



CONSULTING AGREEMENT

Agreement entered into March 25, 2025 [date], by and between SPRINGFIELD SCHOOL DISTRICT NO. 186 ("District"), and Pathway 2 Restorative Leadership-Kevin Jones ("Consultant") whereby the parties hereto agree as follows:

- 1. Term of Agreement. This Agreement shall commence effective April 2025 [date] and shall end on April 2026 [date] unless earlier terminated as hereinafter provided.
2. Consultant Services. During the initial or any extended term hereof, Consultant shall provide the following services (describe services in detail or attach supporting documentation) on behalf of District at time and locations approved by District:

To improve school culture and climate through restorative practices, structured observation will focus on classroom interactions, behavioral incidents, community engagement, the implementation of restorative practices and student feedback.

- 3. Compensation. District shall compensate Consultant for services hereunder at the rate of \$n/a per time. Consultant must complete the Contractual Service Statement in order for payment to be made. District shall pay within 30 days of receipt of all completed paperwork unless otherwise agreed to by the parties. If travel and miscellaneous expenses are to be included, please indicate what specific expenses are agreed to by both parties:

Not to exceed amount allocated in budget. \$76,000

Franklin-\$40,000; Grant-\$32,000; Washington-\$4,000

- 4. Non-assignability. This Agreement is for personal services to be performed by Consultant, and shall not be assignable by Consultant without the prior written consent of District.
5. Entire Agreement. This Agreement constitutes the entire agreement between the parties and supersedes all prior oral or written proposals, agreements or understandings in connection with services rendered or to be rendered by Consultant to District.
6. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois.

[O V E R]

7. Compliance with Policies and Administrative Rules. In the performance of consulting services hereunder, Consultant shall conform to the policies and administrative rules of District. Failure to do so shall constitute grounds for immediate termination of this Agreement.
8. Early Termination. This Agreement may be terminated by either party, with or without cause, by giving the other party at least 60 days advance written notice thereof.
9. Status of Consultant. In rendering services hereunder, Consultant shall be acting as an independent contractor and not as an employee of District. As an independent contractor, Consultant shall have no authority, express or implied, to commit or obligate District in any manner whatsoever, and nothing contained in this Agreement shall be construed or implied to create a partnership, agency or joint venture relationship between Consultant and District. Consultant shall be liable for the payment of all taxes applicable to any compensation paid to Consultant by District hereunder, and it is expressly understood that District shall not be required to withhold or pay any federal, state or local income, FICA, unemployment or workers' compensation taxes relative to such compensation.

IN WITNESS WHEREOF, the parties have executed this Agreement in duplicate on the date and year first above written.

SPRINGFIELD SCHOOL DISTRICT NO. 186

By: _____
 Superintendent [Or His/Her Designee]

CONSULTANT

Kevin Jones
 Name

1 Essex Ave Mackinaw, IL 61755
 Office Address

309-262-9999
 Phone Number Fax Number

kevin@p2rl.org
 E-Mail Address

Soc. Sec. No. _____
 Or
 FEIN Number 86-3046263

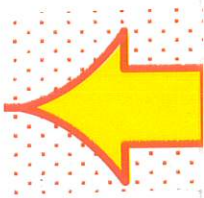
District No. 186 Contact Person:

Larry McVey
 Name

3063 Fiat Avenue, Springfield, IL 62703
 Office Address

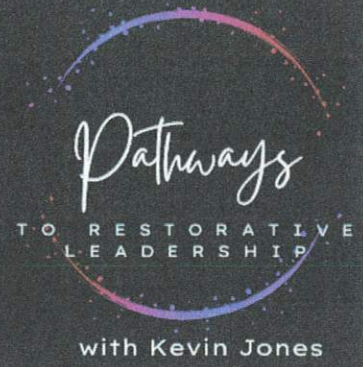
217-525-3037
 Phone Number Fax Number

lmcvey@sps186.org
 E-Mail Address



PATHWAYS 2 RESTORATIVE LEADERSHIP

WITH Kevin Jones



P2RL IN COOPERATION WITH
SPRINGFIELD PUBLIC SCHOOLS DISTRICT 186



DISTRICT 186

SPRINGFIELD PUBLIC SCHOOLS

CONSULTING AGREEMENT/CONTRACT SERVICES AGREEMENT
2025-2026

COLLABORATIVE LEARNERSHIP:



A Restorative Leadership Model

CONSULTING AND CONFLICT RESOLUTION

Build relationships, promote communication, enhance culture, repair harm

To improve school culture and climate through restorative practices, structured observations will focus on classroom interactions, behavioral incidents, community engagement, the implementation of restorative practices, and student feedback. These observations are essential as they provide expert insight and ensure consistency and reliability in data collection. A trained observer will offer targeted, actionable feedback, helping to guide professional development and support tailored to each school's unique needs. Additionally, involving a trainer fosters reflective discussions among staff, promoting a culture of continuous improvement and collaboration, all of which are critical for effectively implementing restorative practices and enhancing the overall school environment.

Following observations tailored consulting and conflict resolution services are designed to meet each school's unique organizational needs that focus on restoring, repairing, and improving relationships and processes within each school. We work collaboratively with all stakeholders to identify underlying issues, foster open communication, and develop effective strategies for resolution. By leveraging proven methodologies with restorative strategies and a deep understanding of each school's culture, we aim to transform conflicts into opportunities for growth, ensuring a harmonious and productive work environment. Overall, we seek to help each school to navigate challenges and enhance team dynamics for lasting sustainable growth and success.

Participants will:

- Gain understanding of a comprehensive and structured approach to promoting positive relationships, resolving conflicts, and creating a culture of empathy, accountability, and collaboration within communities and organizations.
- Learn how the restorative practice framework supports the development of a restorative and supportive environment that fosters healing, growth, and positive transformation.
- Acquire foundational knowledge and skills for effectively engaging with students, staff, and parents in an organization or setting.
- Gain proficiency in applying the restorative practices continuum, enabling individuals to determine the most suitable restorative processes for specific goals or situations.
- Gain skills that empower individuals to effectively build stronger relationships, manage conflicts, and contribute to a more equitable and inclusive society.
- Be trained to apply restorative practice processes in their setting.

P2RI Collaborative Learnership

- Be equipped with practical strategies and tools to implement a proactive restorative approach within their organization or community, fostering a culture of open communication, accountability, and relationship-building.
 - Gain the ability to effectively address conflicts before they escalate, promote positive behaviors, and create inclusive environments that prioritize healing and collaboration, ultimately enhancing healing and collaboration.
-
- Acquire the necessary skills to run proactive and responsive circles through active participation in circles alongside other attendees and taking turns in facilitating circles
 - Emerge with a comprehensive understanding of responsive restorative approaches, enabling them to effectively address and resolve conflicts as they arise.
 - Acquire skills to facilitate restorative conversations that promote accountability, empathy, and healing among individuals involved in incidents.
 - Be prepared to implement responsive strategies that foster a supportive environment, enhance relationships, and encourage community involvement, ultimately leading to improved conflict resolution and a stronger sense of belonging within their organization or communities.
 - Gain practical knowledge by actively engaging in circles with fellow attendees, taking turns to learn the facilitation process.

SCHOOL YEAR 2025-2026

Franklin – 10 days

- April 9, 2025
- May 5, 2025
- June 2, 2025
- June 3, 2025
- September 24, 2025
- October 29, 2025
- November 19, 2025
- January 28, 2026
- February 25, 2026
- April 29, 2026

$\$4,000/\text{day} \times 10 \text{ day} = \$40,000$

GMS – 8 days

- August 2025
- September 2025
- October 2025
- November 2025
- January 2026
- February 2026
- March 2026
- April 2026

$\$4,000/\text{day} \times 8 \text{ days} = \$32,000$

WMS – 1 day

- September 2025

$\$4,000/\text{day} \times 1 \text{ day} = \$4,000$

Total amount = \$76,000

CONTRACT

Contractual Service Agreement

AGREEMENT MADE 3/25/2025, by and between

Springfield Public Schools District 186

3063 Fiat Avenue Springfield, IL 62703

217-525-3000

and

Pathway 2 Restorative Leadership (P2RL)

1 Essex Ave Mackinaw IL 61755

309-262-9999

Now, therefore, for and in consideration of the mutual covenants and promises herein contained, and for the other good and valuable considerations, the receipts and sufficiency whereof are herewith acknowledged, the parties hereto do mutually agree as follows:

1. **Performance.** The Contractor hereby agrees that he/she will perform the services described in the Scope of Work and at the location indicated.
2. **Lawful Conduct.** In the provision of said services, the Contractor shall comply with and be subject to all applicable lawful rules, regulations, and orders, and directives heretofore or hereafter adopted by P2RL.
3. **Intellectual Property.** All materials developed under this agreement are the property of P2RL.
4. **Compensation.** The Contractor shall receive the invoiced compensation for the services(s) rendered. No additional compensation shall be allowed under the terms of this agreement. The contractor will be responsible for providing an invoice that includes dates/times worked, to initiate the payment process.
5. **Eligibility.** The contractor certifies by signing this contract that she / he is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency (per 2 CFR 200.213).
6. **Independent Contractor.** It is understood and agreed by the parties that the Contractor is hereby retained as an independent contractor and, as such, shall be responsible for all state, federal, and any other contributions required of a self-employed person(s).
7. **Attorney Fees.** In the event that any party institutes any legal suit, action, or proceeding, including arbitration, against the other party to enforce the covenants contained in this Agreement (or obtain any other remedy in respect of any breach of this Agreement)/arising out of or relating to this Agreement, the prevailing party in the suit, action, or proceeding shall be entitled to receive, in addition to all other damages to which it may be entitled, the costs incurred by such party in conducting the suit, action, or proceeding, including reasonable attorneys' fees and expenses and court costs.
8. **Notice.** All notices, requests, consents, claims, demands, waivers, and other communications hereunder (each, a "Notice") shall be in writing and addressed to the parties at the addresses set

P2RL Collaborative Learnership

forth on the first page of this Agreement (or to such other address that may be designated by the receiving party from time to time in accordance with this Section).

9. Severability. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon such determination that any term or other provision is invalid, illegal, or unenforceable, the parties shall negotiate in good faith to modify this Agreement so as to effect the original intent of the parties as closely as possible in a mutually acceptable manner in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.
10. Amendment and Modification. This Agreement may only be amended, modified, or supplemented by an agreement in writing signed by each party hereto.
11. Waiver. No waiver by any party of any of the provisions hereof shall be effective unless explicitly set forth in writing and signed by the party so waiving. No waiver by any party shall operate or be construed as a waiver in respect of any failure, breach, or default not expressly identified by such written waiver, whether of a similar or different character, and whether occurring before or after that waiver. No failure to exercise, or delay in exercising, any right, remedy, power, or privilege arising from this Agreement shall operate or be construed as a waiver thereof; nor shall any single or partial exercise of any right, remedy, power, or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege.
12. Assignment. Neither party may assign any of its rights or delegate any of its obligations here under without the prior written consent of the other party, which consent shall not be unreasonably withheld, conditioned, or delayed. Any purported assignment or delegation in violation of this Section shall be null and void. No assignment or delegation shall relieve the assigning or delegating party of any of its obligations hereunder.
13. Force Majeure. No party shall be liable or responsible to the other party, nor be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement, when and to the extent such failure or delay is caused by or results from acts beyond the affected party's reasonable control, including, without limitation: (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot, or other civil unrest; (d) government order or law; (e) actions, embargoes, or blockades in effect on or after the date of this Agreement; (f) action by any governmental authority; (g) national or regional emergency (h) strikes, labor stoppages or slowdowns, or other industrial disturbances; and (i) shortage of adequate power or transportation facilities. The party suffering a Force Majeure Event shall give notice within three (3) days of the Force Majeure Event to the other party, stating the period the occurrence is expected to continue and shall use diligent efforts to end the failure or delay and ensure the effects of such Force Majeure Event are minimized.

Kevin Jones
Contractor Signature

03/25/2025
Date Signed

Business Signature

Date Signed

KEVIN JONES, MS



Founder, Owner, and CEO of Pathways 2 Restorative Leadership (P2RL)

- Kevin achieved a Master of Science in Restorative Practices from the International Institute for Restorative Practices (IIRP) and a Master of Science in Educational Leadership Organizational Policy/Diversity, Equity, and Inclusion from the University of Illinois.
- Kevin Jones has spent more than 40 years working in the fields of social services, mental health, and education philosophy, with particular emphasis on working with youth and their families.
- He honed his practice through direct care and as an administrator in residential treatment programs, group homes, mental health organizations, and alternative schools.
- As a retired administrator, Kevin continues to work with Central Illinois organizations to support restorative leadership team development.
- He has explicit experience training law enforcement, school resource officers, government officials, community leaders, security officers, and educators throughout Central Illinois, the United States, and Internationally.
- Kevin is professionally trained in several behavior management strategies, including Therapeutic Crisis Intervention, Nonviolent Crisis Intervention, and Trust-Based Relational Intervention.
- He serves on the boards of Not in Our Town and Project OZ in Bloomington, Illinois.
- Kevin also consults with the education department at Illinois State University, Illinois Wesleyan University, University of Illinois Springfield, and more.
- He continues to engage audiences at international conferences in the field of restorative practices. He is a Lecturer, Trainer, Coach, and Faculty at the IIRP Graduate School.
- Kevin was granted the Martin Luther King Jr award by the Bloomington and Normal Human Relations Commission, honored with the Philanthropy of the Year award by the Illinois Prairie Community Foundations, and was nominated for the Grabill-Homan Community Peace Prize.
- He designs and implements professional development opportunities as well as coursework in the areas of applied restorative practice that includes topics such as social-emotional learning, trauma-informed, social justice, diversity, equity, inclusion, connecting communities, classroom transformation, leadership, and more.

CONTACT US



Email:

Kevin Jones: kevin@p2rl.org

Kim Jones: kim@p2rl.org

info@p2rl.org



Phone:

(309) 262-9999

Facebook:

[P2RL - Pathways 2 Restorative Leadership](#)



Webpage:

[Pathways2resotrativeleadership](#)

THANK YOU

We are committed to delivering the highest quality of work while fostering an environment of appreciation and recognition for the contributions of every individual on our team.

Thank you,

Kevin Jones, MS
Founder, Owner, CEO
Pathways 2 Restorative Leadership (P2RL)