



JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent 
Dr. Adrienne Usher, Assistant Superintendent

FROM: Dr. Althea Hurt, Director of Human Resources 

DATE: October 30, 2024

RE: **Item for the NOVEMBER Board Meeting - MOU with Bellarmine University**

Attached is a Memorandum of Understanding between the Bullitt County Public Schools and Bellarmine University. Bellarmine University will provide a **discounted tuition rate** (*graduate and undergraduate*) to BCPS employees who meet admission standards. In exchange, BCPS will work with Bellarmine University to communicate the benefits via email, webinars, internal website, staff newsletters, and in-person events. Our Board attorney has reviewed the MOU.

Recommendation: To approve the MOU between BCPS and Bellarmine University

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION



**MEMORANDUM OF UNDERSTANDING
BETWEEN**

BELLARMINE UNIVERSITY

AND

BULLITT COUNTY PUBLIC SCHOOLS

This MEMORANDUM OF UNDERSTANDING (MOU or agreement) is hereby made and entered into by and between BELLARMINE UNIVERSITY (BU) and BULLITT COUNTY PUBLIC SCHOOLS (BCPS); each a “Party” and collectively, the “Parties”; effective **November 25, 2024**.

I. PURPOSE OF AGREEMENT

The purpose of this Memorandum of Understanding (MOU) is to develop and expand a multi-faceted partnership between Bullitt County Public Schools and Bellarmine University. Specifically, this MOU outlines a variety of initiatives that are mutually understood to support a high-quality, post-secondary educational experience for respective BCPS affiliates at BU. With shared commitments to (and mission alignment for) increasing educational and developmental opportunities throughout our local community and its workforce, these parties will work together to support BCPS employees in their pursuit of post-secondary completion and/or advancement by enhancing accessibility, affordability, and achievement at BU.

Bellarmino University (Louisville, KY) is an inclusive Catholic institution that educates students – mind, body, and spirit – for meaningful lives, rewarding careers, ethical leadership, and service to improve the human condition.

Bullitt County Public Schools (Shepherdsville, KY) is one of the largest school districts in the state of Kentucky, serving students throughout Bullitt County, with a mission to inspire and equip its students to succeed in life.

II. PARTNERSHIP OBJECTIVES

Establishment of this partnership will provide:

- BCPS employees the opportunity to excel academically and professionally, and contribute as leaders across the entire school district and in the larger local community (thus enriching all parties involved);
- opportunities for both BU and BCPS leadership and staff to address challenges and obstacles that employees may face related to career advancement through college enrollment;
- structured engagement for related programming, efforts and initiatives that are designed to prioritize workforce training and development opportunities specifically for K-12 employees/educators;
- a collaborative framework to ensure that insufficient financial and/or personal support does not hinder access, admission, or persistence in pursuit of credential completion; financial support opportunities are outlined further in Appendix A (page 4).

III. COMMITMENTS

Joint Duties and Responsibilities

BCPS and BU mutually agree to:

- communicate and distribute current information that promotes partnership program opportunities and details for all eligible BCPS employees interested in pursuing an education at BU;
- share approved media related to the partnership (examples include photos, videos, press, among others) to be used for the purpose of education, awareness and celebration of respective details;
- exchange agreed upon documents that will contribute to partnership maintenance and improvement;
- connect prospective BCPS employees interested in this initiative with the specified contact at BU;
- promote effective cooperation across entities, and assure seamless support for BCPS affiliates;
- meet on a semi-annual basis to discuss partnership program goals, review the status of the program, and propose any necessary amendments or changes to the agreement to be included in the program renewal (at least one staff member from each organization will meet quarterly to discuss the partnership and be available as needed to support students in the program and enrollment pipeline);
- plan and coordinate purposeful events, visits, and programming to support awareness of the partnership program and related opportunities for BCPS affiliates.

IV. TERMS OF AGREEMENT

Implementation, Renewal, Termination, and Amendment

Appendix A

BU-BCPS Partnership Financial Opportunities

BCPS-affiliates (employees and board members) are only eligible to take advantage of one BU funding option below, of which the greatest rate shall supersede any/all others received. The following financial opportunities outlined are available for consideration of eligible full-time BCPS staff (including substitute teachers) unless otherwise noted. This is only available for BCPS affiliates not currently enrolled in a BU program.

Discounted tuition rates:

- *Undergraduate* - \$500 per credit hour rate for the Bellarmine degree completion program: Bachelor of Arts in Integrated Studies (with three available track options in communication, organizational leadership, and information technology; will be inclusive of any future tracks added following agreement implementation). **On-Course is a bundling of books and course materials that is also included in the tuition rate for this program, so long as it is offered by/available at BU.*
- *Graduate/Second-Degree* - 15% on select doctorate and 20% on masters (eligible programs below)

Programs in Education

- *Master of Arts in Teaching (MAT)*
 - Elementary education
 - Middle school education

- Secondary education
- *Master of Arts in Education (MAED) & Rank 1 programs*
 - Teacher Leader (Trauma-informed practices cognate, STEAM Education cognate)
 - Literacy Specialist
 - Instructional Leadership and School Administration
 - Rank 1 Curriculum & Instruction
- *Education Specialist (EdS)*
 - Instructional Leadership and School Administration
- *Master of Education (MEd)*
 - Higher Education Leadership & Social Justice
- *Doctoral Degrees*
 - PhD in Education and Social Change
 - PhD in Higher Education Leadership
 - EdD in District Leadership (can lead to Superintendent endorsement)

Other Eligible Non-Education Programs

- *Second Degree:* Software and Data Engineering or Accounting
- *Master:*
 - Communication or Digital Media
 - Business Administration
 - Health Sciences (various options)
- *Doctoral/Post-Master's:* Nursing