

CONTRACT
(Cover Sheet)

TITLE OF CONTRACT: Community Youth Development
CONTRACT NO.: CYD 2014-3

This contract ("**Contract**") is entered into by the City of Corpus Christi ("**City**" or "**Fiscal Agent**") and the following named Subcontractor:

CITY:

City of Corpus Christi- PARD - CYD
615 Leopard, Ste 105
Corpus Christi, TX 78401
Telephone: (361) 826-4028
FAX: (361) 826-4038
Contact Person: Celina Pulcher

SUBCONTRACTOR:

SERCO of Texas
555 North Carancahua, Ste 900
Corpus Christi, TX 78478
Telephone: (361) 361-903-7893
FAX: (361) 361-903-7880
Contact Person: Nancy Bonilla

Subcontractor agrees to provide services in accordance with the provisions of this Contract and under the Community Youth Development Program ("**CYD**") funded by the Texas Department of Family and Protective Services ("**DFPS**"). This Contract consists of the following attached documents which are incorporated herein by reference:

Contract (Cover Sheet)
Performance Measures (Attachment A-1)
Plan of Operation (Attachment A-2)
Program Requirements (Attachment A-3)
Budget, Reimbursement Request Form & Budget Narrative (Attachments B-1, B-2, and B-3)
Standard Terms and Conditions (Attachment C)
Subcontractor Certification, Form 4733 (Attachment D)

Subcontractor agrees to abide by all terms and conditions specified herein, and it certifies that the information provided to the City is true and correct in all respects to the best of its knowledge, information, and belief.

The obligations of the City of Corpus Christi under this Contract are expressly contingent upon the availability of funds for such purpose under the funding sources:

CONTRACT PERIOD: *From:* **September 1, 2013** *Through:* **August 31, 2014**

FUNDING OBLIGATION: **Not to exceed \$108,000.00 for FY 2014 for Contract Period stated above.**

Executed in triplicate, each of which recognized as an original.

ATTEST:

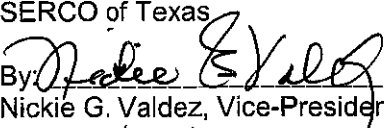
City of Corpus Christi

Armando Chapa
City Secretary

Ron Olson
City Manager

Legal form approved _____, 2013;

By: _____
Douglas DeFratus
Assistant City Attorney

Subcontractor:
SERCO of Texas
By: 
Nickie G. Valdez, Vice-President
Date: 7/30/13

78415 COMMUNITY YOUTH DEVELOPMENT PROGRAM
SERCO of Texas
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Sections

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19. Sectarian Involvement Prohibited
20. Political Activity/Lobbying
21. Non-Discrimination and Equal Opportunity
22. Reporting Abuse, Neglect, or Exploitation

- 23. Health and Safety Standards
- 24. Insurance
- 25. Debarment and Suspension
- 26. Notice and Assistance Regarding Patent and Copyright Infringement
- 27. Disclosure of Confidential Information
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- 30. Entire Agreement
- 31. Contingent on Funding
- 32. Trainer Qualifications
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- 36. Suspension of Payments
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Subcontractor Certification, Form 4733 (Attachment D).....55

Attachment A-1

Contractor: SERCO of Texas
Program Name: Career Mentoring
Contract Number: 23792861-1
Contract Period: September 1, 2013 – August 31, 2014

Performance Measures:

Pursuant to Texas Human Resources Code §40.058 all contracts for client services must include clearly defined goals and outcomes that can be measured to determine whether the objectives of the program are being achieved. The City will use the following Performance Measures to evaluate the success of the Sub-Contractor's performance of services under this contract.

Goal of the Contract: To prevent delinquency in Target Youths

OUTPUT MEASURES

OUTPUT #1: The expected average number of Target Youths are served monthly.

Performance Period: Contractor performance for this output is determined for each month of the contract period, either wholly or partially, depending on the contract start and end dates.

Indicator: Average number of unduplicated Target Youths served in the Contractor's CYD Program each month

Target: 430

Purpose: To evaluate the Contractor's effort at providing services to youths in the CYD Program

Data Source: PEIS Database

Methodology: The numerator is the total number of unduplicated Target Youths served by the Contractor during the most recent completed month, added to the total number of unduplicated Target Youths served by the Contractor during each previous completed month (if any). The denominator is the total number of completed months. Divide the numerator by the denominator.

OUTPUT #2: The expected average number of Target Youths are served during the contract period.

Performance Period: Contractor performance for this output is determined annually but measured quarterly throughout the contract period.

Indicator: Total number of unduplicated Target Youths served in the Contractor's CYD Program during the contract period.

Target: 1376

Purpose: To evaluate the Contractor's effort at providing services to youths in the CYD Program

Data Source: PEIS Database

Methodology: Total number of unduplicated Target Youths with unique client ID numbers that were served by the Contractor during the contract period.

OUTPUT #3: Pre-Service and Post-Service Protective Factors Survey Questionnaires are completed by the 6-9 year old Target Youths served.

Performance Period: Contractor performance for this output is determined annually but measured quarterly throughout the contract period.

Indicator: Percentage of eligible 6-9 year old Target Youths served in the Contractor’s CYD Program from whom completed Pre-Service Protective Factors Survey Questionnaires and matching Post-Service Protective Factor Survey Questionnaires are obtained by the Contractor

Target: 60%

Purpose: To evaluate the Contractor’s effort at obtaining outcome data

Data Sources: PEIS Database

Methodology: The numerator is the number of eligible 6-9 year old Target Youths served by the Contractor during the contract period from whom completed Pre-Service Protective Factors Survey Questionnaires and matching Post-Service Protective Factor Survey Questionnaires were obtained. The denominator is the total number of eligible 6-9 year old Target Youths served by the Contractor during the contract period. Divide the numerator by the denominator, multiply by 100 and state as a percentage.

OUTPUT #4: Pre-Service and Post-Service Protective Factors Survey Questionnaires are completed by the 10-17 year old Target Youths served.

Performance Period: Contractor performance for this output is determined annually but measured quarterly throughout the contract period.

Indicator: Percentage of eligible 10-17 year old Target Youths served in the Contractor’s CYD Program from whom completed Pre-Service Protective Factors Survey Questionnaires and matching Post-Service Protective Factor Survey Questionnaires are obtained by the Contractor

Target: 60%

Purpose: To evaluate the Contractor’s effort at obtaining outcome data

Data Sources PEIS Database

Methodology: The numerator is the number of eligible 10-17 year old Target Youths served by the Contractor during the contract period from whom completed Pre-Service Protective Factors Survey Questionnaires and matching Post-Service Protective Factor Survey Questionnaires were obtained. The denominator is the total number of eligible 10-17 year old Target Youths served by the Contractor during the contract period. Divide the numerator by the denominator, multiply by 100 and state as a percentage.

OUTCOME MEASURES

OUTCOME #1: 6-9 year old Target Youths report an increase in the protective factors

Performance Period: Contractor performance for this outcome is determined annually.

Indicator: Percentage of unduplicated 6-9 year old Target Youths who indicate an absolute increase in protective factors, as determined by comparison of the Pre-Service Protective Factors Survey scores to the Post-Service Protective Factors Survey scores

Target: 75% (The Contractor’s ability or inability to meet or exceed this target will not be the sole means for assessing their success in providing the contracted client services. DFPS reserves the right to revise the target for this outcome measure for any subsequent contract periods based on statewide Contractor performance data.)

Purpose: To evaluate the Contractor’s success at increasing protective factors in the 6-9 year old Target Youths who are served by the Contractor’s CYD Program

Data Sources: PEIS Database

Methodology: For each eligible 6-9 year old Target Youth from whom both Pre- and Post-Service Protective Factors Survey Questionnaires are obtained by the Contractor:

1. Calculate the scores for both the Pre- and Post-Service Questionnaires per instructions in the Protective Factors Survey User Manual.

2. For each set of matching Pre- and Post-Service Questionnaires from the same 6-9 year old Target Youth, subtract the score in the Pre-Service Protective Factors Survey Questionnaire from the corresponding score in the Post-Service Protective Factors Survey Questionnaire to determine an absolute increase, if any.
3. Count the number of Post-Service Protective Factors Survey Questionnaires that indicate an absolute increase.
4. The numerator is the number of Post-Service Protective Factors Survey Questionnaires that indicate an absolute increase in the score. The denominator is the total number of Post-Service Protective Factors Survey Questionnaires completed by eligible 6-9 year old Target Youths. Divide the numerator by the denominator, multiply by 100 and state as a percentage. (The Contractor must meet or exceed the target for Output #3 in order to achieve the target for this outcome.)

OUTCOME #2: 10-17 year old Target Youths report an increase in the protective factors

Performance Period: Contractor performance for this outcome is determined annually.

Indicator: The number of Protective Factors Survey subscales (protective factors) for which 10-17 year old Target Youths indicate an absolute increase by comparing Pre-Service Protective Factors scores to Post-Service Protective Factor scores.

Target: On protective factor which 75% of 10-17 year old Target Youths indicated an absolute increase (The Contractor's ability or inability to meet or exceed this target will not be the sole means for assessing their success in providing the contracted client services. DFPS reserves the right to revise the target for this outcome measure for any subsequent contract periods based on statewide Contractor performance data.)

Purpose: To evaluate the Contractor's success at increasing protective factors in the 10-17 year old Target Youths who are served by the Contractor's CYD Program

Data Sources: PEIS Database

Methodology: For each eligible 10-17 year old Target Youth from whom both Pre- and Post-Service Protective Factors Survey Questionnaires are obtained by the Contractor:

1. Calculate the subscale scores for both the Pre- and Post-Service Questionnaires per instructions in the Protective Factors Survey User Manual.
2. For each 10-17 year old Target Youth, subtract the subscale scores in the Pre-Service Protective Factors Survey Questionnaire from the corresponding subscale scores in the Post-Service Protective Factors Survey Questionnaire to determine an absolute increase, if any.
3. For each subscale, count the number of Post-Service Protective Factors Survey Questionnaires that indicate an absolute increase.
4. For each subscale, the numerator is the number of Post-Service Protective Factors Survey Questionnaires that indicate an absolute increase in that subscale score (protective factor). The denominator is the total number of Post-Service Protective Factors Survey Questionnaires completed by eligible 10-17 year old Target Youths. Divide the numerator by the denominator, multiply by 100 and state as a percentage.
5. Count the number of subscales (protective factors) for which the percentage equals 75% or more. (The Contractor must meet or exceed the target for Output #4 in order to achieve the target for this outcome.)

OUTCOME #3: 10-16 year old Target Youths served in the Contractor's CYD Program will not engage in delinquent behavior.

Outcome Performance Period: Contractor performance for this outcome is determined annually.

Outcome Indicator: Percentage of 10-16 year old Target Youths that are not referred to a county juvenile probation program while registered in and receiving services from the Contractor's CYD Program

Outcome Target: 95%

Purpose: To evaluate the Contractor's success in providing services that deter delinquent behavior in 10-16 year old Target Youths receiving services from the CYD Program

Data Sources: Texas Juvenile Justice Department database and PEIS database

Methodology: The numerator is the total number of unduplicated 10-16 year old Target Youths served in the Contractor's CYD Program during the contract period who were also referred to a county juvenile probation program while registered in the Contractor's CYD Program. An existing protocol for matching youth data maintained in the CYD database with youth data maintained by the Texas Juvenile Justice Department database will be used to establish the numerator. The denominator is the total number of unduplicated 10-16 year old Target Youths served in the Contractor's CYD Program during the contract period. Divide the numerator by the denominator, subtract this number from one, multiply by 100 and state as a percentage.

DEFINITIONS

Absolute Increase – A documented increase in the score for the Post-Service Protective Factors Survey Questionnaire relative to the corresponding score for the matching Pre-Service Protective Factors Survey Questionnaire.

Completed Protective Factors Survey Questionnaire – For the Child (age 6-9) Protective Factors Survey Questionnaire, the Child must have responded to a minimum of 15 items. For the Youth (age 10-17) Protective Factors Survey Questionnaire, the Youth must have responded to a minimum of 20 items.

Contract Period – The total length of this time frame is limited to all or part of the current fiscal year and shall not exceed 12 months.

Eligible (to respond to the Post-Service Protective Factors Survey Questionnaire) – A 6-17 year old Target Youth that has completed a Pre-Service Protective Factors Survey Questionnaire and;

- Completed the prescribed CYD Program; or
- Participated in the CYD Program for 12 months from the date the Pre-Service Protective Factors Survey Questionnaire was completed.

The Post-Service Protective Factors Survey Questionnaire must be the same version (Age 6-9 or Age 10-17) that was administered to the youth as the Pre-Service Protective Factors Survey Questionnaire. The youth's age is calculated as of the date of registration or September 1st of the current fiscal year if the youth was registered in a previous fiscal year.

Eligible (to respond to the Pre-Service Protective Factors Survey Questionnaire) – A 6-17 year old Target Youth must be newly registered into the CYD Program during the current contract period. The youth's age is calculated as of the date of registration in the contract period assessed.

Post-Service Protective Factors Survey Questionnaire – A tool identical to the Pre-Service Protective Factors Survey Questionnaire administered to the 6-17 year old Target Youth following the receipt of services and designed to assess changes in the levels of the Target Youth's protective factors.

Pre-Service Protective Factors Survey Questionnaire – A tool administered to the 6-17 year old Target Youth prior to the receipt of services and designed to assess the levels of the Target Youth’s protective factors.

Protective Factors – Personal characteristics or environmental conditions that interact with risk factors to reduce the likelihood of problem behaviors.

Subscale – Groups of questions on the Youth (age 10-17) Protective Factor Survey Questionnaire indicative of one of five protective factors: Family Bonding/Communication; School Involvement; Individual Self-Esteem/Self-Efficacy; Positive Peer Association; Community Involvement.

Target Youths – Youths through 17 years of age who live in and/or attend school in one of the designated ZIP Code areas or attend school at another eligible public middle or high school located outside of the designated ZIP Code area that has at least 30% enrollment from the designated ZIP Code area as determined by DFPS.

Unduplicated Target Youth – A Target Youth with a unique client ID number who receives at least one service is only counted one time during the performance period.

**Attachment A-2
 SERCO of Texas
 FY13 Plan of Operation**

Service Provider Information

Subcontractor Name: SERCO of Texas		Total Requested CYD Funding Amount: \$ <u>108,000.00</u>	
Program Name: SERCO Job Skills & Career Program			
Subcontractor Contact Information			
Name:	Title:	E-mail:	Phone Number:
Nickie G. Valdez	Vice-President	nvaldez@sercohq.com	361/903-7888
Address: 555 N. Carancahua #900, Corpus Christi, Texas 78401			
Inclusive Dates of Service: From: 09/01/13 To: 08/31/14			
All addresses (locations) where services will be provided, (please use full address):			
1. Sam Houston Elementary, 363 Norton Street, Corpus Christi, TX 78415 2. Baker Middle School, 3445 Pecan Street, Corpus Christi, TX 78411 3. South Park Middle School, 3001 McArdle Street, Corpus Christi, TX 78415 4. Mary Carroll High School, 5301 Weber Road, Corpus Christi, TX 78411 5. Moody High School, 1818 Trojan Drive, Corpus Christi, TX 78416			

Program Outputs

Output #1: Average number of unduplicated youth served monthly* :	66-69	Output #3: Average number of unduplicated adults served monthly*:	NA
Output #2: Number of unduplicated youth served during the fiscal year**:	800-830	Output #4: Number of unduplicated adults served during the fiscal year**:	NA
Calculate the cost of the overall program per youth (Cost per = \$Contract amount / # youth served annually.): <u>\$106.25</u>			

*NOTE: * Monthly Average: each youth or adult receiving services within a month is counted once, during each month.
 ** Annually: each youth or adult receiving services within the contract period (the fiscal year) is counted once for the fiscal agent*

Please fill in the following chart to explain how you will reach your target outputs during the fiscal year. If clients will be served only in individual or group services, add the Annual Outputs for both services and enter the sum above. On the other hand, if clients will be served by BOTH individual AND group services, the annual outputs should be identical and that number should be entered above. Be sure to include all services that will be provided. Copy and paste multiple rows as needed.

Individuals:

	Maximum Caseload per staff	Number of staff	Total Number of youth served per program cycle (caseload x # of staff)	Number of program cycles per year	Average number of youth served monthly (caseload x staff - 10%)	Annual Output (monthly output x number of cycles per year)

Groups:

	Maximum group size	Number of group sessions running concurrently	Total number of youth served per program cycle (group size x # of concurrent group sessions)	Number of program cycles per year	Average Monthly Output: (group size x # of group sessions - 10%)	Annual Output (monthly output x number of group cycles per year)
Youth based curriculum	25	8	200	3	180	540
Leadership Development	40	5	200	2	180	360
Mentoring	20	4	80	2	72	144
Career Mentoring	35	4	140	1	252	252
Life Skills	20	8	160	1	288	288
Recreational Services	50	2	100	1	180	180
Academic Support	30	3	90	1	81	162
YAC	30	1	30	1	27	27

1. Is this CYD Program a stand-alone program or component of a larger program? The program is the amalgam of all the separate services provided.

- Stand-alone
- Component of a larger program (Name of the larger program)

2. Check the services to be provided:

- Youth-Based Curriculum Activity
- Family-Based Curriculum Activity
- Family Focused Service
- Recreational Services
- Academic Support Services
- Life Skills Classes
- Mentoring
- Youth Leadership Development
- Youth Advisory Committee Business (*only **1 provider** will be chosen to provide the YAC business service type*)

3. Check the protective factors this program will identify for change:

- Involvement with positive peer group activities and norms
- Social competencies such as decision making skills, assertiveness and interpersonal skills
- Parental/guardian supervision
- Caring adults other than parent
- Strong bond between children and parents
- Emotional support and absence of severe criticism
- High parental expectations
- Clear rules and expectations
- Involvement with school/community
- Friendship network
- Positive perception of self and others
- Places high values on helping others
- Sense of purpose

CYD Program Description

4. Describe the services to be provided. Be sure to include every service indicated in the check box above.

Igniting the excitement of our future workforce is the key to student achievement. This program will do just that – inspire students to dream of being successful in their selected career field. Through immersion in hands-on learning, job shadowing, educational field trips, higher education campus tours and demonstrations—elementary, middle and high school students become aware of careers in their community and the education and training requirements necessary to secure these jobs in the future.

Focusing on current and future high-demand occupations in Texas and in the Coastal Bend, students participating in the program will gain first-hand job experience in the petrochemical and refining industries, health and science careers, advanced technologies and manufacturing, energy and other growing trade and skill sets. Students will also learn about public service professions and other technical jobs including jobs in public safety, government, hospitality and tourism, and other service professions. While inspiring students to plan for their future and gain employment in profitable careers, SERCO's proposed program participants will also learn how their academic subjects apply to these jobs – connecting education to the real world. In recognizing the need to encourage positive past time activities, students participate in indoor/outdoor recreation, leadership development opportunities, life skills activities and career exploration. Through participation in the program, staff, mentors and other partnering organizations encourage students to evaluate their career options, graduate from high school, and pursue education or training.

A combination of group learning and experiences, work site visits, career exploration activities and career mentoring will offer a unique learning opportunity for the CYD 78415 program and the target population of students within this zip code. Career mentors and experiences will provide students with a platform for studying traditional academics and learning the skills specific to a career. A touch screen computer was provided to three of the school campuses specifically for the SERCO CYD Program as a mode of access to career information. SERCO proposes to expand this mode through the purchase of career exploration software for each of these computers. The internet will also be utilized to offer a pre-recorded web-based version of an actual visit to the worksite—a “virtual reality” trip as it will not always be possible to send an entire group to a location. There are several website links available to schools to utilize for this purpose as well. The career software will demonstrate job appropriate skills to give the students insight into job performance and the requirements to be successful in attaining a similar position in the future. Many educational lessons can be formulated to answer student questions regarding pay scales and length of the preparatory course of study.

SERCO's proposed program will better prepare students to plan for their futures as they prepare to enter the workforce while promoting positive activities for youth to be engaged in with less likelihood of engaging in delinquent behavior.

YOUTH LEADERSHIP DEVELOPMENT: The SERCO CYD program will strive to develop leadership skills in all the youth its serves but will provide the opportunity for approximately forty (40) high school students to begin to establish the skills and knowledge it takes to be a leader in their communities. A YOUTH SUMMIT will be planned and led by the Youth Advisory Committee (YAC) in the 78415 community to encourage leadership development. The YAC will be recruited to choose date, topics, speakers, location and to coordinate and facilitate the summit activities. Adults will be on hand to assist and offer guidance but youth will coordinate all activities as a leadership development activity.

Community Service will play an integral part in the effectiveness of this program. Studies have shown that students involved in community service projects have increased positive feelings and mental health, and decreases in depression and stress. Students participated in many community service projects this past program year such as visiting nursing homes, toy drives for foster youth, awareness walks, city cleanups and many more. Projects will also be solicited from the 78415 community through formal requests to the campuses. Applications will be taken for one-day projects such as yard work, painting, cleaning, minor carpentry, etc for economically disadvantaged senior citizens and others.

Applications will be reviewed by YAC youth and selected for implementation each month. Community service projects help redirect energies of at-risk youth to more positive social activities. Participating in community service projects can be an effective tool in instilling a sense of belonging or stability that these youth need to feel connected

MENTORING: A group mentor program will be implemented at the elementary school campus to provide students with positive support, counsel, and friendship. Students will alternate meeting during breakfast or lunch once a month to hear presentations from guest speakers from various career fields; to learn life skills; and, to participate in educational field trips.

Career Mentoring--A Career Club will be implemented on the middle and high school campuses to provide students with guidance to make career decisions and promote long term goals such as college exploration and career exploration. These Career Clubs have been a very successful component of the SERCO CYD Program. Students will have the opportunity to learn about various career fields through guest speakers and field trips as well as attending College Career Fairs and Industry Fairs such as the Del Mar Health Careers Fair and the Driscoll Children's Hospital Career Fair students have attended in past years. Students enjoyed numerous field trips throughout the year such as campus tours at Texas State University in San Marcos, Texas A&M University Corpus Christi and Del Mar College; Girls in Engineering Day at University of Texas in Austin; Explore UT; a visit to the Alamo and the Witte Museum in San Antonio to name a few. Guest speakers will be scheduled bi-weekly so that all the career clusters can be covered over the school year.

The high school students will also be offered the opportunity to participate in workshops for resume writing, interviewing techniques, appropriate interview attire, etc. The YAC will plan a Career Day inviting various employers to conduct mock interviews with the students while providing feedback for improvement of interviewing skills. In addition, speakers from various fields of interest will be recruited to present information to students on a bi-weekly basis as part of a lunch "career club" during the three scheduled lunch shifts. High school students will be offered the opportunity to participate in National Groundhog Job Shadow Day where they will be placed at a worksite in a career field of interest.

LIFE SKILLS— Campus Program Supervisors (school counselors) will provide counseling and guidance as the need arises to meet each student's needs. These school Campus Program Supervisors are trained to assist students in times of crisis and are able to recognize the warning signs of a youth in trouble more readily than someone not trained in these areas. Curricula on topics such as bullying, cyber bullying, character education, and decision making will be part of the classroom instruction that will be provided by the Campus Program Liaisons (school counselors) during the school day.

It is important to teach youth the importance of setting goals and being involved in constructive activities that provide an alternative to juvenile delinquency. They need to learn the importance of having self-respect, setting boundaries and taking care of themselves. Youth need to be connected to school so being involved in activities that provide positive experiences are an effective way of building their confidence and self-esteem. They need to realize the importance of staying in school and staying focused on future goals. .

RECREATIONAL SERVICES—Youth will have access to Sports Clubs at participating campuses which have been successful in the past. These clubs offer students the opportunity to get together after school in a friendly environment where they can play any one of the numerous sports activities available or they can meet at the gym to talk or go over homework as they wait for parents to pick them up after school. Organized sports leagues are also available for youth to participate in if they so choose with SERCO providing the fees for the team sports.

ACADEMIC SUPPORT SERVICES—Students will be offered the opportunity for before and/or after school tutoring to improve their academic grades and/or to better prepare for the yearly STAAR tests. Campus teachers will be utilized to provide this service to the students with incentives such as pizza parties to entice them to continue improving their study skills. Stipends for campus teachers will be provided by the school campuses as in-kind salary.

YOUTH BASED CURRICULUM ACTIVITY—SERCO proposes to offer several youth based curriculum to the students before, during and after school as part of its character education emphasis. Utilizing lesson plans from Girls Circle, Stop & Think, and Cyber Bullying Prevention curricula will be included as a strategy in the effort to reduce juvenile delinquency. Stop & Think! And Cyber Bullying Prevention will be taught in classrooms during the school day by the school counselors. Other curricula to be used during sessions with the group mentors include Girls Circle enabling small discussions from the lesson plans in a more private setting without outside distractions.

The SERCO CYD program will benefit the youth at all campus sites and SERCO's previous experience working with the campus staff will ensure continued ongoing support and coordination of all project activities. Baker Middle School offers SERCO a unique opportunity to continue its effort of establishing cohesiveness between two subsets of students: 1) Athena students (gifted & talented) who have developed long friendships with fellow students attending the elementary feeder school of Windsor Park Elementary; and, 2) the "community" students who live in the 78415 neighborhoods. High School students will be recruited to participate in the YAC and other leadership development activities. The elementary school sites to be served will plant the seed of career exploration for long term goal setting.

Society's consequences of juvenile delinquency are: increased high school dropout rates, increase in substance abusers, increased number of incarcerations, child abuse and poverty--leading to more families entering the child welfare system – each are costly to a community.

5. Identify the days and times that services will be provided. Be sure to include every service indicated in the check box above.

Service	Location	Day	Time
Youth based curriculum	South Park/Baker/Sam Houston	Weekday (TBA)	During school day (TBA)
Youth based curriculum	South Park/Baker/Sam Houston	Weekday (TBA)	During school day (TBA)
Leadership Development	Community (TBA)	Saturdays once a month	9:00am to 1:00pm
Mentoring	Moody/Sam Houston	Weekday (TBA)	During school day (TBA)
Career Mentoring	Baker/South Park MS	Weekday (TBA)	Before school day (TBA)
Career Mentoring	Carroll/Moody HS	Weekday (TBA)	Lunch shifts
Life Skills	All	Weekday (TBA)	4:00-5:00pm
Recreational Services	Baker/South Park	Weekday (TBA)	4:00-5:00pm
Academic Support Services	Baker/South Park/Carroll	Weekday (TBA)	4:00-5:30pm
YAC	Carroll/Moody HS	Weekday once a month	4:30-6:00pm

6. Describe what startup activities will be necessary, including but not limited to hiring and training staff, publicizing your program in the community, and recruiting youth to the program. Provide a brief timeline for all activities.

SERCO has been operating a CYD program on campuses for the past five (5) years so there will be no startup time lapse between the end of this program year and the start of the next. Counselors will recruit youth from their respective campuses to the program who will benefit most. Outreach efforts will be made during the new student orientations prior to the start of school and at the first of the school year to inform new students and parents of the program and its activities so that students can begin to be recruited early so that they may benefit from the program activities as soon as possible. SERCO staff will be available at the first Open House/PTA meeting on campuses so that parents can get a preview of CYD program activities for students.

TIMELINE

<u>Activities</u>	<u>Schedule</u>	<u>Party Responsible</u>	<u>Deliverables</u>
Provide orientation of program requirements/work plan/timeline	9/13	Program Liaison/Program Manager	Attendance logs
Provide campus staff, students, parents & others with an overview of program services to be provided.	9/13	Program Manager	Attendance logs
Provide Workforce Solutions staff with an overview of program services to be provided to targeted youth	9/13	Program Liaison	Attendance logs
Campus program implemented & facilitated on campuses	9/13-7/14	Campus program supervisors	Attendance logs
Youth participants will be referred to Workforce Solutions youth program for additional services if eligible	9/13-8/14	Program Manager/Program Liaison	Attendance logs
Community service projects planned & implemented by YAC & other youth	9/13-8/14	Program Manager/Program Liaison	Attendance logs
Recruit speakers from community to speak on career topics to program & schedule speaking events.	9/1/13-8/14	Program Manager/Campus staff	Attendance logs
Recruit & train mentors for mentoring component	9/13	Program Manager	Attendance logs
Conduct monthly meetings with campus staff/mentors/YAC	9/13-8/14	SERCO staff	Attendance logs
Host "family night" events	9/13-5/14	Program Manager/Program Liaison	Attendance logs
College Exploration activities scheduled	9/13-7/14	Program Manager/Program Liaison	Attendance logs
Life skills taught to youth	9/13-8/14	Campus staff	Attendance logs
Coordinate "Independent City" activity	9/13-10/13	Campus program Supervisors	Attendance logs
YAC to attend meetings/Youth Conferences	9/13-8/14	Program Liaison	Attendance logs
Host a Youth Summit	5/14	YAC/Program staff	Registrations/logs

7. Identify the frequency, intensity and duration of services for a client:

Service Type use the service type names first and individual program names in parentheses, if needed	For Whom target youth, primary caregiver	Frequency daily, weekly, monthly (1 service does <u>not</u> equal a time period such as an hour)	Duration the amount of time it will take a <u>client</u> to complete the program	Intensity The total # of sessions <u>per client</u>
Youth based curriculum (elementary)	Target youth	1 session per month	9 months	9 sessions
Youth based curriculum (middle school)	Target youth	4 sessions per month	2 months	8 sessions
Leadership Development	Target youth	2 sessions per month	9 months	18 sessions
Mentoring	Target youth	1 session per month	9 months	9 sessions
Career Mentoring (middle & high school)	Target youth	2 sessions per month	9 months	18 sessions
Career Mentoring (elementary)	Target youth	1 session per month	9 months	9 sessions

Life Skills (high school)	Target youth	4 sessions per month	9 months	36 sessions
Recreational Services	Target youth	4 sessions per month	9 months	36 sessions
Academic Support Services	Target youth	16 sessions per month	4 months	64 sessions
YAC	Target youth	1 session per month	11 months	11 sessions

8. Describe specific strategies of the proposed program that will reduce or prevent the impact of juvenile crime.

In attempting to reduce delinquency and youth violence, the need is there to identify the risk factors and address each one. Typically, the risk factors are: alcohol and/or drug use in the home and the community; long term unemployment in their areas; poor academic achievement & truancy due to lack of parental support; lack of positive peer influence; lack of school or community involvement; and high levels of community or family violence.

Our unique blend of personal and career mentoring will be much more effective because it shows the student WHY staying in school and doing well is important – so that they may qualify for a real job in the real world, wherein they can make a difference every day in their own lives and in the lives of their loved ones. Research shows that students who are given “hands on” learning opportunities are much more apt to remain in school and pursue their chosen career path. Enhancing, developing and in some cases, instilling self-esteem in youth is essential in the effort to prevent juvenile delinquency. There are several elements in the program design to meet these needs: on-site counseling and guidance by the school counselors who also will be the campus supervisor for the CYD program, mentoring, leadership development, academic assistance, recreational activities and job readiness skills.

SERCO has the experience and resources to effectively train volunteer mentors from the community to provide positive experiences for the youth they mentor in a safe environment that fosters trust and security. Mentors will commit their time and energy into developing relationships that will impact the youth for years to come. Mentors and youth will be provided educational learning and cultural opportunities to grow. Ongoing support and training will be provided to mentors throughout the program year following a weekend orientation retreat and training. The youth will be provided a similar experience prior to the start of the mentor program so that all parties are aware of the expectations and guidelines of the program.

One of the biggest problem students state and must overcome is a lack of motivation and boredom in school. Too many students are unable to bridge the gap between the curriculum and their everyday lives. Community service can provide the important missing link for many students and gives them an opportunity to apply academic learning to real human needs and to make the knowledge gained relevant. Research shows that community service can offer the following:

- increase students' personal, interpersonal and social development
- increase motivation, student engagement, and school attendance
- and, lead to more positive lifestyle choices and behavior.

However, the most critical component to implementing a program for change will be parent involvement. Often aggressive behavior is associated with stress in the home. Providing parents with the skills and techniques to effectively communicate with their youth will assist the family in becoming a positive force in the lives of their children and motivate them in the right direction. If there are substance abuse issues in the home, referrals to the FAST program sponsored by the Council on Alcohol and Drug Abuse can be made. Campus Program Supervisors can also assist in counseling the family on a short term basis while referring more intensive counseling. Family nights out on the campuses will help families to spend time on positive, constructive activities that will strengthen the family unit.

The effectiveness of the program also relies on the availability of collaborative partners in this effort. SERCO has the commitment of resources in the community to carry out the work plan components to successfully meet the goals of the CYD program. Prevention strategies succeed when they are positive and create opportunities for healthy physical,

social, and mental development of youth. The whole community has to become part of the solution. Preventing delinquent behavior is much more cost-effective in reducing juvenile crime than rehabilitating adjudicated delinquents. In many cases, it not only saves money—it saves lives.

9. Identify the program target in terms of the specific number of unduplicated (the first time a youth is seen) CYD participants to be served over the proposed contract period. Describe any variances in the average number of youth served that may occur per month (i.e. December is typically slower because the program is closed for half the month, etc).

SERCO proposes to serve 830 unduplicated students during program year 2013-14. The SERCO Job Skills and Career Mentoring Program will serve Sam Houston Elementary Schools; Baker and South Park Middle Schools; and Carroll and Moody High Schools. An average of 70 unduplicated students will be served on a **monthly basis** on the five (5) campuses for an average of **2 encounters per month**. An increase in certain months will be the result of community service projects being offered; the Youth Summit which will bring in new unduplicated youth; and field trips which will bring up the number of **monthly encounters** with these youth. The summer program has the potential to bring in additional unduplicated youth who may not have participated in the before or after school programs offered during the school year. SERCO plans kickoff rallies for the Program, so we expect the participation numbers to be high at the onset of the Program. Typically, school attendance is significantly higher in the fall than the spring, so we can expect some variance due to this factor. Spring typically has lower attendance rates than fall, because families experience difficulties, children fall behind in school, and the good intentions of the new school year erode in the face of mounting personal and familial difficulties. Attendance rates during the holidays are usually high due to the numerous community service projects undertaken, but with a shorter school month, we can expect lower numbers in December and January than in September and October. Similarly, attendance is usually lower during Easter and Spring Break.

10. Describe how you will work to keep the duplication rate down to below 20% of the entire target. (Duplication rate is calculated by the number of youth that participate between programs).

The attempt will be made to ensure that as many of the entire target youth participate in the various CYD programs offered under the umbrella of the SERCO CYD Program. To achieve the goal of keeping the duplication rate down to below 20% of the entire target, staff will strive to keep youth informed of all the programs and activities available and encourage them to participate. The Campus Program Supervisors will work with the youth to remove any barriers to participation as well as offering incentives for attendance, as allowable, and provide emotional support and guidance to them.

11. If you have been previously funded by this program, what were your target goals and did you meet or exceed your target goals?

SERCO had a program target goal for the program year 2012-13 of 800 and has met this goal validating the impact and relevance of its program to youth and the mission of the CYD program.

12. Identify the target population to be served:

The target population that the SERCO Career Mentoring Program will serve will be youth between the ages of 10 to 17 years of age. A total of 80 Grade 5 students will be recruited for the gender specific group mentor programs. All middle school youth will be recruited for all programs to be offered on their campuses with the goal of 400. Youth up to the age of 17 will be recruited for the high school career exploration and leadership development program for an anticipated goal of 350 students.

Youth
<p>Is any part of the program designed to serve ages other than the CYD target population of 10-17? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If yes, please describe:</p>
<p>Is any part of the program specifically designed to serve only males or females? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If yes, please describe: the proposed mentoring groups on the elementary campuses will be separated for <u>boys only</u> and for <u>girls only</u></p>
<p>Is any part of the program specifically designed to serve a specific racial or ethnic group? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, please describe:</p>

13. If applicable, identify any program model or curriculum to be implemented and include the developer of the program (e.g. All Stars Curriculum by Tanglewood).

- Girls Circle by the Tides Center
- Stop & Think! by the National Dropout Prevention Organization
- Cyber Bullying by Hazelden
- Journey of the Great Warrior (Boys' Curriculum) by the Tides Center

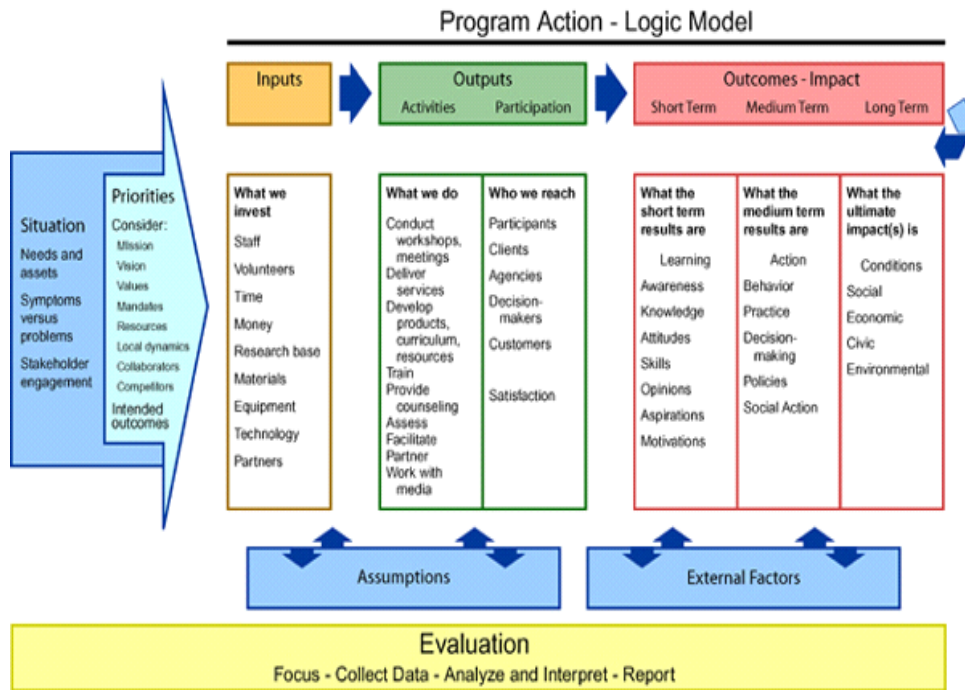
14. Identify the CYD Program's goals and objectives. All goals and objectives should address the impact on juvenile delinquency. Goals are broad statements of what your program is intended to achieve. Objectives are specific, measurable, achievable, relevant and time-focused statements.

- Goal(s):** Youth will participate in positive activities that reinforce their self-esteem
- Objective(s):** Youth will engage in program activities at least once a month
- Youth will convey positive self image through feedback to mentors and program staff
- Youth will not receive any referrals for behavior
- Goal(s):** Youth will learn to set short and long term goals
- Objective(s):** Youth will demonstrate an understanding of the importance of goal setting
- Youth will establish at least one written goal to attain by the end of the school year
- Goal(s):** Youth will explore careers they are or may be interested in for future employment
- Objective(s):** Youth will participate in at least two career exploration activities or meetings during the year
- Youth will research possible career fields for future employment through computer access

15. Describe the evaluation plan for the program to include: staff responsible for evaluation, how evaluation data will be collected, how evaluation data will be conveyed to relevant staff and how evaluation data will be used to revise or improve the program, to include at least the results of the satisfaction surveys. Include a list of measurement tools that will be collected, if applicable, to demonstrate on-going program effectiveness and implementation of the program design.

Program evaluation is a systematic method for collecting, analyzing, and using information to answer questions about a program to determine its effectiveness and efficiency and if the activities are actually having the intended effect—in this case decreasing juvenile delinquency. SERCO Program staff will be responsible for ensuring that the pre and post tests are completed by each registrant and that the satisfaction surveys are conducted at the end of each service cycle. These two measurement tools plus feedback from the YAC, acting as a focus group, will assist Program staff in modifying its work plan to reflect the interests of students and to implement new strategies upon a strategic planning session with all Program staff

who will meet every other month to evaluate program to date. A planning session prior to the start of the 2013-14 program years will determine the outputs to be achieved using this logic model.



Client Recruitment and Retention

16. Recruitment

- a. Describe the process for recruitment of at-risk youth and their families. Provide a description of any outreach strategies used to encourage referrals and collaboration. Include recruitment efforts to address cultural diversity. Identify those agencies and organizations which are likely to refer clients.**

Counselors will recruit youth from their respective campuses to the program who will benefit most. Outreach efforts will be made during the new student orientations prior to the start of school and at the first of the school year to inform students and parents of the program and its activities so that students can begin to be recruited early. SERCO staff will be available at the first Open House/PTA meeting on campuses so that parents can get a preview of CYD program activities for students. These meetings will be coordinated with the District's Parent Involvement liaisons on these campuses as well as being supported by the District's Parent Involvement Coordinator. One designated campus will recruit youth who will best benefit from a continuing program into the summer. SERCO ran a summer program at three of the middle school sites with activities such as cooking classes, nutrition education, sports activities, career exploration in Marine Science, and character education. A similar program integrating these components will be coordinated for a summer activity. SERCO does not anticipate any obstacles in its recruitment efforts to provide youth with a program of relevance as can be seen with the program success it has experienced during the past five (5) years of operation. SERCO will continue to provide a quality program that promotes learning, teaches real life skills, and provides an innovative approach in encouraging youth to look beyond today and towards their futures.

- b. Describe any community based outreach and awareness events or activities your program will implement or participate in this year.**

The YAC will assist the CYD Program Director, Ms. Celina Pulcher, with any CYD festivals planned for all CYD youth participants during the program year. The YAC will also be responsible for planning, coordinating and implementing a Youth Summit for CYD participants. Program staff will actively outreach to youth and parents at

any campus PTA gathering by exhibiting program materials and a power point presentation that has been developed to showcase the SERCO CYD program activities.

17. Retention

- a. Describe strategies used to engage youth and their families. Describe any techniques you will implement to establish trust, build rapport, and maintain relationships with your target population.**

Program staff will work diligently to educate parents about the benefits of their child participating in the CYD Program and its activities, so that they, in turn, can encourage their child to participate. Program staff will be in attendance at campus events so that parents feel comfortable approaching staff about any concerns they may have about their child. A database of addresses of SERCO CYD youth will be compiled with periodic mailings being sent out to parents of youth registered. SERCO will also collaborate with scheduled campus Family Nights such as Science Family Night and Math Nights to ensure that the CYD program maintains high visibility on campuses.

- b. Will your program offer incentives for participation?** **Yes** **No**

If yes, describe the types of incentives and how they will be used (Note: Please refer to the PEI policy on incentives).

Only incentives that are allowable under the PEI policy will be offered. They will be utilized as a reward to youth for continuous program participation and/or for attendance and grade improvement.

- c. Describe your plans to retain youth in the program and ensure youth complete the program. Describe how you will recover youth who stop attending services to return to the program.**

SERCO has developed a work plan for the program year that includes successful activities that were facilitated during the past five (5) years of operation as well as an expanded schedule of activities. More industry field trips will be incorporated into the program to expose students to more career fields that will enhance knowledge gained through guest speakers. The YAC that will be recruited for the leadership component of the proposal will have an active voice in the addition of new program activities and events, especially during the planning retreat to be held prior to the start of the new program year. This will ensure that student interest will remain throughout the program year allowing for the retention of student participation. These same YAC members will be the voice of the program and will reach out to other students who have dropped out of the program for feedback to assist program staff in ensuring that the program offers something for everyone.

Volunteer Recruitment, Training, and Retention

- 18. Will this program use volunteers?** **Yes** **No**

If yes, describe the procedures for recruiting and screening volunteers and what criteria will be used to ensure they are a good fit to deliver the proposed services.

SERCO has established Personnel Policies and Procedures for recruiting and screening (including criminal background checks) of staff and volunteers. SERCO's Standard Operating Procedures related to staff development and staff oversight/supervision conforms to City of Corpus Christi requirements and the contracted program activities. Criminal background checks have been and will continue to be completed for staff and volunteer mentors once the mentor application has been processed. All information will be kept in a secure location and available for review as needed. SERCO staff will meet one on one with each volunteer to ensure that they bring added value to the program and that they possess the interpersonal skills necessary to work with youth.

19. Explain the tasks which will be assigned to volunteers (mentoring, tutoring, presenting), how they will be trained, supervised, and retained (once a month supervision is required per the RFP).

Campus teachers will provide tutorial opportunities to CYD youth to improve grades or STAAR scores later in the year. Presenters from various industries in the community will be recruited for one time presentations to students on designated campuses and for Career Days planned. Mentors to be recruited for the group mentoring program at the elementary school campus will be scheduled monthly on those campuses and will also receive support and guidance by program staff each month to ensure that program policies are being adhered to.

20. If volunteers will serve as mentors, state the adult to youth ratio.

Two male mentors to 20 male students, two female mentors to 20 female students—these students will meet as a group with their mentors on campus. Volunteers who will serve as career presenters will serve in this capacity on a one time only basis and always with campus staff and/or the Program Manager/Liaison in attendance.

NOTE: All volunteers must be cleared with a DPS Criminal Background Check and a DFPS Child Abuse Registry check through the ABCS system PRIOR to access to clients and/or client records. All volunteers must be given monthly support for their work with youth.

Accessibility

21. Discuss potential barriers (e.g. transportation, child care, etc.) to providing services to program participants and how you will overcome those barriers. If transportation will not to be offered, identify the processes that are used to ensure that these factors are not obstacles to accessing services.

This program is campus based so students will already be on site for the before and after school program activities. For the off campus activities, campuses will request buses from the District's transportation department and bill SERCO for costs. All students will be required to have written permission from parent or guardian to participate in off-campus learning and recreational activities. For these off campus activities, SERCO will provide insurance to cover the students participating in the program through this grant. Campus Program Supervisors and/or Program Manager/Liaison will accompany and chaperone the youth. SERCO will ensure that one adult is assigned for every 10 youth for on and off campus program activities.

22. Describe the “safe passage” plan for youth/families without transportation.

Youth will be supervised during the before and after school program until a parent picks up their child or the child walks home, with the parent's permission. Parents will be responsible for transporting students to school for any Saturday workshops or events. Campus police are on the campus sites before and after school and are readily available to assist with any potentially unsafe situations that may arise.

Staffing Plan

23. Use the table below to describe the staffing plan, including the back up staffing plan in the event of vacancies or extended absences. (What staff positions will work directly on the CYD contract and which position will supervise whom and provide coverage, if necessary).

Position title (indicate if a volunteer)	Services for which this position is responsible	Position supervised by:	Position has backup by this position:
Program Liaison	Program Operations	Youth Director	Youth Director

Fiscal Support Analyst	Fiscal duties	Regional Account Manager	Senior Accountant

24. Describe staff supervision and support.

Staff will be trained on any curriculum to be used as well as in all components of the program and collection of data. Mentors and mentees will receive a mentor program orientation and training. Mentors will have the opportunity to visit the website for research information and links to mentoring resources as well as additional mentor training. In the event of staff (campus) vacancies, the Program Manager and/or Program Liaison will assume all responsibilities until the position is reassigned.

25. Describe the use of sub-subcontractors, if any are used.

SERCO will comply with the City's procurement requirements before engaging consultants for the delivery of services. The CYD Program Liaison will continue to be responsible for the successful implementation and facilitation of the proposed project and ensuring contractual compliance during the upcoming program year. The relationship and trust that the youth have with the campus staff that they see on a daily basis is essential in the successful delivery of the program objectives. Seven (7) school Campus Program Supervisors will be engaged to provide on-site services to youth located at designated schools. Campus Program Supervisors will provide direct services to the students before and after school and during Saturday activities. The instruction time given by the Campus Program Supervisors for program components during the school day is an in-kind cost paid for as a Corpus Christi Independent School District (District) salary. Speakers for the proposed Youth Summit will be procured to give local service providers the opportunity to compete for this service. The Independent City activity, which is unique and not offered by any other agency, will be offered to campuses during the program year. The proposer has extensive experience in the procurement process and will use the process to secure services for other program activities. Contracts will be drawn for these specific services with a specified amount and specific service to be performed. Contracted personnel will provide their services under the supervision of the SERCO Vice President.

26. Describe the ratio of staff to youth served.

The ratio of staff to youth served is 10 to 1. Typically, this includes the Campus Program Supervisor, the Program Manager or Liaison, and a campus administrator (assistant principal or librarian). The ratio for field trips and any off campus activity is always 10 to 1 as dictated by Corpus Christi Independent School District policy for supervision of students.

27. Describe the required position qualifications, including level of experience and education for all positions that work with the CYD program.

Job descriptions have been developed and attached that outline the duties, responsibilities, and required staff qualifications and education. The SERCO Vice-President will oversee the CYD program staff and program components. Ms. Valdez has been the Vice-President of Operations for many years and has extensive experience in delivering services to at-risk youth. The Program Liaison has a Bachelor's Degree in Communications with a minor in Criminal Justice and has over twenty (20) years experience working with youth. She incorporated innovative strategies into the District's abstinence education program which helped the overall reduction in the teen pregnancy rate while she was at the District. She has worked as an administrator for several years with experience in strategic planning, budget management and staff development. She will oversee the day to day operations of the CYD program and its components. All campus staff providing direct services to students are certified and licensed with many years of

teaching and counseling experience and have facilitated before and after school programs for many years. A member of the fiscal team will provide support for day to day operations and fiscal administration of the grant.

Company History and Demonstrated Effectiveness

28. Give a brief history of the organization in terms of the length of time it has been a youth service provider, and explain any gaps in service. If there is no history of the organization, then describe the guiding principles/philosophy of the organization.

SERCO of Texas (SERCO) was established in 1990 by its parent company SER-Metro Jobs for Progress, Inc. (an affiliate of SER-Jobs for Progress National, Inc.) for the sole purpose of managing and operating high performing local networks of workforce development and career centers throughout the country. Corporate staff has over 130 years combined experience in managing and operating state and federally-funded programs. SERCO has been providing Youth Development Program services in the Coastal Bend Region for the local Workforce Solutions Board since 2004.

SERCO's guiding principle is to lead youth on the pathway to their futures through mentoring, life skills training, leadership development and career planning which is directly aligned to the mission of the Community Youth Development (CYD) program. Our mission is to meet the needs of customers through diversified services and programs that connect business communities capable of contributing to the local region's economic vitality. SERCO is a People Business. SERCO's philosophy is investment in human capital ensures America's leadership in the 21st century global economy.

29. Describe the capability of working with at-risk youth related to the organizations past experience or guiding principles/philosophy.

SERCO is the operator and manager of workforce centers in the Coastal Bend Region for the Workforce Solutions of the Coastal Bend Board serving youth between the ages of 14 to 21 years who are at 70% of the lower living standard income and poverty level. These youth have barriers to education and/or employment. These barriers include: 1) Deficient in basic literacy skills, 2) School dropout, 3) Foster youth, 4) Pregnant or parenting, 5) Offender, 6) Other at-risk youth receiving public assistance, and/or have a low self-esteem assessment. SERCO provides the following program services to youth: 1) assistance in improving educational attainment through tutoring, study skills training, preparation for TAKS, tuition fees for summer academic activities; 2) preparation for and success in employment through paid and unpaid work experiences and occupational skill training; 3) supportive services such as clothes and school or work supplies, counseling and guidance; 4) adult mentoring; and 5) leadership development through community service. Youth living or attending school in the 78415 zip code that are not currently clients of the Workforce Solutions Youth Program and are eligible, will be referred to the workforce center for support services. Through access to students, SERCO will also be able to assist parents in job searches to obtain gainful employment and to provide program services to eligible adults in the household through the workforce programs.

30. Describe your past history (if any) with the CYD program. Have you previously been funded, if so, provide total number of years and dollars in funding you have received?

SERCO has been fortunate to receive funding to provide the Community Youth Development Program for the past five (5) years in the total amount of approximately \$470,000 bringing a program of relevance to the youth it serves to better prepare them for future success so that they become productive members of society.

SERCO currently operates its career focused program at five (5) 78415 CYD program designated campuses. SERCO developed and implemented Career Clubs for the secondary campuses and it serves. The program has had much interest on all levels and combines youth leadership development, character education, career mentoring, industry field

trips, and community service into its career exploration activities. SERCO strives to provide an innovative approach to cultivating the interest of youth in non-traditional career fields as well as high demand industry to fill the current job market needs in our community. It provided the opportunity for Grade 8 students to study prior to taking the PSAT exam to encourage them to begin exploring higher education; it initiated an "Alumni Day" at Carroll High School bringing current college students back to their high school campus to share their first year experiences at the college level as well as helping the current high school students to better prepare themselves for college life; it provided workshops on creating resumes to students; out of area college campus tours were set up; a life skills activity, Independent City, was facilitated on campuses to teach students the reality of costs of living on their own and the unexpected costs that can be thrown in such as a lay off of employment or an unplanned pregnancy. Students have participated in the National Job Shadow Day and were placed at various worksites including: many departments within Driscoll Children's Hospital, Corpus Christi Police Academy, Omni Marina Hotel, Valero Energy Corporation, Port of Corpus Christi, Sherwin Alumina, and Workforce Solutions of the Coastal Bend. Community Service Projects included campus cleanups; nursing home center visits; staffing of The Cattery and Gulf Coast Humane Society Carnival fundraisers; HEB Feast of Sharing; and, a Christmas toy drive for foster youth. The summer program featured field trips; recreational sports activities and nutritional cooking classes to promote good health. SERCO consistently meets and exceeds its program goals validating the impact and relevance of its program to youth and the mission of the CYD program.

Required Services (YAC, YLD and Mentoring)

DFPS requires that each zip code offer Youth Leadership Development, Mentoring and Youth Advisory Committee. Only one provider will be considered for the Youth Advisory Service but multiple providers may provide Youth Leadership Development and / or Mentoring. If you are interested in offering one or more of these services, please complete the appropriate section. If you are not interested, please mark the questions with N/A.

Youth Leadership Development

If applying for a Youth Leadership Development Program please answer the following questions and keep in mind the requirements of this program.

- Youth Leadership Development Requirements:**
1. Must focus on offering a series of structured, progressive activities and experiences that help youth develop leadership skills.
 2. The approach must view youth as resources and build on their strengths and capabilities to develop within their own community, and may include such things as service-learning components.
 3. Must be offered at least one time per month
 4. The YAC group alone does not satisfy the requirement for a youth leadership development program. While all YAC participants must participate in YLD, a YLD program that is separate and distinct from the YAC must be offered with capacity to serve additional youth.

1. Describe the process for ensuring opportunities are provided for youth to serve in leadership roles in their community.

Community service will play an integral part in the effectiveness of this program. Studies have shown that students have increased positive feelings and mental health, and decreases in depression and stress when they are involved in service projects for others. SERCO CYD youth participants have participated in many service learning projects in the past. One summer, twenty-five (25) youth in both the Workforce Solutions Youth Program AND the SERCO CYD Program earned salaries while working on projects benefitting the City of Corpus Christi. These included

beach cleanups, city cleanups, replacing and painting fences at Heritage Park, and stuffing bags for the Disability Awareness Walk.

2. Describe the scheduling you will utilize to meet the required one-time a month.

Each secondary campus will participate in a community service project at least once a month. The youth will elect to participate in a community wide project such as the Texas Beach Clean up or they may choose to coordinate and implement a project of their own. The youth will keep a journal of their experiences throughout the year and an essay contest will be on the topic of service work. These essays, can in turn, be submitted with student applications to colleges as the importance of service work on a college application is reiterated to students time and time again.

3. Describe any other activities that the youth will be participating in.

Opportunities to attend conferences to develop leadership skills such as the LULAC Teen Pregnancy Prevention Conference, the annual Workforce Solutions of the Coastal Bend Leadership Conference or the 'It's A Girl Thing' Conference will be offered to students to attend. Program youth will also have the opportunity to attend the Youth Summit to be coordinated by the local YAC.

Mentoring

If applying for a Mentoring Program please answer the following questions and keep in mind the requirements of this program.

Mentoring Requirements

1. Ninety percent (90%) of the youth who receive Mentoring services must be in the 4th-8th grades and be between the ages of 9-14.
2. Mentoring must be conducted in individual or group settings and must primarily focus on facilitating an ongoing positive relationship.
3. Only face-to-face interactions will be considered direct services to youth.
4. If one-on-one mentoring is provided, there must be program guidelines for the mentoring process, recruitment and training of mentors, and management of the mentoring relationship to ensure client safety and positive outcomes.
5. Neither peer mentoring nor family mentoring programs satisfy this requirement.

1. Explain how the services are designed to address the specific mentoring needs of youth in the 78415 community.

The youth of 78415 have many barriers and obstacles to overcome that preclude some from achieving their full potential. The following table breaks down the characteristics of the community of 78415 residents.

U.S. Census Bureau Demographic Profile Highlights:

Total Population	38,414
Hispanic	75.1%
High school graduate or higher	68.2%
Bachelor's Degree or higher	9.8%
Median family income	\$34,634

Employed (labor force)	61.0%
Single female household	46.9%
Families below poverty line	18.2%

Alternative positive activities after school will increase the sense of self-worth that is needed for these youth to strive for stability and security in their personal lives. The prevention education that they will receive during the school day will assist in helping them understand the consequences of poor choices. The incorporation of parent and family involvement activities into the program will help to reinforce the message. Through Workforce Solutions of the Coastal Bend, SERCO can offer services *free to youth who meet the eligibility criteria* based on family income. The reduction of these barriers to education and employment are in alignment of the needs of youth in this zip code area.

SERCO has established many collaborative relationships with agencies throughout the community and participates in many networking opportunities to gain new information to better provide services to youth.

2. Describe the mentoring services to be provided in detail, including frequency and applicable mentoring guidelines.

A group mentor program will be implemented at the elementary school campus to provide students with positive support, counsel, and friendship. Forty (40) students from the campus will alternate meeting during breakfast or lunch once a month with their designated group mentor. Students will receive guidance to make healthy decisions and promote long term goals such as college and career exploration. They will have the opportunity to discuss obstacles or frustrations they face in their daily lives in a group setting with their mentors and peer group. The mentor program to be implemented will develop meaningful relationships between the mentors and their mentees in a structured environment. Meetings will take place on campus under the supervision of the counselor and as group outings for all participants. The importance of mentoring was clearly demonstrated in one survey of high school youth that showed that mentored high school students from families receiving public assistance were more *likely than students without mentors* to:

- Graduate from high school
- Enroll in college
- Have fewer children
- Less likely to receive food stamps or welfare
- Have fewer arrests
- Become involved in community service
- Be hopeful about their future.

Ensuring the success of the mentor/mentee match involves not only the regular meeting of mentors and mentees but the support of the mentors themselves by SERCO CYD staff—this is important to the overall success of the Program. Measurable activities will include monthly input from both mentor and mentee using customer satisfaction surveys developed by SERCO. Each meeting of the mentor and mentee group will be documented. Reports from the mentees themselves, and a pre- and post-test of mentee perceptions about their growth in the Program will be developed and implemented.

3. Describe the mentor to youth ratio: 10 to 1

4. Indicate who will serve as mentors.

Mentors will be recruited from the Professional Women’s Business Association, the Hispanic Women’s Network of Texas, the Chamber of Commerce, the Leadership Class of Corpus Christi, various civic clubs, Knights of Columbus councils, Young Lawyers Association, etc to share their experiences with the youth and to provide them with insight into their chosen career fields. Mentors will meet together as a group every other month to discuss their experiences, share strategies and bond as a group as they learn to be as effective as mentors as possible. A recognition reception in May will be planned for all mentors and volunteer speakers who contributed their time to the CYD program.

Prevention strategies succeed when they are positive and create opportunities for healthy physical, social, and mental development of youth. The whole community has to become part of the solution. SERCO has taken the lead in being innovative and creative in providing hands on learning experiences to students to better prepare them for the world of work so that they can become productive members of society. SERCO is making a difference---a difference that can be seen and heard in the 78415 community.

5. Describe the mentoring safety measures that will be in place to ensure the safety of the youth.

An orientation is planned for mentors to familiarize them with the rules and guidelines of the mentor program so that there are clear, defined expectations. All mentors to be placed on campuses will undergo the same background check that is expected of all volunteers to complete prior to start of service. It will be necessary to ensure that the characteristics of the mentors match up with the characteristics of the mentees. The most obvious of these is gender, but there are many others. Youth of any ethnicity are generally more comfortable with mentors of the same ethnic group. While not always the case, it is an important consideration that can be overshadowed only in certain instances, in which the greater need is to match the educational aspirations of the mentee with the professional accomplishments of the mentor. In the case of grievances between Mentee and mentor, or any other members of the Team, SERCO has established polices and processes for managing and resolving problems that may arise.

Youth Advisory Committee

If applying for the Youth Advisory Committee Program please answer the following questions and keep in mind the requirements of this program.

YAC Requirements:

1. The goal of the YAC is for a consistent group of the same youth to have extended participation to ensure continuity and development of a cohesive advisory committee with comprehensive understanding of the local community and CYD program.
2. Must have at least 20 active youth either in middle school or high school.
3. Must meet monthly and have at least 20 youth in attendance at every meeting.
4. Participating youth must be between the ages of 11 and 17.
5. Youth must be engaged in outreach and awareness efforts and evaluation of the CYD program including assisting with the Strengths and Needs Assessment.
6. Must received Youth Leadership Development (YLD) services in addition to participating on the YAC.
7. Must have full participation in the planning and attendance to the Teen Summit

1. Describe the proposed services to be provided in detail. Is the Youth Advisory Committee (YAC) Program a stand-alone program or component of a larger program?

The YAC will serve as a component of SERCO’s larger program and these students will serve as role models and

leaders of the other students in the program. The SERCO CYD program will strive to develop leadership skills in all the youth it serves but will provide the opportunity for approximately 40 high school students to begin to establish the skills and knowledge it takes to be a leader in their communities. A planning retreat will be scheduled in early September to map out a work plan for program year 2013-14 of activities and events to be led by this group of students. A facilitator will work with the students to establish short and long term goals for the program; build their leadership and communications skills; and establish a team building spirit among the students from the school campuses. This group of students will meet monthly to gauge goals established and adjust and modify activities as needed. A Youth Summit will be planned and led by these youth for the 78415 youth community to encourage leadership development for all participants. This youth group will choose date, topics, speakers, location and facilitate summit activities. They will develop a budget and assign committee chairpersons to carry out the tasks. Adults will be on hand to assist and offer guidance but youth will coordinate all activities. All funded contractors for the CYD program will be invited to participate and to encourage program participants to attend the Summit. The ROPES team building program will be offered to these students to promote leadership development, team building and effective communication skills. These youth will also be asked to collaborate with the CYD Program Director for the City of Corpus Christi Parks & Recreation Department, Ms. Celina Pulcher, in the planning of any CYD Festivals as another avenue to develop their organizational and leadership skills.

A Career Day will be planned and hosted in the spring at the high school campuses with rotating speakers throughout the day during scheduled assemblies. The participants of the YAC on these high school campuses will be responsible for planning the selection of speakers, meeting with campus administrators on logistics of assembly schedule, extension of invitation to guest speakers, hosting and introduction of speakers, etc. It is important that they develop their social skills and learn the importance of networking in the business world. The event will be a culmination of skills learned during the year as well as an opportunity to showcase the importance of bringing outside resources to students.

2. Describe how the YAC will be involved in the CYD program including assistance with CYD community festivals, collaborating with the CYD Collaborative Committee and ensuring their input is considered for decisions made for the CYD program.

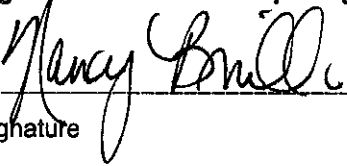
The YAC will provide feedback and guidance, as needed, to the CYD program as a whole including providing service at any CYD community festivals where they will take the lead in recruiting and encouraging CYD youth participation. They will attend CYD Collaborative Committee meetings as needed in addition to the monthly YAC meetings to be scheduled. Students interested in the journalism/communications field will be recruited to design, develop and publish a monthly program newsletter highlighting program activities and events. Student photographers will document program activities to showcase to CYD city program staff and committee members as well as the state funding agency. This end product will not only document the positive outcome of continued funding for the SERCO project but it will demonstrate a measurable outcome of student participation in positive alternative behavior as well as providing a marketable skill for youth to include on their resumes.

3. How will you ensure the YAC participation in the Teen Summit?

During the five (5) years of operation, the enthusiasm and commitment of the youth who participate in the SERCO CYD program continues to grow. The students are eager to participate in the leadership development activities not only because they want to be of service to others but because they realize the impact that their service work has on their personal growth. They become less self-involved and focus on the needs of others. It gives them the opportunity to explore their strengths and their weaknesses so that they are more self aware in realizing their potential. The youth who will participate in the YAC may not necessarily be the students already showing leadership qualities---it will be our responsibility to select the students with the most potential to BECOME those leaders of tomorrow. They will have to earn their spot at the Teen Summit through exemplary program participation and attendance—for this YAC attending

the Teen Summit will be the prize they have been working hard to achieve all year.

Signature of Person completing the Plan of Operation for the Subcontractor:



Signature

Nancy Bonilla

Printed Name

7/30/13

Date

Attachment A-3

Program Requirements - FY2014

78415 Community Youth Development

Plan changes. Plan changes to budgets and plan of operation are each limited to three during the fiscal year with the final plan change to be submitted no later than June 1. Any additional request for plan changes will require a waiver prior to requesting the change. All waiver requests must be submitted to the CYD Program Manager with the original signature of the contract's authorized signatory and must completely document specific compelling reasons for the request. Waiver requests must be submitted at least 30 days in advance of the anticipated plan change and are subject to DFPS's approval.

Automated Background Checks. All staff and volunteers that work or will work on the contract are required to have background checks conducted through the Automated Background Check System (ABCS) who have contact with client or client information or if salary is reimbursed through the contract. It is assumed that staff including, but not limited to, Executive Directors and Chief Financial Officers will have access to clients or client records due to their oversight roles; therefore, require a cleared background check.

Quarterly Reports and Corrective Action Plans. Each quarter the Subcontractor is required to submit a Quarterly Report no later than 30 days after the end of the first, second and third quarters. The Quarterly Report must include information on the program, how the subcontractor is performing and any corrective action plans that are required. At the end of the year the subcontractor is required to submit a Fourth Quarter/Annual Report that provides ongoing information regarding achievements and challenges in implementing the CYD program during the 4th quarter and the full contract year.

A corrective action plan must include a statement of the problem, proposed steps to be taken, timeline for each step, person(s) responsible for implementing each step, and person responsible for oversight of the plan to ensure it is implemented correctly. Corrective action plan/s must be submitted on the required template and must outline the measures that will be taken by subcontractor to address each performance measure that is off track.

Program Services. Youth may not participate solely in one-time activities. If one-time activities are planned as a service, they should be an added value for youth already participating in other CYD Program Services and cannot be a stand-alone service.

Direct service staff of the Subcontractor must be at least 18 years of age, have a High School Diploma or GED, and 1 year of experience in the health and human services field to include work with youth.

Program Forms and Social Security Numbers. Contractors are required to complete all fields of the program form such as the registration form, in its entirety including the **social security numbers field**. If a client refuses to provide their social security number, contractors must document refusal in the case file. The expectation is that contractors make a good faith effort to obtain social security numbers and other information listed on the program form. Sections of the program registration forms that have an asterisk are required fields in the database; however, the expectation is that the form is completed thoroughly.

All services provided in accordance with the Subcontractor's approved Plan of Operation must be tracked using the appropriate documentation forms. Service documentation must be complete, accurate and maintained in an organized fashion. Subcontractor must maintain records in a manner which protects the confidentiality of the clients being served. Service documentation must include, but is not limited to:

- Sign-in sheets, particularly for group activities

- Monthly Service Tracking Forms
- Satisfaction Surveys

Documentation may also include, if applicable:

- Service plans
- Referral logs
- Case notes, including phone logs, home visit notes, office visit notes, etc

All services provided by subcontractor must have valid documentation that supports verification of participant attendance, such as sign-in sheets or attendance rolls, including a **signature certifying the validity** of the information, individual/group progress notes, materials/hand-outs used and additional documentation as appropriate to the program.

Client files must include, at a minimum, the following forms completed:

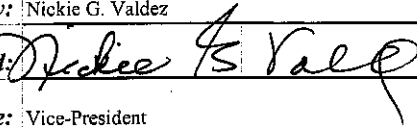
- The DFPS Registration Form
- CYD Risk Factor Survey
- Pre-service Protective Factors Survey
- Post-service Protective Factors Survey

Cost Reimbursements. Subcontractors must submit reimbursement requests by the 5th of each month. The City nor DFPS is obligated to pay unauthorized costs or to pay more than Subcontractor's allowable and actually incurred costs consistent with federal and state regulations. The reimbursement made to Subcontractor will not exceed actual costs to provide the services under this Contract and Subcontractor's actual costs, both direct and indirect, must be **allowable, reasonable, and allocable**.

Reallocation of Funds. Subcontractor agrees that if after careful review by the Fiscal Agent it does not appear that the subcontractor will utilize all funding by the end of the third quarter (April 30), the Subcontractor could lose uncommitted funds in excess of \$2,500, subject to reinstatement through the appeals process set below. Fiscal Agent will notify Subcontractor in writing of the pending budget reduction to Subcontractor's budget and give Subcontractor fourteen (14) calendar days to respond. If Subcontractor does not respond within fourteen (14) calendar days, then the budget adjustment will be made and Subcontractor must submit an adjusted budget to Fiscal Agent that reflects the reduced budget amount within fourteen (14) calendar days thereafter. However, if Subcontractor disagrees that excess funds are available, then Fiscal Agent and Subcontractor will meet at an agreed upon time and Subcontractor will be given the opportunity to present their case. Fiscal Agent will make the final decision whether to reinstate or forfeit any of Subcontractor's excess uncommitted funds. Any excess funds forfeited by any Subcontractor will be used for other CYD programs.

Controlled Assets. Subcontractors must complete an inventory list of any controlled assets (ex. computers, furniture, etc) purchased either in part or in full by DFPS funds using an inventory list form. A new inventory list will need to be submitted to the City during each contract renewal cycle.

Budget for CYD Service Contracts
Attachment B-1- Budget Forms

Summary Page		<i>SubContractor</i>	SERCO of Texas
		<i>Contract Period</i>	09/1/13-08/31/14
Cost Category	A		
	Grand Total		
(1A) Personnel - Salaries	\$16,160.00		
(1B) Personnel - Fringe Benefits	\$6,464.00		
Subtotal	\$22,624.00		
(2) Travel	\$3,465.00		
(3) Materials, Supplies and CA	\$11,086.00		
(4) Equipment (Rent/Lease/Purchase)	\$1,000.00		
Subtotal	\$15,551.00		
(5) Other Costs (list below)	\$69,825.00		
Subtotal	\$69,825.00		
Grand Total	\$108,000.00		
% of Total			
Total estimated number of participants to be served:		830	
Total Cost per Youth:		\$106.25	
<i>Certified by:</i> Nickie G. Valdez			
<i>Signed:</i> 			
<i>Title:</i> Vice-President			
<i>Date:</i> 7/30/13			

Budget for CYD Service Contracts Attachment B-1

(1A) Personnel - Salaries	<i>Contractor</i> SERCO of Texas				
	<i>Contract Period</i> 09/1/13-08/31/14				
Position or Title	A #Staff	B Avg. Monthly Salary	C %Time (on contract)	D #Months of Service	E Total AxBxCxD
Program Liaison	1	\$4,666.66	25.00%	12	\$14,000.00
Fiscal Program Analyst	1	\$3,000.00	6.00%	12	\$2,160.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00
				Total Salaries	\$16,160.00
For monitoring purposes, timesheets and payroll data must be kept on file.					
Costs not allowable if already being paid by other sources.					

**Budget for CYD Service Contract
 Attachment B-1**

(1B) Personnel - Fringe Benefits	Contractor	SERCO of Texas	
	Contract Period	09/1/2013-08/31/2014	
Type of Fringe Benefits	A Total		
Program Liaison	\$5,600.00		
Program Support Analyst	\$864.00		
Total Fringe Benefits	\$6,464.00		
For monitoring purposes, payroll data must be kept on file.			
Costs not allowable if already being paid by other sources.			

Budget for CYD Service Contracts
Attachment B-1

(2) Travel	<i>Contractor</i>	SERCO of Texas	
	<i>Contract Period</i>	09/1/13-08/31/14	
Type of Travel Expense (mileage/food/lodging etc.)	A Total		
Mileage	\$565.00		
Travel- National Youth Symposium	\$2,200.00		
Travel- In State Training	\$700.00		
Total Travel	\$3,465.00		
For monitoring purposes, receipts and other detailed records must be kept on file.			
Costs not allowable if already being paid by other sources.			

**Budget for CYD Service Contract
 Attachment B-1**

(3) Materials, Supplies and Controlled Assets	<i>Contractor</i>	SERCO of Texas	
	<i>Contract Period</i>	09/1/13-08/31/14	
Materials, Supplies and Controlled Assets (description and basis of cost)	A Total		
Project Supplies	\$1,350.00		
Curriculum and office supplies @ \$500 x 5 sites + office	\$2,760.00		
Recreational supplies	\$700.00		
T-shirts for YAC activities	\$1,776.00		
Field trip entrance fees	\$3,750.00		
Cell phone monthly usage	\$750.00		
Total Materials and Supplies	\$11,086.00		
For monitoring purposes, receipts and other detailed records must be kept on file.			
Costs not allowable if already being paid by other sources.			

Budget for CYD Service Contracts
Attachment B-1

(4) Equipment		<i>Contractor</i>	SERCO of Texas		
		<i>Contract Period</i>	09/1/13-08/31/14		
Equipment (description and basis of cost)	A Total	Method Used (rent/lease/buy)			
Laptop	\$1,000.00	buy			
Total Equipment	\$1,000.00				
For monitoring purposes, receipts and other detailed records must be kept on file.					
All equipment must be tagged and numbered.					
Costs not allowable if already being paid by other sources.					

**Budget for CYD Service Contracts
 Attachment B-1**

(5) Other Costs	Contractor	SERCO of Texas	
	Contract Period	09/1/13-08/31/14	
Other Costs (description and basis of cost)	A Total		
Contract labor which includes hourly rate of 7 campus staff @ \$25/hr during school year x 15 hrs/mo) + other activities	\$33,125.00		
Youth Summit Speakers	\$7,000.00		
Independent City activity	\$2,500.00		
Facility Rentals (Youth workshop)	\$750.00		
Food for field trips and after school activities	\$10,400.00		
Transportation for field trips	\$10,000.00		
Conference registrations for leadership development	\$1,250.00		
Management Costs/Allocations	\$4,800.00		
Total Other	\$69,825.00		
For monitoring purposes, receipts and other detailed records must be kept on file.			
Costs not allowable if already being paid by other sources.			

SUBCONTRACTOR: SERCO of Texas
CONTRACT PERIOD: 9/01/2013 to 8/31/2014
TITLE: Community Youth Development Program

Request No. _____
Reporting Month _____

**ATTACHMENT B-2
BUDGETED INFORMATION SUMMARY AND REIMBURSEMENT REQUEST**

	Amount Budgeted	% of Budget	(1) YTD Expended	% Expended	(2) YTD Invoiced	(1) - (2) Amount Requested*	*City Use Only Amnt. Paid
Personnel - Salaries							
Program Liaison	\$ 14,000.00	13%		0%	\$ -	\$ -	
Fiscal Program Analyst	2,160.00	2%		0%	-	-	
TOTAL	16,160.00	15%	-	0%	-	-	
Personnel - Fringe							
Program Liaison	5,600.00	5%	-	0%	-	-	
Fiscal Program Analyst	864.00	1%	-	0%	-	-	
TOTAL	6,464.00	6%	-	0%	-	-	
Personnel - Travel							
Mileage	565.00	1%	-	0%	-	-	
Travel - Natl. Youth Symposium	2,200.00	2%	-	0%	-	-	
Travel - In-State Training	700.00	1%	-	0%	-	-	
TOTAL	3,465.00	3%	-	0%	-	-	
Materials and Supplies							
Project Supplies	1,350.00	1%	-	0%	-	-	
Curriculum & Office Supplies	2,760.00	3%	-	0%	-	-	
Recreational Supplies	700.00	1%	-	0%	-	-	
T-shirts	1,776.00	2%	-	0%	-	-	
Field Trip Entrance Fees	3,750.00	3%	-	0%	-	-	
Cell Phone	750.00	1%	-	0%	-	-	
TOTAL	11,086.00	10%	-	0%	-	-	
Equipment							
Laptop	1,000.00	1%	-	0%	-	-	
TOTAL	1,000.00		-	0%	-	-	
Other Costs							
Contract Labor	33,125.00	31%	-	0%	-	-	
Other Contract Labor/Speakers	9,500.00	9%	-	0%	-	-	
Facility Rental Costs	750.00	1%	-	0%	-	-	
Food & Snacks	10,400.00	10%	-	0%	-	-	
Transportation Rentals	10,000.00	9%	-	0%	-	-	
Conference Reg/Sports Fees	1,250.00	1%	-	0%	-	-	
Management Costs/Allocations	4,800.00	4%	-	0%	-	-	
TOTAL	69,825.00	65%	-	0%	-	-	
TOTAL	\$ 108,000.00	100%	\$ -	0%	\$ -	\$ -	

* Amounts expended cannot exceed amount budgeted.

I certify that the expenditures shown above are true and that supporting documentation is attached to substantiate them.

Subcontractor's Authorized Signature Date

Payment Authorization Signature Date

Attachment B-3
Budget Narrative
SERC0 of Texas

SALARIES

Personnel – Salaries: \$16,160

Salary for SERCO includes two positions that will take care of oversight and day-to-day operations for the CYD Program. CYD Program Liaison to ensure the successful implementation and operation of day to day activities for the 2013-2014 program years. Program Liaison \$56,000/yr @ 25% FTE = \$14,000. Duties include direct supervision of program staff and the ongoing support of mentors and other volunteers and ensuring compliance with contract guidelines and the day to day administration of operational duties. Program Support Analyst \$36,000 @ 6% FTE = \$2,160. The Program Support Analyst will work on day to day operational duties and fiscal administration of the program.

Program Liaison- 25% or approx. 43 hrs/mo
Program Support Analyst- 6% or approx.10 hrs/mo
Total Salary Cost= **\$16,160**

FRINGE BENEFITS

Personnel – Fringe Benefits: \$6,464

The Fringe Benefits include: Social Security, Medicare, FUTA, SUTA, Worker's Compensation, Health Benefits Allowance, and 401K (if applicable). The fringe for each employee is based on the percentage of their salary based on their overall salary and multiplied by their total projected fringe benefits annualized.

Program Liaison @ \$5,600
Program Support Analyst @ \$864
Total Fringe Benefits Cost=**\$6,464**

TRAVEL

Travel - \$3,465

Local Mileage-- \$565

Travel reimbursement will be charged at the state rate of \$.565 cents per mile. Rates are calculated at 100 miles per month (1 staff @100 mls/mo) x 10 months=1,000 miles per year for staff to conduct program facilitation, attend meetings, visit campus sites, recruit mentors, etc. Local Mileage 1,000 miles x .565 = Total Cost \$565.

Out of state Travel--\$2,200

Travel to out of town conferences to gain knowledge and learn best practices on the latest developments in theory and research on youth mentoring and drop out prevention strategies. Airfare, hotel & registration fee for National Dropout Prevention Program Conference in Atlanta and partial cost for National Youth Symposium in Chicago=\$2,200. Total out of Town Travel = \$2,200.

In State Travel --\$700

In State Travel includes mileage and registration fee for TNOYS Conference for CYD contractors and other relevant in-state conferences or activities=\$700. Travel allocation will also be charged for other Program staff when applicable. Total in State Travel = \$700.

Total Travel Cost=**\$3,465**

MATERIALS & SUPPLIES

Materials and Supplies - \$11,086

Purchase of curriculum materials and office supplies for sites such as but not limited to: copy paper, flip charts, pens, pencils, CDs, cartridges, software, diskettes, copy paper, resume paper, notebooks, name tags, community service supplies, etc. + educational materials for academic support services= \$460/yr x 5 sites + 1 program office= \$2,760.

Recreational supplies for after school and Saturday team building activities (indoor/outdoor)=\$700.

Project supplies such as lumber, paint, flowers, soil, etc=\$1,350.

T-shirts for YAC participants (40 youth x 1 shirts x \$12/each) to wear during activities = \$480.

T-shirts for Youth Summit (8 YAC x 1 shirt each x \$12) to wear during conference=\$96

T-shirts for CYD Youth Summit (150 youth x \$8 each) to wear during conference=\$1,200

Total t-shirts=\$1,776.

Entrance fees for field trips throughout program year (150 x \$25 each) = \$3,750.

Program Liaison has use of a company cell phone and air card which is allocated according to her payroll allocation. The monthly charge averages from \$300 per month which is then allocated appropriately based on her time spent on the CYD program. Telephone charge for cell phone usage is an allocation for the Program Liaison = \$750.

Total Materials and Supplies Cost=**\$11,086**

EQUIPMENT

Cost for laptop for Program Liaison =\$1,000. Total cost=**\$1,000**

OTHER COSTS

Other Costs: \$69,825

Contract Labor- School Campus Program Supervisors (7 campus supervisors @ \$25.00/hr. x 15 hrs/mo x 9mo) =\$23,625 + (2 Saturday out-of-town field trips x 7 campus supervisors @ \$25/hr x 20 hrs= \$3,500 + \$6,000 (summer program). Total Contract Labor Costs = \$33,125.

Other Contract labor- To be procured for events that are catered to the CYD youth. Only CYD youth who are registered participants can attend these events. Youth Summit speaker fees to promote leadership development = \$7,000. Independent City and other life skills activities=\$2,500. Total Other Contract Labor Cost = \$9,500.

Facility Rental Costs- Facility rental for Youth Conferences=\$750. Total costs=\$750

Food for field trips and after school activities @ \$400/mo. X 10 mos= \$4,000; Weekend program activities once a month @\$100/mo x 9 mos = \$900. Food for out of town trips=\$1,000. Food for Youth Summit=\$4,500. Total Costs = \$10,400.

Transportation- School buses for career exploration tours and educational learning activities and college campuses @ \$250/mo x 5 buses x 8 mos. = \$10,000. Total Costs = \$10,000.

Conference Registrations - Conference fees to promote leadership development=\$1,250. Total Costs=\$1,250.

Management Costs- Costs to run program from SERCO headquarters—use of office space and equipment. The total management budget is approximately \$600,000. The allocation of shared costs is based on dividing the total salaries for each contract by the total of salaries for each contract by the total of salaries of all contracts combined. Based on the current projected salaries for CYD and the total salaries for other contracts it has been projected that the CYD contract percentage is .8% =\$4,800.

Total Other Costs= **\$69,825**

TOTAL BUDGET = \$108,000

Attachment C

STANDARD TERMS AND CONDITIONS (Community Youth Development Program Contracts)

Parties. For the purposes of this document, the *Texas Department of Family and Protective Services* will hereinafter be referred to as the **Department**. The *City of Corpus Christi* will hereinafter be referred to as the **Fiscal Agent**. "*SERCO of Texas*" will hereinafter be referred to as the **Subcontractor**. The Community Youth Development Program will hereinafter be referred to as **CYD Program**.

SECTION 1. LEGAL AUTHORITY

Subcontractor assures and guarantees that it possesses the legal authority to enter into this Contract, to receive the funds authorized by this Contract, and to perform the services Subcontractor has obligated itself to perform under this Contract. The person signing this Contract on behalf of Subcontractor hereby warrants that he/she has been fully authorized by Subcontractor to execute this Contract on behalf of Subcontractor and to validly and legally bind the Subcontractor to all the terms, performances, and provisions herein set forth.

Acceptance of funds under this contract acts as acceptance of the authority of the State Auditor's Office, HHSC Office of Inspector General, or any successor agency, to audit or investigate the expenditure of funds under this contract or any subcontract. Subcontractor further agrees to cooperate fully with the State Auditor's Office or its successor, including providing all records requested. Subcontractor will ensure that this clause concerning the authority to audit funds received indirectly by subcontractors through Subcontractor and the requirements to cooperate is included in any subcontract it awards.

The Subcontractor agrees to be in compliance with all applicable Federal, State and local laws, including but not limited to, the following: 45 Code of Federal Regulations ("**CFR**") Part 74, Office of Management and Budget ("**OMB**") Circulars A-133, A-110, A-21, A-87 and A-122 as applicable, the Uniform Grant Management Standards (UGMS) as applicable and 40 Texas Administrative Code ("**TAC**") 732.240-256 as applicable and amended. In the event of any conflict or contradiction between or among the regulations referenced in this Contract, the regulations shall control in the following order of precedence: 45 CFR Part 92, OMB Circulars A-87, A-122, A-110, and 40 TAC 732.240-256.

SECTION 2. INDEPENDENT CONTRACTOR

It is expressly understood and agreed that the Fiscal Agent is contracting with Subcontractor as an independent contractor. No provision of this Contract or act of the Fiscal Agent in performance of this Contract shall be construed as making Subcontractor the agent, servant, or employee of the Fiscal Agent; employees of Subcontractor are not employees of the Fiscal Agent; and Subcontractor is solely responsible for employee payrolls and claims arising therefrom.

SECTION 3. FINANCIAL LIMITATIONS AND CONSIDERATIONS

- A. This Contract is at all times contingent upon the availability and receipt of State or Federal funds that has been allocated to the Fiscal Agent of this Contract and, if funds for this Contract become unavailable during any budget period, this Contract may be immediately terminated or reduced at the discretion of the Fiscal Agent.
- B. The Fiscal Agent agrees to pay the Subcontractor from available funds for each service rendered in accordance with the terms of this Contract upon receipt of a proper and verified statement and after deducting any known previous overpayment made by the Fiscal Agent. If program income accrues, the Subcontractor agrees to return to the Fiscal Agent any income that exceeds actual costs incurred for services rendered under this Contract. In no event shall payments exceed the total

budgeted amount as originally approved in this Contract or as subsequently amended by both parties.

- C. The basis for payment for services rendered under this Contract is indicated in the service terms in the budget. The Subcontractor agrees to this basis for payment and to adhere to the fiscal and billing policies and procedures of the Fiscal Agent. The Fiscal Agent is not obligated to pay unauthorized costs or to pay more than the Subcontractor's allowable and actually incurred costs consistent with Federal and State regulations.

The method of payment is cost reimbursement. This means that costs should only be billed after they have actually been incurred and have been paid by the Subcontractor. Costs should be billed to the month in which they were incurred, either on the primary billing voucher for that month or on a supplemental billing, if they are not paid in time to include them on the primary voucher. Costs should not be billed to the Fiscal Agent if they have not yet been paid.

- D. Payment for services rendered under this Contract will be made in accordance with the documentation outlined in the Budget Information Summary and Reimbursement Request, as set out in Attachment B-2 to this Contract. Payment shall be authorized only upon the submittal of an appropriate invoice and supporting documentation to the Fiscal Agent.
- E. Funds under this Contract cannot be earned prior to the first day nor after the last day of the Contract Period. Funds also cannot be charged prior to the execution of the signed contracts. All signatures must be obtained before contract is deemed active.
- F. The Fiscal Agent shall not be liable to Subcontractor for any charges under this Contract which exceed the total funding amount specified.
- G. All funds unearned or unexpended in the performance of this Contract shall be retained by the Department.
- H. The Subcontractor is responsible for submitting bills in an accurate and timely manner by the 5th day following the month in which services are provided. The Fiscal Agent will make reasonable efforts to process all bills received in an accurate and timely manner but does not warrant immediate payment. Reimbursements to Subcontractor will be paid by the Fiscal Agent when payment is received from the Department.
- I. The Subcontractor understands and agrees that prior written approval must be secured:
1. For transfers between line items for any dollar amount. Lack of prior approval in these instances will be grounds for nonpayment of the item or items involved;
 2. When transfers, regardless of the amount, would result in a significant change in the character or scope of the programs. Lack of prior approval in these instances will be grounds for recovery of unapproved payments and termination of this Contract at the option of the Fiscal Agent; and
 3. When needing to add a line item, cost, or expenditure to the budget. Approval must be obtained in writing prior to incurring the expense/cost.
- J. *For unit rate Contracts only:* The Subcontractor shall provide the Fiscal Agent a total bill each month in the format prescribed by the Fiscal Agent and shall accept as payment in full the Contracted unit rate reduced by an amount equivalent to the required percentage of certified local resources as applicable.

- K. Buy Texas. In accordance with Texas Government Code § 2155.4441, the State of Texas requires that during the performance of a contract for services, Contractor will purchase products and materials produced in the State of Texas when available at a price and time comparable to products and materials produced outside the state.

SECTION 4. LIABILITY FOR REPAYMENT

- A. All payments under this Contract are subject to audit by the Department and the Fiscal Agent. Subcontractor shall assume liability for repayment of funds disbursed where such disbursement is subsequently determined to be improper or unauthorized. Subcontractor shall provide the Fiscal Agent with a feasible plan for repayment of disallowed costs with non-Federal funds. Repayment of such funds to the Fiscal Agent shall be in accordance with the Prompt Payment Act. Subcontractor shall also repay to the Fiscal Agent any funds found to have been paid for the same service from funds other than CYD Program funds. In the case of duplicate payments, the Fiscal Agent may also withhold any earned funds of Subcontractor under this Contract or any other Contract pending satisfaction of any repayment obligations under this Contract or any other Contract due to payments which were improper or unauthorized.

SECTION 5. CHANGES AND AMENDMENTS

The Subcontractor agrees to notify the Fiscal Agent immediately of any significant change affecting the Subcontractor including, but not limited to, change of Subcontractor's name or identity, ownership or control, governing board membership, personnel, or payee identification number. Subcontractor shall provide notice in writing to Fiscal Agent within ten (10) working days of change.

No changes or amendments to this Contract shall be made except in writing and signed by both parties hereto, unless such change is in the form of a written notice of modification or directive issued by the Fiscal Agent as described below.

- A. The Fiscal Agent may give a notice of modification or directive in the event any alterations, deletions, or additions are required due to changes in Federal or State laws or regulations applicable to CYD programs, which changes shall take effect automatically upon the effective date of such Federal or State laws or regulations.
- B. The Fiscal Agent may give a notice of modification or directive to reduce the level of funding under the Contract in the event of a reduction of funding to the Fiscal Agent under any Federal, State or local program.
- C. The Fiscal Agent may issue a policy directive that shall have the effect of establishing, interpreting, clarifying or qualifying the terms of this Contract. Such policy directives may not alter the terms of this Contract in order to relieve the Fiscal Agent of any obligation to pay for performance rendered or costs incurred by Subcontractor prior to the date of such directive.
- D. The Fiscal Agent may give a notice of modification to increase the amount of funds available under this Contract if such funds become available and it is in the best interest of the Fiscal Agent to do so without the solicitation of additional proposals.

SECTION 6. ACCOUNTING REQUIREMENTS

The Subcontractor agrees to adhere to Generally Accepted Accounting Principles promulgated by the American Institute of Certified Public Accountants and to follow Fiscal Agent and Department fiscal management policies and procedures in submitting timely billing and maintaining financial records required to be kept under this Contract.

SECTION 7. RECORD KEEPING / REPORTING REQUIREMENTS

- A. The Subcontractor agrees to submit service delivery reports required by this Contract, self-evaluations of performance, and other reports requested by the Fiscal Agent or Department in appropriate format and on a timely basis; and make available at reasonable times and for reasonable periods client records and other programmatic or financial records, books, reports, and supporting documents for reviewing and copying by the Fiscal Agent, the Department, the U.S. Department of Health and Human Services (“**DHHS**”), or their authorized representatives.
- B. The Subcontractor agrees to maintain financial, programmatic, and supporting documents, statistical records, inventories of nonexpendable property acquired, and other records pertinent to claims submitted during the Contract Period for a minimum of five (5) years after the termination of the Contract Period, or for five (5) years after the end of the Federal fiscal year in which services were provided if this Contract has no specific termination date. If any litigation, claim, or audit involving these records begins before the five (5) year period expires, the Subcontractor will keep the records and documents for not less than five years and until all litigation, claims, or audit findings are resolved. The case is considered resolved when a final order is issued in litigation, or a written agreement is entered into between the Department/Fiscal Agent and the Subcontractor. Contract Period means the beginning date through the ending date specified in the original Contract; extensions are considered to be separate Contract periods.
- C. Subcontractor shall complete and submit all necessary data on participants enrolled in its program and must do so according to instructions and definitions prescribed by the Department and the Fiscal Agent.
- D. Failure to submit required reports to the Fiscal Agent may result in withholding by the Fiscal Agent of any payments otherwise due until such time as the Subcontractor meets the delinquent obligations.
- D. Subcontractor shall submit a self-evaluation report within 30 days following the end of the Contract Period. The self-evaluation report should address the accomplishments of the program/services, the effectiveness of the services provided, and the attainment of output measures, evidence-based performance measures and program goals listed in this Contract.

SECTION 8. SUBCONTRACTING

- A. Subcontractor agrees not to sublet, assign, transfer, convey or otherwise dispose of this Contract or any right, title, obligation or interest it may have therein to any third party without prior written approval of the Fiscal Agent, which includes full disclosure of the particulars of such agreement and special assurances that such third party shall comply with all provisions of the governing laws, the terms and conditions of this Contract, State of Texas policies, Federal regulations and Fiscal Agent policies, including the qualifications of the Subcontractor to perform and meet standards of this Contract and the Community Youth Development Plan of Operation. A non-governmental Subcontractor shall assume full liability for any third party actions and shall hold harmless the Fiscal Agent, the Department, and the State of Texas from the actions of any third party. Failure by a non-governmental Subcontractor to inform the Fiscal Agent of the intent to involve any third party shall relieve the Fiscal Agent, the Department, and the State of Texas of any and all liability and may result in initiation of procedures to terminate this Contract, among other remedies that Fiscal Agent or Department may be entitled to seek. The Fiscal Agent shall not be obligated or liable under this Contract to any party other than Subcontractor for payment of any monies or for provisions of any goods or services unless the Fiscal Agent in writing specifically agrees to such liability.
- B. The Subcontractor further agrees to provide statements from Sub-subcontractors signed by an

official duly authorized to legally obligate the Sub-subcontractor and attest to the fact that it shall provide the services as represented in this Contract, including the incorporated documents, with no disruption to service delivery. A similar statement must be signed by each Sub-subcontractor who will provide services as part of this Contract. Each Sub-subcontractor may be required to submit ownership information and other information related to this Contract. The Subcontractor must disclose to Fiscal Agent any and all information regarding the Sub-subcontractors as it pertains to this Contract, during the Contract Period.

- C. Subcontractor shall have protest procedures in place to handle and resolve disputes relating to its procurement.
- D. Any of the work or services specified in this Contract which shall be performed by other than Subcontractor shall be evidenced by a written Contract specifying the terms and conditions of such performance. Subcontractor shall maintain and adhere to an appropriate system, consistent with Federal, State, and local law, for the award and monitoring of Contracts which contain acceptable standards for ensuring accountability.
- E. Subcontractor shall ensure that the performances rendered under all subcontracts are rendered so as to comply with all the terms and provisions of this Contract as if the performances rendered were rendered by Subcontractor.

SECTION 9. PUBLICITY

The Subcontractor agrees to place prominent notices acknowledging the funding it receives from the Fiscal Agent and Department in all of its literature that describes services covered by this Contract. This notice will also appear in the Subcontractor's annual financial report, if any is issued. Additionally, the Subcontractor agrees to the following:

- A. When issuing statements, press releases, requests for proposals, bid solicitations, and other documents describing projects or programs funded in whole or in part with CYD Program funds, Subcontractor shall state the percentage of the total costs of the program or project which will be financed with those CYD Program funds.
- B. Subcontractor shall give credit to the Department and Fiscal Agent as the funding source in all oral representations, written documents, publicity and advertisements regarding any CYD activities. Wording shall be as follows: **A Program Funded through the City of Corpus Christi by the Texas Department of Family and Protective Services.**
- C. Subcontractor shall not publish or cause to have published the results of its function and participation in the program activity without prior review and approval by the Fiscal Agent and Department.

SECTION 10. TECHNICAL ASSISTANCE

- A. The Fiscal Agent will provide a central information system for complete information on each participant and will maintain a central communication system for the proper and timely disbursement of information and resource documents. The Fiscal Agent will provide technical assistance found to be needed through performance reviews or monitoring reports.
- B. The Fiscal Agent may schedule staff meetings, other meetings or training sessions to assist in the administration of this Contract. Subcontractor shall ensure the attendance of its director or other specified personnel at such meetings.

SECTION 11. MONITORING AND ASSESSMENT

- A. The Subcontractor agrees to provide services in accordance with the provisions of this Contract and to allow the Fiscal Agent and Department, and their representatives, to monitor, audit, evaluate, and otherwise review the services provided and related documentation.
- B. The Subcontractor agrees to cooperate fully in any social studies or fiscal and programmatic monitoring, auditing, evaluating, or other reviews pertaining to services rendered by the Subcontractor which may be conducted by the Fiscal Agent, the Department or DHHS, or their authorized representatives; and to be responsible for any audit exception or other payment irregularity regarding this Contract or subcontracts, which may be found after review by the Fiscal Agent, the Department or DHHS; and to be responsible for the timely and proper collection and reimbursement to the Fiscal Agent and the Department of any amount paid in excess of the proper billing amount.
- C. Representatives of the Fiscal Agent and Department may periodically, without advance notice, monitor Subcontractor for compliance, financial management and performance of the terms and conditions of this Contract. The monitoring process will include an analysis of program data provided by the Subcontractor to assess the performance of this Contract and the quality of services. Monitoring shall include review of results of criminal background checks and affidavits required under this Contract of all Subcontractor employees or volunteers in direct client contact.
- D. Upon conclusion of a monitoring review, the Fiscal Agent or Department will present all findings and recommended corrective actions, if applicable, to Subcontractor.
- E. Unless otherwise directed, Subcontractor shall respond in writing to the Fiscal Agent within thirty (30) calendar days after receipt of the monitoring report with all corrective actions planned or taken and specific detailed procedures and actions initiated to preclude any recurrence of the practices, discrepancies, and irregularities identified in the monitoring report.
- F. The Fiscal Agent or Department, as may be applicable, upon receipt of Subcontractor's written response to the monitoring report, shall evaluate the corrective action plan and determine whether the corrective action plan shall be undertaken, whether an alternative plan is needed, or whether the goals or standards need to be modified. Regardless of the course of action taken, the Fiscal Agent shall ensure that positive actions, procedures, and practices are initiated to preclude recurrence or non-compliance. Upon written request, the Fiscal Agent shall provide technical assistance to Subcontractor in correcting the deficiencies noted. Fiscal Agent shall conduct follow-up visits to review pending deficiencies and to assess the efforts made to correct them. If such deficiencies persist, Fiscal Agent may withhold funds and move to terminate this Contract in accordance with Section 33.
- G. All such corrective actions shall remain open pending completion and issuance of a written statement of closure by the Fiscal Agent or Department, as applicable.

SECTION 12. PROPERTY

- A. The Subcontractor agrees to assume responsibility for the protection of all physical property and equipment used at facilities being maintained to carry out this Contract and take appropriate measures to meet this obligation. All such property will be adequately safeguarded against vandalism, loss, damage, or theft. Subcontractor must acquire and maintain property insurance for any and all equipment purchased with CYD Program funds. The Fiscal Agent, the Department, and the appropriate authorities shall be notified in writing in the case of theft, or suspected theft, within twenty-four (24) hours of discovery. Any missing, damaged, or destroyed property will be reported immediately in writing to the Fiscal Agent and the Department and will include the circumstances

concerning the loss. An investigation shall be conducted by the Subcontractor to determine the cause, and the results shall be reported in writing to Fiscal Agent and the Department. Any property missing, damaged or destroyed shall be replaced by the Subcontractor, at Subcontractor's own expense. In addition, in the event of any theft, vandalism, or other offense against the property or equipment, the Subcontractor shall notify the appropriate local law enforcement authorities.

- B. The Subcontractor agrees to adhere to the provisions of 45 CFR Part 92 regarding the return to the Department of any equipment bought under this Contract with funds allocated to the Fiscal Agent or the Subcontractor. The Subcontractor agrees that it will not give any security interest, lien, or otherwise encumber any item of equipment purchased with Contract funds. The Subcontractor agrees to permanently identify all equipment with appropriate tags or labels affixed to the equipment and to maintain a current inventory record of the equipment which must be made available to the Fiscal Agent and the Department upon request.
- C. The property shall be maintained in good condition at all times. Unless waived by the Fiscal Agent and Department, all maintenance and repair costs associated with any property shall be borne by the Subcontractor. All property must be returned to original condition, except for normal wear and tear, prior to return of the property to the Fiscal Agent.

SECTION 13. TAXES

The Fiscal Agent and the Department will not be liable for Federal, State, or local excise taxes incurred by or assessed against Subcontractor. The Subcontractor must be able to demonstrate on-site compliance with the Federal Tax Reform Act of 1986, Section 1706, amending Section 530 of the Revenue Act of 1978, dealing with the issuance of Internal Revenue Service Form W-2s to common law employees. The Subcontractor is responsible for both Federal and State unemployment insurance coverage and standard workers' compensation insurance coverage. The Fiscal Agent and Department will not be liable to the Subcontractor or its employees for any unemployment or workers' compensation coverage, or Federal or State withholding requirements. The Subcontractor must comply with all Federal and State tax laws and withholding requirements. The Subcontractor shall indemnify the Fiscal Agent and Department and pay to the Fiscal Agent or Department all costs, penalties, or losses whatsoever occasioned by the Subcontractor's omission or breach of this section.

SECTION 14. DISPUTES

The Fiscal Agent is responsible for hearing any grievances, including disputes, claims or protests, arising out of the administration and operations of programs funded under CYD Program. Non-discrimination complaints alleging a violation of the CYD Program must be initiated by filing a Grievance Information Form within 365 days of the action complained of. Non-discrimination complaints that do not allege a violation of the CYD Program may be initiated by filing a Grievance Information Form within 30 days of the action complained of. Correspondence regarding a complaint or grievance should be directed to the attention of the Fiscal Agent.

SECTION 15. INDEPENDENT AUDIT

The Subcontractor agrees to submit an annual financial and compliance audit of the Subcontractor's fiscal year-end in accordance with the Single Audit requirements of OMB Circular A-133 (Audits of State, Local Government, and Non-Profit Organizations).

- A. Subcontractor understands and agrees that it shall be liable for all costs associated with said audit.
- B. Subcontractor understands and agrees that it shall be liable to the Fiscal Agent for any costs disallowed as a result of said audit in accordance with the "Liability for Repayment" provisions of this Contract, as set out in Section 4 of these Standard Terms and Conditions.

- C. The Fiscal Agent and Department reserve the right to conduct an independent audit of all funds received under this Contract. The audit may be performed by the Fiscal Agent, a certified public accounting firm, or other auditors as designated by the Fiscal Agent or the Department. Such audit will be conducted in accordance with applicable professional standards and practices.
- D. In the event a final audit has not been performed prior to termination of this Contract, the Fiscal Agent shall retain the right to recover funds after fully considering the recommendations on disallowed costs resulting from such final audit.
- E. Subcontractor and auditors performing monitoring or audits of Subcontractor or its Sub-Subcontractors shall immediately report to the Fiscal Agent and the Department any incidents of fraud, abuse, or other criminal activity in the relation to the provisions of this Contract or applicable State Regulations.

SECTION 16. PREVENTION OF CONFLICTING INTERESTS

- A. Every reasonable course of action shall be taken by the Subcontractor to maintain the integrity of this expenditure of public funds and to avoid favoritism and questionable or improper conduct. This Contract shall be administered in an impartial manner, free from personal, financial, or political gain. Subcontractor, its executive staff, and employees, in administering this Contract, shall avoid situations that give an appearance or suggestion that any decision was influenced by prejudice, bias, special interest or desire for personal gain.
- B. No member, officer, agent, or employee of the Fiscal Agent or the Department who exercises any functions or responsibilities in the review or the approval of the undertaking or carrying out of this Contract shall participate in any decision relating to this Contract which affects his/her financial interest.
- C. Executives and employees of Subcontractor shall be particularly aware of the varying degrees of influence that can be exerted by personal friends and associates and shall exercise due diligence to avoid situations which give rise to an appearance or assertion that favorable treatment is being granted by friends and associates who are also members, officers, agents, or employees of the Fiscal Agent or the Department. A permanent record of any transaction involving a Subcontractor who is also a friend or associate of a member, officer, agent, or employee of the Fiscal Agent or the Department shall be retained when it is in the public interest for the Fiscal Agent or the Department to conduct business with such person.
- D. Members, officers, agents, and employees of the Fiscal Agent or the Department and elected officials shall not solicit nor accept money or any other consideration from Subcontractor or any other third person for the performance of an act reimbursed in whole or in part by the Fiscal Agent or the Department. Supplies, materials, equipment, or services purchased with Contract funds shall be used solely for the purposes allowed under this Contract. No member of the Fiscal Agent or the Department shall cast a vote on the provision of services by that member or by any organization which that member represents or vote on any matter which would provide direct financial benefit to that member or any business or organization which the member directly represents.

SECTION 17. FRAUD AND ABUSE PREVENTION

- A. Subcontractor shall establish, maintain, and utilize internal program management procedures sufficient to provide for proper and effective management and the prevention of fraud and abuse in all activities funded under this Contract.

- B. Failure on the part of Subcontractor to comply with the provisions of this Contract or with the Department, or applicable regulations, when such failure involves fraud or misappropriation of funds, may result in immediate withholding of funds and termination of this Contract for cause.
- C. Subcontractor shall ensure diligence in maintaining programs under this Contract including the carrying out of appropriate monitoring activities and in taking immediate corrective action against known violations of Department regulations.
- D. Subcontractor shall notify the Fiscal Agent and Department immediately, by the fastest means available, upon discovery of any incident of fraud, or suspected fraud, involving this program.

SECTION 18. INDEMNIFICATION

The Subcontractor shall indemnify and hold harmless the Fiscal Agent and the Department, their officers, agents, representatives, and employees, from and against any and all claims or losses for physical damage to property or injury to persons resulting from negligence, misconduct, or any act or omission on the part of the Subcontractor, its officers, agents, employees, representatives, or Sub-subcontractors. In the event of loss, damage, or destruction of any property due to the negligence, misconduct, act or omission of the Subcontractor, the Subcontractor shall indemnify and pay full cost of repair, reconstruction, or replacement, at the discretion of the Fiscal Agent and Department. Such cost shall be due and payable by the Subcontractor within ten (10) calendar days after the date of receipt of written notice from the Fiscal Agent or Department of the amount due. The State of Texas, Department, and Fiscal Agent, and their respective employees, officers, agents, and representatives can neither agree to hold the Subcontractor harmless nor agree to indemnify the Subcontractor and any provisions to the contrary are void.

SECTION 19. SECTARIAN INVOLVEMENT PROHIBITED

Subcontractor shall ensure that no funds under this Contract shall be used directly or indirectly in the support of any religious or anti-religious activity, worship, or instruction.

SECTION 20. POLITICAL ACTIVITY/LOBBYING

The Subcontractor will not use any funding under this Contract to influence the outcome of elections or the passage or defeat of any legislative measures.

No funds provided under this Contract may be used in any way to influence or attempt to influence in any manner a member of Congress to favor or oppose any legislation or appropriation by Congress or for lobbying with State or local legislators. Subcontractor shall comply with the requirements of New Restrictions on Lobbying imposed by 29 CFR 93, dated February 26, 1990, clarified by Notice in the Federal Register, Vol. 55, No. 116, dated June 15, 1990, and codified at 31 United States Code (“**USC**”) 1352, as amended. Subcontractor shall comply with the certification and disclosure requirements in Attachment F to this Contract.

SECTION 21. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

- A. Subcontractor shall comply with all applicable Federal and State regulations and with Department policies and procedures regarding services delivered under this Contract including, but not limited to, the following:
 - 1. Title VI of the Civil Rights Act 1962 (Public Law 88-352)
Section 504 of the Rehabilitation Act of 1973 (Public Law 93-112)
Americans with Disabilities Act of 1990 (Public Law 101-336)
Age Discrimination Act of 1975

Title IX of Education Amendments of 1972
Food Stamp Act of 1977; and
The HHS agency's administrative rules, as set forth in the Texas Administrative Code, to the extent applicable to this Agreement.

and all amendments to each, and all requirements imposed by the regulations issued pursuant to these Acts. In addition, the Subcontractor agrees to comply with Title 40, Chapter 73, of the Texas Administrative Code, as amended. These laws provide in part that no persons in the United States shall, on the grounds of race, color, national origin, sex, age, physical/mental disability, drug or alcohol abuse or alcoholism, political beliefs, or religion be excluded from participation in or denied any aid, care, service or other benefits provided by Federal or State funding or otherwise be subjected to discrimination;

2. Texas Health and Safety Code, Section 85.113, as amended, relating to workplace and confidentiality guidelines regarding AIDS and HIV;
3. Immigration Reform and Control Act of 1986, as amended, regarding employment verification and retention of verification forms for any individuals who will perform any labor or services under this Contract;
4. Establish a method to ensure the confidentiality of records and other information relating to clients according to applicable Federal and State laws, rules, and regulations. This provision does not limit the Fiscal Agent's or the Department's right of access to client case files or other information relating to clients served under this Contract. The Department shall have an absolute right of access to and copies of such information, upon request;
5. Promptly report any suspected case of child abuse or neglect to the appropriate Child Protective Services offices within the Department as required by the Texas Family Code, Chapter 261, as amended. All reports must be made within 24 hours of the discovery of abuse or neglect;
6. If specific qualifications are set forth in job descriptions required by the Department, only personnel with the required qualifications will be assigned to fill functions unless a written waiver is granted by the Department;
7. Verify and disclose, or cause its employees and volunteers to verify and disclose criminal history and any current criminal indictment involving an offense against the person, an offense against the family, or an offense involving public indecency under the Texas Penal Code as amended, or an offense under Chapter 481 of the Texas Health and Safety Code. This verification and disclosure will be required of all who have direct contact with clients or who have access to personal client information prior to such contact or access, and shall be accomplished through use of (a) a criminal history background check and (b) a signed declaration by each employee or volunteer testifying to this information, both of which shall be maintained by the Subcontractor available for review by the Fiscal Agent or the Department and renewed every two years.
8. Comply with Federal, State and local licensing and certification requirements, health and safety standards, and regulations prescribed by the DHHS and TDPHS;
9. All applicable standards, orders, or regulations issued pursuant to the Clean Air Act, 42 USC 7401 et seq., as amended, and the Federal Water Pollution Control Act, 33 USC 1251 et seq., as amended;
10. Immediately remove any agent, officer, employee, representative, or volunteer from direct client

contact who is alleged to have committed child abuse, neglect, or exploitation, or an offense against the person, an offense against the family, or an offense involving public indecency under the Texas Penal Code, as amended, or an offense under the Texas Controlled Substances Act. If it is determined that the employee or volunteer has not committed such offenses, the employee or volunteer may again be assigned to direct client contact; provided however, the Subcontractor shall notify the Fiscal Agent and the Department of its intent to reassign within ten (10) working days prior to the reassignment. The Subcontractor must provide the Fiscal Agent and the Department with further information concerning the reasons for the reassignment upon the request of the Fiscal Agent or the Department. If the employee or volunteer is found to have committed any of the offenses listed in this paragraph, the employee or volunteer shall not be reassigned to duties involving any direct contact with clients. Subcontractor may request that the Fiscal Agent and Department waive this Contract provision with respect to a specific employee or volunteer and specific misdemeanor charges;

11. Federal Financial Participation (FFP) requirements in accordance with Titles 45 and 48 of the Code of Federal Regulations and Federal circulars, as amended;
 12. Allow any of Subcontractor's employees to testify in judicial proceedings and administrative hearings, at the request of the Department or Fiscal Agent; and,
 13. Mandatory standards and policies relating to energy efficiency which are contained in the State energy conservation plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163), as amended.
- B. The Subcontractor shall have written participant and employee grievance procedures consistent with applicable Federal and State requirements. The Subcontractor shall establish and maintain complaint procedures to resolve all complaints arising directly or indirectly out of this Contract.
- C. As subcontracts and supplier contracts become necessary to carry out the requirements of this Contract, Subcontractor covenants to make a good faith effort to contract with historically underutilized or disadvantaged businesses certified as such by the State of Texas. Subcontractor shall make a good faith effort to contract at least thirty (30) percent of the total value of all subcontracts and supplier contracts for the performance of the activities required by this Contract to historically underutilized or disadvantaged businesses.

SECTION 22. REPORTING ABUSE, NEGLECT, OR EXPLOITATION

Subcontractor will promptly report any suspected case of abuse, neglect, or exploitation to the appropriate authority as required by the Texas Family code, Chapter 261. All reports must be made within twenty-four (24) hours of the discovery of abuse, neglect, or exploitation.

SECTION 23. HEALTH AND SAFETY STANDARDS

Health and safety standards established under Federal, State and local laws are applicable to working conditions of participants in programs under this Contract. With respect to any participant in a program conducted under this Contract who is engaged in activities which are not covered by health and safety standards under the Occupational Safety and Health Act of 1970, as amended, the Fiscal Agent and the Department may prescribe such standards as may be necessary to protect the health and safety of such participants.

SECTION 24. INSURANCE

- A. When Subcontractor is not a governmental entity with taxing authority, the following provisions shall apply: Insurance shall be provided for direct delivery of protective services and other services under this Contract. The Subcontractor shall obtain and furnish proof of the following bonding and insurance coverage within forty-eight (48) hours of the award of this Contract or at such other time as may be specified by the Fiscal Agent or the Department:
1. Dishonesty bonding under a commercial crime policy or business services bonding, at a \$10,000.00 minimum or up to the Contract amount, whichever is greater;
 2. Commercial General Liability Coverage at a five hundred thousand dollar (\$500,000) minimum for each occurrence limit and one million dollars (\$1,000,000) minimum aggregate limit. The Fiscal Agent and Department shall be provided with at least 30 days notice of policy or bond cancellation, intent to not renew, or material change in the policy or bond;
 3. Automobile liability insurance in the broad form, applicable if Subcontractor uses an automobile, whether owned, leased, or non-owned in conducting its performance under this Contract, is required which shall have a minimum required coverage of \$500,000 combined single limit. In the event Subcontractor requires its employees, trainees, volunteers, or other agents to utilize their own automobiles in the performance of this Contract, Subcontractor shall secure and maintain on file from all such persons a self-certification of such coverage; and
 4. Workers' compensation and adequate on-site medical and accident insurance shall be required for all of Subcontractor's employees and enrolled participants, respectively, appropriate to participant activity. Workers' compensation coverage shall be required of all organizations serving as employers of record for any participant, whether that organization is the Subcontractor or a third party; on-site medical and accident insurance shall be required for all non-work setting and classroom training activities for participants not qualifying as employees under the workers' compensation laws. Participants who are employees must be given comparable benefits afforded by the employer to other employees of similar standing in the employer's workforce.
- B. All coverage must be with insurance companies or carriers rated for financial purposes "A" or better whose policies cover risks located in the State of Texas. All bonds, policies, and coverage described above shall be maintained during the entire term of Contract awarded. Lapse of any coverage or bond required herein shall be considered breach of Contract and Contract awarded shall be immediately cancelled.
- C. The Department may waive all or part of these insurance requirements at its discretion.
- D. When Subcontractor is a governmental entity with taxing authority, Subcontractor shall be required to provide only the workers' compensation insurance coverage, as set out above, but shall also be subject to the indemnification provisions contained in Section 19 (Indemnification) of these Standard Terms and Conditions.
- E. The Fiscal Agent shall be named as a Certificate Holder on all policies named above and such coverage shall not be canceled or materially changed unless, 30 days prior to the effective date, a written notice is sent to the Fiscal Agent at the address specified in this Contract. Unless waived by the Fiscal Agent, the Fiscal Agent shall not be responsible for the payment of premiums or assessments on such policies.

SECTION 25. DEBARMENT AND SUSPENSION

- A. The Subcontractor shall comply with the Federal regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98, as amended, and, in so doing, provide to the Fiscal

Agent and the Department, upon Subcontractor's signature and execution of this Contract and prior to Fiscal Agent's execution of this Contract, a certification bearing the following statement:

Subcontractor certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

A copy of this certificate and regulations shall be provided to Subcontractor by Fiscal Agent.

- B. Additionally, the Subcontractor shall comply with this regulation and requirement with regards to its subcontractors. Subcontractor shall require the same certification from its subcontractors, which shall be forwarded to Fiscal Agent along with the request for Sub-subcontractor approval as required by Section 8 (Subcontracting) of these Standard Terms and Conditions.

SECTION 26. NOTICE AND ASSISTANCE REGARDING PATENT AND COPYRIGHT INFRINGEMENT

- A. In developing, copying, and disseminating reports or other information under this Contract, the Subcontractor agrees to the following:
1. Grant to the Department the right to copyright, use, reproduce, and distribute any material written or produced by the Subcontractor that is the subject of this Contract; and
 2. Defend any claims, suits, or proceedings brought against the State of Texas, the Department or the Fiscal Agent on the issue of infringement of any copyright by any product, or any product part, supplied by the Subcontractor to the Fiscal Agent or Department under this Contract. The Subcontractor will pay, subject to limitations specified in this section, any final judgment entered against the State of Texas, the Department, or the Fiscal Agent on this issue in any suit or proceeding defended by the Subcontractor. The Subcontractor will be relieved of this obligation if, within 30 days after the Fiscal Agent and Department receive notice, the Fiscal Agent or Department fails to notify the Subcontractor in writing of any claim, suit, or proceeding and, at the Subcontractor's expense, give the Subcontractor all information needed to defend any claim, suit, or proceeding subject to the jurisdiction of the Attorney General of Texas.
- B. With respect to any invention resulting from this Contract, the Fiscal Agent and the Department have a nonexclusive, non-transferable, irrevocable, paid-up license to practice or have practiced the subject invention throughout the world.
- C. The Subcontractor shall report to the Fiscal Agent and the Department within 30 days and in reasonable written detail each notice or claim of patent or copyright infringement based on the performance of this Contract of which the Subcontractor has knowledge.
- D. In the event of any claim or suit against the Fiscal Agent or the Department on account of any alleged patent or copyright infringement arising out of the performance of this Contract or out of the use of any supplies furnished or work or services performed under this Contract, the Subcontractor shall furnish to the Fiscal Agent and the Department, when requested, all evidence and information at the expense of the Fiscal Agent or the Department except where the Subcontractor has agreed to indemnify the Fiscal Agent or the Department.
- E. The Subcontractor agrees to include, and require inclusion of, this clause in all subcontracts at any tier for supplies or services expected to exceed \$15,000.

SECTION 27. DISCLOSURE OF CONFIDENTIAL INFORMATION

Subcontractor agrees to maintain the confidentiality of any information regarding applicants, program participants, and their immediate families which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Without the permission of the applicant or participant, such information may be disclosed only as necessary for purposes related to the performance or evaluation of this Contract and to persons having responsibilities under this Contract. However, Subcontractor's information may be subject to required public disclosure under the Texas Public Information Act, Chapter 552 of the Texas Government Code.

SECTION 28. COMMUNICATIONS

All notices and requests given to or made to the parties must, except as otherwise specified, be in writing and delivered or mailed at the notice addresses specified on the Cover Sheet of this Contract. The parties may change their notice addresses upon five (5) written days notice to the other party. Any notices or requests are deemed given upon actual delivery or depositing the same with the U.S. Postal Service, properly addressed, postage prepaid, certified mail, return receipt requested. In some instances, email correspondence may be utilized and this communication is to be treated as having received a written correspondence.

SECTION 29. GENERAL STANDARDS OF PERFORMANCE

- A. Subcontractor agrees that the level of services and activities performed shall be maintained in accordance with the terms and conditions of this Contract.
- B. The Performance Measures, Attachment A-1 to this Contract, Plan of Operation, Attachment A-2 to this Contract, Budget, Attachment B-1 to this Contract, Budget Narrative, Attachment B-3 to this Contract and Program Requirements, Attachment C-1 to this Contract, constitute promised performance under this Contract. If Subcontractor fails to meet the performance goals for any monthly period as specified under this Contract, this Contract is subject to obligation or termination in accordance with this Contract.

SECTION 30. ENTIRE AGREEMENT

- A. All oral or written agreements between the parties relating to the subject matter of this Contract made prior to the execution of this Contract have been incorporated herein.
- C. Subcontractor understands and agrees that the Attachments designated on the Cover Sheet of this Contract are a part of this Contract and constitute promised performance by Subcontractor under this Contract.

SECTION 31. CONTINGENT ON FUNDING

This Contract is at all times contingent upon the availability and receipt of Federal or State funds that the Fiscal Agent and Department have allocated to this Contract; and if funds for this Contract become unavailable during any budget period, this Contract may be immediately terminated or reduced at the discretion of the Fiscal Agent or Department.

The Fiscal Agent's obligation is contingent upon the availability of funds from which payment for the Contract can be made. No legal liability on the part of the Fiscal Agent for payment of any money arises unless and until funds are made available to the Fiscal Agent.

SECTION 32. TRAINER QUALIFICATIONS

- A. Subcontractor agrees to ensure that instructors, trainers, counselors and other professional and paraprofessional staff shall be properly certified where required by the Federal, State or local laws. Subcontractor agrees to ensure that instructors, trainers, counselors professional and paraprofessional and other staff shall possess education, training, and or experience to provide the skills, knowledge, and abilities necessary to perform the duties of the position. The Fiscal Agent or Department reserves the right to review and approve all staff qualifications and certifications.
- B. Staffing personnel must be maintained at the level negotiated and contracted for between the Subcontractor and the Fiscal Agent. Changes in staff positions or reduction in hours shall be immediately reported to Fiscal Agent for review and approval.
- C. Subcontractor agrees and understands the performance of work proposed, negotiated, and contracted for must be maintained at the level agreed upon at initiation of this Contract. Any deviation from these requirements must be reported to Fiscal Agent. Failure to maintain qualified personnel, the required level of performance, approved curriculum, and other pertinent quality control standards required by the Fiscal Agent and Department may constitute a breach of this Contract, grounds for termination of this Contract by the Fiscal Agent or the Department, and refund of amounts to Fiscal Agent or Department.

SECTION 33. TERMINATION

- A. If the Subcontractor fails to provide services according to the provisions of this Contract, the Fiscal Agent or Department may, upon written notice of default to the Subcontractor, with opportunity to cure within 30 to 60 days, terminate all or any part of the Contract. Termination may be exercised in addition to any other rights and remedies provided by law or under this Contract.
- B. The Fiscal Agent or the Department, based on information from monitoring or other verifiable sources, may terminate this Contract for cause, upon written notice of default to the Subcontractor and opportunity to cure within 30 to 60 days, or take other actions, including, but not limited to:
 - 1. requiring the Subcontractor to take specific corrective actions in order to remain in compliance with any contractual provision;
 - 2. to recoup payments made to the Subcontractor or impose administrative error sanctions based on audit findings of violations of Contract requirements; and,
 - 3. to suspend, place into abeyance or remove any contractual rights to include, but which are not limited to, withholding of payment, cessation of placement and removal of all Contract rights.
- C. If Federal or State laws or other requirements are amended or judicially interpreted so that either party cannot reasonably fulfill this Contract, and if the parties cannot agree to an amendment that would enable substantial continuation of the services, the parties shall be discharged from any further obligations under this Contract.
- D. This Contract may be terminated at any time by mutual consent. In addition, either party to this Contract may consider it to be canceled by giving 14 calendar days advance written notice to the other party. This Contract will be terminated at the end of the 14 day period. Nothing in this section shall be construed to prohibit immediate termination of the Contract pursuant to the sections above. This Contract shall otherwise terminate by the date specified in the Contract Cover Sheet.
- E. At the end of the Contract term or other Contract termination or cancellation, the Subcontractor, in good faith and in reasonable cooperation with the Fiscal Agent and the Department, shall aid in the transition to any new arrangement or provider of services. The respective accrued interests or obligations incurred to date of termination must also be equitably settled.

- F. The Department shall suspend or revoke this Contract if the Subcontractor is found liable for or has a contract, license, certificate or permit of any kind revoked for Medicaid fraud. The Fiscal Agent shall also suspend or revoke this Contract if the Subcontractor's license, certificate or permit has been revoked by any agency listed in Article II of the General Appropriations Act passed by the 75th Legislature of the State of Texas, as it may be amended.

SECTION 34. FORCE MAJEURE

The Subcontractor agrees to be financially liable for undue delays or failures in Contract performance except for any delay in or failure of performance of any requirement caused by force majeure (i.e., those causes generally recognized under Texas law as constituting impossible conditions). Such delays or failures to perform shall extend the period of performance at the discretion of the Department, in the exercise of reasonable diligence, until these exigencies have been removed. The Subcontractor shall inform the Fiscal Agent and the Department in writing of proof of such force majeure within three (3) business days or otherwise waive this right as a defense. The Subcontractor agrees that breach of this provision entitles the Fiscal Agent or Department to reduce or stop payments, immediately terminate this Contract, collect partial or whole payment for services not timely delivered, collect other liquidated damages including the amount of any bond for Contract amount, and any other remedies available to the Fiscal Agent and Department under the terms of this Contract, in equity, or under Texas law.

SECTION 35. MONTHLY PERFORMANCE REVIEW

Subcontractor will be notified monthly and/or quarterly by written correspondence to identify the Subcontractor's performance in accordance with the performance measures identified in Attachment A-1. These reviews will be considered as Notice of Performance and may be used as a determination of performance.

SECTION 36. SUSPENSION OF PAYMENTS.

If the Fiscal Agent determines in its sole discretion that Subcontractor is not meeting all performance measures in Attachment A-1, or if Fiscal Agent determines in its sole discretion that Subcontractor is not in compliance with all provisions of the Contract, the Fiscal Agent shall provide written notice of such deficiency to Subcontractor and Fiscal Agent may suspend payments to Contractor until such time as Contractor is in full compliance with the performance measures and all other provisions in this contract. Subcontractor will be given prompt written notice and the opportunity for a hearing within fourteen (14) calendar days from such suspension.

SECTION 37. REPAYMENT OF FUNDS.

Subcontractor shall issue repayment of funds to Fiscal Agent within 14 calendar days of Fiscal Agent's written demand for repayment if Fiscal Agent determines in its sole discretion that Subcontractor has not met the Performance Measures identified in Attachment A-1..

SECTION 38. SUBCONTRACTOR COMPLIANCE WITH PRIMARY CONTRACT

Subcontractor accepts and agrees to abide by all terms and conditions of the primary contract between the City of Corpus Christi and the Texas Department of Family and Protective Services ("Primary Contract") regarding the Community Youth Development Program. The Primary Contract is incorporated by reference and the Subcontractor is bound to all the requirements, terms, and conditions of the Primary Contract. The Primary Contract controls in the event of any conflict with this subcontract.

The certifications enumerated below represent material facts upon which DFPS relies when accepting a bid for this solicitation. If the Department later determines that Potential Contractor knowingly rendered an erroneous certification, DFPS may pursue all available remedies in accordance with Texas and U.S. law. Signor further agrees that it will provide immediate written notice to DFPS if at any time Signor learns that any of the certifications provided for below were erroneous when submitted or have since become erroneous by reason of changed circumstances. ***If the Signor cannot certify the accuracy of all the statements contained in this section, Signor must provide written notice to DFPS detailing which of the below statements it cannot certify and why.***

A. Certification Regarding Debarment, Suspension, Ineligibility, and Voluntary Exclusion.

Executive Orders 12549 and 12689 require DFPS to screen each covered Signor to determine whether each has a right to obtain a contract in accordance with federal regulations on debarment, suspension, ineligibility, and voluntary exclusion. Signor certifies the following:

1. That Signor is, to the best of its knowledge and belief, not debarred, suspended, declared ineligible, or voluntarily excluded from participation in this solicitation or any resulting contract.
2. That Signor will not knowingly enter into any subcontract with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by DFPS or the U.S. Department of Health and Human Services.
3. That Signor will include this section regarding debarment, suspension, ineligibility, and voluntary exclusion without modification in any subcontracts or solicitations for subcontracts.

B. Certification Regarding Lobbying.

State and federal law place restrictions on the use of state and federal funds in regard to lobbying. The Signor certifies, to the best of its knowledge and belief, that:

1. In accordance with 31 U.S.C. §1352, no federal appropriated funds have been paid or will be paid, by or on behalf of the Signor, to any person for influencing or attempting to influence an officer or employee of an

agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying, in accordance with its instructions.

3. The Signor shall require that the language of this certification be included in the award documents for subcontracts and that all subcontractors shall certify and disclose accordingly.

4. Payments of appropriated or other funds to Signor under any resulting agreement are not prohibited by Texas Government Code §556.005 or §556.008.

C. Certification Regarding Child Support.

Under Texas Family Code Section 231.006, the vendor or applicant certifies that the

individual or business entity named in this contract, bid, or application is not ineligible to receive the specified grant, loan, or payment and acknowledges that this contract may be terminated and payment may be withheld if this certification is inaccurate.

D. Drug-Free Workplace Certification.

Signor certifies that it will or will continue to provide a drug-free workplace by:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing an ongoing drug-free awareness program to inform employees about—
 - a. The dangers of drug abuse in the workplace;
 - b. The grantee's policy of maintaining a drug-free workplace;
 - c. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - d. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (D)(1);
4. Notifying the employee in the statement required by paragraph (D)(1) that, as a condition of employment under the grant, the employee will—
 - a. Abide by the terms of the statement; and
 - b. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;

5. Notifying the agency in writing, within ten calendar days after receiving notice under paragraph (D)(4)(b) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;

6. Taking one of the following actions, within 30 calendar days of receiving notice under paragraph (D)(4)(b), with respect to any employee who is so convicted—

a. Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or

b. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency;

7. Making a good faith effort to continue to maintain a drug-free workplace.

E. Anti-Trust Certification. Pursuant to 15 U.S.C. Sec. 1, *et seq.* and Tex. Bus. & Comm. Code Sec. 15.01, *et seq.*, Signor certifies that neither the Signor nor the firm, corporation, partnership, or institution represented by the Signor, or anyone acting for such a firm, corporation, or institution has violated the anti-trust laws of this state, federal anti-trust laws, nor communicated directly or indirectly the bid made to any competitor or any other person engaged in such line of business.

Certifications


F. Deceptive Trade Practices. Signor certifies that it has not been found guilty or liable of a Deceptive Trade Practices Act or any unfair business practice either in an administrative hearing or court suit within the last 5 years. Signor certifies that it has no officers who have served as officers of other entities who have been found guilty or liable of a Deceptive Trade Practices Act or any unfair business practice either in an administrative hearing or court suit within the last 5 years. Signor represents and warrants that within the last five years it has not been found guilty or liable of any investigation or proceeding by any federal or state securities regulator under any federal or state securities laws or regulations.

concerning this certification may be terminated and payment withheld if this certification is inaccurate.

H. Financial Interests; Gifts. Signor certifies that neither Signor nor any person or entity that will participate financially in a contract has received compensation from DFPS for participation in preparation of specifications for a contract. Signor certifies that it has not given, offered to give, and does not intend to give at any time, any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to any public servant or employee in connection with a contract.

G. Prohibited Responses and Contracts. Pursuant to Texas Government Code §2155.004-006, Signor certifies that the individual or business entity named in this form is eligible to receive the specified contract and acknowledges that any contract

As the duly authorized representative (Signor) of the Potential Contractor, I hereby certify that the Potential Contractor will comply with the above certifications.

Nickie G. Valdez	
Printed Name of Authorized Representative	Signature of Authorized Representative
Vice-President	
Title of Authorized Representative	Date 7/30/13
SERCO of Texas	23792861-1
Legal Name of Potential Contractor	Procurement or Contract Number