

COLLABORATION AGREEMENT

Western Governors University
and
Jefferson County Public Schools

This Collaboration Agreement ("Agreement") is effective as of the date of the last signature below between Western Governors University (together with any affiliates, "WGU"), a Utah nonprofit corporation located at 4001 South 700 East, Suite 700, Salt Lake City, UT 84107, and Jefferson County Public Schools ("Organization"), located at 3332 Newburg Road, Louisville, KY 40218 (each a "Party" and collectively the "Parties").

A. Purpose & Background

The common goal for this Agreement is to encourage Organization's Learners to upskill and further their careers by pursuing educational opportunities to advance personal goals and the work of Organization. Through this collaborative effort, WGU will provide Learners with learning pathways to higher education (degrees, certificates, and credentials). For the purposes of this Agreement, "Learners" shall refer to Organization's employees.

WGU is a private, non-profit, accredited institution offering degrees and other educational opportunities. WGU's programs are designed to fit into busy work and home schedules. Organization is Kentucky's largest public school system serving approximately 97,000 students. Organization currently has approximately 18,000 employees, including 6,818 licensed teachers.

B. Scholarship Opportunities

Scholarships may be awarded to Learners, if applicable, as described below. Organization acknowledges and agrees that: (i) scholarship applicants must meet WGU admission requirements, and (ii) WGU is solely responsible for scholarship funding and award decisions.

WGU K-12 Partner Scholarship

Employee Learners of Organization are eligible to apply for the WGU K-12 Partner Scholarship in the amount of \$3,500, which is disbursed in increments of \$875 per academic term for up to four (4) terms based on satisfactory academic performance.

C. Obligations of WGU

1. WGU has sole responsibility for all aspects of any program, certification, curriculum, and applicable accreditations.
2. WGU retains sole discretion in admission decisions.
3. At the request of Organization, WGU will provide training, and print and digital materials to Learners to enable an understanding of the opportunities with WGU.

D. Obligations of Organization

1. Organization agrees to highlight WGU as an education benefit through its standard internal communication channels (such as newsletters) at least once a quarter and to establish a web link from the Organization's internal web page to WGU's partner page.

2. If Organization offers other tuition assistance programs, WGU degree programs will be added to the list of programs eligible for Organization's highest level of assistance.
3. Organization may invite WGU to participate local education/benefit fairs, information seminars, and "lunch and learn" presentations that Organization may offer.
4. Organization agrees to support additional marketing communications upon request.

E. Joint Obligations

1. The Parties will collaborate on an announcement of the signing of this Agreement with a mutually agreeable press release. A signing event may also occur in conjunction with the announcement if mutually agreed upon between the Parties.
2. The Parties will collaborate in developing methods of communication to share about WGU opportunities, including scholarships, enrollment campaigns, and engagement opportunities.
3. The Parties agree to maintain open communication to provide timely support and engagement to advance the goals of this Agreement.
4. Each Party agrees to use reasonable care to protect the confidential information of the other Party against unauthorized disclosure. The Parties further agree to treat all education records created, disclosed, or maintained under this Agreement, including any personally identifying information, in accordance with the requirements of the Family Educational Right to Privacy Act (FERPA).
5. Each Party reserves the right to control the use of its name, logo, trademarks, and any other identifying marks ("Marks") in every respect, including the Marks (if any) appearing in Exhibit A. Each Party agrees to obtain prior express written permission from the other before such usage, except as otherwise permitted under this Agreement. In the event of termination or expiration of this Agreement, each Party shall remove the other Party's information from its website and cease use of the other Party's Marks.
6. Neither Party will discriminate against any individual based on race, religion, creed, color, gender, sexual orientation, age, disability, veteran status, national origin, or other protected status or characteristic.

F. Miscellaneous

1. Term and Termination. This Agreement will remain in effect for a period of two (2) years or until terminated by either Party by providing thirty (30) days prior written notice to the other Party, whichever occurs first. In the event the Agreement is terminated, WGU agrees that each Learner then receiving an educational benefit under this Agreement will receive the full value of that benefit towards studies at WGU as long as such Learner remains in good academic standing. .
2. Licensing Jurisdiction. WGU programs leading to professional licenses will continue to meet the applicable requirements of the licensing authorities in the State of Utah. To the extent applicable, WGU's certification officers will work with WGU students enrolled in these programs under this Agreement to obtain a license outside the State of Utah.
3. This Agreement will be governed by the laws of the State of Utah, without regard to its conflict of laws rules.
4. No Relationship. Organization and WGU are independent contractors and nothing in this Agreement shall be construed to create an agency, employer/employee, partnership, joint venture, or any other relationship between the Parties.
5. Entire Agreement. This Agreement supersedes any prior agreements, whether oral or written, between the Parties relating to the subject matter of this Agreement. This Agreement may only be modified by a written amendment signed by both Parties.

WGU


Tully Lale (Oct 7, 2026 13:22:50 EDT) 10/07/2026
Signature Date

Tully A. Lale, MBA
Director, School District Partnerships
Email: tully.lale@wgu.edu

ORGANIZATION

Signature Date

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**Exhibit A
(Logos)**



WGCU "Marketing" Logo



Organization Logo