

11/25/14

---

---

**SHARED SERVICES AGREEMENT**

**by and between the**

**COUNTY OF GLOUCESTER, NEW JERSEY**

**and**

**ROWAN COLLEGE AT GLOUCESTER COUNTY  
AS THE OPERATING AGENCY OF  
THE WORK FIRST NEW JERSEY  
ADULT LITERACY**

**AND**

**COMMUNITY WORK EXPERIENCE PROGRAM (CWEP)**

**Dated:**

**December 1, 2014**

---

---

## SHARED SERVICES AGREEMENT

**THIS SHARED SERVICES AGREEMENT**, dated \_\_\_\_\_, 2014, by and between the **COUNTY OF GLOUCESTER**, a body politic and corporate of the State of New Jersey (referred to as "County") and **ROWAN COLLEGE AT GLOUCESTER COUNTY** (referred to as "Local Unit"); and

### **RECITALS**

1. The County of Gloucester ("County") is a body politic and corporate of the State of New Jersey with main offices located at One N. Broad Street, Woodbury, NJ 08096;
2. The Rowan College at Gloucester County ("Local Unit") is a corporation of the State of New Jersey with offices located at 1492 & 1400 Tanyard Road, Sewell, New Jersey, 08312;
3. The County through the Department of Economic Development – Workforce Investment Board is aware of the need to serve eligible Work First New Jersey adults with low literacy; adult basic educational needs or to require a New Jersey High School Diploma via the Test Assessing Secondary Completion (TASC formerly known as the GED);
4. The Local Unit has the capability of serving as the operating agency of the Work First New Jersey Adult Literacy and Community Work Experience Program (CWEP) facility at Rowan College at Gloucester County and the County shall pay Local Unit for expenditures related to the development and implementation of said Community Work Experience Program.
5. N.J.S.A. 40A:65-1 et seq., provides a mechanism through which counties and municipalities may enter into an agreement for the provision of shared services;

**NOW, THEREFORE**, in consideration of the mutual promises, agreements and other considerations made by and between the parties, the County and the Local Unit do hereby agree as follows:

### **AGREEMENT**

#### **A. DESCRIPTION OF THE PROJECT.**

The Project for purposes of this Agreement shall consist of the provision of services at Rowan College at Gloucester County for adult literacy and Community Work Experience Program (CWEP) services within the County of Gloucester.

#### **B. LOCAL UNIT RESPONSIBILITIES.**

The Local Unit will:

1. Serve as the Operating Agency of the Work First Adult Literacy and Community Work Experience Program (CWEP) located at Rowan College at Gloucester County.
2. Comply with all requirements, terms, and conditions as set forth in Attachments A through D annexed hereto.

3. Meet the minimum expected performance outcomes as described in **Attachment D, Article 4**, performance criteria, and reports 4.1-4.7 annexed hereto.
4. Meet the expected level of service of 100 adults who will be part of the Work First New Jersey-CWEP.

**C. PAYMENT**

County agrees to compensate the Local Unit in the amount not to exceed **\$195,800.00 in the first year of this agreement** for continuation of the workplace literacy programs to assist adults to obtain basic education, pre-employment and New Jersey High School Diploma. The Local Unit must submit monthly expenditures by the 10<sup>th</sup> of each month. Said expenditures shall be accompanied by **Attachment C**. Present and future funding is contingent upon funding availability from NJ/US Department of Labor, and Local Unit meeting the minimum expected performance outcomes.

**Final invoices from Local Unit must be received by December 10th of each fiscal/program year. Should the invoices not be delivered to the WIB by that time, payment cannot be processed resulting in those expenses being absorbed by the Local Unit.**

**Pursuant to the NJ Labor and Workforce Development (LWD) funds must be fully obligated by June 30<sup>th</sup> and fully expended by December 31<sup>st</sup> of each fiscal/program year.**

**D. DURATION OF AGREEMENT.**

This Agreement shall be effective for the period from December 1, 2014 to November 30, 2024. **Compensation to the Local Unit and program objectives may vary in each successive year. Continuation of this agreement is contingent upon the parties agreeing to be bound each year.**

Upon 30 days written notice, either party may terminate this agreement without cause. The Local Unit shall be entitled to compensation for all work performed prior to such termination.

**E. LIMITATION OF DELEGATION.**

To the extent that this Agreement constitutes a delegation of authority by the County to the Local Unit, this Agreement shall not be construed to delegate any authority other than the authority to perform the services described in this Agreement.

Neither County nor any Local Unit intends by this Agreement to create any agency relationship other than that which may be specifically required by the Shared Services Agreement Act for the limited purpose of performing the obligations of the County pursuant to the Agreement.

The parties recognize that currently there may be certain legal relationships existing between the parties with regard to other activities of the parties, and nothing in this Agreement shall be construed to be in derogation of those relationships.

**F. INDEMNIFICATION OF COUNTY.**

- (a) During the Term of this Shared Services Agreement, the Local Unit shall indemnify and shall hold the County, the members of the Board and its officers, agents and employees harmless

against, and the Local Unit shall pay any and all, liability, loss, cost, damage, claims, judgment or expense, of any and all kinds or nature, which shall be imposed by law, which the County, the members of the Board or its officers, agents and employees may sustain or may be subject to or may be caused to incur by reason of any claim, suit or action which is based upon personal injury, death, or damage to property, whether real, personal or both, or upon or arising out of any services performed by County in connection with the work described in this Agreement. The Local Unit shall be responsible for the performance of these promises to indemnify and defend only with regard to claims asserted in connection with the performance of services by the County for the Local Unit.

(b) The Local Unit at its own cost and expense, shall defend any and all such claims, suits and actions which may be brought or asserted against the County, the members of the Board or its officers, agents or employees; provided, however, that this provision shall not be deemed to relieve any insurance company which has issued a policy of insurance of its obligation to defend the County, the Local Unit and any other insured party which may be named in such policy or insurance in connection with any claims, suits or actions which are covered by the terms of such policy.

(c) The County and Local Unit agree as follows:

(i) The County shall give an authorized Local Unit representative prompt written notice of the filing of each such claim and the institution of each such suit or action, and the Local Unit shall give an authorized County representative prompt written notice of the filing of each such claim and the institution of each such suit or action;

(ii) The County shall not, without the prior written consent of the Local Unit, adjust, settle or compromise any such claim, suit or action with respect to the Project, and the Local Unit shall not, without the prior written consent of the County, adjust, settle or compromise any such claim, suit or action with respect to the Project; and

#### **G. COMPLIANCE WITH LAWS AND REGULATIONS.**

Each party to this Agreement shall at its own cost and expense promptly comply with, or cause to be complied with, all laws, rules, regulations, and other governmental requirements, which may be applicable to the performance of the services, described in this Agreement. Specifically, the County will, in performing its services, comply with all applicable laws, rules, and regulations concerning the conduct of such soliciting, interviewing, and related services concerning consideration of employees for hire.

#### **H. NO ADDITIONAL WAIVER IMPLIED BY ONE WAIVER.**

In the event that any agreement which is contained in this Shared Services Agreement should be breached by either party and thereafter such breach shall be waived by the other party, such waiver shall be limited to the particular breach so waived and shall not be a waiver of any other breach hereunder.

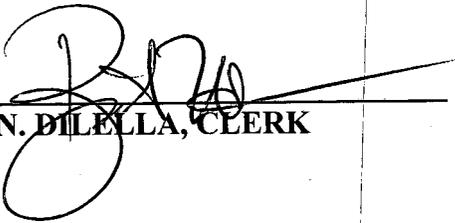
**I. NO PERSONAL LIABILITY.** No covenant, condition or agreement contained in this Shared Services Agreement shall be deemed to be the covenant, condition or agreement of any past, present or future officer, agent or employee of the Local Unit or County, in his or her individual capacity, and neither the officers, agents or employees of the Local Unit or County nor any official executing this Shared Services Agreement shall be liable personally on this Shared Services Agreement by reason of the execution hereof by such person or arising out of any transaction or activity relating to this Shared Services Agreement.

**J. MISCELLANEOUS.**

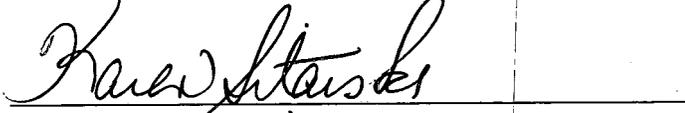
1. **Amendment.** This Shared Services Agreement may not be amended or modified for any reason without the express prior written consent of the parties hereto, aside from the revised annual compensation.
2. **Successors and Assigns.** This Shared Services Agreement shall inure to the benefit of and shall be binding upon the County, the Local Unit and their respective successors and assigns.
3. **Severability.** In the event that any provision of this Shared Services Agreement shall be held to be invalid or unenforceable by any court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision hereof.
4. **Counterparts.** This Shared Services Agreement may be simultaneously executed in several counterparts, each of which shall constitute an original document and all of which shall constitute but one and the same instrument.
5. **Entire Agreement.** This Shared Services Agreement sets forth all the promises, covenants, agreements, conditions and undertakings between the parties hereto with respect to the subject matter hereof, and supersedes all prior or contemporaneous agreements and undertakings, inducements, or conditions, express or implied, oral or written between the parties hereto.
6. **Further Assurances and Corrective Instruments.** The Local Unit and the County shall execute, acknowledge and deliver, or cause to be executed, acknowledged and delivered, such supplements hereto and such further instruments as may reasonably be required for correcting any inadequate or incorrect description of the Project or to correct any inconsistent or ambiguous term hereof.
7. **Headings.** The Article and Section headings in this Shared Services Agreement are included herein for convenience of reference only and are not intended to define or limit the scope of any provision of this Shared Services Agreement.
8. **Non-Waiver.** It is understood and agreed that nothing which is contained in this Shared Services Agreement shall be construed as a waiver on the part of the parties, or any of them, of any right which is not explicitly waived in this Shared Services Agreement.
9. **Governing Law.** The terms of this Shared Services Agreement shall be governed by and construed, interpreted and enforced in accordance with the laws of the State of New Jersey applicable to agreements made and to be performed entirely within this state, including all matters of enforcement, validity and performance.

**K. EFFECTIVE DATE.** This Agreement shall be effective as of **December 1, 2014**, which shall be considered the commencement date of this Agreement.

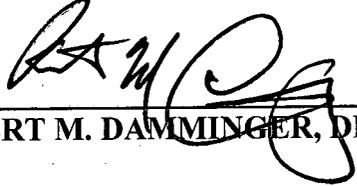
ATTEST:

  
\_\_\_\_\_  
ROBERT N. DILELLA, CLERK

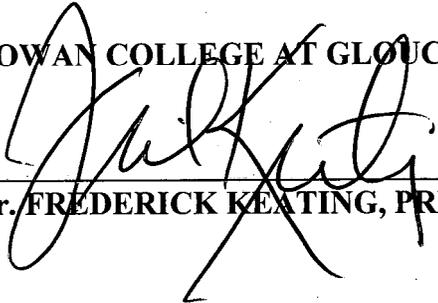
ATTEST:

  
\_\_\_\_\_  
KAREN SITARSKI

COUNTY OF GLOUCESTER

  
\_\_\_\_\_  
ROBERT M. DAMMINGER, DIRECTOR

ROWAN COLLEGE AT GLOUCESTER COUNTY

  
\_\_\_\_\_  
Dr. FREDERICK KEATING, PRESIDENT

## STATEMENT OF WORK

A. Rowan College at Gloucester County agrees to provide for 100 eligible Work First New Jersey (WFNJ- TANF, General Assistance (GA) and Supplemental Nutrition Assistance Program (SNAP) recipients a combined job skill development, job training, life skills and Adult Literacy/ABE and Test Assessing Secondary Completion (TASC) program that leads to a diploma or permanent employment for participants who reside in Gloucester County New Jersey. The referral to Rowan College at Gloucester County will be supplied by the "To-Work" Case Managers and CWEP Coordinator at the American Job Center (formerly known as the One-Stop). Of the 100 participants to be referred to GCC, 30 participants will be referred to CWEP only activities and 70 participants will attend the integrated basic skills/CWEP program to assist them with the improvement of their basic skills or obtainment of a New Jersey High School diploma credential.

Rowan College at Gloucester County agrees to provide said services effective December 1, 2014 until November 30, 2015 for the amount not to exceed \$195,800 (**Attachment B** for Program Budget).

- B. Rowan College at Gloucester County agrees to hold the County harmless for any injuries suffered by residents while under the supervision and/or care of Rowan College at Gloucester County. The County will be held harmless as pertains to legal fees and the costs of suit. Rowan College at Gloucester County agrees to provide proof of insurance coverage in the amounts satisfactory to the County. (see attachment A-2 for documentation)
- C. The County hereby agrees to be bound by all rules and regulations now in effect with the College and likewise the College hereby agrees to be bound by all rules and regulations now in effect or hereinafter promulgated by the State of New Jersey.
- D. Program Participants will spend a maximum of 36 weeks for 35 hours per week in a combined ABE/TASC Literacy (education) and the Community Work Experience Program (CWEP) together with life skills and/or pre-vocational training that includes but is not limited to the following:

**Group CWEP training opportunities:**

- Customer Service
- Food Safety / Healthcare
- Technology

E. As this is a Cost Reimbursement Agreement, all reporting/corresponding documentation must be submitted to the Department of Economic Development, Workforce Investment Board **by the 10<sup>th</sup> day of each month for reimbursement. (See attachments)**

## **Client/Work Flow**

### **Literacy Work First Customers**

- Initial TABE will be conducted at the American Job Center (formerly One-Stop Career Center) – ESL testing with TABE Class-E will be conducted at Rowan College at Gloucester County.
- American Job Center's Case Manager contacts Instructor at the Center to schedule TANF/GA/SNAP only customer for a Wednesday (ESL) or Thursday interview after taking TABE or when Instructor is available.
- RCGC staff interviews customer, creates prescription and forwards all information to the appropriate Case Manager at the American Job Center in Thorofare.
- Customer begins program the Monday after the prescription interview.
- Post TABE testing will be conducted after every 100 hours of participation or at the discretion of the RCGC Site Coordinator. The customer's results will be forwarded to both MIS and Case Manager.
- Should a WFNJ customer have a TABE score 5<sup>th</sup> grade or below, customer will be referred to DVR as well RCGC by the Case Manager.
  - DVR will assess customer while customer is involved with the RCGC CWEP, therefore, DVR assessment is now a countable activity.

### **CWEP WFNJ Customers Only**

- If TABE testing scores are not available, the TABE test will be conducted at the Rowan College at Gloucester County.
- American Job Center WFNJ Case Manager will contact the CWEP coordinator at the Center informing Coordinator of the WFNJ potential candidate for RCGC.
- CWEP Coordinator will contact RCGC Representative in order to coordinate the WFNJ participant's services and set up hours of participation.

### **Reporting and Monitoring requirements:**

- E-Time sheets will be done on a weekly basis by RCGC staff. RCGC Staff will Contact American Job Center WFNJ Case Manager when customer has two unexcused absences.
- Paper work such as LOS report must go to MIS at the American Job Center as well as the 100-hour TABE scores.
- All Customer information must be sent to the appropriate Case Manager.

### **Extensions**

- Ten days prior to extension, RCGC Staff is to contact customer's Case Manager for approval. (This will trigger OMEGA data entry by WFNJ Case Manager).
- GCC Staff is to contact MIS via monthly service report with indication of extension.

**Program Narrative:**

Rowan College at Gloucester County proposes to provide integrated adult basic education and pre-vocational skills training/Community Work Experience Program to quickly boost Work First New Jersey customers' literacy and work skills so that they can earn credentials, get living wage jobs, and put their talents to work for employers. Participants will attend classes to learn professional/technical content and basic skills in reading, math, writing or English language. As participants progress through the program, they learn basic skills in real-world scenarios offered by the CWEP part of the curriculum.

Rowan College at Gloucester County's WFNJ's Community Work Experience Program (CWEP) will provide avenues for occupational educational training to individuals with barriers to employment by way of pre-vocational instruction in the areas of healthcare, customer services, food safety, and technology which will lead to a nationally recognized credential. As an incentive for participants who successfully complete the Basic Skills and Pre-vocational training, the expense for the national credential will be paid for them. In addition, each participant will be assigned a Community Work Experience project in one of the departments at the College. Each WFNJ participant will complete the following assessments and activities prior to participating in their assigned CWEP assignment:

- Career Interest , Barriers to Employment and Learning Styles Inventory assessments
- Work Skills classes and assessment
- Career Related workshops: Dressing for Success, Team Building, Effective Communications
- Basic Computer classes: Keyboarding, Windows & Intro to Word

The completion of the activities and assessments will assist us with the proper placement of each WFNJ participant for the CWEP activity. Placement in a particular training program will be based on the individual's employment objectives and availability.

The WFNJ participants will follow a plan of training rotations in order to develop the necessary skills to obtain gainful employment/job placement and meet program goals. Throughout the training period of 6 months, participants and RCGC staff and management will be communicating regularly with the participants' Case Managers and the CWEP coordinator at the American Job center. They will discuss strategies to develop and apply for positions that suit the CWEP participant's employment objectives. The CWEP program's main objective is to provide training to individuals with barriers to employment to enable them to obtain unsubsidized employment on a permanent basis. The CWEP objective is to provide life skills training for individuals with barriers to employment to enable them to obtain unsubsidized employment on a permanent basis.

## **Program Goals**

Rowan College at Gloucester County's Adult Literacy/Community Work Experience Program (CWEP) is to provide a range of training, employment and support services to adults who currently have barriers to employment. The program will help participants to learn important job and life skills which will allow them to achieve economic independence and have an improved quality of life.

Using the Gloucester County American Job Center as a referral source for CWEP participants, the goal is to enroll approximately 100 program participants during the grant period; 30 participants will be referred to CWEP only activities and 70 participants will attend the integrated basic skills/CWEP program to assist them with the improvement of their basic skills or obtainment of a New Jersey High School diploma credential. Placement into the CWEP prevocational program will be based upon the initial assessments. Gloucester County College will meet or exceed the following benchmarks:

- 1) 80% or more of CWEP participants complete the Career Readiness and Life Skills and CWEP Work Experience Projects;
- 2) 75% or more of CWEP participants will participate in prevocational training in order to prepare them for positions in the following industries: healthcare, technology, and food safety.
- 3) 75% or more of CWEP participants will be placed within a department of the college to obtain hands on work experience
- 4) 30% or more of CWEP participants are placed into unsubsidized employment;
- 5) 75% or more of CWEP participants placed into unsubsidized employment and remain employed for a minimum of 90-days.

## **Program Detail**

Rowan College at Gloucester County (RCGC) WFNJ CWEP is designed to teach professional and technical content and to teach basic skills in reading, math, writing or English language – so students can move through school and into jobs faster. As the WFNJ participants' progress through the program, they learn basic skills in real-world scenarios offered by the prevocational part of the curriculum.

Rowan College at Gloucester County's Adult Literacy/Community Work Experience Program (CWEP) will provide avenues for occupational educational training to individuals with barriers to employment by way of prevocational instruction in the areas of healthcare, food safety, and technology which will lead to a nationally recognized credential. As an incentive for participants who successfully complete the Basic Skills and Prevocational training, the expense for the national credential will be paid for them.

Rowan College at Gloucester County will include all of the following services within the Community Work Experience Program:

- Career Exploration activities
- Career Readiness workshops
- Computer classes: Keyboard, Windows, Intro to Word, Excel, and PowerPoint
- Prevocational educational opportunities
- CWEP Assignments
- Job Search Assistance
- Job Placement Assistance

### **Career Readiness and Life Skills**

Rowan College at Gloucester County will be the provider of the career and life skills component of the Community Work Experience Program (CWEP) It is their plan to run an open entry/open exit program that can serve approximately 30 CWEP only participants and 70 participants Literacy, who need to improve their basic literacy skills and/or obtain a New Jersey High School Diploma. RCGC's program intends to quickly boost students' literacy and work skills so that students can earn credentials, get living wage jobs, and put their talents to work for employers. Participants will be enrolled in the programs at RCGC for a maximum of nine months.

### **Community Work Experience Projects**

RCGC's Division of Continuing Education will provide Community Work Experience Program (CWEP) services to Gloucester County WFNJ customers. The training experience will take place in various departments of the College. For CWEP only training programs, the training projects will take place beginning at 8:30/9:00 a.m. and continue until 4:30 p.m. There will be a half-hour break for lunch. The CWEP only participants will attend the program 35 hours per week. Participants, who need to improve their basic skills or prepare for a high school diploma, will participate in 20 hours of CWEP.

All CWEP participants will participate in an initial orientation which will consist of the following activities:

- Career Interest , Barriers to Employment and Learning Styles Inventory assessments
- Work Skills classes and assessment
- Career Related workshops: Dressing for Success, Team Building, Effective Communications
- Basic Computer classes: Keyboarding, Windows & Intro to Word

### **Job Search Assistance**

The ultimate goal of the Work First NJ program at RCGC is to assist the customers in obtaining the required educational/workplace skills to secure employment or to improve current employment. It is vital for the customer to work towards that goal. All staff assigned to the Literacy/CWEP will make every effort to assist WFNJ participants in reaching their goals. The counselor will work closely with the students, the Career and Academic Placement Center, and the instructors to assist the students with obtaining the necessarily workplace skills, soft skills, and career resources to gain employment.

To assist the WFNJ participants with obtaining employment, each participant will participate in the following career related activities:

- Work Skills classes which will give them the necessary basic skills required by employers and prepare them for the Work Readiness Credential
- Participate in Career Exploration workshops and events
- Participate in of upcoming positive recruitments, job fairs, and Career Expos
- Participate in career workshops offered by the Career and Academic Placement Center. the topics include dressing for success, networking and Internet job search techniques

### **CWEP-Prevocational Training**

The Literacy/CWEP program is designed for a maximum of 6 months of training, but allows for an open entry/exit system. Placement decisions will be made by the program administrator and the program counselor. The program placements will be tailored to the participant's employment objectives. The TANF/CWEP program will allow students to improve basic skills, prepare for a high school diploma and obtain prevocational skills required for entry level positions in customer service, food safety/hospitality, healthcare, technology, and logistics.

#### **Food Safety CWEP**

The Food Safety/Hospitality program offers training to individuals who are interested in developing a career behind the scenes of a food service or lodging establishment or working in the food service industry. Participants will build skills and knowledge in the following areas:

- Introduction to Food Service
- Introduction to Customer Service
- ServSafe©

#### **Healthcare CWEP**

The Healthcare training program will provide participants with basic terminology, patient care techniques, first aid and CPR. Participants will be introduced to the various entry level career opportunities in healthcare. The program is designed to prepare students to train for one of the fastest growing professions in the health care industry today. The program focuses on building a complete and solid foundation for students in both classroom theory and hands-on clinical components. Students will build skills in basic and complex key concepts of anatomy and physiology; cardiac function; EKG; growth and development; phlebotomy; HIPAA and critical thinking.

**Technology CWEP**

The Technology program will provide participants with the computer skills to make them proficient in keyboarding, Windows, Microsoft Word and Excel, Internet skills, and utilizing social media. The program is designed to equip participants with the necessary computer skills that are used in the workplace.

The following is the proposed schedule for the TANF/CWEP program.

**Program Schedule**

Site Location	Day or Evening	Program	Time	Days	Hrs. Per Week	Weeks Per Year
Rowan College at Gloucester County	Day	ABE CWEP	8:30 am - 4:00 pm	Mon – Friday	35	50
Rowan College at Gloucester County	Day	TASC CWEP	8:30 am - 4:00 pm	Mon – Friday	35	50
Rowan College at Gloucester County	Day	ESL CWEP	8:30 am - 4:00 pm	Mon – Friday	35	50
Rowan College Gloucester County	Day	CWEP	8:30 am - 4:00 pm	Mon – Friday	25/35	50

TANF - 12/1/14 - 11/30/15

Budget \$195,800.00

Category	Breakdown	Budget
<b>Salaries</b>		
Head Teacher Brigette Satchell 10% of salary	1064 hrs X 50.92/hr X 10% (12/1/14-6/30/15)	5,417.89
	763 hrs X 52.07/hr X 10% (7/1/15-11/30/15)	3,972.94
		<u>9,390.83</u>
F/T Inst. Barbara Walker - 65% of salary	1064 hrs X 26.91/hr X 65% (12/1/14-6/30/15)	18,610.96
	763 hrs X 27.52/hr X 65% (7/1/15-11/30/15)	13,648.54
		<u>32,259.50</u>
F/T Inst. Joseph Spencer - 50% of salary	1064 hrs X 25.19/hr X 50% (12/1/14-6/30/15)	13,401.08
	763 hrs X 25.76/hr X 50% (7/1/15-11/30/15)	9,827.44
		<u>23,228.52</u>
Testing Coord. - Regina Harrison 25% of salary	1064 hrs X 21.89/hr X 25% (12/1/14-6/30/15)	5,822.74
		<u>5,822.74</u>
P/T Inst. - Munafo, Patrice	28 wks x 15 hrs/wk x 25.96/hr (12/1/14-6/30/15)	10,903.20
	22 wks x 5 hrs/wk x 26.54/hr (7/1/15-11/30/15)	2,919.40
		<u>13,822.60</u>
Counselor - E. Bobo	28 wks x 29 hrs/wk X 25.39/hr (12/1/14-6/30/15)	20,616.68
	8 wks x 20 hrs/wk X 25.96/hr (7/1/15-8/30/15)	4,153.60
	12 wks x 20 hrs/wk X 25.96/hr (9/1/15-11/30/15)	6,230.40
		<u>31,000.68</u>
CWEP Skills Instructors J. Wells	28 wks x 20 hrs/wk X 35.79/hr (12/1/14 - 6/30/15)	20,042.40
	8 wks x 16 hrs/wk X 36.60/hr (7/1/15 - 8/30/15)	4,684.80
	12 wks x 16 hrs/wk X 36.60/hr (9/1/15 - 11/30/15)	7,027.20
		<u>31,754.40</u>
CWEP Skills Instructors C. Papindrew	10 wks x 8 hrs/wk X 35.79/hr (12/1/14 - 6/30/15)	2,863.20
		<u>2,863.20</u>
Program Aide P/T J. Wilson	2 wks x 29 hrs/wk x 11.03/hr (12/1/14-12/12/14)	639.74
	26 wks x 20 hrs/wk x 11.03/hr (12/12/14-6/30/15)	5,735.60
		<u>6,375.34</u>
<b>Total Salaries</b>		<b>156,517.81</b>
<b>Fringe</b>		
Fica	7.65% of Total Salaries	11,973.61
Worker's Comp	0.285% of Total Salaries	446.08
TIAA	8% of Head Teacher Salary	751.27
PERS	3.55% of F/T Instructor & Testing Coord.	2,176.53
Health Benefits - Head Teacher	(2,082.74 X 1)+(2,298.09 X 11) * 10% (12/1/14-11/30/15)	2,736.17
Health Benefits - F/T Instructor B. Walker	(1,507.28 X 1)+(1,621.77 X 11) * 65% (12/1/14-11/30/15)	12,575.39
Health Benefits - Testing Coord. R. Harrison	(1,243.49 X 1)+(1,419.02 X 6) * 25% (12/1/14-6/30/15)	2,439.40
Dental - Head Teacher	83.27 X 12 X 10% (12/1/14-11/30/15)	99.92
Dental - F/T Instructor - B. Walker	83.27 X 12 X 65% (12/1/14-11/30/15)	649.51
Dental - F/T Test Coordinator - R Harrison	83.27 X 7 X 25% (12/1/14-6/30/15)	145.72
Dental - F/T Instructor - J. Spencer	83.27 X 12 X 50% (12/1/14-11/30/15)	499.62
		<u>34,493.22</u>
<b>Total Salaries and Fringe</b>		<b>191,011.03</b>
<b>Equipment and Supplies</b>		
Educational Supplies		3,951.05
Office Supplies		101.92
		<u>4,052.97</u>
<b>Other Costs</b>		
TASC Testing fees for students		736.00
		<u>736.00</u>
<b>Total Costs</b>		<b>195,800.00</b>

GLOUCESTER COUNTY DEPARTMENT OF ECONOMIC DEVELOPMENT

**Sub-Grantee Monthly Report**

Sub-Grantee: \_\_\_\_\_ Report for Month Ending \_\_\_\_\_  
 \_\_\_\_\_ Period of Agreement \_\_\_\_\_  
 Agreement No: \_\_\_\_\_ Type of Report: Interim \_\_\_\_\_ Final \_\_\_\_\_

Cumulative Funds rec'd \$ \_\_\_\_\_ Clients Served to date \_\_\_\_\_  
 Adjustments \$ \_\_\_\_\_ Clients Served this month \_\_\_\_\_  
 Total \$ \_\_\_\_\_ Cumulative Served \_\_\_\_\_

<u>Expenditures</u>	<u>Approved Budget</u>	<u>Expenditures This Month</u>	<u>Cumulative Expend To Date</u>	<u>Balance</u>
<u>PROGRAM COSTS</u>				
Salaries	\$ _____	\$ _____	\$ _____	\$ _____
	\$ _____	\$ _____	\$ _____	\$ _____
Fringe Benefits	\$ _____	\$ _____	\$ _____	\$ _____
Equip & Supplies	\$ _____	\$ _____	\$ _____	\$ _____
Operating Exp.	\$ _____	\$ _____	\$ _____	\$ _____
Other Costs	\$ _____	\$ _____	\$ _____	\$ _____
Total	\$ _____	\$ _____	\$ _____	\$ _____
<b>TOTAL</b>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>	\$ <input type="text"/>

**Assessment of ABE teachers and Their Teaching**

Name of Teacher \_\_\_\_\_

Site \_\_\_\_\_

Each of the items below deals with a characteristic of instructors, which students feel to be important. Indicate your rating of your instructor by circling the appropriate number on the scale. The exact point at which you rate is less important than the general impression. Write in after the question any additional comments that you wish to make. Give examples wherever possible. (Circle your choice.)

1. Is she/he actively helping when students have difficulty?

1    2    3    4    5  
Not helpful                      Actively helpful

Example or comments:

6. Is his/her speech adequate for teaching?

1    2    3    4    5  
Unintelligible                      Good

Example or comments: (Volume, Tone, Enunciation, Rate, Vocabulary, etc.)

2. Does he/she appear sensitive to students feelings or problems?

1    2    3    4    5  
Unaware                              Responsive

Example or comments:

7. Does she/he respect students?

1    2    3    4    5  
Does not respect                      Respects

Example or comments:

3. Is she/he flexible?

1    2    3    4    5  
Rigid                                      Flexible

Example or Comments:

8. Does he/she actively involve students directly in the teaching/learning process?

1    2    3    4    5  
Never                                      Frequently

Example or comments:

4. Does he/she make students feel free to ask questions, disagree, express their ideas, etc?

1    2    3    4    5  
Unfair                                      Fair

Example or comments:

9. Does she/he appear to be enthusiastic about the subject?

1    2    3    4    5  
Unenthusiastic                      Enthusiastic

Example or comments

5. Is she/he fair and impartial in her/his dealings with the students?

1    2    3    4    5

10. Does he/she use enough examples or illustrations to clarify the material?

1    2    3    4    5

Unfair Fair

Example or comments:

11. Does the instruction in this program develop in an organized fashion?

1   2   3   4   5  
Disorganized                  Well Organized

Example or comments:

14. Does he/she stimulate thinking?

1   2   3   4   5  
Dull                                  Stimulating

Example or comments:

None Many

Example or comments:

13. Are his/her classes interesting?

1   2   3   4   5  
Dull                                  Stimulating

Example or comments:

15. Considering everything, how would you rate this teacher?

1   2   3   4   5  
Poor                                  Excellent

Example or comments:

**Characteristics of the Program**

1. Are the objectives of the program clear?

1   2   3   4   5  
Unclear

Example or Comments:

4. How would you rate the contributions of the textbooks to the program?

1   2   3   4   5  
Clear                  Poor                          Excellent

Example or comments:

2. Is the amount of work received appropriate for your expectations?

1   2   3   4   5  
Too much                          Too little

Example or comments:

5. Considering all of the above qualities which are applicable (including others that you added), how would you rate this course?

1   2   3   4   5  
Poor                                  Excellent

If you have any additional comments to make about the course or the teacher, please make them at the bottom of this page.

3. Are the daily evaluation procedures fair?

1   2   3   4   5  
Unfair                                  Fair

Example or comments:

6. Are the assessment tests used for placement fair?

1   2   3   4   5  
Unfair                                  Fair

Example or comments:

**ARTICLE 4 – PERFORMANCE CRITERIA AND REPORTS**

4.1 The Contractor will be bound to a performance Accountability system which will include but not limited to the following standards for participants who are age 16 and up:

**Literacy Participants**

1. Basic Skills: At least 75% of the customers will successfully gain two grade levels per 100 hours of instruction or predetermined goal and demonstrate mastery of an array of competencies that will allow them to enter pre-selected vocational training or post- secondary education.
2. TASC - at least 80 % of the TASC students will achieve mastery of skills that will allow them to sit for the TASC exam. At least 75% of this population will obtain their NJ High School Dipoloma.
3. Computer Literacy: 70% of the customers will successfully demonstrate that they can operate a computer at set competencies established by the provider.
4. Grade Level: 90% will advance one grade level per 100 hours of instruction
5. Employment: 30% of adults not employed at the time of enrollment (except for TANF) will obtain unsubsidized employment within the first quarter of exiting program.
6. Math Skills: 70% of the customers will be able to demonstrate through a written exam, that they know basic math skills – adding, subtracting, multiplication, and division (whole numbers, fractions, decimals, and percentages as it relates to individual's occupational goal).

**CWEP Participants**

1. 80% or more of CWEP participants complete the Career Readiness and Life Skills and CWEP Work Experience Projects;
2. 75% or more of CWEP participants will participate in prevocational training in the following industries to prepare them for positions in the following industries: healthcare, retail/customer service, technology, logistics and food safety.
3. 75% or more of CWEP participants will be placed within a department of the college to obtain hands on work experience
4. 80% or more of CWEP participants complete the Life Skills and Group Work Experience Projects;
5. 30% or more of CWEP participants are placed into unsubsidized employment;
6. 75% or more of CWEP participants placed into unsubsidized employment achieve a 90-day job retention rate.

4.2 The levels of performance will be adjusted based on State and WIB identified indicators, which will be expressed in an objective, quantifiable and measurable form pursuant to Section 136 of the Act.

4.3 Additional performance indicators will consist of customer satisfaction of participants with services received from the activities authorized for Literacy Services. Customer satisfaction may be measured by the WIB through surveys conducted after the conclusion of the participation of customers in the approved activity(ies).

4.4 The State of New Jersey may impose additional performance indicators and the levels of performance as appropriate to those indicators. Such additional performance criteria will become a part of the local area, subsequent to the execution of this agreement.

- 4.5 The Contractor shall provide any and all reports required of it under the Workforce Investment Act and accompanying regulations, the Department of Labor and Workforce Development, the Governor of the State of New Jersey or his designees, the County of Gloucester or the Gloucester County Workforce Investment Board, provided that reports requested by the County or Workforce Investment Board shall be required only as reasonably necessary to carry out their responsibilities under the Act, regulations and government directive thereunder.
- 4.6 The Contractor shall be responsible for the submission of performance reports relative to adult participation.
- 4.7 The Contractor shall, at the onset of the program provide evaluation of the Participants math and reading skill levels, unless other arrangements have been made with the County for participant testing and assessments.

#### **ARTICLE 5 – RECORDS**

- 5.1 **Retention of records** – All records pertinent to this Contract, including financial, statistical, property and participant, and supporting documentation, shall be retained for a period three (3) years from the date of final payment of this Contract or until all audits are complete and findings on all claims have been finally resolved. If the Contractor is unable to retain the necessary WIA participant and financial records, the Contractor shall transfer such records to the Grantor. Such records shall be transmitted to the Grantor for acceptance in an orderly fashion with documents properly labeled and filed and in an acceptable condition for storage.
- 5.2 The aforementioned records will be retained beyond the three-year period if any litigation, audit or claim has not been finally resolved. The Contractor agrees to insure that Subrecipients retain records in accordance with these requirements. In the event of the termination of the relationship between the county and the Contractor, the Grantor shall be responsible for the maintenance and retention of the records of any Contractor unable to retain them.
- 5.3 Records shall be kept safe from fire, theft, and water damage and shall be identified.
- 5.4 All individuals, employees, and participants paid with funds under this contract must have inclusive time and attendance records for each hour or day of work or training. The Contractor must allocate time among the salaried categories in accordance with actual work time spent in a specific activity. These records must be maintained as required in Sections 5.1, 5.2, and 5.3 above.
- 5.5 Records shall be made available to the public upon request except in cases wherein the records would constitute a clearly unwarranted invasion of personal privacy, or trade secrets or commercial or financial information that is obtained from a person and privileged or confidential. The Contractor may charge fees sufficient to recover costs applicable to the processing of requests for records under this paragraph.

#### **ARTICLE 6 – AUDIT RIGHTS CLAUSE**

- 6.1 **Audits and Inspections** – At any time during normal business hours and as often as the Grantor, the U.S. Comptroller General, or Auditor General of the State of New Jersey may deem necessary, the Contractor shall make available to the County, or its agents for examination, all of its records with respect to all

matters covered by this Agreement. The Auditor General of the State of New Jersey, Grantor, and U.S. Comptroller General shall have the authority to audit, examine and make excerpts of transcripts from records or personnel, conditions of employment, and other data relating to all matters covered by this Agreement.

- 6.2 The County of Gloucester, as Grantor and Administrative Entity through its authorized representative, has the right, at all reasonable times, to make site visits to review accomplishments and management control systems and to provide such technical assistance as may be required. If the County of Gloucester makes any site visit on the premises of the Contractor under this Contract, the Contractor shall provide all reasonable facilities and assistance for the safety and convenience of the government representatives in the performance of their duties.
- 6.3 The Contractor agrees to fully cooperate with any monitoring, evaluation, and/or audit conducted by the Grantor, the U.S. Department of Labor, of their designees and authorized agents. The Contractor also agrees to insure that their Subrecipients, including work-site, fully cooperate with the agencies performing site inspections in accordance with Article 6.
- 6.4 The Contractor will develop and maintain a system for debt collection, which will insure that the County can recover costs, which are found by audit to be disallowed costs or recover costs, which have been found to be misspent. A written description of the debt collection system will be available for review by Department representatives.
- 6.5 The Contractor agrees to have an audit conducted, which meets the requirements of the single Audit Act, Federal OMB Circular A-133, "Uniform Administrative Requirements for Grants, and Other Agreements with Institutions of Higher Education, Hospitals, and Other Non-profit Organizations." All such audits will be performed on an organization-wide basis. A copy of the Contractor's most recent audit must be submitted to the Gloucester County Division of Workforce Development prior to the commencement of program activities. Failure to adhere to this submission may result in nonpayment of funds as designated in this contract.

#### ***ARTICLE 7 – BONDING AND INSURANCE***

- 7.1 The Contractor will ensure that it complies with applicable State statutes and WIA regulations regarding Motor Vehicle Insurance.
- 7.2 The Contractor will ensure that employees are provided with Workers Compensation insurance in accordance with applicable State statutes with WIA regulations.
- 7.3 The Contractor must have a fidelity bond applicable to its officers and its employees with access to, and responsibility for, fund control and disbursements. The surety bond shall be acceptable to the County and issued by a recognized Surety Company licensed in the State of New Jersey. The policy must cover losses due to theft or fraud.
- 7.4 The Contractor must provide Worker's Compensation for participants enrolled in subsidized employment activities. Provisions are to be made to cover the medical treatment of any participant injured at any work or classroom activity or training site. Insurance shall be in accordance with 20 CFR 629.22 and 629.33. Provisions must be made for automobile insurance coverage on all Contractor owned, leased or contracted vehicles, and for staff owned vehicles used on the job which participants or staff persons paid under the terms of this contract drive or are driven.

**ARTICLE 8 – CLAUSE AFFECTING, MODIFICATIONS,  
AGREEMENTS OR CHANGES**

- 8.1 This agreement constitutes the entire contract between the parties hereto. No representation, modification, or amendment hereto, whether oral or written, shall be effective unless it is in writing and signed by the parties.
- 8.2 Notwithstanding Article 8.1, the County may unilaterally modify this agreement at will in order to accommodate any change in the Act or any change in the interpretation of the Act or any applicable, federal, state, or local laws, regulations, rules or policies.

**ARTICLE 9 – NON-DISCRIMINATION, EQUAL OPPORTUNITY &  
AFFIRMATIVE ACTION**

- 9.1 The Contractor shall ensure against discrimination on the basis of age under the Age Discrimination Act of 1975, on the basis of handicap under Section 504 of the Rehabilitation Act, on the basis of sex under Title IX of the Education Amendments of 1972, or on the basis of race, color, or national origin under Title VI of the Civil Rights Act of 1964.
- 9.2 The Contractor agrees to abide by Executive Order 11246 which prohibits job discrimination by employers holding federal contract or subcontract on the basis of race, color, religion, sex or national origin and to abide by Section 188 of the Act which provides that no person shall, on the basis of race, color, religion, sex, national origin, age, handicap, or political affiliation or belief, be excluded from participation in, denied the benefits of, be subjected to discrimination under or denied employment in the administration of, or in connection with, any program or activity funded under the Act.
- 9.3 With respect to terms and conditions affecting or rights provided to individuals who are Participants in activities supported by funds provided under the Act, such individuals shall not be discriminated against solely because of their status as a Participant.
- 9.4 WIA further required that any such program or activity be open to participation by citizens and nationals of the United States, lawfully admitted permanent resident aliens, refugees, asylees, parolees, and other individuals authorized by the Attorney General to work in the United States.

**ARTICLE 10 – GRIEVANCE AND HEARING PROCEDURES**

- 10.1 Each contractor shall comply with the Non-Criminal Complaint/Grievance Procedures as set forth in NJAC 12:41-1.
- 10.2 The Contractor shall utilize the County Participant Grievance Procedure. Such procedure shall be made available upon enrollment to WIA program participants.

**NON-DISCRIMINATION ASSURANCE**

As a condition to the award of financial assistance from the Department of Labor under Title I of WIA, the grant recipient assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

Section 188 of the Workforce Investment Act of 1988 (WIA), which prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I-financially assisted program or activity;

Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color and national origin.

Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;

The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and

Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The grant recipient also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant recipients operation of the WIA Title I-financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.

- 10.3 Any persons who believes that they or any specific class of individuals has been or is being subjected to discrimination prohibited by the nondiscrimination and equal opportunity provisions of the Act of under 29 CRF Part 37, may file a written complaint with the local EO Officer.
- 10.4 The complaint may be filed either with the County or the Directorate of Civil Rights, Office of the Assistant Secretary for Administration and Management, US Department of Labor. These complaints must be filed within 180 days from the date of the alleged act. The Directorate, with good cause shown, may extend the filing time.

#### ***ARTICLE 11 – POLITICAL/SECTARIAN ACTIVITIES***

- 11.1 No activities under this agreement may involve political activity.
- 11.2 Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for religious worship, except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to the participant.

#### ***ARTICLE 12 – CONFLICT OF INTEREST CLAUSE***

- 12.1 **Standard of Conduct** – The Contractor hereby agrees that in administering this contract, it will comply with the standards of conduct, hereinafter specified, for maintaining the integrity of the project and avoiding any conflict of interest in its administration.
- 12.2 **General Assurance** – Every reasonable course of action will be taken by the Contractor in order to maintain the integrity of this expenditure of public funds and to avoid any favoritism or questionable or

improper conduct. This contract will be administered in an impartial manner, free from personal, financial, or political gain. The Contractor, its executive staff and employees, in administering this contract, will avoid situations which give rise to a suggestion that any decision was influenced by prejudice, bias, special interest, or personal gain.

- 12.3 **Conducting Business Involving Relatives** – No relative by blood, adoption or marriage, of the Contractor shall receive training under this contract.
- 12.4 **Conduct Business Involving Close Personal Friends and Associates** – Executives and employees of the Contractor will be particularly aware of the varying degrees of influence that can be exerted by personal friends and associates and, in administering the contract, will exercise due diligence to avoid situations which may give rise to an assertion that favorable treatment is being granted to friends and associates. When it is in the public interest for the Contractor to conduct business with a friend or associate of an executive or employee of the Contractor, a permanent record of the transaction will be retained.
- 12.5 **Avoidance of Conflict of Economic Interest** – An executive, officer, agent, representative, or employee of the Contractor will not solicit or accept money or any other consideration from a third person or entity for the performance of an act reimbursed in whole or in part by the Contractor. Supplies, materials,

### ***ARTICLE 13 – ACCOUNTING SYSTEM***

- 13.1 The Contractor will maintain all accounting systems and internal controls necessary to meet applicable standards established by the American Institute of Certified Public Accountants and which will allow for the preparation of all required Fiscal Reports.
- 13.2 The Contractor will maintain records that adequately identify the source and application of funds for activities supported by this agreement.
- 13.3 The Contractor will maintain an effective control over accountability for funds, property, and other assets under this agreement and will adequately safeguard such assets and ensure that they are used solely for authorized purposes.
- 13.4 The Contractor, in administering programs under the contract, agrees to maintain a financial management/accounting system which, at a minimum, provides for the following:
- 13.4.1 The control of cash and other resources that the obligation and expenditure of funds and use of property are in conformance with the requirements of the Act and Federal regulations, State regulations, the Wagner-Peyser Act and accompanying regulations and with State requirements and policies.
- 13.4.2 Maintenance of accurate, current and complete financial information to meet the prescribed requirements for financial reporting.
- 13.4.3 Maintaining accounting records and documentation to support and identify the expenditure of program funds and insure that such funds can be traced to a level of expenditure adequate to demonstrate that funds have been spent lawfully. All disbursements are to be supported by evidence and approval of goods and services purchased.
- 13.4.4 To provide adequate safeguards for cash and other assets.

13.4.5 Maintain controls and procedures to ensure that the opportunity for unauthorized, fraudulent, or otherwise irregular acts are minimized.

13.4.6 Have an adequate system of authorization, record keeping, and transaction coding procedures for all expenditures.

13.4.7 Have a financial system to provide reliable data for decision making and performance assessment.

13.4.8 Procedures and accounts to identify receipt and expenditure of program funds separately for each grant received by the Grant Recipient.

13.4.9 Accurate procedures, records, and documentation to support payroll and fringe benefit charges, and all other purchases including acceptable documentation of hours worked for staff dividing their time among WIA activities and non-WIA activities.

13.4.10 Controls to prevent the expenditure of funds in excess of approved, budgeted amounts and procedures to halt any such excess or impending excess.

#### ***ARTICLE 14 – COUNTY RESPONSIBILITIES***

14.1 The County will furnish reproducible masters of all standard forms required by the County.

14.2 The County will manage all WIA and WFNJ agreements and modifications with the State of New Jersey. Such management will include developing plans, participating in Department of Labor or State assessments and audits, negotiating questioned costs, interpreting rules, regulations and policy, requesting technical assistance, and providing access to training opportunities.

14.3.1 The County will assure that the Contractor has access to staff to answer questions, and/or for assistance in resolving problems in policy formulation or interpretation.

14.3.2 The County will provide technical assistance to the Contractor through the staff of the WIB.

#### ***ARTICLE 15 – HOLD HARMLESS***

15.1 It is understood that the County is under no obligation to provide or refer any number of participants to the Contractor.

15.2 The Contractor assumes liability for its actions and the actions of its agents under this agreement. If the Federal Government, the State of New Jersey, or the County of Gloucester demands repayment of the funds from the Contractor as a result of Contractor violations of WIA rules and regulations or contract provisions, the Contractor agrees to repay the County the amount of funds directly related to the violation, including the cost of recovery.

15.3.1 In the event that a grievance, lawsuit, or other claim filed against the Contractor by a participant, sub-recipient, or other person results in an obligation to pay back wages or other financial consideration, the Contractor is solely responsible for such payments. The Contractor agrees to indemnify, defend and hold the County Harmless from any such claims, grievances, or lawsuits and to reimburse the County for any costs of defense, including attorney's fees.

**ARTICLE 16 – SUSPENSION & TERMINATION**

16.1 When a Contractor has failed to comply with the terms, conditions or standards of the contract the County of Gloucester may, on reasonable notice to the Contractor, suspend the contract, and withhold any further payments, or prohibit the Contractor from incurring additional obligations of WIA funds, pending corrective action by the Contractor or a decision to terminate in accordance with paragraph 17.2.1, 17.2.2, and 17.2.3 below. The County of Gloucester shall pay for completed units of performance up to date of termination or suspension in accordance with the provisions of this agreement.

Such provisions for termination or suspension will include the inability of the Contractor to fulfill contract compliance due to foreclosure, bankruptcy, relocation, school closure regardless of cause, or any act by the Contractor that prohibits WIA participants to continue the course of study as determined under this agreement.

16.2.1 This contract grant may be terminated for cause or convenience.

16.2.1 Termination for cause – The County of Gloucester may terminate this contract in whole, or in part, at any time before the date of completion, whenever it is determined that the Contractor has failed to comply with the conditions of the contract. The County of Gloucester shall promptly notify the Contractor in writing of the determination and the reasons for the termination, together with the effective date and the appeal process. Payments made to the Contractor or recoveries by the County of Gloucester under contract terminated for cause shall be in accordance with the legal rights and liabilities of the parties.

16.2.2 Termination for convenience – The County of Gloucester or Contractor may terminate this contract in whole, or in part, when both parties agree that the continuation of the project would not produce beneficial results commensurate with the further expenditure of funds. The two parties shall agree upon the termination conditions, including the effective date and, in the case of partial terminations, the portion to be terminated. The Contractor shall not incur new obligations for the terminated portion after the effective date, and shall cancel as many outstanding obligations as possible. The County of Gloucester shall pay for completed units of performance up to date of termination or suspension in accordance with provisions of this agreement and the County and the Contractor shall enter into negotiations for payment to cover the cost of phasing out the program in an orderly fashion as possible.

**ARTICLE 17 – RIGHT IN DATA AND INTELLECTUAL PROPERTY**

17.1.4 “Limited rights data,” as used in this Article, means data (other than computer software) that embody trade secrets or are commercial or financial and confidential or privileged, to the extent that such data pertain to items, components, or processes developed at private expense, including minor modification thereof.

17.1.5 “Restricted computer software,” as used in this Article, means computer software developed at private expense and that is a trade secret; is commercial or financial and is confidential or privileged; or is published copyrighted computer software; including minor modifications of such computer software.

17.1.6 “Restricted rights,” as used in this Article, means the rights of the Contracting Agency in restricted computer software, as may be provided in a collateral agreement incorporated in and made part of this contract including minor modifications of such computer software.

17.1.7 "Technical data," as used in this Article, means that data, (other than computer software) which are of a scientific or technical nature.

## 17.2 Allocations of Rights:

17.2.1 Except as provided in 18.3 of this Article regarding copyright, the County shall have the unlimited right in:

- (i) Data first produced in the performance of this contract;
- (ii) Form, fit, and function data delivered under this contract;
- (iii) Data delivered under this contract (except for restricted computer software) that constitute manuals or instructional and training material for installation, operation, or routine maintenance and repair of items, components, or processes delivered or furnished for use under this contract; and
- (iv) All other data delivered under this contract unless provided otherwise for limited rights data or restricted computer software in accordance with paragraph 18.5 of this Article.

17.2.2 The Contractor shall have the right to:

- (i) Use, release to others, reproduce, distribute, or publish any data first produced or specifically used by the Contractor in the performance of this contract unless provided otherwise in paragraph 18.4 of this article;
- (ii) Protect from unauthorized disclosure and use those data which are limited rights data or restricted computer software to the extent provided in paragraph 18.5 of this Article;
- (iii) Substantiate use of, add, or correct limited right, restricted rights, or copyright notices and to take other appropriate action, in accordance with paragraphs 18.5 and 18.6 of this Article; and
- (iv) Establish claim to copyright subsisting in data first produced in the performance of this contract to the extent provided in paragraph 18.3.1 of this Article.

## 17.3 Copyright:

17.3.1 Data first produced in the performance of this contract. Except as otherwise specifically provided in this contract, the Contractor may establish claim to copyright subsisting in any data first produced in the performance of this contract. When claim to copyright is made, the Contractor shall affix the applicable copyright notice of 17 U.S.C 401 or 4102 and acknowledgment of the County sponsorship (including contract number) to the data when such data are delivered to the County, as well as then the data are published or deposited for registration as a published work in the U.S. Copyright office. For data other than computer software, the Contractor grants to the County, and others acting on its behalf, a paid-up, nonexclusive, irrevocable worldwide license for all such data to reproduce, prepare derivative works, distribute copies to the public, and perform publicly and display publicly, by or on behalf of the County. For computer software, the Contractor grants to the County and others acting on its behalf a paid-up, nonexclusive, irrevocable worldwide license for all such computer software to reproduce, prepare derivative works, and perform publicly and display publicly, by or on behalf of the County.

17.3.2 Data not first produced in the performance of this contract. The Contractor shall not, without prior written permission of the Contracting Officer, incorporate in data delivered under this contract any data not first produced in the performance of this contract and which contains the copyright notice of 17 U.S.C. 401 or 402, unless the Contractor identifies such data and grants to the County, or acquires on its behalf, a license of the same scope as set forth in paragraph 18.3.1 of this Article; PROVIDED, however, that if such data are computer

software the County shall acquire a copyright license as may be provided in a collateral agreement incorporated in or made part of this contract.

17.3.3 Removal of copyright notices. The County agrees not to remove any copyright notices placed on data pursuant to this Article, and to include such notices on all reproductions of the data.

#### 17.4 Release, Publication, and Use of Data:

17.4.2 The Contractor shall have the right to use, release to others, reproduce, distribute, or publish any data first produced or specifically used by the Contractor in the performance of this contract, except to the extent such data may be subject to the Federal export control or national security laws or regulations, or unless otherwise provided in this paragraph of this Article or expressly set forth in this contract.

17.4.3 The Contractor agrees that to the extent it receives or is given access to data necessary for the performance of this contract, which contain restrictive markings, the Contractor shall treat the data in accordance with such markings unless otherwise specifically authorized in writing by the County.

#### 17.5 Protection of Limited Rights Data and Restricted Computer Software

17.5.1 When data other than that listed in paragraph 18.2 of this Article above is specified to be delivered under this contract and qualify as either limited rights data or restricted computer software if the Contractor desires to continue protection of such data, the Contractor shall withhold such data and not furnish it to the County under this contract. As a condition to this withholding, the Contractor shall identify the data being withheld and furnish form, fit, and function data in lieu thereof. Limited rights data that re formatted as a computer database for delivery to the County are to be treated as limited rights data and not restricted computer software.

17.6 Subcontracting: The Contractor has the responsibility to obtain from its Contractors all data and rights therein necessary to fulfill the Subcontract's obligations to the County under this contract. If a Contractor refused to accept terms affording the County such rights, the Contractor shall promptly bring such refusal to the attention of the County and not proceed with subcontract award without further authorization.

#### 17.7 Patent Indemnity:

17.7.1 The Contractor shall indemnify the County and its officers, agents, and employees against liability, including costs, for infringement of any United State patent (except a patent issued upon an application that is now or may hereafter be withheld from issue pursuant to a Secrecy order under 35 U.S.C 181 arising out of the manufacture or delivery of supplies, the performance of services, or the construction, alteration, modification, or repair of real property (hereinafter referred to as "construction work") under this contract, or out of the use or disposal by or for the account of the County of such supplies or construction work.

17.7.2 This indemnity shall not apply unless the Contractor shall have been informed as soon as practicable by the County of the suit or action alleging such infringement and shall have be given such opportunity as is afforded by applicable laws, rules, or regulations to participate in its defense.

Further, this indemnity shall not apply to (1) an infringement resulting from compliance with specific written instructions of the County directing a change in the supplies to be delivered or in the materials or equipment to be used, or directing a manner of performance of the contract not normally used by the Contractor, (2) and infringement resulting from addition to or change in supplies or components furnished or construction work performed that was made subsequent to delivery or performance, or (3) a claimed infringement that is unreasonably settled without the consent of the Contractor, unless required by final decree of a court of competent jurisdiction.

17.8 Patent Rights:

**17.8.1 Allocation of principal rights:** The Contractor may retain the entire right, title, and interest throughout the world to each subject invention to the provisions of this Article and 35 U.S.C. 203. With respect to any subject invention in which the Contractor retains title, the County shall have a nonexclusive nontransferable, irrevocable, paid-up license to practice to have practiced the subject invention through the world.

**17.8.2 Conditions when the County may obtain title:** The Contractor will convey to the County, upon written request, title to any subject invention (1) If the Contractor fails to disclose to the County or elect title to the subject invention within two months of disclosing it in writing to Contractor personnel responsible for patent matters, or elects not to retain title; provided, that the County may only request title within 60 days after learning of the failure to the Contractor to disclose or elect within the specified times.

**17.8.3 Minimum rights to Contractor and protection of the Contractor right to file:** (1) The Contractor will retain a nonexclusive royalty-free license throughout the world in each subject invention to which the County obtains title, except if the Contractor fails to disclose the invention within the times specified in this Article. The license is transferable only with the approval of the County, except when transferred to the successor of that part of the Contractor's business to which the invention pertains.

17.9 Notice and Assistance Regarding Patent and Copyright Infringement:

**17.9.1** The Contractor shall report to the County, promptly and in reasonable written detail, each notice or claim or copyright infringement based on the performance of this contract which the Contractor has knowledge.

**17.9.2** In the event of any claim or suit the County on account of any alleged patent or copyright infringement arising out the performance of this contract or out of the use of any supplies furnished or work or services performed under this contract, the Contractor shall furnish to the County, when requested by the County, all evidence and information in possession of the Contractor pertaining to such suit or claim. Such evidence and information shall be furnished at the expense of the County where the Contractor has agreed to indemnify the County.

**17.9.3** The Contractor agrees to include, and require inclusion of, this Article in all subcontracts at any tier for supplies or services expected to exceed \$25,000.00.

## **ARTICLE 18 – CLOSEOUT PROCEDURES**

18.1 Contract shall be closed out in accordance with the following procedures:

18.1.1 Upon request, the County of Gloucester shall make prompt payments to a Contractor for allowable charges under the contract being closed.

18.1.2 The Contractor shall immediately refund to the County of Gloucester any balance of unobligated (unencumbered) cash advanced to the Contractor that is not authorized to be retained by the Contractor for use on other contracts.

18.1.3 Within 45 days after completion of the contract, the Contractor shall submit all financial, performance and other reports required by the County of Gloucester to close out the contract. The County of Gloucester may approve extensions when requested in writing by the Contractor.

18.1.4 The Contractor shall account for any property acquired with contract funds, or received from the County of Gloucester in accordance with the provisions of Section 193 of the Act.

## **ARTICLE 19 – ASSURANCES, CERTIFICATIONS & GENERAL PROVISIONS**

19.1 The Contractor, in conducting all activities under the approved contract, assures and agrees that it will fully comply with all requirements of the following, including those assurances which may be promulgated during the inclusive period of **December 1, 2013 through November 30, 2014**.

19.1.1 The Workforce Investment Act inclusive of all Federal regulations pursuant to the Act, the Wagner-Peyser Act, and State regulations.

19.1.2 The Work First New Jersey program (WFNJ) and all State and Federal regulations for programs and services paid with funds provided by WFNJ.

19.1.3 State of New Jersey, Department of Labor and Workforce Development instructions, directives, and requirements issued pursuant to the Act, the Workforce Development Partnership Program, P.L. 1992.

19.1.4 This contract or approved modification.

19.1.5 The Contractor agrees that the WIA, the Wagner-Peyser Act, and WFNJ program provide employment and training opportunities to those who can benefit from and are most in need of such opportunities and shall make efforts to the Grantor, to provide equitable services among substantial segments of the eligible population, including serving geographic areas within the Workforce Area in an equitable manner.

19.1.6 The Contractor, in operating programs under the WIA, agrees that it will administer its program in full compliance with the safeguards of funds as set forth in the Act, Federal regulations, and State instructions issued pursuant to the WIA. Consistent with the **provisions of 20 CFR 627 (amended)**, all information and complaints involving fraud, abuse, or other criminal activity shall be reported directly and immediately to the Commissioner of Labor and Secretary Labor for appropriate action. Incidents involved in Work First New Jersey funded activities will be reported to the Commissioner of Labor, State of New Jersey.

The Contractor agrees that it will conform to the provisions of all cooperative agreements growing out of compliance with the coordination criteria contained in the State Employment & Training Commission Five-Year Unified State Plan and that such agreements shall remain in force unless in writing by the parties to the agreement.

#### ***ARTICLE 20 – APPLICABILITY OF LEGAL REQUIREMENTS***

20.1 The requirements, which apply to the Workforce Area Grant Recipient and Agent as set forth in the Act, Federal Regulations and Departmental Instructions apply to all Contractors, which receive funds under this contract.

#### ***ARTICLE 21 – SANCTIONS***

21.1 The State of New Jersey and/or the County of Gloucester may impose sanctions and corrective actions for violations of the Act, Federal Regulations, State and local law or grant terms and conditions.

#### ***ARTICLE 22 – COMPLIANCE WITH STATE LAWS***

22.1 The Contractor assures that they will fully comply with all State laws regarding child labor, wages, workplace standards and classroom safety and health, and all other applicable State laws.

#### ***ARTICLE 23 - COMPLIANCE WITH FEDERAL LAWS***

Applicant/Contractor shall comply with the following Federal Code/Regulations concerning the Environment:

23.1 Sec. 306- Clean Air Act (42 USC 1857(h))

23.2 Sec. 508- Clean Water Act (33 USC 1368)

23.4 Environmental Protection Regs. 40CFR Part 15

23.4 Energy Policy and Conservation Act 89 Stat.  
891

#### ***ARTICLE 24 – PROGRAM INCOME***

24.1 A Contractor may retain any program income earned through services rendered under this contract only if such income is added to the funds committed to the contract for youth services under WIA. Such income may only be used for WIA purposes and under the terms and conditions applicable to the use of contract funds. If the Contractor cannot use such income for WIA purposes, the Contractor shall return the program income not used to the County. The amount of program income earned by the Contractor must be reported to the County, whether retained or not.

## **GENERAL & ADMINISTRATIVE REGULATORY PROVISIONS**

- Workforce Investment Act of 1998 (WIA and/or Act)
- Interim Final WIA Regulations, 20 CFR Part 664, published at 64 Fed. Reg. 18662, 18713 (April 15, 1999) and any amendments thereof
- Fair Labor Standards Act of 1938 (29 U.S.C. 203(m), as amended by the Minimum Wage Increase Act of 1996
- Personal Responsibility and Work Opportunity Reconciliation Act of 1996
- United States Department of Labor (NJDOL) rules, regulations and directives, on WIA
- Work Opportunity Tax Credit Program
- Conscientious Employee Protection Act, N.J.S.A. 34:19 – 1, et seq.
- Social Security Act (47 U.S.C. 301), et seq.
- WIA Non Discrimination Section 188 and Regulations at 29 CFR Part 37
- Migrant and Seasonal Farm Workers, 20 CFR 653
- New Jersey Health and Safety Standards
- Wagner Peyser Act, Chapter 41 of Title 38
- Architectural Barrier Act of 1968
- Section 503 and 504 of the Rehabilitation Act of 1973, as amended
- Allowable Costs Provision under the WIA, 20 CFR Part 652, et seq.
- New Jersey Worker Compensation Act
- American with Disabilities Act of 1990
- Uniform Administrative Requirements for State and Local Governments (as amended by the Act) 29 CFR Part 97
- New Jersey Treasury Circular 98-07
- Single Audit Act, 29 VFR Part 96 (as amended by OMB Circular A-133)
- OMB Circular A-87 Cost Principles (as amended by the Act)
- Local Public Contract Law, NJSA 40A:11-1 et seq.
- Local Government Ethics, NJSA 40A:9-22.1
- Federal/New Jersey Conflict of Interest (and directives)

### ***ASSURANCES AND CERTIFICATIONS***

- SF 424B – Assurances for Non-construction Programs
- 29 CFW Part 31, 32 – Nondiscrimination and Equal Opportunity Assurance (and regulations) Certification Regarding Lobbying (and regulations) CFR Part 98
- Drug Free Workplace and Debarment and Suspensions (and regulations) 29 CFR Part 98
- Prohibition on Nepotism, WIA interim regulation sec. 667.200 (g)

**GRIEVANCE & DISCRIMINATION COMPLAINT PROCEDURES**

**FOR WIA PARTICIPANTS**  
**Equal Opportunity is the Law**

**DISCRIMINATION COMPLAINT PROCEDURE**

The Gloucester County Division of Workforce Development is prohibited from discriminating on the grounds of race, color religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship or participation in programs funded under the Workforce Investment Act (WIA), in admission or access to, opportunity or treatment in, or employment in the administration of or in connection with, any WIA-funded program or activity. If you think that you have been subjected to discrimination under a WIA-funded activity, you may file a complaint within 180 days from the date of the alleged violation with the recipient's Equal Opportunity Officer (or the person designated for this purpose), or you may file a complaint directly with the Director, Directorate of Civil Rights (DCR), U.S. Department of Labor, 200 Constitution Avenue, NW, Room N-4123, Washington, DC 20210. If you elect to file your complaint with the recipient, you must wait until the recipient issues a decision or until 60 days have passed, whichever is sooner, before filing with DCR (see address above). If the recipient has not provided you with a written decision within 60 days of the filing of the complaint, you need not wait for a decision to be issued, but may file a complaint with DCR within 30 days of the expiration of the 60-day period. If you are dissatisfied with the recipient's resolution of your complaint, you may file a complaint with DCR. Such complaint must be filed within 30 days of the date you received notice of the recipient's proposed resolution.

.....

**GRIEVANCE COMPLAINT PROCEDURE**

**I. PHILOSOPHY**

A prompt and objective review of participant dissatisfactions and an attempt to resolve them in an equitable manner are essential to productive and mutually beneficial relationships. Participants must have the opportunity to express their dissatisfaction and to have their views relating to training promptly and fully considered.

Within thirty (30) days of filing the grievance, a hearing will be held. The hearing procedure will include:

1. Written notice of the date, time, and place of the hearing, the manner in which it will be conducted, and the issues to be decided.
2. The opportunity for both parties to be represented by an attorney or other representative;
3. The opportunity to bring witnesses and documentary evidence. The educational institution shall cooperate in making available any persons under their control or employ, to testify, if such persons are requested to testify by the complainant, and to release requested documents, unless privacy laws or other laws intervene to take precedence. It shall also include:
  - a) The opportunity to question any witnesses or parties.
  - b) The right to an impartial hearing officer.
  - c) A verbatim or tape recording of the proceeding.
  - d) A written notice that the complainant is entitled to a hearing within 30 days of filing the grievance.

A final decision on the complaint shall be provided in writing to the complainant directly by the hearing officer within sixty (60) days of the filing of the complaint.

**APPEAL PROCESS**

A complainant has a right to an Administrative Review by the Commissioner of Labor if the decision is adverse or is not made within 60 days of the filing of the complaint.

A complainant must file the request for an Administrative Review with the Director of Employment and Training, Workforce New Jersey – Careers within 10 days of receiving the adverse decision or within 15 days of the date the decision should have been made by the Local Area (LA).

A complainant has the right to request a review by the Commissioner of Labor and by the Secretary of State if the State does not render a decision within sixty (60) days of the filing of the complaint/grievance. A federal review is confined to allegations of violation of law under the WIA.

Each request should be submitted to:

New Jersey Department of Labor and Workforce Development  
Deputy Assistant Director, Division of One Stop Programs and Services  
P.O. Box 055  
Trenton, New Jersey 08625-0055

I have read and acknowledge receipt of a copy of the above procedures.

---

Applicant's Signature

---

Date



