

MEMORANDUM OF UNDERSTANDING

Between

ACCESS POINT

And

Raytown C-2 School District

THIS AGREEMENT, made this 1st day of July 2025 (hereinafter referred to as "Effective Date"), by Access Point, non-profit 501c3 organized and existing under the laws of the State of Missouri, having its principal place of business at 3 CityPlace Drive, Suite 400, St. Louis, Mo, 63141, and Raytown C-2 School District (hereinafter referred to as "RSD"), having its principal place of business at 6608 Raytown Road, Raytown, Missouri 64133 and together also known as "Party" or "Parties".

RECITALS

- A. Whereas, the mutual goal of the Parties is to educate and empower high potential low resource students with real world, hands-on Information Systems and related training that will enable them to obtain high quality IT jobs.
- B. Whereas, Access Point has collaborated with industry and higher education institutions to develop curricula, and support this program that is focused on helping High School students obtain key skills needed for specific Software Development and other IT jobs in the Kansas City, Missouri area.
- C. Whereas, Partnering Companies, and Partnering Higher Ed Institutions (MCCKC) and Access Point have entered into a partnership to participate in the Access Point Program starting in July 1, 2025 and running through the 2025-2026 school year for interested students from Raytown C-2 High Schools to assess all the dimensions needed to build the capability of these students need to be employable in high quality IT jobs.

FOUNDATIONAL COMPONENTS:

- 1. The mutual goal of the Parties is to educate and empower high potential low resource students with real world, hands-on training in Information Systems leading to jobs Kansas City, Missouri area corporations.
- 2. This program brings together high school, Higher Ed institutions and area corporations in a unique alliance that provides students with targeted IT Technical curriculum that has been validated by hiring companies as the right skills and knowledge for their IT jobs.
- 3. Starting in the Spring 2021, this program is well proven and now starting its sixth cohort with over 100 students placed in high paying, entry level IT jobs. We are dedicated to growing this alliance with RSD educators in their effort to inform their students about career options and build the skills needed by the IT sector.

ROLES & RESPONSIBILITIES:

1. Responsibilities of Access Point:

- a. High Level Summary of Project Requirements:
 - i. Work with participating corporate partners to identify their entry level IT jobs, skill requirements for those jobs, and
 - ii. Work with area Higher Ed institutions to align curricular content to the skills and knowledge for these jobs and to front load those courses in degree programs to facilitate immediate employment;
 - iii. Provide screening for students for this accelerated technical training;
 - iv. Assist with timeline, coordination, and execution of the program
- b. Access Point staff will work with Partner Companies to provide detailed input about needed skills that will inform curriculum design, program management, and executive resources needed to meet the primary objective of getting interested students a job.
- c. Access Point will coordinate with the internal leaders of Corporate Partners to ensure the success of the Access Point program, including IT, HR, Community Outreach Coordinators and Diversity Leaders.
- d. Partner with MCCKC, as well as other interested Higher Ed institutions, to address all implementation and alignment requirements that allow Students from RSD and other school districts to effectively participate.
- e. Work with the schools, corporations and the non-profit community to align all the supporting resources the students may need to participate and succeed. A service Access Point calls HyperCare and HyperCoaching.
- f. Work with School Districts to communicate this program to student and parents and then identify, screen and support interested candidates.
- g. Access Point will develop an application for students, subject to review by the District, that details program expectations and clearly lists the student data to be provided per the agreement. The application will require the signature of the parent/guardian, or the student if the student is 18 years or older.
- h. Access Point will adhere to all information security requirements to ensure student and school district information is handled with the utmost care and correctness.

2. *Responsibilities of School Districts:*

- a. Assist in communicating this program to all interested students and parents.
- b. Assist in informing, screening, and selecting interested students who are a good match for this program.
- c. Continue to provide access to and support from CS teachers, school counselors and case management from initial presentations through high school graduation, including; access to transcripts, grades, and alignment of student schedules and any other systems or policies that can increase success for these students.
- d. Provide guidance on additional support needed by participants related to FAFSA, college registration or any other college paperwork.
- e. To provide Dual Enrollment funding for students taking MCKCKC classes during their junior and senior years. It is acknowledged that in the initial start up year this funding may not be available and Access Point will work to find other sources of payment for tuition. However it is expected that RSD will work to budget sufficient Dual Enrollment funds for year two and beyond.
- f. Provide to Access Point data that will increase the effectiveness of our selection of students in Access Point.
 - i. Access Point acknowledges and agrees that all such School Data is the property of the district and that Access Point has no claim or ownership of the School Data, and further that Access Point shall receive, process and store the School Data in compliance with FERPA.
 - ii. The Parties shall agree on the process for transmitting the School Data.
 - iii. The data points in this paragraph will include, but are not limited to; student name, student id, student schedules, curriculum (course titles, course codes, course descriptions, etc), student attendance, and student academic data (historical grades, standardized test scores, IRC/TSA results, GPA, etc).

3. *Responsibilities of Higher Education Institutions (i.e., MCC etc.):*

- a. As much as possible, integrate the direct skill sets into courses and degree programs as directed and supported by Access Point
- b. Deliver the said curriculum and with the support and technical assistance of Access Point staff and mentors along agreed upon timelines
- c. Provide additional resources to support participating students including Teaching Assistants, transportation, tutoring, outside support for district staff and counselors, office space for meeting as needed.
- d. Work with Access Point and School Districts to align courses, faculty and schedules that allow highest levels of effectiveness and program success.

4. Program Costs and Financial Support:

It is the intent of this program for participating students to bear little or no cost to participate.

The participating School District, the Higher Ed Institution, and other partnering organizations will work to provide funding for the various cost categories. Access Point will work closely with local, state and other key partners as they position corporate, philanthropic and government money to support this and other workforce development initiatives.

Cost categories include tuition, transportation, paid apprenticeships, course development, course delivery, and potentially stipends for the students while still in school.

- **College Credit:** Anticipate the students will earn at least 8 college credits but as many as 23 credits during this Core Training portion of the program.
- **Cost per Credit Hour:** School will set as low a rate as possible per credit hour. School Districts are responsible for this tuition cost per participating High School student in conjunction with Dual Enrollment procedures, unless negotiated otherwise with Access Point.
- **Transportation:** MCKC and other Higher Education Institutions can provide Metro passes. School Districts will work with Access Point to identify additional options if needed.
- **Stipends:** Some students need immediate financial support, and this program does not prevent a student from working. Access Point Student Support Professionals work with all parties involved to understand and address financial needs: :
 - Coordinate the ability to have an outside job in conjunction with going to high school and being in this program.
 - Work with School Districts who may offer their student a stipend for participation. Each school district is responsible for providing such a stipend to students if the district chooses to do so for their participating youth.
 - School Districts may opt to direct that the need be handled by the student and parents/guardians.
 - If a School District's participating student and family are in great need and the School District is unable to support that expense for a stipend of some amount, they may work with Access Point and other partners for support to accommodate various needs as it arises
- Upon successful completion of Core Training, students transition to a paid Apprenticeship typically in January of each year. Depending on the readiness of the student and the policy of the company the apprenticeship period typically lasts 6 months. The rate of pay will differ by employer but will generally be at or above \$20 an hour.

- Equipment will be provided by Access Point if not the Higher Education Institution or the employer through the end of the student's participation in the program.
- Additional support requirements: Access Point, Higher Ed Schools, School Districts and corporate partners will coordinate with appropriate non-profits to source additional student support as needed.

5. *Joint Responsibilities of the Parties:*

- a. The Parties will work together in good faith to continue to shape this program and ensure it achieves the desired goals of getting more high potential, under resourced students great jobs in the IT Industry, growing this region as an even more powerful IT Technology Hub. Additional detail will be defined as needed with respect to terms and conditions of the implementation plan (including timeline, roles, and financial resources required).

CURRICULUM OUTLINE:

The program prepares students for growing number of categories of IT jobs with emphasis on entry level Software Engineering (SE).

Training revolves around these task areas as directed by the corporate partners:

- Software Engineering: Front end, API and Back End and Test and Automation Track
- Infrastructure: with focus on areas that need development support
- Help Desk: aligned with student personality, skills and job requirements

ACCESS POINT PROGRAM TIMELINE:

This cycle can be amended as needed to align with the best approach for the students and all the stakeholders involved: But the typical cycle looks like this:

- Sept to Jan: Fall of Junior HS Year – Recruiting, Assessment and Intake
- Jan to Jun: Spring of Junior HS Year – Orientation to IT and college classes
- Aug to Dec: Fall of Senior HS Year – Technical Training with Access Point Staff Support
- Jan to May: Spring of Senior HS Year - Technical Training with Access Point Staff Support
- June to Dec: Full time with Access Point Staff and College Classes:
 - Focused Technical and Professional Development Training tailored to Employer needs
- Jan to June: OJT Apprenticeship at employer partner: extended beyond 6 months if needed
- June: upon success completion of apprenticeship; Hired as Full Time IT professional

Terms and Conditions:

6. General Terms:

- a. Term of Memorandum. This Memorandum will be in effect through 2025-2026 or the course of the program, whichever comes first, from the date of signing unless;
 - i. Superseded by a separate Definitive Agreement; or
 - ii. Cancelled by either Party with a 30-day written notice.
- b. Termination. Either party may cancel This Memorandum without cause with a 30-day written notice.

c. Notices.

Any notice, demand, or request with respect to this Memorandum shall be in writing and submitted in such a way as to ensure receipt. Such communications shall be effective when they are received by the addressee. Any party may change its address for such communications by giving notice to the other party in conformity with this section.

i. To Access Point: Bill Mitchell
Access Point Executive Director
Three CityPlace Drive, Suite 400
St. Louis, MO. 63144
Bill@AccessPointProgram.org
Phone: 314-598-8787

d. No Joint Venture. This Memorandum does not create a joint venture or partnership between the parties and neither party has the authorization or right to bind the other party to any obligation of any sort or nature whatsoever without such party's express written consent.

e. Entire Memorandum. This Memorandum constitutes the entire Memorandum and understanding of the parties with respect to the subject matter hereof, and supersedes all previous negotiations, commitments and writings, and there are no other Memorandums of understanding, oral or written, between the parties with respect to the subject matter hereof. This Memorandum may not be amended, altered or modified except in writing signed by the parties.

f. Governing Law and Attorney's Fees. This Memorandum shall be governed by and construed in accordance with the laws of the State of Missouri, without regard to its choice of law principles. The parties consent to exclusive jurisdiction and venue in the federal and state courts sitting in St. Louis, Missouri. In any action or suit to enforce any right or remedy under this Memorandum or to interpret any provision of this Memorandum, the prevailing party shall be entitled to recover its reasonable attorney's fees, costs and other expenses.

g. Binding Effect. This Memorandum shall be binding upon, and inure to the benefit of, the successors, executors, heirs, representatives, administrators and permitted assigns of the parties hereto. Contractor shall have no right to (a) assign this Memorandum, by operation of law or otherwise; or (b) subcontract or otherwise delegate the performance of the Services without Company's prior written consent which may be withheld as Company determines in its sole discretion. Any such purported assignment shall be void.

h. Severability. If any provision of this Memorandum shall be found invalid or unenforceable, the remainder of this Memorandum shall be interpreted so as best to reasonably affect the intent of the parties.

i. Amendment and Waivers. Any term or provision of this Memorandum may be amended, and the observance of any term of this Memorandum may be waived, only in writing signed by the party to be bound. The waiver by a party of any breach or default in performance shall not be deemed to constitute a waiver of any other or succeeding breach or default. The failure of any party to enforce any of the provisions hereof shall not be construed to be a waiver of the right of such party thereafter to enforce such provisions.

Signature Boxes

School District

By: Chris Greiner

Name: Chris Greiner

Title: Chief Academic Officer

Date: 5/2/25

Access Point

By: _____

Name: William Mitchell

Title: Access Point Executive Director

Date: _____

