

MEMORANDUM OF AGREEMENT
Between
Jefferson County Board of Education
And
Sharp Futures Foundation, Inc.

This Memorandum of Agreement (hereinafter "Agreement") is entered into between the Jefferson County Board of Education (hereinafter "JCPS"), a political subdivision of the Commonwealth of Kentucky, with its principal place of business at 3332 Newburg Road, Louisville, Kentucky 40218 and Sharp Futures Foundation, Inc. (hereinafter "SF"), a 501c3 Nonprofit located at 1853 Berry Blvd, Louisville, Kentucky 40215

WHEREAS the purpose of this agreement is to establish a formal partnership between Jefferson County Public Schools (JCPS) and Sharp Futures Foundation, Inc. to support student development, mentorship, and workforce readiness through innovative, school-based programming. Sharp Futures operates in-school barbershops and provides students with a safe, affirming space to build confidence, life skills, and professional exposure. The partnership is designed to promote social-emotional growth, cultural pride, and career awareness while offering direct engagement opportunities that connect students with positive adult role models and real-world skill development.

THEREFORE, in consideration of the terms, conditions, premises, and mutual agreements set forth herein, JCPS and Sharp Futures Foundation agree as follows:

1. Duties of JCPS:

- a. Prior to services being provided, schools must obtain a signed parental permission that authorizes both grooming services and mentorship components of the session.
- b. Provide a Certified staff member to be present with the students during each session.
- c. Provide designated space within selected schools for Sharp Futures programming (e.g., barbershop and mentoring sessions).
- d. Support coordination with school administrators, counselors, and staff to identify participating students.
- e. Ensure access to facilities during agreed program hours, in alignment with JCPS policies and procedures.
- f. Collaborate with Sharp Futures to align programming with district goals for student engagement, belonging, and workforce readiness.
- g. Facilitate communication with families, staff, and relevant departments to support implementation.

- h. Promote the partnership where appropriate through JCPS communications channels.

2. Duties of SF:

- a. Provide licensed barbers, mentors, and program staff who have completed JCPS volunteer onboarding and background checks.
- b. Deliver school-based barbershop and mentorship programming focused on personal growth, cultural identity, and career readiness.
- c. Supply all materials, equipment, and operational needs associated with the program at no cost to JCPS unless otherwise stated.
- d. Coordinate with designated school staff to ensure student safety, scheduling, and supervision at all times.
- e. Maintain accurate records of participation and services delivered
- f. Collaborate with the University of Louisville College of Education and Social Work to conduct approved program research and evaluation upon IRB approval.
- g. Participate in periodic review meetings with JCPS representatives to assess program progress, address challenges, and discuss future opportunities.
- h. Sharp Futures Foundation will take precautions to ensure that the employees, contractors, volunteers and agents of the local churches that are in partnership with Sharp Futures Foundation in the innovative, school-based programming provided under this Agreement shall not base the content of the services upon any religious policies or procedures; shall not engage in any religious proselytizing or praying during the provision of the services; and shall not incorporate any religious symbols or references of any type in any resources or materials provided to the students as part of the services.
- i. Acknowledges that projects involving program evaluation, monitoring activities, or data collection or research of any kind, are subject to JCPS IRB review and approval as determined by the JCPS IRB to meet federal, State, and Board policies. In these cases, JCPS student or staff participation is voluntary. As a federally authorized Institutional Review Board (IRB), JCPS complies with the federal definition for research, which includes sharing of Personally Identifiable Information (PII) for the purpose of answering a question or evaluating activities for effectiveness beyond standard educational or operational procedures. Thus, all research, program evaluation and data collection activities must be approved by the JCPS IRB and shall not begin before approval is secured from the JCPS IRB.
- j. If the performance of this Agreement involves the transfer by JCPS to SF of any data regarding any student that is subject to the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g as amended, ("FERPA"), SF and JCPS

must manage the data transfer in accordance with FERPA requirements, and SF agrees to the following conditions:

- i. If SF requests transfer of identifiable data by JCPS that is subject to JCPS IRB procedures, as determined by the JCPS IRB to meet federal, State, and Board policies, JCPS cannot transfer identifiable data to SF before the JCPS IRB-approved informed consent process has been executed. In this case, SF does not function as an exception under FERPA. SF is responsible for obtaining, and maintaining, signed consent after JCPS IRB approval. No data will be provided under this agreement without signed consent from the guardian for records requests involving students or from the JCPS employee or community member for records requests involving adults. SF must deliver copies of the signed authorization to JCPS upon request.
- ii. If SF has been legally deemed a FERPA exception by JCPS in accordance with FERPA Exception Conditions, then SF shall:
 - (a) In all respects, comply with the provisions of FERPA, including any requirements of Chapter 99 of Title 34 of the Code of Federal Regulations and any other applicable state or federal law.
 - (b) Use any such data for no purpose other than to fulfill the purposes of this Agreement and not share any such data with any person or entity other than SF and its employees, contractors, volunteers, and agents, without prior approval of JCPS. Disclosure shall be limited to only those employees, contractors, volunteers, or agents who are necessary for the fulfillment of this Agreement.
 - (c) Require all employees, contractors, volunteers, and agents of SF to comply with all applicable provisions of FERPA with respect to any such data. SF shall require and maintain confidentiality Agreements with each employee, contractor, volunteer, or agent with access to data pursuant to this Agreement.
 - (d) Maintain any such data in a secure environment, whether physical or electronic, and not copy, reproduce, or transmit any such data except as necessary to fulfill the purposes of this Agreement. SF shall notify JCPS within 24 hours in the event of any data breach or disclosure of data to any person or entity other than the parties listed in this agreement.
 - (e) Collect, store, and maintain data in a manner that does not permit the identification of an individual student by anyone other than employees, contractors, or agents of SF necessary for the fulfillment of this Agreement and having a legitimate interest related to the purposes of this Agreement in knowing such personal identification, and not disclose any such data in a manner that

would permit the identification of an individual student in any form, including, but not limited to, published results of studies.

- k. To direct all communication and decisions regarding the evaluation, data collection, and analysis to the Accountability, Research, and Systems Improvement office.
- l. Acknowledges that JCPS retains the right to audit SF's compliance with this agreement.
- m. SF acknowledges that any violation of this Agreement and/or the provisions of FERPA or accompanying regulations related to the nondisclosure of protected student information constitutes just cause for JCPS to immediately terminate this Agreement pursuant to Article V of this Agreement.
- n. Not use the name or logo of JCPS or individual JCPS schools in printed materials, websites, videos or social media without prior approval from JCPS.
- o. Maintain an all-risk property and casualty insurance policy with respect to the facilities and a policy of commercial general liability in amounts no less than \$1,000,000/\$2,000,000 per policy and provide JCPS with a certificate of insurance upon request.
- p. Require all SF employees/volunteers/contractors performing services under this Agreement to have on file a Criminal Records Check, per Kentucky law and JCPS requirements, completed no more than five years ago. Employees/contractors convicted of any of the following, per JCPS Board Policy 03.6, shall not be considered:
 - i. Any conviction for sex-related offenses.
 - ii. Any conviction for offenses against minors.
 - iii. Any conviction for felony offenses, except as provided below.
 - iv. Any conviction for deadly weapon-related offenses.
 - v. Any conviction for drug-related offenses, including felony drug offenses, within the past seven years.
 - vi. Any conviction for violent, abusive, threatening or harassment related offenses.
 - vii. Other convictions determined by the Superintendent/designee to bear a reasonable relationship to the ability to perform services under this Agreement.
- q. SF shall require all staff and volunteers performing services on JCPS school premises during JCPS school hours under this Agreement to submit per KRS

160.380 to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from The Cabinet for Health and Family Services stating no findings of substantiated child abuse and neglect records maintained by the Cabinet for Health and Family Services.

- r. SF staff and volunteers will comply with all JCPS health safety guidelines including rules related to COVID-19 mitigation.
- s. To the extent that JCPS facilities are closed to students, those facilities will also be unavailable to SF. During any periods of the Non-Traditional Instruction (NTI) or remote learning, JCPS facilities will not be available to SF.

3. Mutual Duties:

- a. Each party shall not discriminate based on race, color, national origin, age, religion, marital or parental status, political affiliations or beliefs, sex, sexual orientation, gender identity, gender expression, veteran status, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions.
 - b. Each party shall comply with all federal and state laws and regulations and all JCPS policies applicable to the provision of the services described in this Agreement, including without limitation the Federal Family Educational Rights and Privacy Act (FERPA), the Kentucky Educational Rights and Privacy Act (KFERPA), the federal Health Insurance Portability and Accountability Act (HIPAA) and JCPS policies and procedures for volunteers and visitors entering JCPS facilities.
 - c. The respective administrative offices of JCPS and SF who have responsibility for the implementation of this Agreement shall meet periodically during the term of this Agreement to evaluate the program and discuss issues of mutual concern.
4. **Term:** This Agreement shall be effective commencing November 18, 2025 and shall terminate on June 30, 2026 The Agreement may be extended by mutual written agreement of JCPS and SF.
5. **Termination:** Either party may terminate this Agreement prior to the end of its term by giving sixty (60) days prior written notice to the other party. If JCPS terminates the Agreement, SF will be permitted in their discretion to continue to provide services during the period in which the sixty (60) day notice becomes effective. JCPS may terminate this agreement immediately in the event of a student health or safety concern or a breach of paragraph 2.j above. In the event of an immediate termination, SF shall not be permitted to continue to provide services after receipt of the notice of termination.
6. **Amendment:** This Agreement may be modified or amended only by a written agreement signed by JCPS and SF.

7. **Independent Parties:** JCPS and SF are independent parties, and neither shall be construed to be an agent or representative of the other, and therefore neither shall be liable for the acts or omissions of the other. Each party shall, however, be liable for any negligent or wrongful acts of its own employees, students and invitees.
8. **Captions:** Section titles or captions in this Agreement are inserted as a matter of convenience and reference, and in no way define, limit, extend, or describe the scope of this Agreement.
9. **Entire Agreement:** This Agreement contains the entire agreement between JCPS and SF concerning the SF and supersedes all prior agreements, either written or oral, regarding the same subject matter.
10. **Severability:** If a court of competent jurisdiction holds any provision of this Agreement unenforceable, such provision shall be modified to the extent required to make it enforceable, consistent with the spirit and intent of this Agreement. If such a provision cannot be so modified, the provision shall be deemed separable from the remaining provisions of this Agreement and shall not affect any other provision.
11. **Counterparts:** This Agreement may be executed in counterparts, in which case each executed counterpart shall be deemed an original, and all executed counterparts shall constitute one and the same instrument.
12. **Applicable Law:** This Agreement shall be governed by, and construed in accordance with, the laws of the Commonwealth of Kentucky.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed.

Jefferson County Public Schools:

Dr. Brian Yearwood, Superintendent

Date: _____

SF:

Name and Title

Date:

10/30/25



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Louisville, KY 40256
☎ 502.341.4310
✉ info@sharpfutures.org
🌐 www.sharpfutures.org

SHARP FUTURES x UNIVERSITY OF LOUISVILLE

Research Collaboration Proposal

ABOUT SHARP FUTURES

Sharp Futures Foundation is a Louisville-based nonprofit organization transforming school culture by embedding fully operational barbershops and beauty salons into middle and high schools. These barbershops/beauty salons are more than grooming space; they are mentorship hubs, safe spaces for expression, and platforms for social-emotional development. Founded in March 2024, Sharp Futures has grown from a single vision to a multi-school initiative in Louisville and Lexington focused on building confidence, promoting self-worth, and supporting the future readiness of Black and Brown youth.

Mission:

To use the barbershop as a culturally grounded mentorship space that empowers youth through grooming, guidance, and growth.

Vision:

A future where every student walks into school with confidence, community support, and a clear path to success, one haircut, conversation, and connection at a time.

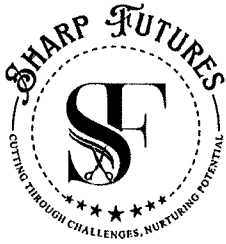
This partnership with the University of Louisville College of Education and College of Social Work seeks to formalize and ethically conduct a research study that leverages the Sharp Futures barbershop and beauty salon setting to collect real-time, trauma-informed, and culturally relevant data from students. This research aims to inform school wellness frameworks and develop targeted interventions that improve student success, self-esteem, and socio-emotional growth.

PROPOSED RESEARCH SCOPE

Sharp Futures is seeking to partner with the University of Louisville College of Education and College of Social Work to formally study the impact of Sharp Futures in-school barbershop programming on the academic, emotional, and behavioral development of students.

Categories assessed:

- Emotional Regulation: How well do they handle stress, frustration, and anxiety?
- Social Well-Being: Do they feel supported by peers, teachers, and family?
- Academic Pressure: Do they feel overwhelmed by schoolwork or expectations?
- Self-Perception & Confidence: How do they view their strengths and weaknesses?
- Daily Habits: Sleep, hydration, exercise, and mindfulness activities.



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Louisville, KY 40256
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✉ info@sharpfutures.org
🌐 www.sharpfutures.org

RESEARCH TOOLS & METHODOLOGY

Participants:

- ~100+ students across 3 schools: West End School, Newburg Middle, Breckenridge Metro, Male High
- Parents/guardians, teachers, and school administrators

Assessment Tools:

- PHQ-9: Measures levels of depression
- GAD-7: Measures levels of anxiety
- PEARLS Tool: Assesses trauma exposure and resilience
- Custom perception surveys for school staff and parents

Methods:

- Pre- and post-program surveys using PHQ-9, GAD-7, PEARLS (with consent and IRB approval)
- Bi-monthly one-on-one guided conversations between barbers/beauticians and students
- Focus groups with teachers and family members
- School data indicators: attendance, referrals, grades

DESIRED OUTCOMES

- Quantitative and qualitative data to evaluate the efficacy of barbershop/beauty salon-based mentorship
- Insights to guide policy and resource development for school mental health initiatives
- A research-backed model that could be replicated across school systems in Louisville and beyond



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/02/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Smith & Associates Insurance Group Shante' Smith 6708 Shepherdsville Rd. Louisville, KY 40228 502-203-1199	CONTACT NAME: Shante' Smith PHONE (A/C, No, Ext): 502-203-1199 FAX (A/C, No): 502-203-1199 E-MAIL ADDRESS: ssmith@smithassocinsurancegroup.com																					
INSURED Sharp Futures Foundation P.O. BOX 16524 Louisville, KY 40256	<table><tr><th colspan="2">INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A :</td><td>Scottsdale Insurance Company</td><td></td></tr><tr><td>INSURER B :</td><td></td><td></td></tr><tr><td>INSURER C :</td><td></td><td></td></tr><tr><td>INSURER D :</td><td></td><td></td></tr><tr><td>INSURER E :</td><td></td><td></td></tr><tr><td>INSURER F :</td><td></td><td></td></tr></table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A :	Scottsdale Insurance Company		INSURER B :			INSURER C :			INSURER D :			INSURER E :			INSURER F :		
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COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			CPS8198391	04/25/2025	04/26/2026	EACH OCCURRENCE \$ 2,000,000
			DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000				
			MED EXP (Any one person) \$ 5,000				
			PERSONAL & ADV INJURY \$ 1,000,000				
			GENERAL AGGREGATE \$ 2,000,000				
						PRODUCTS - COMP/OP AGG \$ 2,000,000	
							\$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$
							BODILY INJURY (Per person) \$
							BODILY INJURY (Per accident) \$
							PROPERTY DAMAGE (Per accident) \$
							\$
	UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$
							AGGREGATE \$
							\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	<input type="checkbox"/> Y <input type="checkbox"/> N	N/A				PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/>
							E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

BARBERSHOP OPERATOR/ SCHOOL 3628 VIRGINIA AVE LOUISVILLE, KY 40211

CERTIFICATE HOLDER**CANCELLATION**SHARP FUTURES FOUNDATION
P.O. BOX 16524
LOUISVILLE, KY 40256

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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