



COMMONWEALTH OF MASSACHUSETTS

INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM

This Form is issued and published by the Office of the Comptroller (CTR) pursuant to 815 CMR 6.00 for use by all Commonwealth Departments. Departments may add non-conflicting additional terms, but changes to the official printed language of this Form shall be void.

BUDGET FISCAL YEAR: 2015		RFR REFERENCE NUMBER ENTER RFR NUMBER: OR <u>X</u> N/A.	
MMARS ALPHA BUYER/PARENT DEPARTMENT CODE: EOL		MMARS ALPHA SELLER/CHILD DEPARTMENT CODE: UMS	
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT (EOLWD) /DEPARTMENT OF CAREER SERVICES (DCS) 19 STANFORD ST BOSTON, MA 02114		BUSINESS MAILING ADDRESS: University of Massachusetts (UMS) Institute for Community Inclusion (ICI) 100 Morrissey Boulevard Boston, Massachusetts 02125	
ISA MANAGER: DAVID MANNING		ISA MANAGER: SHALA BONYUN	
PHONE: 617-626-5684	FAX:	PHONE 617-287-5370	FAX: 617-287-5396
E-MAIL ADDRESS: dmanning@detma.org		E-MAIL ADDRESS: SHALA.BONYUN@UMB.EDU	
Purpose of ISA: (Check one option only and complete applicable information) (Attachment A required for New ISAs and all ISA Amendments.) <input checked="" type="checkbox"/> New ISA. Current Maximum Obligation for total duration of ISAs \$ 507,000.00 Use "N/A" for Non-Financial ISA. (Complete Attachment B) <input type="checkbox"/> Amendment to Existing ISA. What is being amended? (Attachment C required for all Federal and Bond Account Amendments) <input type="checkbox"/> Amend Budget/Accounts. Change Maximum Obligation from: \$ _____ to New Maximum Obligation \$ _____ (Attachment B) <input type="checkbox"/> Amend Budget/Accounts. No Change in Maximum Obligation (Attachment B) <input type="checkbox"/> Amend Dates of Performance. New Dates of Service: Start Date: _____ End Date: _____ (Subject to execution dates below.) <input type="checkbox"/> Amend Scope of Services/Performance			
BRIEF DESCRIPTION OF PERFORMANCE GOALS TO BE ACCOMPLISHED BY ISA, OR IF AMENDMENT, IDENTIFY WHAT IS BEING AMENDED: This ISA provides funding for services to be performed by ICI which will support and implement the Massachusetts DEI project (MADEI 5 Pathways to Employment), a project utilizing a grant from the U.S. Dept of Labor MA-DEI 5 Pathways to Employment CFDA # 17.207.			
WILL SELLER/CHILD DEPARTMENT STATE EMPLOYEES (AA OBJECT CLASS) BE FULLY OR PARTIALLY FUNDED UNDER THIS ISA? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes. If Yes, Seller/Child certifies that the ISA is not being used as an alternative funding mechanism for state employees, that the identified personnel in Attachment A are necessary for completion of the ISA due to particular expertise or other factors that can not be obtained through the use of contractors, and that if federal funds are being used, funds shall not be used to supplement the regular salary or compensation of any officer or employee of the Commonwealth for services performed during their regular working hours. M.G.L. c. 29, § 6B.			
ACCOUNT INFORMATION. Complete for all new ISAs and Amendments (even if account information is not changing) Check one option, indicate "add", "delete" or "no change" and enter account, fund, major program code and program code. <input type="checkbox"/> BGCN – non-subsidiarized (federal, capital, trust). Attachment C required for any new ISA or ISA Amendment involving federal funds. <input type="checkbox"/> BGCS – subsidiarized (budgetary) <input checked="" type="checkbox"/> Other (CT, RPO as authorized by CTR): CT EOL 3250 15DEIICI 00000000000000 <input type="checkbox"/> Non-Financial ISA (no funds are transferred from Buyer/Parent to Seller/Child), however, resources are committed to ISA. <input type="checkbox"/> Amendment with no Accounting Changes to Budget/Accounts or to Attachments B or C. (Indicate no change below and complete account information.)			
<input checked="" type="checkbox"/> ADD <input type="checkbox"/> DELETE <input type="checkbox"/> NO CHANGE	Account: 70026626	Fund:	Major Program Code: ES6626
<input type="checkbox"/> ADD <input type="checkbox"/> DELETE <input type="checkbox"/> NO CHANGE	Account:	Fund:	Major Program Code:
<input type="checkbox"/> ADD <input type="checkbox"/> DELETE <input type="checkbox"/> NO CHANGE	Account:	Fund:	Major Program Code:
Program Code: FMIDEI5P2E			
ISA ANTICIPATED START DATE: <u>Upon execution</u> , provided that the Seller/Child certifies that it will not incur any obligations related to this ISA prior to the date that this ISA is executed, NOR prior to the date that sufficient funding for the obligations for this ISA is available in the Seller/Child account for expenditure.			
TERMINATION DATE OF THIS ISA: This ISA shall terminate on <u>03/31/18</u> unless terminated or properly amended in writing by the parties prior to this date.			
<p>BUYER/PARENT AND SELLER/CHILD DEPARTMENT CERTIFICATIONS. IN WITNESS WHEREOF, by executing this ISA below, the Buyer/Parent and Seller/Child certify, under the pains and penalties of perjury, that Buyer/Parent and Seller/Child understand and agree that any Buyer/Parent or Seller/Child officer or employee who knowingly violates, authorizes or directs another officer or employee to violate any provision of state financial law relating to the incurring of liability or expenditure of public funds, including this ISA, may be considered to be in violation of M.G.L. c. 29, § 66, and therefore the Buyer/Parent and the Seller/Child agree to ensure that this ISA complies with, and that all staff or contractors involved with ISA performance are provided with sufficient training and oversight to ensure compliance with 815 CMR 6.00, CTR applicable policies and the ISA Terms and Conditions which are incorporated by reference into this ISA, in addition to the performance requirements identified in Attachment A of this ISA, and that all terms governing performance of this ISA are attached to this ISA or incorporated by reference herein, and the Buyer/Parent and Seller/Child agree to maintain the necessary level of communication (including immediate notification of any amendments to accounting information, program codes or performance needs), coordination, access to reports and other ISA information, and cooperation to ensure the timely execution and successful completion of the ISA, amendments, and state finance law compliance; and that the Buyer/Parent certifies it will ensure that sufficient funds are timely made available in the Seller/Child account(s), with the proper accounting codes, prior to the Seller/Child's need to begin initial or amended performance; and that the Seller/Child will not allow initial or amended performance to begin until the ISA is executed AND the ISA Seller/Child account is sufficiently funded to support encumbrances and payments for performance (including payroll), and the Seller/Child will make encumbrances and payments (including payroll) only from the authorized ISA Seller/Child account(s) and shall not be entitled to transfer charges made from any other account not approved in writing by CTR in advance of expenditures by the Seller/Child</p>			
BUYER/PARENT DEPARTMENT'S AUTHORIZED SIGNATURE: DATE: 05/04/2015 (Date must be handwritten by signatory at time of signature)		SELLER/CHILD DEPARTMENT'S AUTHORIZED SIGNATURE: DATE: 4/24/15 (Date must be handwritten by signatory at time of signature)	
PRINT NAME: BRIAN W. BOYD		PRINT NAME: DIRECTOR OFFICE OF RESEARCH & SPONSORED PROGRAMS	
PRINT TITLE: DIRECTOR OF CONTRACTS AND PROCUREMENT		PRINT TITLE:	



INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM TERMS AND CONDITIONS

The following terms and conditions are incorporated by reference into any ISA.

Role of the Office of the Comptroller. All ISA fiscal transactions shall be made through the state accounting system as prescribed by the Office of the Comptroller (CTR). CTR will interpret 815 CMR 6.00 and applicable policies and take any fiscal or other actions necessary to ensure ISA compliance with state finance law, including but not limited to correcting accounting transactions, resolving ISA disputes and identifying corrective action by the Buyer/Parent or Seller/Child Departments.

Seller/Child Department Certifications. By executing an ISA the Seller/Child certifies that it is statutorily authorized to provide the type of performance sought by the Buyer/Parent, and shall at all times remain qualified to perform the ISA, that performance shall be timely and meet or exceed ISA standards, that the Seller/Child will not allow initial or amended performance to begin, may not authorize personnel or contractors to work, nor incur any obligation to be funded under an ISA prior to the execution of an ISA AND the availability of ISA funding in the Seller/Child account to support encumbrances and payments for performance. The Seller/Child will make encumbrances and payments (including payroll) only from the authorized ISA Seller/Child account(s) and shall not be entitled to transfer charges made from any other account not approved in writing in advance by CTR. The Seller/Child must immediately notify CTR whenever a delay in funding is anticipated for which performance is expected. The Seller/Child is authorized to use ISA funding only for the actual costs of ISA performance and may not use ISA funds to supplement non-ISA related personnel or expenditures.

Buyer/Parent Department Certifications. Signature by the Buyer/Parent certifies that it is statutorily authorized or required to procure the type of performance required under this ISA, that the Buyer/Parent certifies it will ensure that sufficient funds are timely made available in the Seller/Child Seller/Child account(s), with the proper accounting codes, prior to the Seller/Child's need to begin initial or amended performance; that the Buyer/Parent will monitor and reconcile ISA performance in compliance with state appropriation language or federal grant requirements, communicate all fiscal information necessary for the set up of the Seller/Child account(s) including budget information, and if the ISA is funded with federal funds provide accurate accounting information in Attachment C, and immediately notify the Seller/Child of any changes in Attachment C (such as program codes) to ensure the ISA and Seller/Child account can be timely updated to avoid lapses in funding or the inability of the Seller/Child to make timely payroll and other expenditures from the Seller/Child account.

Chief Fiscal Officer. The Chief Fiscal Officer (CFO) for the Buyer/Parent and Seller/Child will be responsible for the fiscal management of ISAs within their Departments in accordance with these ISA Terms and Conditions, 815 CMR 6.00 and policies and procedures published by CTR.

ISA Manager. Both the Buyer/Parent and Seller/Childs are responsible for ensuring that the ISA Manager listed on the ISA, or ISA Amendment, is current and that the ISA Manager is an authorized signatory for the Department supported by the appropriate Security Profile. If the listed ISA Manager changes, the CFO shall be the ISA Manager until a replacement is identified in the same manner as other Written Notice.

Record-keeping and Retention, Inspection of Records. The Buyer/Parent and Seller/Child shall maintain all ISA records in such detail as necessary to support claims for payment, including reimbursement or federal financial participation (FFP), for at least seven (7) years from the last payment under an ISA Seller/Child account, or such longer period as is necessary for the resolution of any litigation, claim, negotiation, audit or other inquiry involving an ISA. In addition to any specific progress, programmatic or expenditure reports specified in Attachment A, the Seller/Child is required to provide the Buyer/Parent (and to CTR, the State Auditor and the House and Senate Ways and Means Committees upon request) with full cooperation and access to all ISA information.

Payments and Compensation. The Seller/Child may accept compensation only for performance delivered and accepted by the Buyer/Parent in accordance with the specific terms and conditions of the ISA. All ISA payments are subject to appropriation pursuant to M.G.L. C. 29, or the availability of sufficient non-appropriated funds for the purposes of an ISA. Overpayments or disallowed expenditures shall be reimbursed by the Seller/Child or may be offset from future ISA payments in accordance with state finance law and instructions from CTR.

ISA Termination or Suspension. An ISA shall terminate on the date specified, unless this date is properly amended prior to this date, or unless terminated or suspended under this Section upon prior written notice to the Seller/Child. The Buyer/Parent may terminate an ISA without cause and without penalty with at least thirty days prior written notice, or may terminate or suspend an ISA with reasonable notice if the Seller/Child breaches any material term or condition or fails to perform or fulfill any material obligation required by an ISA, or in the event of an elimination of an appropriation or availability of sufficient funds for the purposes of an ISA, or in the event of an unforeseen public emergency mandating immediate Buyer/Parent action. Upon immediate notification to the other party, neither the Buyer/Parent nor the Seller/Child shall be deemed to be in breach for failure or delay in performance due to Acts of God or other causes factually beyond their control and without their fault or

negligence. Contractor failure to perform or price increases due to market fluctuations or product availability will not be deemed factually beyond the Seller/Child's control.

Written Notice. Any notice shall be deemed delivered and received when submitted in writing in person or when delivered by any other appropriate method evidencing actual receipt by the Buyer/Parent or the Seller/Child. Unless otherwise specified in the ISA, legal notice sent or received by the Buyer/Parent's ISA Manager or the CFO (with confirmation of actual receipt) through the listed fax number(s) or E-Mail address for the ISA Manager will satisfy written notice under the ISA. Any written notice of termination or suspension delivered to the Seller/Child shall state the effective date and period of the notice, the reasons for the termination or suspension, if applicable, any alleged breach or failure to perform, a reasonable period to cure any alleged breach or failure to perform, if applicable, and any instructions or restrictions concerning allowable activities, costs or expenditures by the Seller/Child during the notice period.

Confidentiality. The Seller/Child shall comply with M.G.L. C. 66A if the Seller/Child becomes a "holder" of "personal data". The Seller/Child shall also protect the physical security and restrict any access to personal or other Buyer/Parent data in the Seller/Child's possession, or used by the Seller/Child in the performance of an ISA, which shall include, but is not limited to the Buyer/Parent's public records, documents, files, software, equipment or systems. If the Seller/Child is provided access with any other data or information that triggers confidentiality requirements under FIPA, HIPAA or other federal or state laws, the Seller/Child shall be responsible for protection of this data as instructed by the Buyer/Parent.

Assignment. The Seller/Child may not assign, delegate or transfer in whole or in part any ISA, or any liability, responsibility, obligation, duty or interest under an ISA, to another Department or an outside contractor. Assumption of an ISA by a successor Department due to a legislative change in the Seller/Child or Buyer/Parent's department status shall be accomplished through the execution of a new ISA.

Subcontracting By Seller/Child. Since it is presumed that contracting through the Seller/Child is more cost effective and a better value than the Buyer/Parent directly contracting with an outside contractor(s), any subcontract entered into by the Seller/Child for the purposes of fulfilling the obligations under an ISA must be approved by the Buyer/Parent in advance of the ISA and justified as part of the ISA Attachment A. The Seller/Child is responsible for full state finance law and procurement compliance for all subcontracts, and shall supply a copy of any subcontract to the Buyer/Parent upon request.

Affirmative Action, Non-Discrimination in Hiring and Employment. In performing this ISA, the Seller/Child shall comply with all federal and state laws, rules, regulations and applicable internal state policies and agreements promoting fair employment practices or prohibiting employment discrimination and unfair labor practices and shall not discriminate in the hiring of any applicant for employment nor shall any qualified employee be demoted, discharged or otherwise subject to discrimination in the tenure, position, promotional opportunities, wages, benefits or terms and conditions of their employment because of race, color, national origin, ancestry, age, sex, religion, disability, handicap, sexual orientation or for exercising any rights afforded by law. The Seller/Child commits to, when possible, to purchasing supplies and services from certified minority or women-owned businesses, small businesses or businesses owned by socially or economically disadvantaged persons or persons with disabilities in accordance with the Commonwealth's Affirmative Market Program.

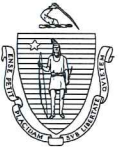
Waivers. Forbearance, indulgence or acceptance by the Seller/Child or Buyer/Parent of any breach or default in any form shall not be construed as a waiver and shall not limit enforcement remedies or allow a waiver of any subsequent default or breach.

Risk of Loss. The Seller/Child shall bear the risk of loss for any materials, deliverables, personal or other data that is in the possession of the Seller/Child or used by the Seller/Child in the performance of an ISA until is accepted by the Buyer/Parent.

Disputes. The Buyer/Parent and Seller/Child agree to take all necessary actions to resolve any dispute arising under the ISA within 30 calendar days including department head and secretariat involvement, but in no event shall a dispute remain unresolved beyond May 30th in any fiscal year, nor may the Buyer/Parent or Seller/Child allow a dispute to create a state finance law or other violation of ISA terms (such as a delay in funding, failure to timely communicate funding or program code changes, or failure to timely process ISA paperwork). Seller/Child and Buyer/Parent must immediately notify CTR to assist in resolution of the dispute and shall implement any actions required by CTR to resolve the dispute, which shall be considered final.

Interpretation, Severability, Conflicts with Law, Integration. Any amendment or attachment to any ISA that contains conflicting language or has the effect of deleting, replacing or modifying any printed language of the ISA shall be interpreted as superseded by the ISA Form as published. If any ISA provision is superseded by state or federal law or regulation, in whole or in part, then both parties shall be relieved of all obligations under that provision to the extent necessary to comply with the superseding law, provided however, that the remaining provisions of the ISA, or portions thereof, shall be enforced to the fullest extent permitted by law. The terms of this ISA shall survive its termination for the purpose of resolving any claim, dispute or other action, or for effectuating any negotiated representations and warranties.

**INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM
TERMS AND CONDITIONS**



ATTACHMENT A – TERMS OF PERFORMANCE AND JUSTIFICATIONS:

This Attachment Form must be used. Insert (type or copy and paste) all relevant information using as many pages as necessary. Attach any additional supporting documentation as appropriate. If Amending the ISA, completion of Sections 1, 2 and 3 identifying what is being amended and the reasons for the amendments is required. For sections 4-9 enter only the amended language in the sections being amended.

1. [REQUIRED] Purpose and other performance goals of ISA, or as amended:

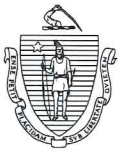
This ISA provides funding for services to be performed by ICI which will support and implement the Massachusetts DEI project (MA DEI 5 Pathways to Employment), utilizing a grant from the U.S. Department of Labor. ICI will provide technical assistance to support project goals and activities.

2 [REQUIRED] Identify in detail, the responsibilities of the parties, the scope of services and terms of performance under the ISA, or as amended:

A. ISA DEFINITIONS:

1. Disabled Employment Initiative (MA-DEI or DEI) - An initiative funded through the US Department of Labor (USDOL) designed to improve both opportunities and outcomes for adults with disabilities who may be unemployed, under-employed and/or receiving Social Security Insurance/Social Security Disability Insurance (SSI/SSDI) benefits.
2. DCS – The Massachusetts Department of Career Services, DEI grant recipient and project lead for the USDOL grant funding the DEI project, responsible for direct communication/reporting with USDOL, project budget management, and overall project coordination.
3. State DEI Lead - DCS. Diane Hurley, DCS Director of Policy and Planning, is the DCS point of contact for this project,
4. DEI Coordinating Committee – A cross-agency coordinating committee which will include representatives from, but not limited to the following state agencies: Departments of Career Services, Veterans Services, Developmental Services, Mental Health, and the Massachusetts Rehabilitation Commission (VR).
5. Disability Resource Coordinator (DRC) - DRCs will screen individuals to determine appropriateness for the project's service strategies and will work with the job seeker on determining whether the two service strategies beyond general Partnership and Collaboration, will be utilized to assist the individual in successfully achieving their employment goals, and whether one or both strategies are appropriate. The DRC will support the individual in using various One-Stop skill and assessment tools to obtain a baseline of information regarding the individual's current knowledge, skills, and abilities (KSAs), arranging for accommodations in utilizing these assessment tools as appropriate and will develop a Career Action Plan with each participant.
6. Eligibility – eligibility criteria for enrollment into the DEI program in the Massachusetts One-Stop Employment System database.
7. IRT / Integrated Resource Teams – A strategic approach utilized where coordination of service plans across agencies is seen as a beneficial approach. Integrated Resource Teams coordinate services and leverage funding to meet the needs of a job seeker with a disability.
8. National Disability Institute Consulting, Inc (NDI) - a national not for profit corporation that is dedicated to changing thinking and behavior that advance the financial stability and economic strength of persons with disabilities across the country.
9. DEI project coordinator – DCS employee who has responsibility for state-level project oversight.
10. LWIB - Local Workforce Investment Board – the entity that sets policy for the local workforce development system.
11. Project Sites – Metro North, North Central and Central MA workforce investment areas.

**INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM
TERMS AND CONDITIONS**



12. Ticket to Work - The centerpiece of the Ticket to Work and Work Incentives Improvement Act (TWIIA) of 1999, Public Law 106-170 which provides those Social Security disability beneficiaries who are receiving Social Security Income (SSI) or Social Security Insurance (SSDI) benefits with incentives and options for them to enter or re-enter the workforce.
13. USDOL – The United States Department of Labor
14. DTA – Massachusetts Department of Transitional Assistance provides food and cash assistance, safety and stabilization, and employment services.
15. One-Stop Career Center (OSCC) – physical locations that provide job seekers with access to a variety of job assistance services, and provide employer with employment and training resources, such as assistance with recruitment and hiring, job matching with potential hires, workforce training grants and tax credit programs.

B. ICI SCOPE OF WORK

ICI will provide the following services in support of the MA-DEI 5 Pathway to Employment:

Provide technical assistance to each of the three project sites, Metro North, North Central and Central MA workforce investment areas, via a combination of on-site visits and phone/email, working with Workforce Investment Board and One-Stop Career Center staff and their respective partners. Technical assistance will be customized to the specific needs of each project site. Areas of technical assistance will include the following:

Guidance on recruitment of individuals to participate in project activities.

Development of strategies for integration of individuals within existing One-Stop Career Center services.

Development of processes to support the assessment of individuals for Career Pathways training programs, and the provision of assessment modifications/accommodations as necessary within the requirements of the Americans with Disabilities.

Working with project staff and training providers on development of processes for identification and provision of necessary supports and accommodations that enable project participants to succeed in Career Pathways training programs.

Provision of guidance on job placement and necessary post-placement supports.

Identification and facilitation of public agency and community resource partnerships to provide the necessary resources and supports for individuals during all aspects of the Career Pathways process, including participation on Integrated Resource Teams.

Assist with the development of an ongoing area partnership structure, between Workforce Investment Board/One-Stop Career Center staff, and public agency and community partners, that will be maintained at the conclusion of grant funding.

Provision of training and staff development to staff at each of the project sites on supporting the needs of customers with disabilities in such areas as disability awareness, accommodations, and use of universal design in service delivery.

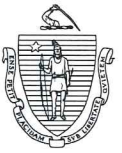
Assist each of the projects on general capacity in meeting the needs of customers with disabilities, including evaluation of existing facilities and services, and recommendations for improvement.

Provide assistance on becoming a qualified vendor under the Social Security Administration's Ticket to Work program, if the program site is not already a vendor (Employment Network).

Provide ongoing assistance to project sites in operation of the Ticket to Work program and maximizing the use of Ticket to Work with individuals participating in the Career Pathways program under DEI.

Identify and as necessary assist with the development of changes in policies and procedures at the WIB and One-Stop Career level to ensure the full inclusion of individuals with disabilities in Career Pathway programs, and all employment and training services provided within each workforce regions.

**INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM
TERMS AND CONDITIONS**



Serve as a member of the partners' workgroup, attending quarterly partner meetings, and support partner workgroup activities. As part of the participation in the partners' meeting, assist in identifying issues to be addressed by the partners that are identified via technical assistance activities at project sites. This may include identification of policy/practice changes on a statewide basis based on the project activities and findings.

Respond as requested to Department of Career Services project staff regarding project-related issues.

Provide all necessary information for project reporting as requested by the Department of Career Services.

Participate as requested in project evaluation activities conducted by the external evaluator, and technical assistance activities provided by the national technical assistance provider.

3. [REQUIRED] Identify schedule of performance or completion dates or other benchmarks for performance, or as amended:

Institute for Community Inclusion benchmarks include:

- a. Provide training and technical assistance to each of the program sites on service strategy implementation – contact with each individual site at least once per month - ongoing throughout project
- b. Coordinate day-to-day project activities as assigned - ongoing throughout project
- c. Conduct ongoing analysis of project activities; provide recommendations for adjustments - ongoing throughout project.
- d. Assist participating LWIBs to complete application for Employment Network status for Ticket to Work by May 1, 2015.
- e. Provide technical assistance to each of the program sites on implementation and expansion of Ticket to Work – ongoing throughout project.
- f. Participate and support statewide coordinating committee – ongoing throughout project.
- g. Provide necessary information as requested for completion of quarterly reports for USDOL – quarterly basis throughout project
- h. Respond to additional reporting and information requests from DCS – ongoing throughout project

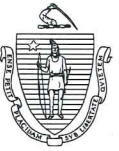
4. [REQUIRED] Justification that use of ISA is best value vs. contract with outside vendor:

DCS has determined that ICI has substantial experience providing the services required by this ISA and will do so in the most cost-effective manner.

5. Will Seller/Child department state employees (AA Object Class) be fully or partially funded under this ISA? ___ No
X Yes.

If Yes, justify necessity to use state employees for the ISA vs. use of contractors (contract employees or outside vendors).

**INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM
TERMS AND CONDITIONS**



DCS has determined that ICI has substantial experience providing the services required by this ISA and will do so in the most cost-effective manner.

6. Subcontractors. Since it is presumed that contracting through the Seller/Child is more cost effective and a better value than the Buyer/Parent directly contracting with an outside contractor(s), any subcontract entered into by the Seller/Child for the purposes of fulfilling the obligations under an ISA must be approved by the Buyer/Parent in advance of the ISA and justified as part of the ISA Attachment A, as follows: (enter "N/A" if subcontractors will not be funded with ISA funds) N/A
7. Identify any equipment that will be leased or purchased by the Seller/Child using ISA funds: (The Buyer/Parent shall determine ownership of equipment purchased by the Seller/Child with ISA funds. Enter "N/A" if equipment not included in ISA.) N/A
8. [REQUIRED] Identify the format and timing of ISA reports to the Buyer/Parent Department. Include the type of reports (e.g., progress or status, data, etc.), timing of reports (e.g., weekly, monthly, final) and the medium for submission of reports (e.g., e-mail, Excel spreadsheet, paper, telephone):

ICI will prepare and submit the following reports to the state DEI Lead and DCS Fiscal Manager:

Reporting requirements have been established, as follows:

- a. Monthly Fiscal Status Report (FSR)
 - b. Quarterly Narrative Report for US DOL– bullet-point update regarding status of activities outlined in the Scope of Work
 - c. Mid-Point Summary Narrative Report on progress-to-date (due July 31, 2015)
 - d. Final Report (due March 31, 2018)
9. Additional ISA Terms: [Insert Terms here. Do not refer to separate attachment(s)]

In providing services pursuant to this ISA, UMS/WWL is performing in the capacity of EOLWD's subcontractor and not as an awardee of Grant CFDA #17.207 and will comply with grant obligations applicable to institutions of higher education as set forth in the U.S. Department of Labor Grant/Agreement Notification of Award/Obligation attached to the original ISA.



ATTACHMENT B - BUDGET

Check one: X Initial ISA Budget

ISA Budget/Account Amendment. Maximum Obligation of ISA before this Amendment:

PRIOR MMARS DOCUMENT ID:

(for reference - if applicable)

CURRENT Doc Id: CT EOL 3250 15DEIICI000000000000

[See Instructions for Additional Guidance on completion. Insert as many additional lines as necessary.]

[illegible]

Additional Budget Specifications:



INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM

ATTACHMENT C – FEDERAL GRANT SELLER/CHILD ACCOUNT

[Complete ONLY if Buyer/Parent Account is a Federal Grant Account. Seller/Child Department must signoff in order to process document.]

<input checked="" type="checkbox"/> NEW ISA <input type="checkbox"/> ISA AMENDMENT		
BUYER/PARENT DEPARTMENT: Institute for Community Inclusion		
BUDGET FISCAL YEAR:		
SELLER/CHILD DEPARTMENT: DWD/DCS Department of Career Services		
CTR ONLY - REVENUE BUREAU WILL ASSIGN		
Revenue Budget	Revenue Source	
BUYER/PARENT DEPARTMENT MUST COMPLETE ALL ITEMS BELOW		
CENTRAL BUDGET STRUCTURE (BGCN - BQ89)		
Appropriation Number:	Payroll Indicator : Yes No	
Budgetary Estimated Receipts \$	BGCN Document Identification No.:	
COST ACCOUNTING STRUCTURE (BGRG- BQ88)		
Total Maximum Obligation of ISA: \$	BGRG Document Identification No.:	
MAJOR PROGRAM TABLE SET-UP		
Major Program (6 chars. or less):	Major Program Short Name (same as appropriation number):	
Major Program Name:		
PROGRAM PERIOD TABLE SET-UP OR EXTENDED PROGRAM PERIOD		
Effective From Date:	Effective To Date:	
Program Period:		
Program Period Name:	Program Period Short Name:	
PROGRAM TABLE SET-UP		
Effective From Date:	Effective To Date:	
Program Name:	Program Short Name:	
Program Code: (MUST START WITH "F" followed by up to 9 characters) F	Sub Account:	
FUNDING PROFILE - FUNDING LINE		
Draw Name:	Customer ID	Payment System Code--Check one option only
EDCAPS:	VC7000000001	<input type="checkbox"/> D
ECHO:	VC7000000002	<input type="checkbox"/> E
LOCES:	VC7000000003	<input type="checkbox"/> L
SMARTLINK:	VC7000000004	<input type="checkbox"/> S
ASAP- OTHER:	VC7000000005	<input type="checkbox"/> Y
ASAP:	VC7000000006	<input type="checkbox"/> Z
GRANT- NON DRAW:	VC7000000007	<input type="checkbox"/> No Code
FUNDING IDENTIFICATION		
Federal Catalog Agency: (2 digit code)	Federal Catalog Suffix: (3 digit code)	
Letter of Credit No.:		

Authorized Signatory Seller/Child Department: _____ Date: _____ Name: _____

INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM INSTRUCTIONS



The Interdepartmental Service Agreement (ISA) Form is issued by the Office of the Comptroller (CTR) pursuant to 815 CMR 6.00 for use by all Commonwealth Departments. The ISA Instructions are provided to assist both Buyer/Parent and Seller/Child Commonwealth Departments with the interpretation and completion of the ISA Form and are incorporated by reference into the ISA. The ISA Form is the "Contract" that documents the business agreement (joint venture) between two Commonwealth departments within the Executive, Judicial and Legislative Branches of government. A Department must be recognized as a Department in the State Accounting System (hereinafter referred to as "MMARS") in order to transfer or receive funding under an ISA. The ISA must comply with funding language in any appropriation act funding the ISA, as well as all applicable general and special state or federal laws, regulations. The Buyer/Parent and Seller/Child are responsible for reviewing and complying with the applicable CTR policies (including but not limited to the ISA, electronic signature and state finance law policies) located at the [CTR Knowledge Center](#) under Procurement and Contracts and also at the CTR Website at: [Comptroller Policies](#). While reasonable efforts have been made to assure the accuracy of the legal requirements for ISAs, Departments should consult with their legal counsel to ensure compliance with all legal requirements related to their performance under an ISA. PLEASE NOTE THAT NOT ALL APPLICABLE LAWS HAVE BEEN CITED IN THIS DOCUMENT. INSTRUCTIONS AND HYPERLINKS MAY BE ADDED OR CHANGED WITHOUT NOTICE, SO CHECK THIS DOCUMENT PERIODICALLY FOR UPDATES.

- ➔ **MMARS DOCUMENT ID:** Enter the state accounting system (MMARS) BGCN or BGCS or other authorized MMARS document number associated with this ISA. ISA related DOC ID Numbering must be done as described below. The Doc ID must be the Doc ID entered into MMARS and reflected on the supporting ISA paperwork. All ISA Doc IDs MUST START WITH "ISA", as follows:

EXAMPLE DOC ID Number: **ISAEPS12345678SDF06A**

First 3 Characters	Second 3 Characters	Next 8 Characters	Next 3 Characters	Next 2 Characters*	Last Character
ISA	Buyer/Parent Department Alpha	Buyer/Parent defined. May be numeric, alpha or combination	Seller/Child Department Alpha	Fiscal Year	A (initial document) B (1st Amendment) C (2 nd Amendment)
ISA	EPS	12345678	SDF	06	A

- ➔ **BUDGET FISCAL YEAR.** Enter the Budget Fiscal Year of the ISA or ISA Amendment, as appropriate.
- ➔ **REQUEST FOR RESPONSE REFERENCE NUMBER.** If the Seller/Child responded to an RFR that was posted on CommPASS, enter the RFR Reference Number as posted. If an RFR was not used, indicate "N/A". Seller/Child Departments may respond to a Request for Response (RFR) or other solicitation of a Buyer/Parent Department. If the Seller/Child Department is selected as a contractor, the ISA Form must be used as the "contract" (instead of the applicable Commonwealth Terms and Conditions and Standard Contract Form and Instructions).
- ➔ **BUYER/PARENT/SELLER/CHILD DEPARTMENT NAME:** Enter the 3 Alpha MMARS Department Code. For Example "CTR" for the Office of the Comptroller.
- ➔ **BUSINESS MAILING ADDRESS:** Enter the address where all correspondence to the ISA Manager must be sent. Unless otherwise specified in the ISA, legal notice sent or received by the Department's ISA Manager (with confirmation of actual receipt) through the listed fax number(s) or electronic mail address for the ISA Manager will meet any requirements for written notice under the ISA.
- ➔ **ISA MANAGER:** Identify the authorized ISA Manager who will be responsible for managing the ISA. ISA Managers must be Department Head Authorized Signatories in order to execute the ISA and otherwise obligate the Department with the appropriate MMARS Security to support Department Head Signature Authorization.
- ➔ **PHONE/FAX/E-MAIL ADDRESS:** Identify the phone, fax number(s) and electronic mail (email) address of the ISA Manager.
- ➔ **PURPOSE OF ISA.** Check off whether this is a new ISA or an ISA Amendment. For New ISAs, enter the total Maximum obligation for the duration of the ISA. If an ISA Amendment, check off any of the Amendments that are being made and complete any information in the blanks provided and the Attachments that are identified.
- ➔ **BRIEF DESCRIPTION OF PERFORMANCE GOALS TO BE ACCOMPLISHED BY THIS ISA, OR IF AMENDMENT, IDENTIFY WHAT IS BEING AMENDED:** Identify a brief description of the ISA, ISA name and performance to be accomplished under the ISA. If an ISA Amendment, identify what is being amended. Merely stating "see attached" or referencing attachments without a narrative description of performance is insufficient and will result in ISA or Amendment being returned to MMARS Liaison of Buyer/Parent Department. The description is used to specifically identify the ISA performance, match the ISA with attachments and determine if the appropriate process has been elected.
- ➔ **INDICATE WHETHER SELLER/CHILD DEPARTMENT STATE EMPLOYEES (AA OBJECT CLASS) WILL BE FULLY OR PARTIALLY FUNDED UNDER THIS ISA.** Justification for use of state employees and details of who will be working and work that will be performed must be included as part of ATTACHMENT A.
- ➔ **ACCOUNT INFORMATION.**
 - * Check the correct option for either a BGCN – non-subsidiarized (federal, capital, trust); BGCS – subsidiarized (budgetary); Other (CT, RPO or other document authorized by CTR); Non-Financial ISA (no funds are transferred from Buyer/Parent to Seller/Child with resources committed to ISA; or Amendment without Budget changes to ISA (used only for an Amendment if there are no changes to the budget and no changes to Attachments B and C (if applicable).
 - * Identify for each account under the ISA whether the account is "added", "deleted" or "no change". **THIS SECTION MUST BE COMPLETED FOR AMENDMENTS EVEN IF THE ACCOUNT INFORMATION HAS NOT CHANGED.** Enter each ISA account, fund, major program code and program code for all funding under the ISA. Attachment B must be completed for all financial ISAs and ISA Amendments (with Budgetary or Account amendments). Attachment C must be completed for any financial ISAs or ISA Amendments with Budgetary or Account amendments involving federal or capital funds).
- ➔ **ISA ANTICIPATED START DATE.** Enter the anticipated start date, provided that the Seller/Child certifies that it will not incur any obligations related to this ISA prior to the date that this ISA is executed, NOR prior to the date that sufficient funding for the obligations under this ISA available in the Seller/Child account for expenditure.

INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM INSTRUCTIONS



Note - ISA Duration. ISAs can be executed for the duration that makes sense from a business perspective. Multi-Year ISAs are encouraged if it best supports the Buyer/Parent and Seller/Child business processes. Similar to other types of contracts, all ISAs are subject to appropriation or other available funding. Therefore, Departments can enter into a Multi-year ISA even if funding transactions have to be processed annually to support each fiscal year of the ISA. Buyer/Parent and Seller/Child Departments are responsible for ensuring that the funding is in place in the authorized Seller/Child account(s) to ensure that the Seller/Child Department can timely encumber funds and pay employees, contractors, grantees, etc. from the authorized ISA Seller/Child account(s) in accordance with the ISA Terms and Conditions.

- ➔ **TERMINATION DATE OF THIS ISA:** The Buyer/Parent Department must enter the date the ISA will terminate. An ISA must be signed for the full duration and amount in accordance with what is negotiated between the Buyer/Parent and Seller/Child Department. Amendments to extend the termination date, such as renewals, must be made using the ISA Form and must be signed by authorized Department Head signatories (with appropriate MMARS Authorized Signatory Security roles) of both the Buyer/Parent and the Seller/Child Department contemporaneously with the need for the amendment but no later than the termination date (or as previously amended) in accordance with 815 CMR 6.00.
- ➔ **AUTHORIZING SIGNATURE FOR BUYER/PARENT DEPARTMENT/DATE:** The Authorized Buyer/Parent Department Signatory must, in their own handwriting, and in ink, sign AND enter the date the ISA is signed. **THE DATE IS AN INEXTRICABLE PART OF THE SIGNATURE AND MUST BE COMPLETED BY THE SIGNATORY AND MAY NOT BE PRE-FILLED OR ENTERED AFTER THE SIGNATURE BY ANOTHER PERSON.** Rubber stamps, typed or other images are not acceptable. See CTR policies on Electronic Signature and Department Head Signature Authorization for Department Head and Authorized Signatory certifications and responsibilities.
- ➔ **NAME /TITLE:** The Buyer/Parent and Seller/Child Department Authorized Signatory's name and title must appear legibly.
NOTE: Secretariat signoff is not required in order for CTR to process an ISA. However, Seller/Child and Buyer/Parent Departments are required to follow any internal secretariat procedures when obtaining authorization for an ISA (or for certain ISA transactions such as an inter-subsidiary transfer "TS") prior to submission to CTR. All ISAs are periodically reviewed by CTR to verify that the signatories are authorized by their Department Head to execute contracts. Departments are responsible for timely processing through secretariats to ensure timely funding as required under the Department Head certifications.
- ➔ **ATTACHMENT A – TERMS OF PERFORMANCE AND JUSTIFICATIONS.** *Attachment A is required for all new ISAs and for all ISA Amendments.* Departments must use this attachment and insert (type, or copy and paste) the required information in addition to other terms of performance negotiated by the parties under Section 9. Sections 1-8 are mandatory and must be answered in detail or the ISA will be returned to the Buyer/Parent Department MMARS Liaison. All information must be inserted into Attachment A using as many pages as necessary. If Amending the ISA, completion of Sections 1, 2 and 3 identifying what is being amended and the reason for the amendments is required. For sections 4-9 enter only the amended language in the sections being amended.
- ➔ **ATTACHMENT B - ANTICIPATED BUDGET.** *Attachment B is required for all New ISAs and for all ISA Amendments with budget and accounting transactions.* Departments must use this form. Insert all required information and use as many additional lines and pages as necessary. This attachment must breakdown the specifics of the ISA funding, by fiscal year, Seller/Child account/object class, description and amount. For multi-year ISAs the Attachment must provide a subtotal each fiscal year of the ISA (which equals each fiscal year's anticipated maximum obligation). All ISAs must provide a total maximum obligation for the total duration of the ISA which must equal the total of all fiscal year subtotals) and must match the "Total Maximum Obligation for Duration of ISA" on the executed ISA.
 - * Check "Initial ISA Budget", or "ISA Amendment"
 - * Identify the MMARS Doc ID if the ISA is being amended.
 - * **Complete Columns A-E For New ISAs. Complete Columns A-I for Amendments.**
 - o **Column "A" (Budget Fiscal Year).** Enter the fiscal year of the funding, or amendment. For Multi year ISAs Column A must list planned expenditures by each fiscal year of the ISA.
 - o **Column "B" (Seller/Child Account).** Enter the number of each Seller/Child account listed on the ISA Form. For ISAs using multiple Seller/Child Accounts, Column B must list planned expenditures for each Seller/Child account.
 - o **Column "C" (Object Class).** Enter the Object Class (subsidiary) as outlined in the CTR Expenditure Classification Handbook (for example, "AA" for Employee compensation, "EE" for Administrative Expenses, "HH" for Consultant Contracts, etc.). If the line item is authorized for multiple fiscal years, enter a separate line item for each fiscal year of the ISA in which the line item is authorized, specifying the estimated amount of the authorized expenditure. Line items break downs of estimated expenditures by Object Class are required even if the Buyer/Parent account is nonsubsidiarized, since the Budget acts as the authorization for the ISA expenditures. For subsequent fiscal years, entering "Balance Forward Amount" for federal, bond and trust accounts is insufficient, since good project management practices presume that departments will be managing estimated expenditures over the life of a project with planned fiscal year obligations, rather than managing projects solely based upon remaining uncommitted estimated receipts or uncommitted balances.
 - o **Column "D" (Description).** Enter a brief description of the type of authorized budget expenditure or category, (e.g., "Conference Materials", "Program Manager", "Health Evaluations" etc.)
 - o **Column "E" (Initial ISA Amount/or Amount Prior to Amendment).** Enter the amount for the budget item authorized under the ISA for each fiscal year. If the ISA is being amended, enter the current amount for this line item, prior to the amendment. The Amendment amount will be entered in Column G and the new total will be entered in Column I.
 - o **Column "F" (+/-)** is only used if the ISA is being amended to add or reduce a budget line item. Enter "+" for budget addition or "-" for a budget reduction.
 - o **Column "G" Amendment Amount** is only used if the ISA is being amended to add or reduce a budget line item. Enter the amount of the budget line being increased or decreased.
 - o **Column "H" (Carry-In)** is only used if the ISA is being amended to reduce a prior year federal grants fund line item with uncommitted estimated receipts that are being re-authorized in the current or a future fiscal year. Enter "YES" in this column for each line item being amended (by object class and description) to reflect a reduction in the budget in a prior fiscal year line item, and for each line item being added (by object class and description) to reflect a reauthorization of the funds in the current or a future fiscal year.

INTERDEPARTMENTAL SERVICE AGREEMENT (ISA) FORM INSTRUCTIONS



- ☐ Column "I" New Amount After Amendment is only used if the ISA is being amended to add or reduce a budget line item. Enter new ISA Amount after the adding or reduction of the line item amount referenced in Column G.
- * FISCAL YEAR SUBTOTALS AND TOTAL MAXIMUM OBLIGATION.
 - Fiscal Year Subtotals. For single fiscal year ISAs enter the fiscal year (e.g., "Fiscal Year 2007") and enter the subtotal of all "Current Amounts" (Column E) for that fiscal year. For Multiyear ISAs, enter each fiscal year of the ISA as a separate subtotal and enter the subtotal of all "Current Amounts" for each fiscal year.
 - Total Maximum Obligation for Duration of ISA. Enter the Total Maximum Obligation for the Duration ISA for all fiscal years (as identified on the executed ISA Form). For single fiscal year ISAs, this amount should be the same as the Fiscal Year Subtotal. For Multi-fiscal year ISAs, this amount should equal the total of all the listed fiscal year subtotals.
- ➔ ATTACHMENT C – FEDERAL GRANT SELLER/CHILD ACCOUNT (complete only if Buyer/Parent Account is a Federal Account). Please enter the following information on this form.
 - * Enter whether this is a "New" ISA or an ISA Amendment and enter the Budget fiscal year.
 - * Enter the Buyer/Parent and Seller/Child Departments, which must match the ISA.
 - * Skip the Revenue Budget and Revenue Source which will be completed by CTR.
 - * CENTRAL BUDGET STRUCTURE:
 - ☐ Appropriation Number. Enter the Appropriation Number assigned by ANF.
 - ☐ Payroll Indicator. Enter a Payroll indicator of Yes or No.
 - ☐ Estimated Budgetary Receipts. Enter the amount of the Estimated Budgetary Receipts (the amount estimated in the ISA or Amendment for the current state fiscal year).
 - ☐ BGCN Document Identification No. Enter the MMARS Document Identification Number for the Central Expense Document (BGCN). The BGCN must be entered and submitted to PEND in MMARS. Providing a screen print of the BGCN aids CTR in the processing of the ISA and set up of the accounts or account changes.
 - * COST ACCOUNTING STRUCTURE.
 - ☐ Total Maximum Obligation of ISA or ISA Amendment Amount. For New ISAs, enter the Total Maximum Obligation of the ISA for the full duration of the ISA. For ISA Amendments, enter the amount of the modification.
 - ☐ BGRG Document Identification No. Enter the MMARS Document Identification Number for the Reimbursable Grant Budget Document (BGRG). The BGRG must be entered and submitted to PEND in MMARS. Providing a screen print of the BGRG aids CTR in the processing of the ISA and set up of the accounts or account changes.
 - * MAJOR PROGRAM TABLE SET-UP. This sets up the cost accounting hierarchy with groups of activities (programs) all part of one structure. For example – a major program could be wastewater management– WASTE. All documents (contracts, encumbrances, payments will reference this code.) All documents (contracts, encumbrances, payments will reference this code.)
 - ☐ Major Program. Enter the 6 (or fewer) character Major Program Code assigned by the department.
 - ☐ Major Program Name. Enter the full Major Program Name.
 - ☐ Major Program Short Name. Enter the Major Program Short Name.
 - * PROGRAM PERIOD TABLE SET-UP OR EXTENDED PROGRAM PERIOD (EPP). Enter the Program Period or Extended Program Period (EPP) information. This establishes the effective period of the grant. Please note that end dates are "hard edited" by the system, thus please take into account the accounts payable period for grants when establishing this date. Multiple periods allow for easy periodic reporting aligned to federal reporting dates. However, a Buyer/Parent department may choose to use 1 reporting period– EPP – that encompasses all dates. The downside of this method is that specific periodic federal reporting by the system is not achieved.
 - ☐ Enter the Program Effective From Date and Effective to Date.
 - ☐ Enter the Program Period or Extended Program Period (EPP) information.
 - ☐ Enter the Program Period Name, and Program Period Short Name.
 - * PROGRAM TABLE SET-UP.
 - ☐ Enter Program Name. For example a program could be for "storm water discharge".
 - ☐ Enter Program Short Name:
 - ☐ Program Code. Enter the 10 (or fewer) characters. All Federal Program codes must begin with the letter "F". This is the second level of the cost accounting hierarchy. Programs are individual activities within a Major Program. Using the major program example, a program could be for storm water discharge– the program code would be "Fstormdis". All documents (Recurring Payment Order (RPO), payments will reference this code.)
 - ☐ The sub account must be the sub account in the award letter or the draw on the federal grant will fail. If a subaccount changes, this code must change.
 - * FUNDING PROFILE - Funding Line. This must be filled out properly– indicating the federal payment system to be used. If the wrong payment system is indicated, the draws on the federal grant will fail. Enter a check next to appropriate Payment System Code
 - * FUNDING IDENTIFICATION.
 - ☐ Federal Catalog Agency Code. Enter the 2 digit Federal Catalog Agency code.
 - ☐ Federal Catalog Suffix. Enter the 3 digit Federal Catalog Suffix code from your award letter or contact the appropriate agency. This must align to the grant award. The proper grant identification information is a federal reporting requirement.
 - ☐ Letter of Credit No. Enter the Letter of Credit No. for this grant award.

COMPLETED ISAS SHOULD BE SUBMITTED FOR PROCESSING TO:

Office of the Comptroller, One Ashburton Place– 9th Floor, Attention: Accounts Payable Bureau, Contracts, Boston, MA 02108
CTR Helpline: **617-973-2468**