

JESSE BACON, SUPERINTENDENT
ADRIENNE USHER, DEPUTY SUPERINTENDENT
BRANDY HOWARD, CHIEF ACADEMIC OFFICER
TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent
FROM: Dr. Adrienne Usher, Deputy Superintendent
RE: THRIVE Program Contracts
DATE: June 1, 2026

Since the Kentucky Internship Program (KTIP) has been unfunded for several years, Bullitt County Public Schools has successfully utilized the THRIVE Academy to provide a critical foundation for our new educators. To account for varying entry points into the profession, the program delivers differentiated mentoring, direct coaching, and targeted professional learning opportunities tailored to our teachers' unique experience levels.

The attached substitute contracts are for the continuation of the THRIVE program for the 2026-2027 school year. The contracts have been reviewed by Dinsmore and Shohl, Inc. The total costs is \$95,000.00 which will be covered by the Curriculum, Assessment and Instruction Department.

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION

Carrie Compton

1217 Rockridge Road,

Lexington, KY 40515

carrie.compton@bullitt.kyschools.us

MEMORANDUM OF AGREEMENT FOR **NEW TEACHER** PROFESSIONAL LEARNING SERVICES BETWEEN CARRIE COMPTON & BULLITT COUNTY PUBLIC SCHOOLS

A. Terms of Agreement

- a. This Agreement beginning July 1, 2026, and ending June 30, 2027 is made by and between Carrie Compton and Bullitt County Public Schools, collectively referred to as "the Parties" and "the Agreement year"
- b. Upon 30 day written notice, with or without cause, BCPS may terminate this agreement
- c. All services must be completed between 7/1/2026 and 06/30/2027.
- d. The Parties acknowledge that Carrie Compton is to deliver services under this Agreement.

I. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- A. Work with Client to determine the agenda, start and end times and materials and equipment needed.

II. Responsibilities of Client

Client agrees to:

- A. Work with Carrie Compton to determine the agenda, start and end times and materials and equipment needed.
- B. Provide space and facilities for presentations
- C. Provide technology equipment needed for Professional Learning Presentations

B. Scheduling

- a. Client is responsible for working with Carrie Compton to map out the year's calendar to ensure dates of service convenient for both parties.

C. Fees and Payment

- a. Client agrees to pay for professional learning services listed on Appendix A plus any additional fees outlined in Appendices B-F of this Agreement

D. Services to be Provided and Related Terms

- a. Services to be provided are listed in Appendix A.
 - i. Professional Learning Services — Terms outlined in Appendix B
 - ii. Travel and Material Expenses — Terms outlined in Appendix C

Appendix A — Services to be Provided

Outcomes and Goals
Carrie Compton will provide differentiated support as outlined in the BCPS THRIVE Academy plan for teachers with zero years experience up to three years, as needed. Support will include one-on-one coaching, modeling and mentoring through Google Classroom/Inkwire, classroom observations, face-to-face meetings, PD opportunities, and access to best practice resources. All new teacher support will be planned with the BCPS Curriculum, Instruction, and Assessment team to ensure alignment of district expectations. In addition, Carrie Compton will also consult with school level principals and instructional coaches to provide specific school-related teacher development as set forth by the school instructional leadership team.
Logistics and Pricing
<ul style="list-style-type: none">Up to 70 days of consulting services between 7/01/2026 and 6/30/2027 at her state designated daily wage threshold plus fringes of \$401.00
Travel Expenses
<ul style="list-style-type: none">Travel will be paid up to \$3,000 from 7/01/2026 to 6/30/2027.Carrie Compton will provide a travel reimbursement form each month by the last day of the month

Carrie Compton

Carrie Compton

Adrienne Usher, BCPS Assistant Superintendent

Appendix B - Onsite Professional Learning Services Terms

A. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

B. Responsibilities of Client

Client agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

C. Delivery and Usage of Services

- a. Individual meetings with each teacher intern to provide feedback and discuss needed support and resources for next steps.
- b. A Google Classroom will be created and maintained for interns to access resources and submit assignments designed to support new teacher growth.
- c. Consultation with Principals/IC coaches about needed support and resources for interns
- d. Planning and facilitation of Professional Learning based on the needs of new teacher interns

Appendix C — Travel and Material Expenses

A. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- a. Submit all required mileage reimbursement forms;

B. Responsibilities of Client

Client agrees to:

- a. Pay for mileage costs outlined on this page.

C. Travel Policies and Procedures

- a. Mileage is calculated at the same rate dictated by the Bullitt County Board of Education Office.

Katie Stephens

1727 Bass Circle

LaGrange, KY 40031

katie.stephens@bullitt.kyschools.us

MEMORANDUM OF AGREEMENT FOR **NEW TEACHER** PROFESSIONAL LEARNING SERVICES BETWEEN KATIE STEPHENS & BULLITT COUNTY PUBLIC SCHOOLS

A. Terms of Agreement

- a. This Agreement beginning July 1, 2026, and ending June 30, 2027 is made by and between Katie Stephens and Bullitt County Public Schools, collectively referred to as "the Parties" and "the Agreement year"
- b. Upon 30 day written notice, with or without cause, BCPS may terminate this agreement
- c. All services must be completed between 7/1/2026 and 06/30/2027.
- d. The Parties acknowledge that Katie Stephens is to deliver services under this Agreement.

I. Responsibilities of Katie Stephens

Katie Stephens agrees to:

- A. Work with Client to determine the agenda, start and end times and materials and equipment needed.

II. Responsibilities of Client

Client agrees to:

- A. Work with Katie Stephens to determine the agenda, start and end times and materials and equipment needed.
- B. Provide space and facilities for presentations
- C. Provide technology equipment needed for Professional Learning Presentations

B. Scheduling

- a. Client is responsible for working with Katie Stephens to map out the year's calendar to ensure dates of service convenient for both parties.

C. Fees and Payment

- a. Client agrees to pay for professional learning services listed on Appendix A plus any additional fees outlined in Appendices B-F of this Agreement

D. Services to be Provided and Related Terms

- a. Services to be provided are listed in Appendix A.
 - i. Professional Learning Services — Terms outlined in Appendix B
 - ii. Travel and Material Expenses — Terms outlined in Appendix C

Appendix A — Services to be Provided

Outcomes and Goals
Katie Stephens will provide differentiated support as outlined in the BCPS THRIVE Academy plan for teachers with zero years experience up to three years, as needed. Support will include one-on-one coaching, modeling and mentoring through Google Classroom/Inkwire, classroom observations, face-to-face meetings, PD opportunities, and access to best practice resources. All new teacher support will be planned with the BCPS Curriculum, Instruction, and Assessment team to ensure alignment of district expectations. In addition, Katie Stephens will also consult with school level principals and instructional coaches to provide specific school-related teacher development as set forth by the school instructional leadership team.
Logistics and Pricing
<ul style="list-style-type: none">Up to 70 days of consulting services between 7/01/2026 and 6/30/2027 at her state designated daily wage threshold plus fringes of \$470.00
Travel Expenses
<ul style="list-style-type: none">Travel will be paid up to \$1,500.00 from 7/01/2026 to 6/30/2027.Katie Stephens will provide a travel reimbursement form each month by the last day of the month

Katie Stephens

Katie Stephens

Adrienne Usher, BCPS Deputy Superintendent

Appendix B - Onsite Professional Learning Services Terms

A. Responsibilities of Katie Stephens

Katie Stephens agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

B. Responsibilities of Client

Client agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

C. Delivery and Usage of Services

- a. Individual meetings with each teacher intern to provide feedback and discuss needed support and resources for next steps.
- b. A Google Classroom will be created and maintained for interns to access resources and submit assignments designed to support new teacher growth.
- c. Consultation with Principals/IC coaches about needed support and resources for interns
- d. Planning and facilitation of Professional Learning based on the needs of new teacher interns

Appendix C — Travel and Material Expenses

A. Responsibilities of Katie Stephens

Katie Stephens agrees to:

- a. Submit all required mileage reimbursement forms;

B. Responsibilities of Client

Client agrees to:

- a. Pay for mileage costs outlined on this page.

C. Travel Policies and Procedures

- a. Mileage is calculated at the same rate dictated by the Bullitt County Board of Education Office.

Terri Lewis

9302 Artis Way

Louisville, KY 40291

terri.lewis@bullitt.kyschools.us

MEMORANDUM OF AGREEMENT FOR **NEW TEACHER** PROFESSIONAL LEARNING SERVICES BETWEEN TERRI LEWIS & BULLITT COUNTY PUBLIC SCHOOLS

A. Terms of Agreement

- a. This Agreement beginning July 1, 2026, and ending June 30, 2027 is made by and between Terri Lewis and Bullitt County Public Schools, collectively referred to as "the Parties" and "the Agreement year"
- b. Upon 30 day written notice, with or without cause, BCPS may terminate this agreement
- c. All services must be completed between 7/1/2026 and 06/30/2027.
- d. The Parties acknowledge that Terri Lewis is to deliver services under this Agreement.

I. Responsibilities of Terri Lewis

Terri Lewis agrees to:

- A. Work with Client to determine the agenda, start and end times and materials and equipment needed.

II. Responsibilities of Client

Client agrees to:

- A. Work with Terri Lewis to determine the agenda, start and end times and materials and equipment needed.
- B. Provide space and facilities for presentations
- C. Provide technology equipment needed for Professional Learning Presentations

B. Scheduling

- a. Client is responsible for working with Terri Lewis to map out the year's calendar to ensure dates of service convenient for both parties.

C. Fees and Payment


- a. Client agrees to pay for professional learning services listed on Appendix A plus any additional fees outlined in Appendices B-F of this Agreement

D. Services to be Provided and Related Terms

- a. Services to be provided are listed in Appendix A.
 - i. Professional Learning Services — Terms outlined in Appendix B
 - ii. Travel and Material Expenses — Terms outlined in Appendix C

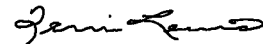
Appendix A — Services to be Provided

Outcomes and Goals
Terri Lewis will provide differentiated support as outlined in the BCPS THRIVE Academy plan for teachers with zero years experience up to three years, as needed. Support will include one-on-one coaching, modeling and mentoring through Google Classroom/Inkwire, classroom observations, face-to-face meetings, PD opportunities, and access to best practice resources. All new teacher support will be planned with the BCPS Curriculum, Instruction, and Assessment team to ensure alignment of district expectations. In addition, Terri Lewis will also consult with school level principals and instructional coaches to provide specific school-related teacher development as set forth by the school instructional leadership team.
Logistics and Pricing
<ul style="list-style-type: none">Up to 70 days of consulting services between 7/01/2026 and 6/30/2027 at her state designated daily wage threshold plus fringes of \$442.00
Travel Expenses
<ul style="list-style-type: none">Travel will be paid up to \$750 from 7/01/2026 to 6/30/2027.Terri Lewis will provide a travel reimbursement form each month by the last day of the month



Terri Lewis

Adrienne Usher, BCPS Assistant Superintendent



Appendix B - Onsite Professional Learning Services Terms

A. Responsibilities of Terri Lewis

Terri Lewis agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

B. Responsibilities of Client

Client agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

C. Delivery and Usage of Services

- a. Individual meetings with each teacher intern to provide feedback and discuss needed support and resources for next steps.
- b. A Google Classroom will be created and maintained for interns to access resources and submit assignments designed to support new teacher growth.
- c. Consultation with Principals/IC coaches about needed support and resources for interns
- d. Planning and facilitation of Professional Learning based on the needs of new teacher interns

Appendix C — Travel and Material Expenses

A. Responsibilities of Terri Lewis

Terri Lewis agrees to:

- a. Submit all required mileage reimbursement forms;

B. Responsibilities of Client

Client agrees to:

- a. Pay for mileage costs outlined on this page.

C. Travel Policies and Procedures

- a. Mileage is calculated at the same rate dictated by the Bullitt County Board of Education Office.