



Training Provider Memorandum of Understanding **Fall 2025**

This Memorandum of Understanding (hereinafter called "MOU") is made as of the 16th day of July 2025 by and between Climb Wyoming and Campbell County School District #1 (CCSD) (hereinafter called "Provider") for the work and/or services described below.

Services to be Performed: Services to be performed under this MOU include the training and instruction of program participants toward obtaining skills focused on supporting students in the education system; to include foundations of the teacher aid role, instructional support and student engagement, practical skills and real-world application. Training will begin September 8, 2025 and include four weeks of curriculum and school classroom experience. If there are unforeseen responsibilities not assigned at this time, an addendum will accompany this agreement outlining those additional responsibilities.

Compensation: A total stipend of \$850 will be given for the following: \$250 – materials; \$600 – 20 hours of preparation, meetings with Climb staff, and post-training evaluation. If training services are needed beyond 120 hours, the compensation will be determined and agreed upon by both CCSD and Climb, and an amended MOU will be finalized prior to implementation. Invoices will be submitted within 30 days of completion of services.

CCSD is responsible for

- Providing a course specifically for 10-12 participants, focused on the participants achieving proficiency in the support of students in the education system;
- Providing a course exclusively for Climb and only its participants;
- Providing training 4 days a week from 8:00AM to 3:30PM, which will include at least 120 training, observation and hands-on hours per participant;
- Providing a sufficient number of work stations to accommodate the class size;
- Provide a sufficient number of experienced instructors qualified to train Climb participants for certificate attainment;
- Providing liability insurance for instructors and participants for the duration of the training dates (proof of insurance upon request);
- Providing all necessary supplies such as all pertinent books, manuals and /or study guides, gowns and lab equipment;
- Paying the trainers' wages and all associated costs;
- Paying all costs associated with the operation and maintenance of training equipment;
- Working with Climb Wyoming staff to assist in the coordination of on-the-job training opportunities;

- Notifying and including Climb in all publicity opportunities related to the program and/or participants including **press releases, press interviews and public announcements** (It is required for Climb staff to be involved in publicity opportunities to ensure that contractual obligations to program funders are met);
- Communicating weekly or more frequently with Climb Wyoming Program staff regarding participants' training progress in order to achieve desired results;
- Notifying Climb staff if conflicts or appropriate concerns arise regarding participants;
- Working with Climb Wyoming Program staff as needed to provide training support to participants through team-based strategies and action plans;
- Collaborate with Climb staff to provide a mid-training evaluation experience with each participant;
- Adhering to the confidentiality policies of Climb and signing the Privacy and Confidentiality of Participant Information Policy;
- Providing Climb Wyoming a completed W-9 form;
- Submitting an invoice for payment of services to Climb Wyoming within 30 days of completion of services;
- Provide classroom space and technology/equipment for trainers who provide adult-based training i.e. Standards Habilitation.

Climb Wyoming is responsible for:

- Conducting a recruitment campaign and screening for applicants;
- Providing a Climb staff member to check in with the class at the beginning of each class day and be available to provide assistance throughout the training;
- Arranging for any necessary physicals or screenings;
- Arranging for and paying for each participant to take any tests required to obtain certification.
- Climb will provide weekly support to participants through "Climb Days" in the areas of interviewing and workplace skills, life skills and counseling. Climb Days will be held at Climb offices and facilitated by Climb staff.
- Climb will coordinate with local companies/employers to find employment that will provide continued training opportunities for participants who are successful in obtaining certification.
- Climb will pay Provider as indicated in the compensation section of this Memorandum of Understanding.

Indemnification: Provider shall indemnify and hold Climb Wyoming harmless from any loss or liability arising from performing services under this agreement.

General

Trainers from CCSD will meet first with Climb staff and then with Climb staff and participants prior to the start of instruction to coordinate expectations, responsibilities, and define roles for execution of the instruction.

Provider and Climb will each have on file an agreed upon calendar outlining training days, Climb days, and training curriculum to be use by instructors.

Provider will not use or exploit the Climb Information or practices except to perform and fulfill Provider's duties and obligations to Climb. Provider will not disclose Climb Information to third

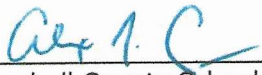
parties. Climb Information collectively means the Company's Confidential Information, Practices and Trade Secrets.

Climb programs include a significant mental health component. Therefore, all consultants, instructors and any others who will be involved with participants must sign an acknowledgement of privacy and confidentiality of participant information policy.

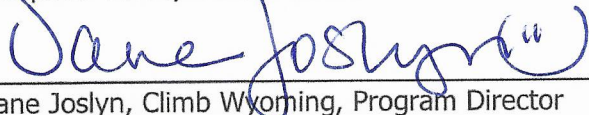
A meeting will be scheduled within 30 days of completion of training to evaluate program components and to make adjustments for future programs.

The signatures below signify that these responsibilities are understood and agreed upon and are open to mutual review and modification.

By signing below, CCSD also certifies that he/she nor the company named in this MOU (if applicable) has neither been suspended nor debarred by the federal government nor included on the federal government's excluded party list. Agreement is effective the day and year first written above.



Campbell County School District



Dane Joslyn, Climb Wyoming, Program Director