

MILESTONE DEMOCRATIC SCHOOL and GET IT RIGHT EDUCATORS' COOPERATIVE CONTRACT

THIS AGREEMENT is made and entered into effective as of **1st July, 2023** by and between **Milestone Democratic School, Inc.**, a Wisconsin nonprofit corporation charter school ("**School**") and **Get It Right Educators' Cooperative**, a Wisconsin Cooperative (**Get It Right**).

WHEREAS, the School operates a public charter school located in Madison, Wisconsin, designated Licensed Educational Agency.

WHEREAS, Get It Right operates a professional cooperative association of teachers as owners that contracts with charter schools to supply a learning program.

WHEREAS, the School Board desires to retain Get It Right to provide educational and management services to the School through a Teacher Professional Practice (as such term is defined below), and Get It Right desires to provide such services on the terms and conditions hereinafter set forth.

NOW, THEREFORE, in consideration of the mutual conditions and promises as hereinafter set forth, the parties agree as follows:

ARTICLE I DEFINITIONS:

1. **Get It Right Educators' Cooperative/Get It Right** – the legal entity defined above, also called the **EC** (for Educators' Coop).
2. **School** – the legal entity defined above that is the charter school.
3. **School Board** - the Board of Directors of the School.
4. **Site** – the actual location of the School.
5. **Staff at the Site** – the people employed by Get It Right and assigned to the School/Site.
6. **Staff at Get It Right Office** - the employees of Get It Right coordinating the functions of Get It Right Cooperative.
7. **Teacher Professional Practice** - a group of educators contractually placed in the position of authority and given legal responsibility for fulfilling the vision and mission of the charter school.

ARTICLE II RESPONSIBILITIES:

1. The EC is responsible for providing an educational environment and setting that will fulfill the vision and mission of the School in accordance with the most current School Plan. The EC will provide appropriate daily supervision to ensure the success of the School.
2. The EC will make employment recommendations to the School including employment terms, specifically, hiring, firing, setting salaries, wages or other compensation in accordance with the most recent School Plan.
3. The EC will provide oversight for human resource (HR) management activities such as hiring, firing, evaluation, crisis intervention, personnel issues, and labor law compliance for Staff at the Site and assist with all aspects of employee management (the "Human Resource Management Services") aligning practices with Labor Law and State and Federal requirements. The EC will deliver these Human Resource Management Services by working directly with the School and its Board of Directors
4. The EC will be the employer of the Staff at the Site.
5. The EC will provide payroll service, manage fringe benefits, workers' compensation, unemployment compensation, and social security for the Staff at the Site.
6. The EC will provide fiscal agent services for the Board of Directors of the school and manage their budget, invoices, purchasing, and other fiscal matters.
7. The School's Board of Directors hereby agrees that the Staff at the Site will provide educational services to students enrolled in the School pursuant to the terms and conditions contained herein, and in conformance with normal professional standards and specifically to fulfill the current School Plan to fidelity.
8. In exercising the above responsibilities, the EC at all times reserves the right of direction and control of the Staff at the Site and has the right to hire, reassign and fire any of the employees that comprise the Staff at the Site for any action or activity of employee related to the services set forth above, in accordance with the School Plan and Bylaws of the School.

ARTICLE III LIMITATION AND EXTENT OF AUTHORITY.

1. The School's Board of Directors grants the EC authority and autonomy for school-level operations, in accordance with the most recent School Plan, Board Policies, and Charter Agreement such as:
 - a. Developing Learning program,
 - b. Providing General Day to Day management of the School, including but not limited to:
 1. Purchasing
 2. Facility Management
 3. Transportation
 4. Food Service
 - c. Creating Schedules
 - d. Determining School Level Policy
 - e. Determining Teacher Work Hours

- f. Selecting Colleagues
 - g. Choosing School Leaders
 - h. Arranging Professional Development
 - i. Evaluating Staff at the Site
 - j. Providing input regarding termination/transfer of individuals who make up the Staff at the Site.
 - k. Developing the Budget
 - l. Determining Compensation
 - m. Setting Staff Pattern(s), with the minimum roles provided as described in Appendix A
 - n. Determining Assessments
 - o. Utilizing the school's facilities, including both the physical plant and electronic communications platform, for EC business so long as that business pertains to the staffing and operations of the school.
 - p. Student recruitment and retention
 - q. Fundraising and maintaining fiscal sustainability.
2. The School's Board of Directors and the EC acknowledge that this grant of authority by the School's Board of Directors to the EC is meant to clarify that even though the Staff at the Site are employees of the EC per the terms of this Agreement, the Staff at the Site has the authority to bind the School's Board of Directors on the above matters.
 3. The School's Board of Directors, in addition to its authority granted to it under Wisconsin law, retains the authority to:
 - i. Maintain the Mission and Vision of the School
 - ii. Approve the Budget of the School
 - iii. Develop and approve School Policies
 - iv. Enter into contracts on behalf of the School, including this EC Contract
 - v. Approve and enter into Lease Agreements for facilities for the School
 - vi. Evaluate and assess effectiveness of the above responsibilities
 - vii. Support the efforts of the EC in student recruitment and fundraising
 4. This Agreement does not grant the EC any authority or right, express or implied, to assume or create any obligation or responsibility on behalf of the School Board or to bind the School Board in any manner outside of the terms listed above and elsewhere in this Agreement. In addition, this Agreement does not grant the School Board any authority or right, expressed or implied to assume or create any obligation or responsibility on behalf of the EC.

ARTICLE IV TERMS AND TERMINATION:

1. The duration of this Agreement shall be from July 1st, 2023, the effective date of this agreement, through June 30th, 2024 unless otherwise terminated pursuant to the terms and conditions contained herein.
2. The terms of this contract may be renegotiated, up to and including nullification of the contract as a whole, if the following conditions are not met:

- a. On Monday, August 14th, 2023 the EC has not enrolled sufficient students to the School, at the sole discretionary opinion of the School Board, to ensure stability in funding as to open the School;
 - b. On Monday, August 14th, 2023, the EC has not secured sufficient funding for the School (be it through grants, donations, or access to loans), at the sole discretionary opinion of the School Board to ensure sufficient cashflow to meet all obligations as to open the School;
 - c. On September 15th, 2023, the EC’s “3rd Friday September Pupil Count” does not indicate sufficient student enrollment, at the sole discretionary opinion of the School Board, to ensure stability in funding to continue the School;
 - d. On January 12th, 2024, the EC’s “2nd Friday January Pupil Count” does not indicate sufficient student enrollment and retention, at the sole discretionary opinion of the School Board, to ensure stability in funding to continue the School;
 - e. The term of the Accountability Procedures detailed in Article VII below are not met to satisfaction of the School Board.
3. The School Board and the EC shall begin negotiations for the next contract within sixty (60) days prior to expiration of this Agreement. The current contract will remain in effect until a new contract is adopted or the current contract is terminated by mutual consent of the School Board and the EC.

ARTICLE V PAYMENTS:

1. The total contract amount shall be \$823,000.00. This contract amount shall be fixed and independent of any factors outside the scope of this contract, including variance in student enrollment or fundraising.
2. The following payment schedule shall be adhered to by the School:

Service Dates	Nature and Scope of Service	Invoice amount	Invoice Date
Good faith deposit on services		\$68,583.33	07/01/23
07/01 - 07/31	<ul style="list-style-type: none"> ▪ Student recruitment ▪ Staff recruitment ▪ Fundraising ▪ Facilities management and preparation ▪ IT set up and preparation ▪ New family on-boarding and registration ▪ Operations systems development and preparation 	\$68,583.33	08/01/23
08/01 - 08/31	<ul style="list-style-type: none"> ▪ All duties from previous period ▪ Training, on-boarding, and professional development for the EC ▪ Final systems preparation for the start of the school year 	\$68,583.33	09/01/23

09/01 - 09/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	10/01/23
10/01 - 10/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	11/01/23
11/01 - 11/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	12/01/23
12/01 - 12/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	01/01/24
01/01 - 01/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	02/01/24
02/01 - 02/29	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	03/01/24
03/01 - 03/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	04/01/24
04/01 - 04/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	05/01/24
5/01 - 05/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.37	06/01/24
6/01 - 6/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising ▪ Finalize academic records ▪ Clean up and close up facilities for the summer ▪ Prepare to transfer student recruitment, staff recruitment, and fundraising to the following year's contract (GIR or another contractor) 	\$0.00	Good faith deposit applied to this period of service
Total		\$823,000.00	

2. Payments shall be made by electronic transfer to the accounts of the EC on the invoice date indicated in the payment schedule above.
3. Invoicing detailing the services provided, including provision of Special Education Services, "Title" services, program development services, etc, as well as the percentage allocation of each payment dedicated to distinct service provision, shall be determined in good faith between the School Board and the EC. In addition, Time & Effort Logs as may be required by funding sources of the School may be required as attachments to invoicing. The Board reserves the right to withhold payment until invoicing for services meets their criteria.
4. The parties mutually agree that the total contract amount described here is inadequate and insufficient for the time and effort required to manage and staff the school. Accordingly, the parties agree that, if the School effectively raises unrestricted funds via donations, grants, or gifts, that the School unilaterally and unconditionally raises the total contractual payment of the agreement in recognition of the hardship accepted by GIR in the interest of serving the school, until the total contract amount paid reaches \$1,200,000. If funds beyond this become available, and/or if restricted funds are accessed which can be allocated to staffing, the School may approximate pricing for the "Expansion of services" line items listed above at a baseline cost of \$70,000 per 1.0 FTE.

ARTICLE VI INSURANCE AND INDEMNIFICATION:

1. The School will secure and maintain in full force and effect during the term of this Agreement, liability coverage insurance including \$1,000,000 each Occurrence / \$2,000,000 General Aggregate Limits and a \$1,000,000 Umbrella limit, including Additional Insured coverage. The insurance policy shall include Get It Right as a named insured, and shall provide the coverage for Get It Right, which the School's Contract with Board of Regents of the University of Wisconsin System requires of subcontractors at §3.1(14) items A and B. However, Get It Right shall provide its own insurance policy covering workers compensation.
2. The School will defend, indemnify and hold harmless Get It Right, its Board of Directors, officers, agents and employees, volunteers, and members, individually and collectively, from and against all costs, losses, claims, demands, suits, actions, payments and judgments, including legal and attorney fees, arising from personal or bodily injuries, school and educators professional liability, property damage or otherwise, however caused, brought or recovered against any of the above that may arise for any reason from or during or be alleged to be caused by the educational activities provided for in this Contract.
3. The School will provide Get It Right a Certificate of Insurance for liability coverage including \$1,000,000 each Occurrence / \$2,000,000 General Aggregate Limits and a \$1,000,000 Umbrella limit, including Additional Insured coverage with primary and non-contributory wording and hold harmless wording in Get It Right's favor and naming Get It Right as additionally insured.

ARTICLE VII ACCOUNTABILITY PROCEDURES:

1. **Holder of EC Accountability.** The duly-elected Leader of the EC Leadership Circle (bearing the title "School Leadership Liaison" or similar), following the sociocracy organizational structure adopted by the EC, shall be the individual holding ultimate accountability for delivering the services indicated in this agreement.
2. **Determination of Performance Measure deliverables.** On or before Friday, September 1st, the EC Leadership Liaison and the School Board shall come to mutual agreement around a set of specific Performance Measures that the Board shall use to evaluate the effective delivery of services described in this contract. The established set of Performance Measures shall constitute a binding Memorandum of Agreement between the School Board and the EC.
3. **Provision of Performance Measures.** The School Leadership Liaison shall attend each monthly School Board meeting to provide written reports to the Board on progress toward the agreed-upon Performance Measures, and to answer any questions or concerns that the Board may have regarding these.
4. **Right to Remedy.** Should the School Board find that the EC is delinquent or deficient in its performance according to the agreed-upon services and deliverables, the EC shall have the right to remedy the deficiency or delinquency in a timely manner, according to a timeline and procedure established by the School Board.
5. **Failure to Remedy.** Should the EC fail to remedy the deficiency or delinquency of any agreed-upon Performance Measure, despite the provision of a Right to Remedy as described above, the School Board may exercise one or more of the following corrective measures:
 - a. Reassignment of the School Leadership Liaison: the Board may refer the issue to the School Membership to remove the School Leadership Liaison from their elected position and request election of a new EC member to the role.
 - b. Removal of EC Member(s) from employment at the School: the Board requires an internal investigation process, when it is determined or reported that an individual member of the EC is in dereliction of duties resulting in failure to deliver a Performance Measure. Said investigation process must include the School Membership (Community Engagement) as described in the School Plan. In the event that the member in question fails to remedy the deficiency, the EC may terminate the employment of that member.
 - c. Nullification of this contract, or renegotiation of its terms, as described in Article IV above.

ARTICLE VIII MISCELLANEOUS PROVISIONS:

6. **Entire Agreement.** This Agreement supersedes all prior agreements and understandings, both written and oral, between parties hereto with respect to the subject matter hereof, and no party shall be liable or bound to the other in any manner by any warranties or representations not set forth herein.
7. **Successor or Assigns.** This Agreement may not be assigned by either party.
8. **Notices.** All notices, requests and demands provided for in this Agreement shall be delivered to:

If to Get It Right:

Get It Right Educators' Cooperative
1202 Williamson Street, Suite 102
Madison, WI 53704
hello@getitrighteducators.coop

If to the School Board:

Milestone Democratic School, Inc.
2758 Dairy Drive
Madison, WI 53718
office@milestonedemocratic.org

4. **Modification or Waiver.** Any of the terms or conditions of this Agreement shall be waived, modified or amended only by mutual written consent of the parties. Such waiver, modification or amendment shall not constitute a continuing waiver, modification or amendment in future agreements.
5. **Governing Law.** The parties hereby agree that this Agreement shall be construed, enforced and governed by the laws of the State of Wisconsin.
6. **Signatures.** The following individuals are authorized to enter into this agreement on behalf of their respective entities:

MILESTONE DEMOCRATIC SCHOOL, Inc.

Adopted by Motion at a Special
Board Meeting 06/27/2023



BY: Jess Bernstein, Acting Board President

06/29/2023

DATE:

GET IT RIGHT EDUCATORS' COOPERATIVE

Adopted by Consent at a Special Board
Meeting 06/28/2023



BY: Alexis Gardner, Acting Board Chair

06/30/2023

DATE:

Appendix A STAFFING PATTERN AND JOB DESCRIPTIONS:

1. **Positions provided.** The following positions shall be provided by the EC to the school under this agreement:

Role Total = FTE <i>EC Circle this Role reports to</i>	EC Member Assigned 2023-2024	Specified duties & responsibilities
Advisor - 0.65 FTE each x5 = 3.25 FTE <i>Learning & Teaching</i>	Alexis Gardner Kane McDermott Ben Temeyer 2x new hire	<ul style="list-style-type: none"> ● (Advisor) Facilitate Advisory 3 to 5 days per week ● (Advisor) Facilitate Community Learning for the equivalent 1 to 2 days per week ● (Advisor) Provide 1-on-1 advising with each student for a minimum of 20 minutes per week ● (Advisor) Facilitate student creation of the Profile of a Graduate ● (Advisor) Develop PLPs with all Advisees every term ● (Advisor) Support student learning with frequent caregiver communication ● (Advisor) Lead credit-awarding panels at Exhibitions ● (Advisor) Observe students at Community Learning sites at least every month ● (Advisor) Attend School Meetings ● (Advisor) Attend all staff meetings, trainings, and professional development ● (Advisor) Seek out and attend professional development opportunities ● (Advisor) Facilitate student-led building cleaning
Director of Operations & Governance - 0.55 FTE <i>Operations & Governance</i>	Sarah Wilkening	<ul style="list-style-type: none"> ● (Dir of Ops) Provide all non-financial narrative and data for grant reporting requirements ● (Dir of Ops) Maintain all required insurance ● (Dir of Ops) Maintain inventory of property of the school in compliance with Federal grant guidelines ● (Dir of Ops) Maintain all contracts with Service Providers ● (Dir of Ops) Communication with the landlord ● (Dir of Ops) Create district level procedures for anything that falls in the Operations Circle Domain ● (Dir of Ops) Administer the food pantry and distribution program- ● (Dir of Ops) Collaborate with the Leadership Circle to organize, facilitate, and host Community Engagement meetings ● (Dir of Ops) Serve on the EC Leadership Circle -- the elected and appointed small body that collectively acts as principal and superintendent of the school

		<ul style="list-style-type: none"> ● (Dir of Ops) Provide leadership to the Operations Circle ● (Dir of Ops) Provide daily maintenance of WISE systems
<p>School Finance Manager - 0.25 FTE</p> <p>Operations & Governance</p>	<p>Sarah Wilkening</p>	<ul style="list-style-type: none"> ● (Sch Finance Mgr) Support the Director of Operations with dedicated collaborative work time ● (Sch Finance Mgr) Ensure Milestone’s good standing with Federal, State, and local tax agencies, including maintaining the school’s 501(c)(3) non-profit status ● (Sch Finance Mgr) Collaborate with Milestone’s contracted Accountants and Bookkeepers to maintain the financial condition and management of Milestone, including working to: <ul style="list-style-type: none"> ○ Implement the Accounting Policies and Bookkeeping procedures as adopted by the Board ○ Maintain the budget as published the School Plan, including the management of distinct funds and expenses aligned to: <ul style="list-style-type: none"> ■ Special Education funding ■ Title I, II, III, and IV funding ■ Grant funding (WCSP, other public and private grants) ■ Per-pupil school level funding ■ Food Services ○ Manage claims and reimbursements for all grant funding sources ○ Provide financial information for all required grant reporting ○ Provide accurate and timely financial reports to DPI as required ○ Monitor Bank Activity and Verify all monthly transactions ○ Complete and deliver financial audits as required by grant funding sources, DPI, and the authorizer ● (Sch Finance Mgr) Authorize and monitor the financial aspects of all contracts between Milestone, vendors, and contractors ● (Sch Finance Mgr) Work closely with the Board Treasurer to assure compliance and accurate communication to the Board regarding the School’s finance ● (Sch Finance Mgr) Attend all Finance Committee meetings and provide information and reports as required to the Committee as well as to the Board ● (Sch Finance Mgr) Provide leadership and accountability for on-going fundraising for the School, including grant-writing, solicitation for direct donations and gifts, and organizing access to loans and other sources of funding ● (Sch Finance Mgr) Implement, and develop as necessary, procurement, requisition, and purchasing procedures school-wide ● (Sch Finance Mgr) Ensure the invoices, bills for goods and services, and all other financial obligations are accurately recorded, processed, and paid in a timely manner

<p>Director of School Culture & Climate - 0.27 FTE</p> <p>Culture & Climate</p>	<p>Alexis Gardner</p>	<ul style="list-style-type: none"> • (Dir of Cult/Clim) Provides culture & community building programs, exercises, and practices at all Community Engagement Meetings (monthly), Board Meetings (monthly), School Meetings (Weekly), Design Team sessions (Weekly), and EC Work Sessions (twice weekly) • (Dir of Cult/Clim) Acts as the keeper of Milestone’s Worldview and Values, and consults with the EC and Board as often as needed to ensure that the culture built at Milestone is aligned with them - including providing training and resources for social justice teaching and organizing • (Dir of Cult/Clim) Supports the onboarding of new staff, including facilitating 1-on-1 and group learning of Milestone’s Worldview and Values, and our Services, Care, Climate, and Culture commitments • (Dir of Cult/Clim) Provides instructional coaching, training, and professional development around the school’s Worldview and Values, and our Services, Care, Climate, and Culture commitments • (Dir of Cult/Clim) Acts as the public face of the school, leading public outreach and engagement in collaboration with the Board’s Profile Raising and Fund Raising workgroups • (Dir of Cult/Clim) Provides Culturally Sustaining, arts-based curriculum and instruction directly to students, and facilitates community connections for learning in these areas • (Dir of Cult/Clim) Facilitate regular staff check-ins and debriefs • (Dir of Cult/Clim) Takes the lead to oversee, manage, and organize responses to student incidents, supporting the Justice Coordinator, Director of Transformative Accountability Initiatives; the Health, Wellness, and Safety Coordinator; and any contractors • (Dir of Cult/Clim) Participate in Student Success program, including serving as Student Success Coordinator for any RTI process determined to be “Communication through Behavior” • (Dir of Cult/Clim) Directs and oversees student recruitment and retention year-round • (Dir of Cult/Clim) Collaborate with the Leadership Circle to organize, facilitate, and host Community Engagement meetings • (Dir of Cult/Clim) Serve on the EC Leadership Circle -- the elected and appointed small body that collectively acts as principal and superintendent of the school • (Dir of Cult/Clim) Provide leadership to the Culture & Climate Circle • (Dir of Cult/Clim) Provide leadership and accountability for on-going student recruitment and retention, including maintaining a digital presence (website, social media, etc) and a community presence (open
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		houses, presentations at community events and partner organizations), including responding to inquiries from potential students, families, and referrals; and receiving and respond to all applications for enrollment
Community Learning, Internship & ACP coordinator - 0.27 FTE Learning & Teaching	Ben Temeyer	<ul style="list-style-type: none"> • (CL Coord) Manage all student internships, including legal and liability documentation • (CL Coord) Manage software applications for supporting Community Learning (i.e. ImBlaze from Big Picture Learning) • (CL Coord) Align CL curriculum with CTE objectives and standards • (CL Coord) Collaborate with Advisors on CL placements and protocols • (CL Coord) Provide ACP coordination per DPI guidance • (CL Coord) Build a network of community partners who can serve as mentors or provide opportunities for interest interviews, shadow days, field experiences, internships, field experiences or other “leaving to learn” opportunities
Diverse Learners Assistant - 0.3 FTE Operations & Governance	Stefano Oviedo	<ul style="list-style-type: none"> • (Diverse Learners Assistant) Support the Special Education Circle’s aims by working directly with students with disabilities • (Diverse Learners Assistant) Provide learning support in Advisories, courses, and self-directed learning
Health, Wellness, and Safety coordinator - 0.05 FTE Operations & Governance	Stefano Oviedo	<ul style="list-style-type: none"> • (Health, Wellness, Safety) Ensure that all school policies and procedures regarding health and wellness are followed • (Health, Wellness, Safety) Tend to student non-emergency medical needs at any time • (Health, Wellness, Safety) Maintain and distribute prescription medications as directed by families and physicians • (Health, Wellness, Safety) Maintain accurate records of all illness and injury for students, staff, and volunteers • (Health, Wellness, Safety) Maintain COVID safety protocols in accordance with local, State, and Federal guidelines • (Health, Wellness, Safety) Coordinate required trainings for school staff AND ensure documentation of compliance is done (i.e. Bloodborne Pathogens, AEDs, Choking, etc.) • (Health, Wellness, Safety) Implements the justice program described in the School Plan, exclusively in regards to “interrupting harm”. • (Health, Wellness, Safety) Coordinate emergency procedures and drills,

		<p>including communication with law enforcement</p> <ul style="list-style-type: none"> ● (Health, Wellness, Safety) Serve on the Threat Assessment Team ● (Health, Wellness, Safety) Maintain NVCI certification ● (Health, Wellness, Safety) Provide active security monitoring of the school building & grounds – walking the building, attending to conflict (open and developing), checking doors, monitoring cameras, etc
<p>Facilities manager - 0.05 FTE</p> <p>Operations & Governance</p>	<p>Stefano Oviedo</p>	<ul style="list-style-type: none"> ● (Facilities) Supervise and manage the physical facilities of the School, including: <ul style="list-style-type: none"> ○ maintenance and repair ○ coordinating custodial (including garbage removal) and sanitizing work with students, staff, and/or contractors ● (Facilities) Maintain the digital networks and internet access within the building in collaboration with the IT coordinator ● (Facilities) Maintain snow removal as required by the lease ● (Facilities) Maintain and supervise key access ● (Facilities) Maintain inventory in partnership with Director of Operations and Finance Manager ● (Facilities) Manage access to the building, including keeping records of who has been issued keys, and who has alarm pass codes ● (Facilities) Respond to burglar and fire alarms as the primary point of contact for 24 seven monitoring, and/or develop a schedule for delegating monitoring
<p>School Leadership Liaison - 0.05 FTE</p> <p>EC Leadership</p>	<p>Sean Anderson</p>	<ul style="list-style-type: none"> ● (Leadership Liaison) Ensure effective communication between the EC, the Board, and the Membership ● (Leadership Liaison) Maintain regular contact with Authorizer, including submitting all compliance requirements ● (Leadership Liaison) Maintain membership rolls, contacts database, and communication platforms ● (Leadership Liaison) Maintain documents, digital files, and digital resources related to operations, archives, and institutional memory of the school ● (Leadership Liaison) Maintains public calendar of events and open meetings ● (Leadership Liaison) Acts as the logkeeper – updating the Knowledge Base with meeting notices, minutes, and updates to policy and regulation

		<ul style="list-style-type: none"> ● (Leadership Liaison) Serve on the Threat Assessment Team ● (Leadership Liaison) Acts as communications coordinator between the EC Leadership Circle and all stakeholders, including DPI, the US Department of Education, etc ● (Leadership Liaison) Provide organization and structure for on-going staff recruitment and retention ● (Leadership Liaison) Collaborate with the Leadership Circle to organize, facilitate, and host Community Engagement meetings ● (Leadership Liaison) Lead and facilitate the Student Success process, including weekly RTI meetings ● Act as complaint officer ● Oversee investigation processes ● Provide operational transparency and accessibility to the Membership and all governing bodies of the school ● Facilitate mass communication to families and students for urgent and emergent issues (weather, safety, etc) ● Build and maintain needed district and school-level systems ● Provide training, coaching, modeling, and support for all governing bodies (Design Team, School Meeting, Community Engagement, Governance Board, membership circles) in sociocracy, facilitation, and democratic self-governance ● Serve as the primary contact points for all communications with the police and other first responders, keeping and maintaining accurate records of all encounters and communications
<p>District Assessment Coordinator - 0.05 FTE</p> <p>Operations & Governance</p>	<p>Kane McDermott</p>	<ul style="list-style-type: none"> ● (DAC) Coordinate and implement all formal assessments required by the School Plan, OEO Contract, and DPI, including: <ul style="list-style-type: none"> ○ Forward ○ ACT and Pre-ACT ○ MAP
<p>Director of Learning & Teaching - 0.22 FTE</p> <p>Learning & Teaching</p>	<p>Kane McDermott</p>	<ul style="list-style-type: none"> ● (Dir of L&T) Facilitate curriculum development, including content-based lessons, projects, and stand-alone learning experiences alongside content specialists ● (Dir of L&T) Coordinate course catalog, course development, and approval practices at School Meeting

		<ul style="list-style-type: none"> ● (Dir of L&T) Provide instructional coaching and development ● (Dir of L&T) Organize Professional Development ● (Dir of L&T) Support guest instructors in course development ● (Dir of L&T) Recruit and coordinate a network for guest instructors ● (Dir of L&T) Schedule and organize Exhibitions in coordination with School Meeting ● (Dir of L&T) Maintain Academic Calendar and course schedules ● (Dir of L&T) Collaborate with the Leadership Circle to organize, facilitate, and host Community Engagement meetings ● (Dir of L&T) Manage Transcripts, Computing Credits, progress reports and grade reports ● (Dir of L&T) Coordinating transcript alignment for incoming and exiting students in cooperation with the Registrar and Advisors ● (Dir of L&T) Develop and facilitate student academic progress and credit reports in cooperation with Advisors ● (Dir of L&T) Serve on the EC Leadership Circle -- the elected and appointed small body that collectively acts as principal and superintendent of the school ● (Dir of L&T) Provide leadership to the Learning & Teaching Circle
<p>Operations Specialist - 0.46 FTE each = 0.92 total FTE</p> <p>Operations & Governance</p>	<p>New hires</p>	<ul style="list-style-type: none"> ● (Ops Spec) Serving as the Front Desk Attendant <ul style="list-style-type: none"> ○ Greet students, families, and visitors ○ Maintain records of all people who enter the building ○ Supervise access to the Health Room and the Fitness Room ● (Ops Spec) Support the Director of Operations with delegated duties, to include: <ul style="list-style-type: none"> ○ Answer phone calls and texts to office phone lines, on a coordinated schedule with other members of the Operations circle ○ Ensuring accurate attendance is taken and recorded at least twice daily ○ Providing direct outreach (calls & texts) to students and families that are absent every morning ○ Coordinating transportation services <ul style="list-style-type: none"> ■ Manage and facilitate student transportation needs and accessibility in cooperation with Advisors ■ Ensures that all staff who will transport students have valid and appropriate drivers' licenses ■ Coordinates and schedules drivers and van usage ■ Develops and implements policy regarding driving and transportation in consultation with insurance companies,

		<ul style="list-style-type: none"> <ul style="list-style-type: none"> DOT, and Board <ul style="list-style-type: none"> ■ Manage all reporting with Director of Operations for submission to DPI ■ Manage all vehicles owned and operated by Milestone, including registration, insurance, service, and maintenance ● (Ops Spec) Provide IT services, in collaboration with other members of the Operations Circle: <ul style="list-style-type: none"> ○ Ensure reliable student access to digital tools for learning, including devices and software systems ○ Manage our Learning Management Systems (Google Workspace Edu) ○ Provide technology-related training and support to staff; support advisors in providing technology-related training to students and families ○ Maintain all user email, document, and storage accounts ○ Coordinate with Facilities manager for internet infrastructure management ○ Maintain and update the school’s website, in collaboration with the Raising the Profile workgroup of the Board ○ Maintain inventory records of all technology in the school purchased through any grant funds ○ Supervise and support contractors for all IT work ● (Ops Spec) Respond to general email inquiries at office email accounts ● (Ops Spec) Maintain digital and paper files for Board, contractors, and volunteers ● (Ops Spec) Serve as the school’s registrar, with responsibilities for overseeing all student application, enrollment, and attendance records, with duties including: <ul style="list-style-type: none"> ○ Ensure precise and accurate attendance records and reporting enrollment as requested by the Governance Board, authorizer, and State and Federal agencies ○ Create and maintain student & staff IDs ○ Maintain, facilitate, and coordinate student, class, and credit records in SIS and Mastery Transcript in collaboration with the Director of Learning & Teaching ○ Ensures complete and accurate records transfers for all incoming students
<p>Director of Special Education - 0.46 FTE</p> <p>Learning & Teaching</p>	<p>Michele Lucci</p>	<ul style="list-style-type: none"> ● (Dir of SpEd) Guarantee Special Education Due Process (FAPE) ● (Dir of SpEd) Review all IEPs and 504s for entering students ● (Dir of SpEd) Communicate with Advisors, Case Managers, and Instructors regularly ● (Dir of SpEd) Maintain IEP and 504 oversight and management systems (OASYS, e.g.) ● (Dir of SpEd) Serve as LEA in all SpEd meetings

		<ul style="list-style-type: none"> ● (Dir of SpEd) Maintain DPI SpEd calendar and deadlines for reporting ● (Dir of SpEd) Coordinate and communicate accommodations and modifications to curriculum, instruction, and assessment as required by IEPs and 504s with instructors ● (Dir of SpEd) Coordinate all contracted service providers and volunteers to ensure needs are met, including school psychologists, occupational therapists, speech pathologists, and other providers and evaluators ● (Dir of SpEd) Develop SDI in cooperation with SpEd teachers and Advisors ● (Dir of SpEd) Provide leadership to the Special Education Circle
Mental Health & Social Services Navigator - 0.4 FTE Culture & Climate	New hire	<ul style="list-style-type: none"> ● (Mental Health Nav) Support development of SEL curriculum for Advisories ● (Mental Health Nav) Meet the needs of all students, delivering the Services, Care, Culture, and Climate program described in the School Plan ● (Mental Health Nav) Establish and maintain connections with service providers in the community ● (Mental Health Nav) Provide contacts and referral lists to families via our website and individually as needed ● (Soc Serv Nav) Maintain license in school counseling, mental health, or equivalent area of expertise OR if not licensed, act as referrer to these contracted services ● (Soc Serv Nav) Provide direct services to students (if licensed) <ul style="list-style-type: none"> ○ Facilitate small-group sessions ○ Provide instruction on Tier 1 / Tier 2 interventions for social and emotional health/SEL ● (Soc Serv Nav) Develop school-wide practices and interventions for students, and student screening ● (Soc Serv Nav) Support development of SEL curriculum for Advisories ● (Soc Serv Nav) Meet the needs of all students, delivering the Services, Care, Culture, and Climate program described in the School Plan ● (Soc Serv Nav) Establish and maintain connections with service providers in the community ● (Soc Serv Nav) Provide contacts and referral lists to families via our website and individually as needed ● (Soc Serv Nav) Manage the Milestone Mutual Aid project ● (Soc Serv Nav) Act as Student Success Coordinator for RTI referrals
Special Education	Sarah Weinstock	<ul style="list-style-type: none"> ● (SpEd Teacher) Collaborate with Advisors and the Director of Special

<p>Case Management and Instruction - 0.91 FTE</p> <p>Learning & Teaching</p>		<p>Education to develop specialized instruction as part of students' PLPs</p> <ul style="list-style-type: none"> • (SpEd Teacher) Design & deliver specialized academic/social/emotional instruction as required by IEPs and PLPs • (SpEd Teacher) Collect data & complete progress monitoring reports, sharing with Assessment Coordinator for communication to families • (SpEd Teacher) Know and understanding all IEPs and 504s for assigned students • (SpEd Teacher) Schedule and facilitate IEP and 504 meetings in collaboration with the Director of Special Education • (SpEd Teacher) Developing new IEP and 504 plans, and revising plans as needed, in collaboration with the Director of Special Education • (SpEd Teacher) Schedule and facilitate IEP team meetings with external providers and agencies for progress monitoring updates and information sharing, in collaboration with the Director of Special Education • (SpEd Teacher) Provide EC Members with IEP Snapshots
<p>Justice Coordinator - 0.5 FTE</p> <p>Culture & Climate</p>	<p>New Hire</p>	<ul style="list-style-type: none"> • (Justice) Implement the Community Accountability and Repair Exercises (CARE) Restorative & Transformative Justice system, procedures, and protocols adopted by the EC • (Justice) Revise and refine Restorative & Transformative Justice system, procedures, and protocols as needed, in collaboration with the Culture & Climate circle
<p>Course Instructors - 0.41 FTE</p> <p>Learning & Teaching</p>	<p>All EC members who successfully propose courses at School Meeting, New Hires as Guest Instructors</p>	<ul style="list-style-type: none"> • Develop course proposals in cooperation with students, guest instructors, and other staff • Develop curriculum for certain courses, ensuring to address learning loss due to COVID • Lead courses approved by School Meeting, ensuring to address learning loss due to COVID • Seek out and attend professional development opportunities
<p>Design Team Coordinator - 0.05 FTE</p> <p>Operations & Governance</p>	<p>Sean Anderson</p>	<ul style="list-style-type: none"> • Convene a new Design Team as described in the School Plan • Facilitate, as a consensus member of the Team, regular meetings • Lead the Team through the work of evaluating the effectiveness of the current Iteration of the School Plan, providing learning experiences including site visits and observations at other schools, collecting input from the Milestone membership • Publish a new Iteration of the School Plan at least once during the academic school year

<p>Math Specialist and Content-Area Expert - 0.5 FTE</p> <p>Learning & Teaching</p>	<p>New Hire</p>	<ul style="list-style-type: none"> ● Support Advisors and Course Instructors in integrating numeracy development into universal learning experiences provided in Advisories and Courses ● Support Advisors in ensuring that all PLPs promote numeracy targeted at students' individual levels of need and abilities ● Develop course proposals for mathematics courses that address learning loss due to COVID-19 ● Develop curriculum for mathematics courses to address learning loss due to COVID-19 ● Provide intervention services in small-group and individual contexts based on student needs, specifically to students demonstrating learning loss due to COVID-19 ● Serve on the assessment and evaluation panel for all student exhibitions which target math credits and competencies ● Act as teacher of record for all credits and competencies aligned with Mathematics standards
<p>Reading Interventionist - 0.25 FTE</p> <p>Learning & Teaching</p>	<p>New hire</p>	<ul style="list-style-type: none"> ● Support Advisors and Course Instructors in integrating literacy development into universal learning experiences provided in Advisories and Courses ● Support Advisors in ensuring that all PLPs promote literacy targeted at students' individual levels of need and abilities ● Develop curriculum to address learning loss due to COVID-19 ● Provide intervention services in small-group and individual contexts based on student needs, specifically to students demonstrating learning loss due to COVID-19
<p>ELA Content-Area Expert - 0.05 FTE</p> <p>Learning & Teaching</p>	<p>New hire</p>	<ul style="list-style-type: none"> ● Serve on the assessment and evaluation panel for all student exhibitions which target English/Language Arts credits and competencies ● Act as teacher of record for all credits and competencies aligned with English/Language Arts standards
<p>Science Content-Area Expert - 0.05</p> <p>Learning & Teaching</p>	<p>New Hire</p>	<ul style="list-style-type: none"> ● Support Advisors and Course Instructors in integrating science skills & knowledge development into universal learning experiences provided in Advisories and Courses ● Support Advisors in ensuring that all PLPs promote science skills & knowledge targeted at students' individual levels of need and abilities ● Serve on the assessment and evaluation panel for all student exhibitions which target science credits and competencies ● Act as teacher of record for all credits and competencies aligned with science standards
<p>Operations Manager - 0.2 FTE</p>	<p>Sam Hsieh</p>	<ul style="list-style-type: none"> ● (Ops Mgr) Serve as Custodian of Record for all required records of the School

<p>Operations & Governance</p>		<ul style="list-style-type: none"> ● (Ops Mgr) Support the Finance Manager to implement the Accounting and Bookkeeping policies and procedures ● (Ops Mgr) Conduct, supervise, and report all required Pupil Counts ● (Ops Mgr) Coordinates and maintains staff coverage schedule, including substitute coverage as needed ● (Ops Mgr) Coordinates and schedules volunteers and contractors ● (Ops Mgr) Create district level procedures for anything that falls in the Operations Circle Domain ● (Ops Mgr) Manage all communications with the SIS provider
<p>Group Community Learning Coordinator - 0.2 FTE</p> <p>Learning & Teaching</p>	<p>Sam Hsieh</p>	<ul style="list-style-type: none"> ● (Group CL Coord) Provide logistic organization for a full year of site visits and guest speakers for Group CL ● (Group CL Coord) Build a network of community partners who can serve as mentors or provide opportunities for interest interviews, shadow days, field experiences, internships, field experiences or other “leaving to learn” opportunities
<p>District Administrator - 0.45 FTE</p> <p>Leadership Circle</p>	<p>Michele Lucci</p>	<ul style="list-style-type: none"> ● (District Admin) Maintain license ● (District Admin) Implement all parts of the Educator Effectiveness Program ● (District Admin) Certify DPI and OEO reports ● (District Admin) Work with GIR Manager and Director of Operations to ensure licensure of any roles requiring licensure’ ● (District Admin) Serve on the EC Leadership Circle -- the elected and appointed small body that collectively acts as principal and superintendent of the school ● (District Admin) Serve as Districtwide Administrator for all WISE system applications ● (District Admin) Serve as coordinator and contact for IDEA, Title I, II, III, and IV, including writing & maintaining the LEA narratives- ● (District Admin) Maintains applications, background checks, and files on all Board members, contractors, and volunteers, in collaboration with the Front Desk Attendant ● (District Admin) Serve as Compliance Officer and contact for Title IX and other reported violations-

		<ul style="list-style-type: none"> ● (District Admin) Serves as the school’s Homeless Liaison: <ul style="list-style-type: none"> ○ Carry out the duties as required under the McKinney-Vento Act. The homeless liaison is the key to ensuring homeless children and youth receive the services they need and is the primary contact between homeless families, school and LEA staff, shelter workers, and other service providers. ● (District Admin) Create district level procedures for anything that falls in the Operations Circle Domain ● (District Admin) Create and maintain a comprehensive calendar of compliance, reporting, and filing obligations ● (District Admin) Coordinates Educator Effectiveness ● (District Admin) Coordinates all staff evaluation required by the School Plan, which will include an evaluation of staff towards any goals in a Restorative Justice Response/Action Plan (RJRP)
<p>Social Studies Content-Area Expert - 0.05</p> <p>Learning & Teaching</p>	<p>Ben Temeyer</p>	<ul style="list-style-type: none"> ● Support Advisors and Course Instructors in integrating historical, economic, and social literacy development into universal learning experiences provided in Advisories and Courses ● Support Advisors in ensuring that all PLPs promote historical, economic, and social literacy targeted at students’ individual levels of need and abilities ● Serve on the assessment and evaluation panel for all student exhibitions which target social studies credits and competencies ● Act as teacher of record for all credits and competencies aligned with social studies standards
<p>Substitute Teachers - 0.72 FTE</p> <p>Learning & Teaching</p>	<p>New Hires</p>	<ul style="list-style-type: none"> ● Provide coverage for planned and unplanned absences of all staff with direct student contact (Advisors, Course Instructors, Front Desk, Health, etc)

Initials to acknowledge and approve:

MILESTONE DEMOCRATIC SCHOOL, Inc.



BY: Jess Bernstein, Acting Board President

06/29/2023

DATE:

GET IT RIGHT EDUCATORS' COOPERATIVE



BY: Alexis Gardner, Board Chair

06/30/2023

DATE:

Appendix B RACIAL JUSTICE RESPONSE (ACTION) PLAN RJRP

Using a request form developed by the EC/Board this process can be initiated.

In an effort to demonstrate ongoing learning of how to be a black liberation co-conspirator and transparency and accountability in accordance with the aspirations of the school justice plan especially as highlighted below, a racial justice remedial action is proposed to address concerns for the wellbeing and safety of all students and for the improvement of the school climate surrounding issues of racial justice. Since issues raised involved racial oppression, white fragility, and/or institutionalized oppression, the Board seeks reassurances that the willingness, knowledge base and capacity are adequate in the areas of racial justice, Black liberation, Black history and liberation pedagogy to meet the needs of students, parents and other staff.

Justice at Milestone should...• Be understanding of one's present and past. • Hold people accountable for their actions. • Help people take responsibility for themselves. • Give anyone who wants to lead the skills and training they need. • Be forgiving and understanding. • Take each person's boundaries into account. • Be open and transparent. • Provide safe space to understand and work toward eliminating biases. • Keep us as individuals and a community safe. • Be aware of systemic and structural oppression and violence.

Current and new hires are asked to agree to any or all of the steps outlined below deemed necessary through unanimous consensus.

- 90-day trial period monitored EC and School Meeting to ensure that there is sufficient alignment of Milestone values.
- Commitment to dismantling structural racism, white supremacist culture and the mindsets that perpetuate them.
- Commitment to transforming personal and inter personal dynamics of racism in an open and non-defensive manner.
- Commitment to submitting a personal racial justice plan that overlaps with work at Milestone so that students can benefit from and feel safe with staff or/and approaches related to race, diverse cultural backgrounds and other aspects of diversity as they intersect with dynamics of racial oppression and Black liberation.
- In the event of red flag incidents raising significant concern for safety, wellbeing and opportunity to advance in a culturally responsive environment free from deeply entrenched negative impacts of racism staff will prepare, and implement a racial justice response plan (RJRP) that is reviewed by the EC and the Board. RJRP will have the support of a regular review of progress by the board and the EC.
- The plan will be implemented with the support of an advocate who is a racial justice activist or educator with at least 10 years of experience in that area of expertise and includes in the community represented by the or identified/ issues of concern. Where ever lack of awareness, capacity or ability to relate is evident, representatives from that racial group must be found to work with the person needing guidance.
- The length, duration and scope of the plan will be proposed by the person submitting the plan and need the approval of both the Board and the EC.

- An independent organization approved by the EC will assist in the evaluation of staff performance taking into account and RJRP progress reports.

The staff involved will submit a progress report every 30 days for the approval of the Advocate, Board and the EC.

Initials to acknowledge and approve:

MILESTONE DEMOCRATIC SCHOOL, Inc.



BY: Jess Bernstein, Board Vice-President

06/29/2023

DATE:

GET IT RIGHT EDUCATORS' COOPERATIVE



BY: Alexis Gardner, Board Chair

06/30/2023

DATE:

AMENDMENT: MILESTONE DEMOCRATIC SCHOOL and GET IT RIGHT EDUCATORS' COOPERATIVE CONTRACT

THIS AMENDMENT to the agreement entered into as of **1st July, 2023** by and between **Milestone Democratic School, Inc.**, a Wisconsin nonprofit corporation charter school (“**School**”) and **Get It Right Educators’ Cooperative**, a Wisconsin Cooperative (**Get It Right**), is made and entered into effective as of 15th August, 2023.

Amendment A: Cost Allocation

Article V, Section 3 of the executed agreement states, “Invoicing detailing the services provided, including provision of Special Education Services, ‘Title’ services, program development services, etc, as well as the percentage allocation of each payment dedicated to distinct service provision, shall be determined in good faith between the School Board and the EC. In addition, Time & Effort Logs as may be required by funding sources of the School may be required as attachments to invoicing. The Board reserves the right to withhold payment until invoicing for services meets their criteria.”

The School and Get It Right hereby agree that the cost allocation for the periods below may vary, and any such variance shall be reflected in the particular invoicing for the respective period, but shall generally reflect the following:

Service Dates	Nature and Scope of Service	Invoice amount	Invoice Amount Allocated to General Education Services	Invoice Amount Allocated to Special Education Services	Invoice Amount Allocated to Operational and Management Services
Good faith deposit on services		\$68,583.33	<i>See final row below</i>	<i>See final row below</i>	<i>See final row below</i>
07/01 - 07/31	<ul style="list-style-type: none"> ▪ Student recruitment ▪ Staff recruitment ▪ Fundraising ▪ Facilities management and preparation ▪ IT set up and preparation ▪ New family on-boarding and registration ▪ Operations systems development and preparation 	\$68,583.33	\$0.00	\$2,250.00	\$66,333.33
08/01 - 08/31	<ul style="list-style-type: none"> ▪ All duties from previous period ▪ Training, on-boarding, and professional development for the EC ▪ Final systems preparation for the start of 	\$68,583.33	\$39,778.33 <i>(58% of total)</i>	\$8,915.88 <i>(13%)</i>	\$19,889.16 <i>(29%)</i>

	the school year				
09/01 - 09/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
10/01 - 10/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
11/01 - 11/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
12/01 - 12/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
01/01 - 01/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
02/01 - 02/29	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
03/01 - 03/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
04/01 - 04/30	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.33	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
5/01 - 05/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising 	\$68,583.37	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
6/01 - 6/31	<ul style="list-style-type: none"> ▪ Staffing and operating the school according to the School Plan ▪ On-going student recruitment, staff recruitment, and fundraising ▪ Finalize academic records ▪ Clean up and close up facilities for the summer ▪ Prepare to transfer student recruitment, staff recruitment, and fundraising to the following year's contract (GIR or another contractor) 	\$0.00	\$48,008.33 (70%)	\$8,230.00 (12%)	\$12,345.00 (18%)
Total		\$823,000.0	\$519,861.63	\$93,465.88	\$209,672.49

		0	(63%)	(11%)	(25%)
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Signatures. The following individuals are authorized to enter into this agreement on behalf of their respective entities:

MILESTONE DEMOCRATIC SCHOOL, Inc.

Adopted by Motion at a Special Board Meeting

BY: Jess Bernstein, Acting Board President

DATE:

GET IT RIGHT EDUCATORS' COOPERATIVE

Adopted by Consent at a Special Board Meeting

BY: Alexis Gardner, Acting Board Chair

DATE: