mississippi State University
M.E. Educational Leadership, William Carey College

Ms. Gibbs has over 30 years' experience as a special education teacher , school psychometrist, behavior specialist, and special education director. She also holds MS certification in School and Guidance Counseling. She is currently pursuing her doctorate as her desire to learn and improve her skill as an educator continues to grow.

Areas of Expertise: Instructional best practices in special education



Chantelle Herchenhahn

Cell 662-507-0448

chanherch@gmail.com

B.S. Science Education, Biology, Chemistry, and Geology, Tarleton State University Stephenville, Texas

M. E. Master of Science, Biology and Chemistry, University of Southern Mississippi

With over 30 years of experience as a MS Science teacher in Chemistry, Physics, Biology, Environmental Science, and Geology, Ms. Herchenhahn holds National Board Certification in Adolescent and Young Adult Science. She was named STAR teachers ten times and inducted in the STAR teacher Hall of Fame in 2021. She was also a MS Science Teachers Association Distinguished Educator, MS teacher of the year in 2008-2009 and winner of the Alan R. Barton Excellence in Teaching Award in 2009. Ms. Herchenhahn enjoys working to connect Mathematics standards with Science and her experience in the Science classroom has helped to develop her knowledge and expertise with the MS Secondary Mathematics standards.

Areas of Expertise: Instructional best practices in Science and Mathematics Education. Also astute in MS Math standards and technology.



Crisla Herchenhahn
Cell 601-408-8434
crisHerch22@gmail.com

B.S. Physical Education, University of Montevallo, Montevallo, AL

M. E. Sports Management – University of Southern Mississippi

Ms. Herchenhahn holds MS certification in 7-12 Mathematics and Physical Education and as over 25 years of experience as a MS secondary Math instructor. She was a full scholarship athlete in Women's basketball at the University of Montevallo in Montevallo, AL. Her experience as a player and coach lends itself to an innate ability to motivate students to strive for the best.

Areas of Expertise: Instructional best practices in Mathematics Education.



Mina Ross Bryan-Lightsey, Ph.D.
Cell 662-609-6995
mina@excellencegroup.com

B.A. Elementary Education, University of Mississippi

M.Ed. Elementary Education, University of Mississippi

Ph.D. Educational Administration and Supervision, University of Mississippi

In addition to being a former teacher, principal, curriculum coordinator, central office administrator, and superintendent in Mississippi schools, Dr. Bryan-Lightsey is one of the current Co-Owners of The Excellence Group, LLC. She has been serving as a mentor, coach, and professional development provider in the areas of English Language Arts, curriculum, and leadership for over fifteen years in addition to her time spent as a successful leader in MS schools.

Areas of Expertise: Instructional leadership, curriculum, and administrative mentoring



Arthur McMillan

ROLES WITH THE EXCELLENCE GROUP

Program Development, Marketing, and Operations

Arthur McMillan joined The Excellence Group, LLC after serving for eight years as Superintendent of the Biloxi Public School District. Mr. McMillan plays a key role in program development, marketing and operations.

Mr. McMillan has a long list of accomplishments in public education in both large and small school districts, including Superintendent of the Enterprise and Biloxi School Districts. Under McMillan's leadership, both the Enterprise and Biloxi School Districts significantly increased their operating fund balances and increased their State accreditation levels to the highest possible level. McMillan also has experience as a teacher, coach, assistant principal and principal. Mr. McMillan enhances the Excellence Group's ability to continue providing public schools the highest level of professional services available.

EDUCATION AND EXPERIENCE

B.A. Mississippi State University

M.Ed. Educational Leadership - Mississippi State University

Superintendent of Enterprise School District

Superintendent of Biloxi School District -Received A Rating

Enterprise School District - MSBA Beacon Award and Lantern Award

Biloxi School District - MSBA Beacon Award and Lantern Award



Alisia Amis McMillan
Cell 601-479-4756
alisia@excellencegroup.com

B.S. Elementary Education, Mississippi State University
Ed. S. Counseling, Mississippi State University

With over thirty years of experience in MS schools, Ms. McMillan specializes in the role of the school counselor and provides districts with in-depth training on Social Emotional Learning.

Areas of Expertise: Counseling and Social Emotional Learning



Leigh Barrett Mobley, Ph.D.

Cell 662-436-0560

mobleyleigh@gmail.com

B.A. Elementary Education, University of Mississippi
M. Ed. Educational Leadership, University of Mississippi
Ph.D. Educational Leadership, Mississippi State University

26 years experience as a Mississippi teacher, principal, and central office administrator.

Areas of Expertise: School board policy management, accreditation standard compliance, administrative mentoring



Mitzi Moore, Ph.D.
Cell 662-401-9355
drmitzi14@gmail.com

B.S. Special Education, Mississippi State University
M. Ed. Educational Leadership, University of Mississippi
Ph.D. Educational Leadership, University of Southern Mississippi

26 years experience as a Mississippi teacher, principal, and central office administrator. Recipient of MS Association Partners in Education Governor's Award and MS Value Added Preps Award. Certified in Mild Moderate Disabilities, elementary education, and administration

Areas of Expertise: Special Education, Leadership



Melissa "Lisa" Rackley
Cell 228.229.7525
Mrack39@yahoo.com

B.A. Elementary Education

Ms. Rackley has over 25 years of experience as a MS elementary teacher. She is certified in PREK-8th grade and has extensive experience in PREK. She has served as mentor for many teachers and assisted with administrative tasks on the campuses she served. She had been instrumental as well in assisting districts in setting up their PREK programs and developing procedures to assist them in becoming more efficient and effective.

Areas of Expertise: Instructional best practices in elementary education with emphasis in PRE-Kindergarten



Leslie Valsamakis
Cell 662.436.7100
lvalsamakis@hotmail.com

B.S. Elementary Education, Mississippi University for Women

Over 30 years of experience as a Mississippi elementary teacher. Mrs. Valsamakis achieved National Board Certification in Middle Childhood Generalist and has extensive experience with online learning and Google Classroom.

Area of Expertise: Elementary Curriculum and Instruction, Elementary Education, online learning with Google.



Elizabeth G. Williams
Cell 228-860-9535
eagwilliams1@gmail.com

B.S. Public Relations, Mississippi State University

M.Ed. English Education, William Carey University

Over 20 years of experience in the field of public relations and as a MS teacher. Experienced in secondary English instruction, technology, and served as curriculum coordinator. Served on the MDE/Questar ELA Item writing team and writing team. Ms. Williams has worked extensively with data, MTSS, and instructional planning and is also a certified English Language instructor.

Areas of Expertise: English classroom instructional best practices, communications, technology, and English Language



Adelia M. Wright
Cell 662-231-8588
adeliawright02@gmail.com

B.A. Science Education, Mississippi State University

M. E. Instructional Technology, Mississippi State University

Over 25 years of experience as a MS Science teacher. Holds National Board Certification in Adolescent and Young Adult Science. Experienced as an elementary and secondary Science teacher as well as adjunct online professor.

Areas of Expertise: Instructional best practices in Science Education and technology

PROFESSIONAL SERVICES CONTRACT

This Professional Services Contract ("Contract") is made and entered into between _____ ("Contractor") and the Laurel School School District ("LSD" or "District") for the period of _____, 20____ through _____, 20____ for an amount **not to exceed** \$_____ as specified in Exhibit A.

List Budget Number(s): _____

Scope of Work and Compensation

During the Term, Contractor shall be paid a fixed fee to perform the services described on Exhibit "A" attached hereto. In no event shall this fee increase. However, the LSD will always take advantage of price decreases. Such services shall be performed in a competent and professional manner, and in compliance with the terms and conditions set forth in the Contract.

WHEN DISTRICT FUNDS:

Attachment: Exhibit "A": Include detailed Scope of Work and Compensation

WHEN FEDERAL FUNDS:

If the life of the contract is:

- **\$10,000 up to \$249,999.99 include: Contractors Request for Proposals that show detailed Scope of Work, Compensation, Measurable Goals (at least 2 quotes required).**

Contract Administrator

For all Contracts the department should name a Contract Administrator. The Contract Administrator shall be chosen prior to the beginning of the contract. The Contract Administrator will be responsible for the tasks, technical requirements service performance, and verifying that payments are in compliance with the contract.

Personal Liability

Contractor acknowledges that the individual executing the Contract on behalf of the LSD is doing so only in his/her official capacity. To the extent any provision contained in the Contract exceeds such authority, Contractor agrees that it will not look to the individual in his/her personal or individual capacity or otherwise seek to hold the individual personally liable for exceeding such authority.

Independent Contractor

Based upon the Internal Revenue Code, the Contractor has been classified as an independent contractor and assumes all responsibility for reporting any earnings to Federal and State authorities where required by law and paying such taxes as may be required thereon. The contractor shall perform all services as an independent contractor and shall discharge all of its liabilities as such. No act performed or representation made, whether oral or written, by the contractor with respect to third parties shall be binding on the LSD.

No Third Parties

There are no other parties to this Contract. No obligations to third parties are provided herein, whether by the express or implied terms and conditions. Neither party shall be liable to any third party based upon this Contract, its terms and conditions, or a party's actions taken hereunder.

Entire Contract

The parties hereto acknowledge that this Contract constitutes the entire Contract of the parties with respect to the supplies or services described herein and supersedes and replaces any and all prior negotiations, understandings and agreements, written or oral, between the parties relating hereto. No terms, conditions, understandings, usages of the trade, course of dealings or agreements, not specifically set out in this Contract or incorporated herein, shall be effective or relevant to modify, vary, explain or supplement this Contract.

Severability

If any part of this Contract is declared to be invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of the Contract, and to that end the provisions hereof are severable. In such an event, the parties shall amend the Contract as necessary to reflect the original intent of the parties and to bring any invalid or unenforceable provisions in compliance with applicable law.

Insurance

(Applicable when the life of the Contract is in excess of \$25,000, or if requested by the District.)

In accordance with MS Code §31-5-51 (7), if entering into a formal contract which exceeds \$25,000.00, Contractor shall carry, pay for, and keep in force, with a company licensed to do business in Mississippi, certifying that it has appropriate and comprehensive insurance covering any incident arising from its operation. Policy shall name the Laurel School School District as Additional Insured. Such insurance shall at a minimum, include the following types of insurance and coverage limits:

- 1.) Comprehensive Commercial General Liability – with limits not less than \$1 million each occurrence
- 2.) Workmen's compensation as required by law and employer's liability with limits not less than \$500,000 per person per accident.
- 3.) Vehicle Liability – if vehicles or mobile equipment are used in the performance of the obligations. Contractor shall maintain liability insurance for all owned, non-owned or hired vehicles so used in an amount not less than \$1 million per occurrence combined single limit.

Contractor shall pass down the insurance obligations contained herein to all tiers of subcontractors working under this Agreement. Contractor agrees to notify the District of any claim by a third party or any incident or event that may give rise to a claim arising from the performance of this Agreement.

Certificates of insurance shall state that thirty (30) days prior written notice will be given to District before the policy may be canceled or changed. The official Certification of adequate insurance coverage shall be presented to District within five (5) working days of notification of award of contract and shall list District as additional insured.

Assignment

Contractor shall not assign or subcontract in whole or in part, its rights or obligations under this Contract without prior written consent of the LSD. Any attempted assignment without said consent shall be void and of no effect.

Authority to Contract

Contractor warrants (a) that it is a validly organized business with valid authority to enter into this Contract; (b) that it is qualified to do business and in good standing in the State of Mississippi; (c) that entry into and performance under this Contract is not restricted or prohibited by any loan, security, financing, contractual, or other Contract of any kind, and (d) notwithstanding any other provision of this Contract to the contrary, that there are no existing legal proceedings or prospective legal proceedings, either voluntary or otherwise, which may adversely affect its ability to perform its obligations under this Contract.

Modification or Renegotiation

This Contract may be modified only by written Contract signed by the parties hereto. The parties agree to renegotiate the Contract if federal and/or state revision of any applicable laws or regulations makes changes in this Contract necessary.

Public Records

Notwithstanding any other provisions, Contractor acknowledges that the terms of this Contract are subject to the Mississippi Public Records Act ("MPRA"), Mississippi Code Annotated §25-61-1 et seq. (1972, as amended). All disclosures by the District must be made in compliance with District policies and procedures established in accordance with the Mississippi Public Records Act, Miss. Code Ann. § 25-61-1 et seq.

LSD Confidential Information

Contractor will: (a) hold Confidential Information in confidence and (b) use its best efforts to protect Confidential Information in accordance with the same degree of care with which it protects its own Confidential Information. The Contractor will promptly give notice to the District of any unauthorized use or disclosure of the District's Confidential Information. The Contractor agrees to assist the District in remedying any such unauthorized use or disclosure of the District's Confidential Information.

Personal or Student Data Privacy Terms and Provisions.

To the extent applicable to this service Contract, Personally Identifiable Information (PII) Data/Student Education Records, and other non-public Data shall not be shared, sold, distributed, made available, or otherwise used for any purpose outside of those absolutely necessary for the performance of the Contract. PII includes but is not limited to: The name; Name of the student's parent, if student, or any family members; Address; A personal identifier, such as a

social security number, Driver's License or if student, student number, or biometric record; Other direct identifiers, such as the date of birth, place of birth, and mother's maiden name.

Data Breach Notifications

In the event of a suspected or confirmed security breach, compromise, or unauthorized access of PII or Student Education Records, Contractor will notify the LSD in accordance with applicable state law or immediately and without unreasonable delay, whichever occurs sooner. In the event a Security Breach is confirmed, Contractor and the LSD will work together to prepare and transmit notification(s) to the affected persons, the entire cost of which will be borne solely by Contractor. Contractor agrees to not send notice to persons affected by the breach pursuant to Mississippi Code § 74-24-29 or any other Federal or State law without first obtaining the LSD's approval for such notice, which approval will not be unreasonably withheld.

Personal or Student Data Security Controls

To the extent applicable to this service Contract, Contractor will encrypt all PII, or Student Education Records, in transit over public networks and at rest in Contractor's systems. Contractor will also implement the following security measures for all accounts with access to PII or Education Records: (1) two-factor authentication; (2) individual and separate usernames and accounts; (3) logging of all access; (4) implementation of the principle of least privilege; and (5) criminal background checks to ensure the user(s) of such accounts have no felony convictions, convictions that indicate a lack of honesty, or are registered sex offenders. Contractor will also implement the following measures: (1) industry-standard physical security and access controls; (2) 24/7 recorded video surveillance of Contractor-owned, rented, or leased premises where PII or Education Records are stored; (3) firewalls for all external data connections (4) backup of the PII and Education Records to at least one site separated geographically from the primary site by at least 250 miles; and (5) implementation of a procedure for regular and timely installation of all necessary software updates and patches on any systems storing or with access to PII or Education Records. Contractor shall contractually require that all subcontractors with custody of or access to PII or Education Records take and implement these same measures. Contractor shall allow the District to take whatever steps are reasonably necessary to verify the implementation of the measures contained in this section.

Return and Destruction of Personal or Student Data Destruction or Education Records.

Upon termination of the Contract for any reason, Contractor shall release and return all Education Records within ten (10) business days, in a CSV or other format usable by the District. Contractor shall be assessed a penalty of Five Thousand Dollars (\$5,000.00) per day payable to the District for each business day in excess of ten (10) days from termination that said Education Records are not returned, with no cap or limit as to the amount of such damages. To the extent applicable to this service Contract, Contractor will ensure that all Personally Identifiable Information and Education Records in its possession will be securely destroyed at the end of this Contract, e.g., data wiping, degaussing, or shredding.

FERPA

To the extent applicable to the service contract, the Contractor shall protect and maintain all records, information and data collected pursuant to the Contract in accordance with applicable state and federal laws and regulation, including without limitation, the Family Education Rights and Privacy Act, 20 U.S.C. § 1232g; 34 CFR Part 99 ("FERPA"). To the extent applicable, Contractor is deemed a "school official" as defined by FERPA. The District retains exclusive ownership and direct control of all records subject to FERPA ("Education Records"). Specifically and without limiting the generality of the foregoing, the Contractor shall protect and maintain any and all Personally Identifiable Information from Education Records of the District's students consistent with applicable FERPA regulations and shall fully cooperate with the District in any request for such information. Any provision of the Contract that conflicts with this paragraph is deleted.

Damages

Any damage or loss to the LSD's property as a result of any action by the Contractor in the execution or performance of any item or service in this Contract, shall be repaired to the satisfaction of the LSD Board of Education, at the Contractors expense, within a reasonable time set forth by the LSD.

Hold Harmless

Contractor agrees that it will, and hereby does, indemnify, defend and hold harmless LSD from and against any and all claims, damages, losses, costs and expenses of every kind and nature, including court costs and attorney fees and claims for damages resulting from or arising out of any infringement claim or claim of bodily injury, death or damage to real or tangible personal property caused by Contractor and/or its partners, principals, agents, employees or subcontractors in the performance of this Contract. LSD will promptly notify Contractor in writing of any claim to be

indemnified hereunder, of which LSD has knowledge, and Contractor in turn will promptly notify LSD of any such claim. Contractor shall, at its sole expense, control the defense of such suit to the extent allowed by Mississippi law. The parties agree to cooperate with one another in the defense of any such matter.

Billing Information

A LSD Purchase Order shall be issued for the services provided under this Contract. Payments to the Contractor shall be made only upon completion of services or per the scope of work. Detailed invoice(s) shall note the Purchase Order number and sent to Laurel School School District, Attn: Accounts Payable, 476 Highland Colony Parkway, Ridgeland, MS 39157. All billing will be in accordance with MS Code §31-7-305. Payments will be made to contractor within 45 days from the date the invoice is received at the district office, provided all is satisfactory based on the Contract requirements. The invoice shall show complete details of services rendered. LSD is exempt from sales and use tax. Exemption from sales tax is provided by statute of the law.

Compliance with Laws:

The Contractor understands that LSD is an equal opportunity employer and therefore maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, genetic information, or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and the Contractor agrees during the term of the Contract that the Contractor will strictly adhere to this policy in its employment practices and provision of services. The Contractor shall comply with, and all activities under this Contract shall be subject to, all applicable federal, State of Mississippi, and local laws and regulations, as now existing and as may be amended or modified.

Governing Law

Contractor acknowledges that LSD is a political subdivision of the State of Mississippi. Parties agree that this Contract is subject to Mississippi law and any provision of the Contract that is in direct conflict with any Mississippi law shall be deemed unenforceable. Any litigation with respect thereto shall be brought in the courts of Laurel School , Mississippi. Contractor expressly agrees that under no circumstances shall LSD be obligated to pay an attorneys fee or the cost of legal action to Contractor.

Notice

Any notice required or permitted to be given under this Contract shall be in writing and sent by certified United States mail, postage prepaid, return receipt requested, to the party to whom the notice should be given at their usual business address. Notice shall be deemed given when actually received or when refused. The parties agree to promptly notify each other of any change of address.

Extraordinary Circumstances

If either party is rendered unable, wholly or in part, by reason of strikes, accidents, acts of God, weather conditions or any other acts beyond its control and without its fault or negligence to comply with any obligations or performance required under this Contract, then such party shall have the option to suspend its obligations or performance hereunder until the extraordinary performance circumstances are resolved. If the extraordinary performance circumstances are not resolved within a reasonable period of time, however, the non-defaulting party shall have the option, upon prior written notice, of terminating the Contract.

Mutual Termination

The LSD or Contractor may mutually agree to terminate this Contract. Payment shall be made for the services provided up to the agreed upon date of termination.

Termination for Convenience

The LSD may, when interests of the LSD so require, terminate the Contract in whole or in part, for the convenience of the LSD. Payment shall be made for the services provided up to the agreed upon date of termination.

Termination for Cause/Non-Performance

In the event either party fails to comply with the terms and conditions of the Contract, the non-defaulting party shall give thirty (30) days written notice to terminate the Contract. The Contract shall then terminate thirty (30) days from the date of the written notice. The non-defaulting party may also pursue any remedy available within the laws of the State of Mississippi. Upon termination, all obligations of LSD to make payments required hereunder shall cease.

Termination Due to Unavailability of Funds

It is expressly understood and agreed that the obligation of LSD to proceed under this Contract is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt of state and/or federal funds. If the funds anticipated for the continuing fulfillment of this Contract are, at any time, not forthcoming or insufficient, either through the failure of the federal government to provide funds or of the State of Mississippi to appropriate funds or the discontinuance or material alteration of the program under which funds were provided or if funds are not otherwise available to LSD, LSD shall have the right upon ten (10) working days written notice to the Contractor, to terminate this Contract without damage, penalty, cost or expenses to the Contractor of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.

Access to Records

The Contractor agrees that the LSD, or any of its duly authorized representatives, at any time during the term of this Contract, shall have access to, and the right to examine any pertinent books, documents, papers, and records of Contractor related to Contractor's charges and performance under this Contract. Contractor shall maintain reasonable complete and accurate records of the operations associated with this Contract and all fees and expenses charged to LSD, or paid on behalf of LSD, with respect to goods and/or services secured by this Contract. The Contractor will retain such records for the period of the Contract plus three years from the ending date or termination of the Contract. All records, reports, and other information shall remain or become the property of the LSD. This Contract does not give Contractor any rights, implied or otherwise, to data, content, or intellectual property, except as expressly stated in the Contract. This includes the right to sell or trade Data.

E-Verification Compliance

Contractor represents and warrants that it will ensure compliance with the Mississippi Employment Protection Act, Miss. Code Ann. §71-11-1 et seq. and shall register and participate in the status E-verification system for all newly hired employees.

Ethics: Gratuities and Kickbacks

By signing this Contract, the Contractor certifies that neither it nor any of its employees, representatives or agents have offered or given gratuities, in the form of entertainment, gifts or otherwise, to any director, officer or employee of the LSD with the view toward securing favorable treatment in the awarding, amending, or the making of any determination with respect to the performing of this Contract. The right of Contractor to proceed may be terminated after notice and hearing, the LSD determines that a Contractor, any agent, or other representative of Contractor gave or agreed to give, any employee in connection with any decision, approval, disapproval, recommendation, preparation or any part of a program requirement or a purchase request, as listed in Miss Code Ann. 97-11-53.

Representation Regarding Contingent Fees

By signing this Contract, the Contractor represents that it has not retained a person to solicit or secure a LSD contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee.

Debarment or Suspension

By signing this Contract, the Contractor agrees that neither it nor its principals are currently debarred or suspended from entering into a contract with a federal department, any political subdivision, a governing authority, agency of the State of Mississippi, or any other state, and that it is not an agent of a person or entity that is currently debarred from entering into a contract with a federal department, any political subdivision, a governing authority, agency of the State of Mississippi, or any other state. If at any time during the term of the Contract the Contractor becomes debarred or suspended, you must notify the LSD immediately.

Conflict of Interest

By signing this Contract, the Contractor certifies no involvement, financial or otherwise, that any member of the LSD board of education, employee, officer or agent of the LSD may have in the Contractor's organization. Contracts shall be in accordance with Miss Code Ann. §37-11-27.

Background Check and Fingerprint Screening When Working with Students

Student safety is a priority of the LSD. Consequently, all Contractors working directly with students agree that such Contractors shall be pre-screened and have a background check and fingerprinting screening. All such Contractors shall submit to fingerprint screening by the LSD which shall bill the Contractor for the fingerprint screening. (The current rate for fingerprint processing is \$40.00; this rate may increase.) Contractors hereby acknowledge that until the LSD has notified the Contractor that the fingerprint and background check has been completed to the satisfaction, in its sole discretion, of the LSD, no contract with the LSD may be approved. Further, Contractor agrees

that if any disqualifying information is received by the LSD from a background check and fingerprinting, any contract with Contractor is rendered null and void.

WHEN PAYMENT IS MADE USING FEDERAL FUNDS

The Contractor must disclose, in writing, any potential conflicts of interest to the LSD. (§200.112)

Mandatory Disclosures (§200.113)

The LSD must disclose to the Federal awarding agency, i.e. MDE, all violations of Federal criminal law involving fraud, bribery, or gratuity potentially affecting the Federal award.

FEDERAL GOVERNMENT REQUIRED CONTRACT PROVISIONS

By signing this Contract, the Contractor agrees to all applicable federal laws, rules regulations, including without limitation any and all requirements of contractors, subcontractors, materialmen, suppliers pertaining to employees, wages, labormen, workforce issues, minority and disadvantaged businesses, environmental and safety standards, monitoring and reporting, limitations on the use of certain telecommunications and video surveillance equipment, anti-lobbying, applicable requirements of the Purple Book, all requirements of **Appendix II to 2 CFR Part 200**, and any other requirements, obligations or limitations imposed by Laws on Contractor or Owner with regard to the Work.

**Appendix II to Part 200—Contract Provisions for Non-Federal Entity Contracts Under Federal Awards:
(Appendix II to Part 200)**

The Parties agree that any and all federal laws that are required to be included in this Contract are incorporated by reference herein and made a part of this Contract. Contractor, as part of its obligations under this Contract and for no additional cost, agrees to cooperate with and provide necessary documentation and/or information reasonably requested by the LSD for purposes of satisfying any monitoring or reporting requirements imposed by federal laws. Invalidity of any portion of this Contract under the United States shall not affect the validity of the remainder of this Contract.

SIGNATURE PAGE FOLLOWS

The parties acknowledge and agree that this Contract may be executed by electronic signature, which shall be considered as an original signature for all purposes and shall have the same force and effect as an original. Without limitation, "electronic signature" shall include faxed versions of an original signature or electronically scanned and transmitted versions (e.g., via pdf) of an original signature.

IN WITNESS WHEREOF, the Laurel School District and the Contractor, have executed this Contract as of the day and year first set forth above.

Laurel School District

303 W. 8th Street
Laurel, MS 39402

LSD Authorized Signature

Title: _____

Date: _____

LSD Contract Administrator Signature

Title: _____

Date: _____

LSD Superintendent Approval
***Required for Federal Programs PD*

Date: _____

Business Name/Contractor

Address: _____

Taxpayer Identification Number

SAM.gov Unique Entity Identifiers (EUIs). EUI replaces DUNS and should be in place by 03/01/22 when \$25,000 or greater for FY

Contractor's Authorized Rep. (Print Name)



Contractor's Authorized Rep. Signature

Title: _____

Date: _____

CONTRACTOR QUESTIONNAIRE:

- 1.) Are you currently an employee or substitute teacher of the LSD? Yes ___ No ___. If yes, payment must be made through payroll, not accounts payable.
- 2.) Are you a retiree of PERS? Yes ___ No ___. If yes, contact PERS for information needed to be approved as an independent contractor. The PERS approval letter must be with the Agreement before it can be fully executed. This is required every fiscal year.
- 3.) Do the services provided in this Scope of Work require that you work directly with students, as

stated above in the Background Check and Fingerprint Screening When Working with Students? Yes ___ No ___ If yes, by signing this Agreement, the Contractor agrees to a background check and fingerprint screening procedures as mentioned above.

- 4.) Have you ever been terminated, dismissed, or asked to leave employment due to any arrests, charges, or allegations that involved sexual/physical abuse or molestation? Yes____No____

REQUIRED APPROVALS: \$5,000 up to \$25,000 - Finance Director
\$25,000.01 and over - LSD Board of Education

APPENDIX A

No appendix A was included with the RFP.

Pricing information is included below:

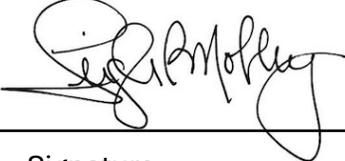
Cost per session Per Consultant \$ 1,350.00

Pricing includes travel and expenses.

The Excellence Group

Dr. Leigh B. Mobley

Name of Company



Signature

Printed Name

March 31, 2025

Date