



ENGAGEMENT AGREEMENT

General Terms and Conditions

This is an agreement between **Christian County Public Schools** and **Henry Ford Learning Institute (HFLI)** for Ford NGL Roadmap Phase 54 as described in the accepted proposal attached below (see Appendix A).

Client

Christian County Public Schools is the Client and is represented in this agreement by Tom Bell, Chairman of the Board of Education, with email address tom.bell@christian.kyschools.us.

The person responsible for oversight of this contract is Chris Bentzel, Superintendent of Schools, with email address christopher.bentzel@christian.kyschools.us. The day-to-day point of contact for coordination of work is Kevin Crider, Assistant Superintendent, with email address kevin.crider@christian.kyschools.us.

The person responsible for processing invoicing is Jessica Darnell, Director of Finance, with email address jessica.darnell@christian.kyschools.us.

Start and Length of Agreement

This agreement is valid from date of signature or agreement by email [Date Signed: _____]

Compensation

Client will pay HFLI a **total project fee of \$ 31, 920** to complete the project deliverables in Appendix A.

Invoicing and Payment

Please make all checks payable to Henry Ford Learning Institute. HFLI will invoice Client **according to the payment schedule** agreed upon signature of this Agreement. Client will pay HFLI within 30 days of the invoice date. HFLI reserves the right to charge interest on any overdue payments at an annual rate of 10% calculated from the due date until payment.

- Invoice 1: September 1, 2026 - \$15,960
- Invoice 2: February 1, 2027 - \$15,960

Cancellation

In the event of the termination of this Agreement after the work has begun, HFLI shall be entitled to receive compensation for all work performed in Appendix A and prior to the effective date of termination, as reflected in the compensation schedule above, except when terminated for cause.

HFLI will make every effort to respond to requests to reschedule a deliverable. Requests to re-schedule must be made at least 21 days prior to the originally scheduled session or will be considered a cancellation. Specific arrangements will depend on HFLI's availability.

Confidentiality

Confidential information (the "Confidential Information") refers to any data or information relating to the business of the Client which would reasonably be considered to be proprietary to the Client including, but not limited to, accounting records, business processes, and Client records and that is not generally known in the industry of the Client and where the release of that Confidential Information could reasonably be expected to cause harm to the Client. Sharing of event photos and media on social media is allowed by both parties.

Intellectual Property

A. Excluding any components or modules thereof that are HFLI Intellectual Property (as defined below) and subject to Client's payment of all fees and expenses owed to HFLI under this Agreement, the materials

specifically and exclusively developed by HFLI for Client pursuant to this Agreement (the "Client Materials"), will be deemed work made for hire, as that term is defined in the U.S. Copyright Act, and HFLI hereby assigns to Client all right, title and interest it may have therein.

B. HFLI and Client acknowledge and agree that HFLI may use preexisting materials, content, products, ideas, skills, designs, know-how, methodology, techniques, proprietary computer software, software libraries, tools, algorithms, or other intellectual property owned by HFLI or its licensors, and HFLI may also create additional intellectual property based thereon, in the performance of work under this Agreement (all of the foregoing, the "HFLI Intellectual Property"). Client agrees that any and all proprietary rights to the HFLI Intellectual Property, as it existed as of the date hereof and as it may be modified or created in the course of providing services under this Agreement, including patent, copyright, trademark, and trade secret rights, are the sole and exclusive property of HFLI or its licensors, free from any claim or retention of rights thereto on the part of Client, and Client hereby assigns to HFLI any rights it may have in any of the foregoing.

C. HFLI hereby grants to client a perpetual, worldwide, royalty-free, non-exclusive, non-transferable right and license to use the HFLI Intellectual Property solely as it is incorporated into materials provided by HFLI to Client under this Agreement, only to provide services in the regular course of its business.

D. Client will not copy, use, modify, or distribute any HFLI Intellectual Property except as expressly licensed in this Agreement. Client will not remove the HFLI Intellectual Property from the materials provided under this Agreement or cause or permit the modification, distribution, reverse engineering, decompilation, disassembly or other translation of the HFLI Intellectual Property. Client will not alter, change, or remove from the HFLI Intellectual Property any identification, including copyright and trademark notices, and further agrees to place all such markings on any copies thereof.

Evaluations and Feedback

With permission, HFLI will ask participants to complete a short evaluation at the conclusion of the project and selected individual workshops/sessions in order to improve our services. The results will only be used for internal assessment and professional development unless permission is granted for other use.

____ Comments written by participants MAY be used in marketing materials.

Liability

In no event shall HFLI be liable to Client for Client's lost profits or other damages.

Indemnification

Each party (each, an "Indemnifying Party") agrees to indemnify and hold the other party and their respective directors, officers, employees and agents (collectively, the "Indemnified Parties"), harmless from and against any and all liabilities, claims, demands, obligations, losses, costs or expenses (including attorney's fees) that the Indemnified Parties may incur for any damage or injury (including death) arising from or in any way connected or related to the gross negligence or willful misconduct of the Indemnifying Party under this Agreement.

Law

This Agreement will be construed in accordance with the laws of MICHIGAN USA, and any dispute will be submitted only to a state or federal court of competent jurisdiction in MICHIGAN, USA.

Finally

This agreement cannot be transferred to any other party without permission. If any part of this agreement is unlawful, void, or for any reason unenforceable, then that part shall be deemed severable from this agreement and shall not affect the validity and enforceability of the remaining agreement.

AGREED AND ACCEPTED:

Henry Ford Learning Institute

Date

Name and Title

[Client] Christian County Public Schools

Date

Name and Title

Please return an electronically signed copy of this agreement initiated by an eSignature request from HFLI as soon as possible to confirm this engagement for your organization.

APPENDIX A

Copy of original proposal as agreed upon by both parties



**NGL Phase 5: “Go Further” Proposal
August 1, 2026 - June 30, 2027**

Christian County Public Schools is implementing the Ford NGL model for community-connected transformation and is engaging with Ford NGL for support in continuously improving and deepening implementation of the systems, structures, processes, and competencies to support and sustain continuous improvement.

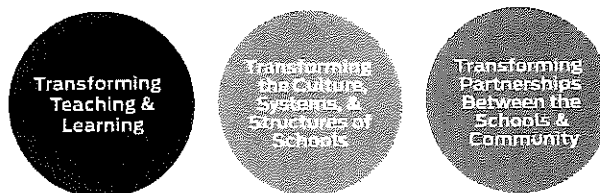
Comprised of an international network of communities, Ford NGL is dedicated to transforming cities, counties, and school systems by leveraging a collaborative, community-connected approach to transforming schools with the intent of increasing prosperity, strengthening talent pipelines, increasing equity, and ultimately preparing and supporting young people for colleges, careers, lifelong learning, and leadership.

The Ford Next Generation Learning Framework

The Ford NGL Framework consists of three distinct, but interconnected strands designed to transform the school experience. Implemented in tandem, these three strands—transforming teaching and learning; transforming the culture, systems, and structures of schools; and transforming partnerships between schools and communities—serve as the foundation upon which the Ford NGL change model is built.

The Ford NGL Framework

A Community Connected Transformation Model for Students



Leveraging each of these strands, the Ford NGL Roadmap is a critical guide for communities that are inspired and committed to transforming the school experience for all through a structured community-connected process of exploring, envisioning, planning for, and implementing transformation.

THE FORD NGL ROADMAP

PHASE 5: GO FURTHER

1. Deepen the implementation of the systems, structures, processes, and competencies to support and sustain continuous improvement including an intentional focus on distributed leadership and succession planning.
2. Create and share innovations that will support the entire Ford NGL Network.

PHASE 3: PLAN

1. Achieve community-wide consensus on and ownership of a vision for transformation and learn what it will take to implement the vision.
2. Create a community-wide three year master plan for achieving the vision that is aligned with the school district's plans.
3. Agree on a set of priorities for the first year of implementation.
4. Strengthen the systems, structures, processes, and competencies needed to implement the plan and guide continuous improvement.

PHASE 1: EXPLORE

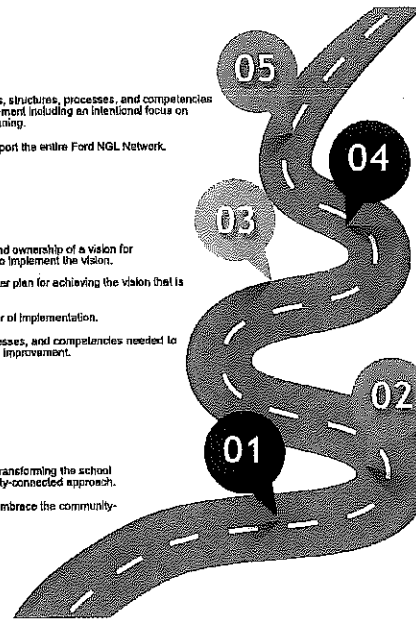
1. Understand the benefits and features of transforming the school experience using the Ford NGL community-connected approach.
2. Consider readiness and commitment to embrace the community-connected Ford NGL transformation.

PHASE 4: IMPLEMENT

1. Strengthen community-wide capacity to implement and continuously improve the educational system.
2. Implement the systems, structures, processes, and competencies to support and sustain continuous improvement with all key individuals and groups engaged.
3. Inspire, share, and contribute to the Ford NGL Network.

PHASE 2: ENVISION

1. Deepen the community-wide understanding of the benefits and features of transforming the school experience using a community-connected approach.
2. Understand and develop the systems, structures, processes, and leadership needed to implement the plan and guide continuous improvement.
3. Deepen community-wide commitment to embrace the Ford NGL model for transformation.



The Ford NGL long-term outcomes inspire all communities in the network to embrace this community-connected approach to educational transformation.

Ford NGL Communities around the world strive to achieve



Young people who achieve success in college, careers, lifelong learning, and leadership



Community prosperity shared by all



Extraordinary diverse talent for the region



Educational equity and justice for all



Capacity of this network and our partners to contribute and go further

Over 30 communities across the United States and United Kingdom are using the Ford NGL framework and roadmap to achieve community-connected transformation of education.

As a Ford NGL community in Phase 5: "Go Further," we agree to:

- Support and strengthen implementation of the Ford NGL strands and tactics identified in the community-connected plan with fidelity.
- Maintain a Community Coordinator from the convening organization/council and a District Representative.
- Continue to support the active participation of community and district leaders on the Steering Committee.
- Participate in check-in calls between Ford NGL Coaches, the Community Coordinator, and District Representative.
- Facilitate and host on-going strategic events to monitor progress on the Ford NGL sustainability indicators and overall continuous improvement.
- Collaboratively review the master plan annually during and complete necessary revisions to achieve the goals of the master plan and the outcomes of Phase 5 to deepen implementation.

- Contribute to the overall learning of the Ford NGL network by actively participating in community-wide and network meetings (both virtual and in-person), sharing challenges, questions, best practices, and serving as a resource for network communities.
- Participate in the various Ford NGL Network role-alike circles and councils including the Ford NGL Leadership Council.
- Ensure the superintendent participates in the Ford NGL Superintendents' Council, composed of Superintendents from each designated Ford NGL community.

We understand:

- The outcomes of Phase 5: "Go Further" are:
 1. Deepen the implementation of the systems, structures, processes, and competencies to support and sustain continuous improvement including an intentional focus on distributed leadership and succession planning.
 2. Create and share innovations that will support the entire Ford NGL network.

- Ford NGL will provide the services and deliverables listed below

The Leadership Council gathering - October 20-22, 2026, Knoxville, TN

Two all-inclusive seats for the Leadership Council including travel expenses. The leadership council is made up of the district representative and Community Convening organization representative (often a foundation, chamber, workforce entity) from each community in the network. Please save the date for Tuesday, October 20 opening session at 4:00 pm local time through Thursday, October 22 at 2:30 pm local time. (Refer to the agenda below.)

The Superintendent Council gathering - October 19-21, 2026, Knoxville, TN

Two all-inclusive seats for the Superintendent Council including travel expenses. The superintendent council is a private role-alike learning community for superintendents in the network to support and learn from each other. *(One seat is for the Superintendent and one seat is for an Assistant/Deputy Superintendent with decision making power at the district level as a sustainability strategy.)* Please save the date for Monday, October 19 at 6:30 pm local time through Wednesday, October 21 at 3:45 pm local time. Arrange flights to arrive in time for Monday's welcome dinner and event kick off at 6:30 pm local time. (Refer to the agenda below.)

Week's Agenda at a Glance

Monday October 19-Thursday, October 22, 2026

Monday Evening: Superintendents' Dinner	Tuesday (Earlier): Superintendent Convening	Tuesday (Late Afternoon): Leadership Council Kickoff	Wednesday: Community Learning Lab	Thursday: Leadership Council Deep Work
6:30-8:30 pm	8:00 am - 4:30 pm	4:00 pm - 5:30 pm	7:00 am - 4:45 pm	7:00 am - 2:30 pm
Superintendent's Council Network Dinner	<ul style="list-style-type: none"> • Breakfast 7 am • Opening 8 am • SC Sessions • Closing 4:30 	<ul style="list-style-type: none"> • LC Sessions 	<ul style="list-style-type: none"> • Breakfast • Welcome • Knox Community Learning Lab • Networking Lunch • Community Teams Reflect • Knox Unconference • Preparing for consultancies • Network Tools • Evening on your own 	<ul style="list-style-type: none"> • Breakfast • Opening • Concurrent Sessions (Role specific) • Teams Reflections • Network consultancies • Networking Lunch • LC Session (based on patterns) • Closing Moves
	Tuesday Evening Joint SC & LC Network Offsite (TBD) 6-8:30 pm			

Access to the latest offerings on the Ford NGL U. Offerings include valuable courses, webinars and on-going professional role-alike groups referred to as Circles. Visit the [Ford NGL U](#) for the latest offerings, which are informed by the needs shared by the Ford NGL Network communities.

A Ford NGL Coach/Coaching team to provide

Implementation and Leadership Coaching tailored to meet your community's Phase 5 focus areas informed by the Ford NGL Sustainability Indicators. Each community works with their coaches to determine the needs they want to address for implementation and sustainability.

One 2.5-Day Site Visit to progress monitor your community's transformation, facilitated by and collaboratively designed with your community coach/es. Support is tailored to your community's Phase 5 focus areas informed by the Ford NGL Sustainability Indicators. Example focus areas include updated community governance structures, progress monitoring your master plan implementation, review of your sustainability indicators or other needs identified to deepen implementation.

Terms, fees and deliverables within this proposal are valid 90 days from the date of this proposal, dated February 23, 2026.

Christian County Public Schools agrees to:

- Collaborate and cooperate with the Ford NGL Coaches.
- Provide supporting materials, as requested by the Ford NGL Team.
- Pay a fee of **\$31,920** to HFLI, invoiced based on the following schedule:
 - September 1, 2026 - \$15,960
 - February 1, 2027 - \$15,960