

AGREEMENT FOR SERVICES

This Agreement for Services (hereinafter “Agreement”) is made and entered by and between the **State of Ohio, Department of Education and Workforce** (hereinafter “DEW”), located at 25 S. Front Street, Columbus, Ohio 43215, and **EnvisionEdPlus LLC** (hereinafter “Contractor”), located at 1352 Shelby Circle, Reynoldsburg, Ohio 43068, a limited liability company organized and in good standing under the laws of the State of Ohio. In consideration of the mutual promises and obligations contained herein, the parties agree by and between themselves as follows:

I. NATURE OF AGREEMENT

- A. Contractor shall be engaged as an independent contractor to fulfill the terms of this Agreement and to act as a contractor to DEW. It is specifically understood that the nature of the services to be rendered under this Agreement are of such a personal nature that DEW is the sole judge of the adequacy of such services.
- B. DEW enters into this Agreement in reliance upon Contractor’s representations that it has the necessary expertise and experience to perform its obligations hereunder, and Contractor warrants that it does possess the necessary expertise and experience.
- C. Contractor shall perform the services to be rendered under this Agreement and DEW shall not hire, supervise, or pay any assistants to Contractor in its performance of services under this Agreement. DEW shall not be required to provide any training to Contractor to enable it to perform services required hereunder.

II. SCOPE OF WORK

- A. Contractor shall perform the services (the “Work”) set forth in the attached Appendix A, Scope of Work, which is incorporated as part of this Agreement.
- B. In order to facilitate the Work, if specified, DEW shall provide the resources set forth in Appendix A, Scope of Work.

III. TIME OF PERFORMANCE

- A. The Work shall be commenced on or after the date of an approved purchase order.
- B. This Agreement shall be binding upon both parties until **June 30, 2025**, unless this Agreement is terminated earlier as provided in Article VI, Termination of Contractor’s Services.
- C. It is expressly agreed by the parties that none of the rights, duties, and obligations herein shall be binding on either party if award of this Agreement would be contrary to the terms of Ohio Revised Code (“R.C.”) §§ 3517.13, 127.16, or R.C. Chapter 102.

IV. COMPENSATION

- A. The total compensation paid to Contractor shall not exceed **three hundred forty-nine thousand one hundred thirty-eight, and 00/100 dollars (\$349,138.00)**.

- B. The total amount due and its manner and schedule of payment shall be computed according to the cost schedule established in Appendix A, Scope of Work.
- C. Contractor shall not be reimbursed for travel, lodging, or any other expenses incurred in the performance of the Work.
- D. Contractor must receive a purchase order from DEW prior to filling an order or performing any of the Work.
- E. Payment shall be made upon the submission of an invoice approved by DEW. Invoices shall include an itemization of services, including the date services were rendered, number of hours worked, the rate per hour, and the total amount due. Contractor is expected to complete any deliverable within the requested fiscal year as stated in "Appendix A." The final invoice under this Agreement will be submitted by the Contractor to DEW no later than forty-five (45) days after the Agreement's expiration date. Contractor shall submit all invoices via email to the following email address: Fiscal.management@education.ohio.gov.
- F. Contractor is required to provide electronic funds transfer (EFT) payment information and maintain such an account for all associated payments. Contractor may sign up at <http://www.supplier.obm.ohio.gov/>.
- G. DEW may use the Ohio Payment Card to pay for services that do not exceed Five Thousand and 00/100 Dollars (\$5,000.00) per invoice, unless the Office of Budget and Management approves a higher limit. Contractor may process a payment in the payment card network only upon delivery and acceptance of the supplies or services ordered. For partial deliveries or performance, Contractor may only process a payment for the amount delivered or completed. Upon completion of the delivery of remaining supplies or services, Contractor may process a payment request in the payment card network for the remainder of the order. Contractor will receive payment through its merchant bank within the time frame agreed upon between Contractor and its merchant bank. Contractor should expect normal processing fees from its merchant bank for payment card transactions which may not be passed on to DEW.
- H. OhioBuys. This Agreement will become part of OhioBuys (per State of Ohio Procurement Policy), an electronic procurement system which provides contract and catalog hosting and management services. Ordering agencies utilize this system to track and monitor procurement, solicitation, and contracting of goods and services. When this contract becomes part of OhioBuys, the Contractor agrees to maintain and support its Supplier account and notify DEW when such updates have been made.

V. APPROPRIATION OF FUNDS

- A. It is expressly understood and agreed by the parties that none of the rights, duties, and obligations described in this Agreement shall be binding on either party until all relevant statutory provisions of the Ohio Revised Code, including, but not limited to, R.C. § 126.07, have been met, and until such time as all necessary funds are available or encumbered and, when required, such expenditure of funds is approved by the Controlling Board of the State of Ohio, or in the event that grant funds are used, until such time that DEW gives Contractor written notice that such funds have been made available to DEW by DEW's funding source.

VI. SUSPENSION OR TERMINATION OF CONTRACTOR'S SERVICES

- A. DEW may, at any time prior to completion of the Work, suspend or terminate this Agreement with or without cause by giving written notice to Contractor.
- B. In the event that the Work includes divisible services, DEW may, at any time prior to completion of the Work, by giving written notice to Contractor, suspend or terminate any one or more such portions of the Work.
- C. Contractor, upon receipt of notice of suspension or termination, shall cease work on the suspended or terminated activities under this Agreement, suspend or terminate all subcontracts relating to the suspended or terminated activities, take all necessary or appropriate steps to limit disbursements and minimize costs, and, if requested by DEW, furnish a report, as of the date Contractor receives notice of suspension or termination, describing the status of all Work, including, without limitation, results, conclusions resulting therefrom, and any other matters DEW requires.
- D. Contractor shall be paid for services rendered up to the date Contractor receives notice of suspension or termination, less any payments previously made, provided Contractor has supported such payments with detailed factual data containing Work performed and hours worked. In the event of suspension or termination, any payments made by DEW for which Contractor has not rendered services shall be refunded.
- E. In the event this Agreement is terminated prior to completion of the Work, Contractor shall deliver to DEW all work products and documents which have been prepared by Contractor in the course of performing the Work. All such materials shall become and remain the property of DEW, to be used in such manner and for such purpose as DEW may choose.
- F. Contractor agrees to waive any right to, and shall make no claim for, additional compensation against DEW by reason of any suspension or termination.

VII. RELATIONSHIP OF PARTIES

- A. It is expressly understood that Contractor and DEW are contractors independent of one another, and that neither has the authority to bind the other to any third person or otherwise to act in any way as the representative of the other.
- B. It is further understood that neither Contractor nor its employees or agents are "employees" of DEW as the term is used in division (F) of section 124.01 of the Ohio Revised Code and, therefore, are not eligible for vacation, medical insurance, sick leave, parental leave, leave of absence, tenure, bumping rights, retirement, or any other benefits or rights, which are incidents of public employment subject to the civil service laws of Ohio. Moreover, Contractor is responsible for compliance with any labor laws and contracts as it pertains to any union employees under its employment.
- C. Contractor shall be responsible for all of its own business expenses, including, but not limited to, computers, email and internet access, software, phone service, and office space. Contractor will also be responsible for all licenses, permits, employees' wages and salaries, insurance of every type and description, and all business and personal taxes, including income and Social Security taxes and contributions for Workers' Compensation and Unemployment Compensation coverage, if any.

VIII. RECORD MAINTENANCE AND ACCESS

- A. During performance of this Agreement and for a period of three (3) years after its completion, Contractor shall maintain auditable records of all charges pertaining to this Agreement and shall make such records available to DEW as DEW may reasonably require.
- B. Contractor shall, for the purpose of compliance with R.C. § 145.036, provide DEW with a list of all individuals who will provide personal services under this Agreement, but only if Contractor has no more than four employees.
- C. Inspection and Copying. At any time during normal business hours and upon not less than twenty-four (24) hours prior written notice, Contractor shall make available to DEW, its agents or other appropriate State agencies or officials all books and records regarding this Agreement which are in the possession or control of Contractor, including, but not limited to, financial reports, and all other information pertaining to Contractor's performance of its obligations under this Agreement. DEW, its agents and other appropriate State agencies and officials may review, audit, and make copies of such books and records. Any such inspection of books and records will be undertaken in such a manner as not to interfere unreasonably with Contractor's normal business operations.
- D. Document Accessibility. If contractor creates documents that will be posted to external or internet websites, Contractor must comply with Section 508 of the Rehabilitation Act, 29 USC 794(d) (<http://criterion508.com/WebAccessibility>), which gives disabled employees and members of the public access to information that is comparable to access available to others.

IX. RELATED AGREEMENTS

- A. All Work is to be performed by Contractor, who may subcontract without DEW's written approval for the purchase of articles, supplies, components, or special mechanical services that do not involve the type of work or services described in Appendix A, Scope of Work, but which are required for satisfactory completion of the Work.
 - 1. Contractor shall not enter into subcontracts related to the Work without prior written approval by DEW. All subcontracted work shall be at Contractor's expense.
 - 2. Contractor shall furnish to DEW a list of all subcontractors, their addresses, tax identification numbers, and the dollar amount of each subcontract.
- B. Contractor shall bind its subcontractors to the terms of this Agreement, so far as applicable to the work of the subcontractor and shall not agree to any provision which seeks to bind DEW to terms inconsistent with, or at variance from, this Agreement.

X. RIGHTS IN DATA AND COPYRIGHTS/PUBLIC USE

- A. DEW shall have unrestricted authority to reproduce, distribute, and use (in whole or in part) any reports, data, or materials prepared by Contractor pursuant to this Agreement. No such documents or other materials produced (in whole or in part) with funds provided to Contractor by DEW shall be subject to copyright by Contractor in the United States or any other country. If Contractor has reason to believe that use of a specified item is subject to patent or copyright protection, Contractor shall immediately notify DEW.

- B. Contractor agrees that all original works created under this Agreement shall be made freely available to the general public to the extent permitted or required by law until and unless specified otherwise by DEW. Any requests for distribution received by Contractor shall be promptly referred to DEW.

XI. CONFIDENTIALITY AND FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

- A. Contractor shall comply with all applicable provisions of Ohio and federal laws including the Family Educational Rights and Privacy Act (hereinafter “FERPA”) or its state equivalent. FERPA includes any amendments or other relevant provisions of federal law, as well as all requirements of Chapter 99 of the code of Federal Regulations title 34. Nothing in this Agreement shall be construed to allow either party to maintain, use, disclose, or share student information in a manner not allowed by either state or federal laws or regulations.
- B. As used herein, “confidential information” means any and all information provided in any form from one party to the other which is, by its nature, information that a prudent businessperson would maintain as confidential. “Personal information,” as described in 1347.01(E) of the Ohio Revised Code, includes personally identifiable student information or educational records defined by FERPA.
- C. Each party shall use confidential information only in connection with completing the terms of this Agreement as set forth herein. Each party agrees to use reasonable efforts to safeguard confidential information. “Reasonable efforts” means efforts not less than those a party employs to protect its own confidential information and, in any event, efforts not less than those a prudent businessperson would take to protect his or her own confidential and proprietary information. No party shall, without the prior written approval of the other party, directly or indirectly, disclose confidential information to any person or business entity except its own employees and representatives, including attorneys, accountants, and financial advisors, on a need-to-know basis.
- D. If Contractor experiences any breach of data security that exposes confidential information, that party shall bear all costs to notify every individual whose confidential information may have been compromised.
- E. The Contractor agrees not to use advertising, news releases, sales promotions, or other publicity matters relating to any product or service furnished by the Contractor wherein DEW’s name is mentioned, or language used from which a connection with DEW may be reasonably inferred, without the prior written consent of DEW.
- F. Any obligations under this Agreement regarding confidentiality are subject to applicable law, including the Ohio Public Records Act set forth in R.C. Chapter 149. The disclosure of records by DEW pursuant to the Ohio Public Records Act shall not be a breach of this Agreement and shall not constitute a waiver of Contractor’s obligations under this Article XI as to any records disclosed pursuant to a request for public records.

XII. LIABILITY

- A. Contractor agrees to indemnify and hold DEW and the State of Ohio harmless and immune from any and all claims for injury or damages arising from this Agreement which are attributable to Contractor’s own actions or omissions or those of its trustees, officers, employees, subcontractors, suppliers, third party agents, or joint venturers while acting under this Agreement. Such claims

shall include any claims made under the Fair Labor Standards Act or under any other federal or state law involving wages, overtime or employment matters, and any claims involving patents, copyrights, and trademarks.

- B. Contractor shall bear all costs associated with defending DEW and the State of Ohio against any claims.
- C. In no event shall either party be liable to the other party special damages, which include lost profits.

XIII. ANTITRUST ASSIGNMENT

- A. Contractor assigns to DEW all state and federal antitrust claims and causes of action that relate to all goods and services provided for in this Agreement.

XIV. CONTRACTOR'S STATUTORY OBLIGATIONS

- A. COMPLIANCE WITH LAWS. Contractor, in the execution of its duties and obligations under this Agreement, agrees to comply with all applicable federal, state, and local laws, rules, regulations, and ordinances.
- B. DRUG-FREE WORKPLACE. Contractor agrees to comply with all applicable state and federal laws regarding drug-free workplace and shall make a good faith effort to ensure that all Contractor employees, while working on State property, will not purchase, transfer, use or possess illegal drugs or alcohol or abuse prescription drugs in any way.
- C. NONDISCRIMINATION OF EMPLOYMENT. Pursuant to R.C. § 125.111, Contractor agrees that Contractor, any subcontractor, and any person acting on behalf of Contractor or a subcontractor, shall not discriminate, by reason of race, color, religion, sex, sexual orientation, age, disability, military status as defined in R.C. § 4112.01, national origin, or ancestry against any citizen of this state in the employment of any person qualified and available to perform the Work. Contractor further agrees that Contractor, any subcontractor, and any person acting on behalf of Contractor or a subcontractor shall not, in any manner, discriminate against, intimidate, or retaliate against any employee hired for the performance of the Work on account of race, color, religion, sex, sexual orientation, age, disability, military status, national origin, or ancestry.
- D. USE OF MBE AND EDGE VENDORS. Revised Code § 125.081 requires state agencies to set aside purchases for Minority Business Enterprises ("MBE") and Executive Order 2008-13S encourages use of Encouraging Diversity, Growth and Equity ("EDGE") businesses. DEW encourages Contractor to purchase goods and services from Ohio-certified MBE and EDGE vendors.
- E. INDEPENDENT CONTRACTOR ACKNOWLEDGEMENT. Contractor acknowledges and agrees neither Contractor nor any of its individual employees providing personal services under this Agreement are public employees for the purposes of R.C. Chapter 145. DEW will not make contributions to the public employees' retirement system on behalf of any individuals employed by Contractor, or its subcontractors or other agents. Contractor certifies that it is an employer with five or more employees as defined as a "business entity" in R.C. § 145.037(A) for the purposes of the application of R.C. Chapter 145, or that it has completed the necessary forms through OhioBuys if Contractor is an employer with no more than four (4) employees.

XV. CONTRACTOR'S REPRESENTATIONS AND WARRANTIES

- A. **EQUAL EMPLOYMENT OPPORTUNITY.** The Contractor will comply with all state and federal laws regarding equal employment opportunity and fair labor and employment practices, including Section 125.111 of the Ohio Revised Code and all related Executive Orders. Before a contract can be awarded or renewed, an Affirmative Action Plan must be submitted to and approved by the State of Ohio.
- B. **CONFLICTS OF INTEREST/ETHICS.** Contractor represents, warrants and certifies that it and its employees engaged in the administration or performance of this Contract are knowledgeable of and understand the Ohio Ethics and Conflict of Interest laws including but not limited to Chapter 102 and Sections 2921.42 and 2921.43 of the Ohio Revised Code. Contractor further represents, warrants, and certifies that neither Contractor nor any of its employees will do any act that is inconsistent with such laws or otherwise presents a conflict of interest.
- C. **QUALIFICATIONS TO DO BUSINESS.** Contractor affirms that it has all of the approvals, licenses, or other qualifications needed to conduct business in Ohio and that all are current. If Contractor becomes disqualified from conducting business in the state of Ohio for any reason at any time during the term of this Agreement, Contractor will immediately notify DEW in writing and will immediately cease performance of the Work.
- D. **CAMPAIGN CONTRIBUTIONS.** Contractor hereby certifies that neither it, nor any person described in R.C. § 3517.13 (I) or (J), nor the spouse of any such person, has made, as an individual, within the two previous calendar years, one or more contributions to the governor or the governor's campaign committees totaling in excess of the limitations specified in R.C. § 3517.13.
- E. **FINDINGS FOR RECOVERY.** Contractor warrants that it is not subject to an "unresolved" finding for recovery under R.C. § 9.24. If the warranty is false on the date the parties signed this Agreement, the Agreement is void *ab initio*, and the Contractor shall immediately repay any funds paid under this Agreement.
- F. **DEBARMENT.** Contractor represents and warrants that neither it, nor any of its subcontractors, are debarred from consideration for contract awards by any governmental agency. If this representation and warranty is found to be false, this Contract is void *ab initio*, and the Contractor shall immediately repay any funds paid under this Contract.
- G. **EXPENDITURES OF PUBLIC FUNDS ON OFFSHORE SERVICES.** Contractor affirms to have read and understands Executive Order 2019-12D issued by Ohio Governor Mike DeWine. Contractor shall perform no services required under this Agreement or locate State data in any way outside of the United States.
- Contractor also affirms to have read and understands Executive Order 2022-02D issued by Ohio Governor Mike DeWine. Contractor has signed and completed the Standard Affirmation and Disclosure Form and shall perform no services in Russia, locate State data in Russia in any way, or purchase from or invest in Russian institutions or companies.
- H. **BOYCOTTING.** Pursuant to R.C. § 9.76, Contractor hereby declares that it is not boycotting any jurisdiction with whom the State of Ohio can participate in open trade, including the nation of Israel, and will not do so during the term of this Agreement.

- I. **MATERIALS AND EQUIPMENT.** Contractor warrants to DEW that all materials and equipment furnished under this Agreement shall be new and of good quality unless otherwise required or permitted by the Agreement, that the Work shall be free from defects not inherent in the quality required or permitted, and the Work shall conform to the requirements of the Agreement.

XVI. MISCELLANEOUS

- A. **CONTROLLING LAW.** This Agreement and the rights of the parties hereunder shall be governed, construed, and interpreted in accordance with the laws of the state of Ohio. Contractor consents to jurisdiction in a court of proper jurisdiction in Franklin County, Ohio.
- B. **WAIVER.** The failure of either party at any time to demand strict performance by the other party of any of the terms of this Agreement will not be a waiver of those terms or to any other terms of this Contract. Waivers must be in writing to be effective, and either party may at any later time demand strict performance.
- C. **SURVIVAL.** All sections herein relating to payment, confidentiality, license and ownership, indemnification, maintenance, publicity, warranties, and limitations on damages shall survive the termination of this Agreement. In addition, to the extent necessary to carry out the purpose of this Agreement, all other terms, conditions, representations or warranties contained in this Agreement will survive the expiration or termination of this Agreement.
- D. **SUCCESSORS AND ASSIGNS.** Neither this Agreement nor any rights, duties, or obligations hereunder may be assigned or transferred in whole or in part by Contractor, without the prior written consent of DEW.
- E. **NOTICES.** For any notice under this Agreement to be effective, the notice must be in writing and: 1) hand delivered with delivery acknowledged in writing; 2) sent by U.S. Certified mail, return receipt requested, postage prepaid; 3) sent by overnight delivery service (Fed Ex, UPS, etc.) with receipt; or 4) sent by email.
- F. **CONFLICT.** In the event of any conflict between the terms and provisions of the body of this Agreement and any exhibit hereto, the terms and provisions of the body of this Agreement shall control.
- G. **HEADINGS.** The headings in this Agreement have been inserted for convenient reference only and shall not be considered in any questions of interpretation or construction of this Agreement.
- H. **SEVERABILITY.** If any provision of the Contract or the application of any provision is held by a court to be contrary to law, the remaining provisions of the Contract will remain in full force and effect.
- I. **ENTIRE AGREEMENT.** This Agreement contains the entire agreement between the parties hereto and shall not be modified, amended, or supplemented, or any rights herein waived, unless specifically agreed upon in writing by the parties hereto. This Agreement supersedes any and all previous agreements, whether written or oral, between the parties.
- J. **AMENDMENTS OR MODIFICATIONS.**
- i. DEW reserves the right to right to reduce the Scope of Work set forth in Appendix A by providing written notice to the Contractor.

- ii. DEW may document non-material changes in writing and provide notice to the Contractor.
 - iii. Any other change to this Agreement will not be effective unless it is in writing and signed by both parties to the Agreement.
- K. EXECUTION. This Agreement is not binding upon DEW unless executed in full and is effective as of the last date of signature by DEW.
- L. COUNTERPARTS. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and all of which shall constitute but one and the same instrument.
- M. ELECTRONIC SIGNATURES. Any party hereto may deliver a copy of its counterpart signature page to this Agreement electronically pursuant to R.C. Chapter 1306. Each party hereto shall be entitled to rely upon an electronic signature of any other party delivered in such a manner as if such signature were an original.
- N. ASSIGNMENT. Neither this Agreement nor any rights, duties, or obligations described herein shall be assigned or subcontracted by Contractor without the prior express written consent of DEW.

[SIGNATURE PAGE FOLLOWS]

Each party is signing this Agreement on the date stated below that party’s signature.

CONTRACTOR
EnvisionEdPlus

OHIO DEPARTMENT OF EDUCATION AND
WORKFORCE

By: 

By: _____

Printed Name: Michele D. Timmons

Stephen D. Dackin

Title: Founder and CEO

Director

Date: 9/18/2024

Date: _____

Appendix A: Scope of Work

Overview

Based on current data trends, in September 2024 many students will not yet have returned to pre-pandemic levels of academic proficiency and attendance, as well as other factors demonstrating student success. The convergence of declines in high school attendance and college enrollment suggests that for many pandemic-impacted students, are unable to see how school is preparing them for a career of choice. Providing students with an opportunity to earn meaningful credentials in high school is part of Ohio's strategy to support students.

While Ohio's students continue to graduate similar to pre-pandemic rates, high school attendance and college enrollment patterns suggest students are looking for other pathways to careers, including those that offer meaningful employment opportunities directly after high school. One strategy Ohio has deployed to increase career preparation for students is enhancing the opportunity for students to earn in-demand credentials while in high school. DEW is exploring models for expediting the process for schools to develop and offer credential programs that create significant employment opportunities for students and has identified cybersecurity as the focus for this project due to the strong employment opportunities for students' immediately post high school.

Work Plan

Contractor shall identify, select, and support a minimum of five high schools across Ohio to develop and offer cybersecurity credential programs through which students earn industry-recognized credentials relevant to the cybersecurity career field. All programs shall include real-world work experiences, such as work-based learning, that are developed with local or regional business partners. Schools shall be selected based on regional location and job data and shall be selected to ensure that each region of the state, as illustrated below, has a school offering a cybersecurity credential program:



Contractor shall provide to each selected school support in developing cybersecurity credential programs, including facilitating cybersecurity industry and school partnerships to facilitate the creation of an advisory board and offering of internship opportunities in the cybersecurity field; teacher training; curriculum support; and ongoing coaching throughout the project period, including support in student recruitment, curriculum implementation, and other needs.

School Identification and Selection

To identify the five schools that will be selected as project sites for cybersecurity credential programs, Contractor will host a six-hour, in-person convening, the Cybersecurity Pathway Design Lab ("Design

Lab”), no later than November 30, 2024. The location for the Design Lab will be determined by Contractor but must be held in Central Ohio. In planning the Design Lab, Contractor will initiate and facilitate communication with prospective, identified schools in each region to recruit them to attend the Design Lab and participate in the program. Each participating school will bring a team of three to five individuals to participate in the Design Lab. The Design Lab will serve up to 25 high school teams (4-5 teams per region).

Design Lab

The Design Lab will be a six-hour, in-person convening for prospective, identified schools in each region. Each participating school will bring a team of three to five key staff to participate in the Design Lab. Schools will be encouraged to include the following individuals as team members:

- High school administrators, central office administrators, school counselors, and teachers who may be involved in implementing the new program.
- A middle school administrator or teacher to ensure strong computer science programming and articulation across grades 7-12.

The Design Lab will include presentations, small-group breakout sessions, trainings, facilitated planning activities, and technical assistance supports, including:

1. Core Content Presentation.

- Content will focus on developing an understanding of cybersecurity and employment opportunities across Ohio.

2. Small-Group Breakout Sessions (PoP Sessions). Participants will have opportunities to participate in breakout sessions and focused experiences with content experts and professionals in the cybersecurity and information-technology fields and cybersecurity credential providers. Cybersecurity coursework and credential providers will introduce schools to resources, curriculum, and professional development essential for building new pathways. Approximately twenty minutes in length each, these sessions will allow small groups of participants to engage with and learn from experts and experienced practitioners currently implementing core content with success. Experts and practitioners will include:

- Content experts in the cybersecurity field and professionals with expertise in designing career-ready pathways in the information technology (IT) field as well as cybersecurity credential providers.
- Ohio Cyber Range Institute will provide sessions to inform schools how to access their programs for teacher and student education and credentialing.

3. Facilitated Planning. Participants will participate in facilitated planning activities designed to aid school teams in designing and building their local plans and proposals. Contractor will provide tools and planning resources to help each school team design and build their local plan to incubate a new cybersecurity pathway in their high school and, if applicable, middle school.

4. Accountability. Each school team will publicly present their plans to receive and give feedback from participants. Participants will complete post-event evaluations.

5. Support Services. Each school team will be invited to submit a proposal to be chosen to be one of five schools to receive training and support services to implement a cybersecurity credentialing program.

Contractor will develop resources for participants to accompany each training session, including visual aids (such as PowerPoint slides), planning tools, and other resources to enable school teams to develop a clear understanding of the employment opportunities in their region. Contractor will make available these resources to participants via a Google Drive Resource Folder.

a. Cybersecurity Pathways Pilot Program Request for Proposals (RFP)

To select the five schools that will be chosen as project sites for cybersecurity credential programs, Contractor will issue a Cybersecurity Pathway Pilot Program RFP in December 2024 through which any Ohio high school may submit to Contractor a proposal to be chosen as one of the five schools to receive training and support services from Contractor for the Cybersecurity Pathway Pilot Program.

- Applicants will be required to include job data within their region to demonstrate the need for having a cybersecurity pathway at their school.
- Any Ohio high school will be eligible to submit a proposal for the Cybersecurity Pathway Pilot Program RFP. However, school teams that attend the Design Lab will be given priority.
- Projects that integrate middle school level computer science curriculum and cybersecurity awareness experiences within the proposal will be given second priority.

Contractor and DEW will jointly review applications. In consultation with DEW, Contractor will identify and select the five schools that will be chosen as project sites for cybersecurity credential programs (“Pilot Schools”). Contractor shall make award notifications by December 31, 2024.

b. Recruitment and Communication

Within their pilot program proposals, schools will identify a team of 4-6 educators, administrators, and industry partners who will actively participate in all phases of program planning and implementation. At least one person on the team must be a teacher. Contractor will encourage schools to encourage educator participation in all aspects of the project, including the importance of engaging educators in the planning and implementation processes. Contractor will offer and, upon request of a school, provide technical assistance to schools with selecting teachers for school teams for purposes of their proposals and for successful implementation of their pilot programs.

c. Credentials, Curriculum, and Educator Identification

During the Design Lab, Contractor will introduce school teams to a variety of credential providers who offer one or more of the credential programs listed below, all of which have been approved as industry-recognized credentials by DEW. Contractor will coach and provide technical assistance to school teams to help them make decisions about which credentials are most aligned with career opportunities within their respective regions. Coaching and technical assistance will include the key content, essential equipment, space requirements, and practical applications for each certification or credential. Based on local and regional needs, each school team will determine which certifications and credential providers to use.

CompTIA Certifications. CompTIA certifications align with IT infrastructure and cybersecurity career paths, with each added certification representing a deepening of one’s expertise. Core certifications, Tech+ (formerly known as IT Fundamentals+) and A+, lay the groundwork for the specialized pathway certification, (Network+, Security+, PENTEST+, CYSA+) and additional professional certifications (Project+, Cloud Essentials+) cover necessary IT skills like project management.

CompTIA Tech+ (formerly IT Fundamentals+)

- Key content: Covers basic IT concepts, hardware software, and networking.
- Essential Equipment: Basic computer with internet access.
- Space Requirements: Minimal, a quiet workspace is sufficient.

- Practical Applications: Entry level-IT support roles, understanding IT concepts for general users.

CompTIA A+

- Key Content: Covers hardware, software troubleshooting, and security fundamentals.
- Essential Equipment: Computer with various operating systems (Windows, macOS), basic networking equipment for hand-on practice.
- Space Requirements: A dedicated workspace for hardware troubleshooting and testing.
- Practical Applications: Help desk technician, computer technician, IT support specialist.

CompTIA Network+

- Key Content: Covers networking fundamentals, installation, configuration, troubleshooting, and security.
- Essential Equipment: Networking hardware (routers, switches), virtualization software, and network simulation tools.
- Space Requirements: Dedicated space for networking equipment and simulations.
- Practical Applications: Network administrator, network technician, network support specialist.

CompTIA PenTest+

- Key Content: Covers penetration testing methodologies, tools, and techniques.
- Essential Equipment: High-speed internet, penetration testing tools, and software (Kali Linux), virtual environments.
- Space Requirements: A dedicated workspace for testing and experimentation.
- Practical Applications: Penetration tester, security consultant, vulnerability assessor.

CompTIA CySA+

- Key Content: Covers threat detection, incident response, and digital forensics.
- Essential Equipment: Computer with internet access, security information and event management (SIEM) tools, endpoint detection and response (EDR) solutions.
- Space Requirements: Minimal, but access to online labs or virtual environments is recommended.
- Practical Applications: Cybersecurity analyst, threat intelligence analyst, incident responder.

CompTIA Project+

- Key Content: Covers project management fundamentals, planning, execution, and closure.
- Essential Equipment: Computer with project management software (e.g., Microsoft Project).
- Space Requirements: Minimal, a quiet workspace for project planning and documentation.
- Practical Applications: Project coordinator, project manager, IT project manager.

CompTIA Essentials+

- Key Content: Covers cloud computing concepts, services, and security.
- Essential Equipment: Computer with internet access, cloud platform accounts (AWS, Azure, GCP).
- Space Requirements: Minimal, but access to cloud platforms is essential.
- Practical Applications: Cloud administrator, cloud architect, cloud security specialist.

Cisco Certifications. The Cisco Certified Support Technician (CCST) certification program includes three certification exams designed to validate work-ready skills and knowledge to help learners find a job in the

field of end-user support, networking, and cybersecurity. The CCST IT Support, CCST Networking, and CCST Cybersecurity exams were created by a team of subject-matter experts from diverse careers and industries.

CCST IT Support

- Key Content: Demonstrates foundational knowledge and skills in IT support tasks, including queue and time management, documentation, troubleshooting, assisting end users, and identifying security threats.
- Essential Equipment: Computer with internet access, basic office software (word processor, spreadsheet).
- Space Requirements: Minimal, a quiet workspace for studying and practicing.
- Practical Applications: IT help desk support, technical support, customer service.

CCST Networking

- Key Content: Validates foundational knowledge of networking concepts, including devised, media, and protocols.
- Essential Equipment: Basic networking equipment (routers, switches), network simulation software (if available).
- Space Requirements: Minimal, access to a simulated network environment is beneficial.
- Practical Applications: Network support technician, network operations center (NOC) technician.

CCST Cybersecurity

- Key Content: Validates foundational knowledge of cybersecurity concepts, including security principles, network security, endpoint security, vulnerability assessment, and incident handling.
- Essential Equipment: Computer with internet access, security awareness training materials.
- Space Requirements: Minimal, but access to online cybersecurity resources is beneficial.
- Practical Applications: Cybersecurity analyst, security awareness trainer, IT support with a security focus.

C-Tech Broadband Technicians Certifications. Each industry recognized certification program has been reviewed by one or more leading manufacturers or suppliers for content and applicability. While this series of certifications is focused on training a student to be a broadband technician, students with these verifications will have strong skills in Ohio's growing 5G/Broadband industry that will prepare them for success in careers in cybersecurity within this emerging industry.

Introduction to Telecommunications Technologies

- Key Content: Fundamental understanding of telecommunications networks, components, and services.
- Essential Equipment: basic networking equipment, computers with internet access.
- Space Requirements: Minimal, quiet space for studying.
- Practical Applications: Entry-level positions in telecommunications, customer support, and network administration.

Introduction to Network Cabling: Copper-Based Systems

- Key Content: Practical skills in copper cable installation, termination, and testing.
- Essential Equipment: Copper cabling tools, cable testers, and various types of copper cables.
- Space Requirements: Dedicates workspace for cable installation and testing.
- Practical Applications: Network technician, cable installer, field service technician.

Introduction to Network Cabling Fiber Optic-Based Systems

- Key Content: Practical skills in fiber optic cable installation, termination, and testing.
- Essential Equipment: Fiber optic cabling tools, fiber optic testers, and various types of fiber optic cables.
- Space Requirements: Dedicates workspace for fiber optic cable installation and testing.
- Practical Applications: Fiber optic technician, network technician, field service technician.

Advanced Systems Integration: Grounding & Bonding

- Key Content: Understanding of grounding and bonding principles, installation and testing.
- Essential Equipment: Grounding and bonding testing equipment, electrical measuring instruments.
- Space Requirements: Workspace with access to electrical systems for practical exercises.
- Practical Applications: Network technician, field service technician, electrical technician.

Applied Systems Integration: Wireless Systems: Coverage and Capacity

- Key Content: Knowledge of wireless systems, site surveys, and optimization.
- Essential Equipment: Wireless network testing equipment, and spectrum analyzers.
- Space Requirements: Workspace for data analysis and planning.
- Practical Applications: Wireless network engineer, RF technician, field technician.

Advanced Integration: Fusion Splicing

- Key Content: Proficiency in fiber optic fusion splicing techniques.
- Essential Equipment: Fusion splicing equipment, fiber optic testing equipment.
- Space Requirements: Dedicated workspace for fiber optic splicing practice.
- Practical Applications: Fiber optic technician, network technician, field service technician.

Connecting to Business

- Key Content: Understanding of customer service, sales and project management in the telecommunications industry.
- Essential Equipment: Computer with internet access, customer relationship management (CRM) software.
- Space Requirements: Minimal, a workspace for customer interaction and documentation
- Practical Applications: Sales engineer, account manager, customer support specialist.

EC-Council Certifications.

Ethical Hacker Certification

- Key Content: The CEH certification validates a broad range of cybersecurity knowledge and skills, including:
 - Footprinting and reconnaissance: Gathering information about a target system.
 - Scanning and enumeration: Identifying network and system vulnerabilities.
 - Malware threats: Understanding and analyzing malicious software.
 - Sniffing: Intercepting network traffic.
 - Social engineering: Manipulating people to gain access.
 - Denial of service: Disrupting network services.
 - Session hijacking: Taking over active user sessions.
 - Cryptography: Understanding encryption and decryption techniques.
 - Legal and ethical hacking: Adhering to legal and ethical guidelines.
- Essential Equipment: While not strictly required, having access to the following equipment can enhance the learning experience:

- Computer: With sufficient processing power and memory for running security tools.
 - Virtual machines: To create isolated environments for experimentation,
 - Networking equipment: Basic networking devices (routers, switches) for hands-on practice.
 - Security tools: Penetration testing tools (e.g., Kali Linux) for practical exercises.
- Space Requirements: Dedicated workspace with sufficient room for a computer and any physical equipment is recommended. A quiet environment is ideal for focused study and practice.
- Practical Applications: The CEH certification is designed to equip individuals with the skills necessary to identify vulnerabilities in a system and networks. Practical applications include:
 - Penetration testing: Conducting authorized simulated attacks to identify vulnerabilities.
 - Security auditing: Evaluating systems and networks for compliance and security posture.
 - Incident response: Investigating and responding to security breaches.
 - Digital forensics: Collecting and analyzing digital evidence.
 - Security awareness training: Educating employees about cybersecurity risks.

Certified Secure Computer User

- Key Content: The CSCU certification focuses on building cybersecurity awareness among end-users. It validates an individual's understanding of basic security concepts, threats, and best practices.
 - Security fundamentals: Basic cybersecurity concepts, such as viruses, malware, phishing, and social engineering.
 - Password management: Creating and managing strong passwords.
 - Data protection: Protecting sensitive information.
 - Online safety: Safe browsing and online shopping practices.
 - Mobile device security: Protecting smartphones and tablets.
 - Social media security: Safe usage of social media platforms.
- Essential Equipment: Computer with internet access for accessing training materials and practice exercises.
- Space Requirements: Minimal, a quiet workspace for studying.
- Practical Applications: The CSCU certification is designed to improve cybersecurity awareness among employees. Practical applications include:
 - Preventing data breaches: Implementing security best practices in daily work activities.
 - Identifying phishing attempts: Recognizing and avoiding phishing scams.
 - Protecting personal information: Safeguarding sensitive data.
 - Promoting cybersecurity culture: Educating colleagues about security risks.

Certified Network Defender (CND)

- Key Content: The CND certification validates a comprehensive understanding of network security, threat detection, incident response, and network defense strategies.³
 - Network architecture and protocols: Understanding network infrastructure and communication protocols.
 - Threat intelligence: Gathering and analyzing threat information.
 - Network security technologies: Implementing and managing firewalls, intrusion detection/prevention systems (IDS/IPS), and other security controls.
 - Incident response: Handling security incidents effectively.

- Digital forensics: Collecting and analyzing evidence.
- Essential Equipment: While not strictly required, having access to the following equipment can enhance the learning experience:
 - Computer: With sufficient processing power and memory for running security tools.
 - Virtual machines: To create isolated environments for experimentation.
 - Network equipment: Basic networking devices (routers, switches) for hands-on practice.
 - Security tools: Network security tools (firewalls, IDS/IPS) for simulation and analysis.
- Space Requirements: A dedicated workspace with sufficient room for a computer and any physical equipment is recommended. A quiet environment is ideal for focused study and practice.
- Practical Applications: The CND certification equips individuals with the skills to protect networks from cyber threats. Practical applications include:
 - Network security engineer: Designing, implementing, and managing network security infrastructure.
 - Security analyst: Monitoring networks for threats and responding to incidents.
 - Incident responder: Investigating and mitigating security breaches.
 - Digital forensics investigator: Collecting and analyzing digital evidence.

Ohio State Apprenticeship Council Recognized Pre-Apprenticeship Program Certification of Completion.

Contractor will coach, assist, and support interested schools in designing a cybersecurity pre-apprenticeship program that meets local industry-needs. The locally designed pre-apprenticeships will include opportunities for earning industry credentials as well as work-based learning experiences that will result in students earning the 12-point pre-apprenticeship industry credential.

d. Content Instruction Necessary for Earning Credentials

Throughout the planning phase—including during the Design Lab, live virtual work sessions, and technical assistance opportunities—Contractor will work with schools to identify and design prerequisite curriculum, courses, and content that are essential precursors to the recommended industry-recognized credentials and their corresponding credential exams. While each school’s program will be personalized to meet regional needs, Contractor will support schools in recruiting industry partners within their respective regions who can also provide advice on prerequisite curriculum and content for credential exams. Contractor will also provide recommendations and technical assistance to schools regarding embedding leadership skills development opportunities for students, such as leadership credential programs on the Department’s approved industry-recognized credentials list or locally defined leadership programs within specific courses, within the prerequisite curriculum and courses and in their developed programs.

e. Practical Experiences

During the Design Lab and with work sessions and technical assistance, Contractor will assist and support schools in identifying industry partners that can offer practical work-based learning experiences for students as they are working towards earning their credentials. At a minimum, support will include instruction, work sessions, and technical assistance regarding practical work-based learning experiences. Further, Contractor will share with schools the work-based learning resources provided by DEW that are publicly available on DEW’s website, including resources pertaining to Ohio’s six work-based learning options.

f. Supports and Resources for Cybersecurity Credential Pathways

During the Design Lab and within work sessions and technical assistance, Contractor will assist and support schools in developing plans that include the necessary infrastructure to successfully implement and scale

their cybersecurity credential pathways, including physical location and space, technology, and equipment requirements. During the Design Lab, Contractor will facilitate one-on-one interactions between schools and credential and curriculum providers to allow them to better understand the space, technology, and equipment requirements. Within their pilot program proposals, schools will define how they will address needs related to space, technology, and equipment.

g. **Industry Partners**

Contractor will advise Pilot Schools in the work and program implementation, including the development of curriculum and real-world experiences for students. Contractor will provide direct support to each Pilot School. Contractor will provide training and technical assistance to schools to support access to resources related to locating and selecting industry partners. Contractor will assist schools with identifying local industry partners with their respective regions. Once schools identify their local partners, Contractor will facilitate communications between schools and local industry partners regarding curriculum development and work-based learning opportunities for students. Contractor will advise and assist Pilot Schools with creating or enhancing systems and policies to increase depth and breadth of work-based learning opportunities provided in Pilot Schools.

Training, Implementation, and Communication

Once the five schools are identified and notified, Contractor will institute the following onboarding process for Pilot Schools:

- a. **Individual School Introductions.** Contractor will hold a one-hour virtual meeting with the each of the Pilot Schools to overview the project, expectations, and cybersecurity support services available. Pilot Schools will have the opportunity to ask questions and ensure clear understanding of roles and responsibilities. Contractor will provide Pilot Schools with a calendar and checklist of deliverables.
- b. **Onboarding Work Session.** Contractor will host a half-day live virtual work session for school teams and involved individuals of Pilot Schools that did not participate in the Design Lab to learn key content from the Design Lab and meet and engage with cybersecurity credential providers.

Contractor will invite and allow any school team that attended the Design Lab but was not chosen as one of the five pilot sites to participate in all live virtual training sessions to support development and design of cybersecurity pathways in their schools at no additional cost to the Department or the schools.

Contractor will develop and implement a training and implementation plan (“Implementation Plan”) which includes direct instruction, facilitated planning, and technical assistance to Pilot Schools in such a way that each site will have concrete and actionable plans that involve facility, space, equipment, software, HR needs, educator training, industry partnership development, credential and other curriculum development, and creation of work-based learning experiences. Additionally, each Pilot School will have plans for scaling and sustaining their program over the next five years. Contractor’s Implementation Plan will also include training and professional development for all teachers assigned to Pilot School teams. Contractor will develop and deliver professional development and training for these teachers that includes the use of new technology (software, hardware, and curriculum), new curriculum, and new credential programs.

Timeline

Cybersecurity Design Lab (Fall 2024). As referenced in the Work Plan, the Design Lab will include content focused on developing an understanding of cybersecurity and employment opportunities in Ohio. Contractor will collaborate with industry partners such as the PAST Foundation, experts in the cybersecurity field, and other professionals with expertise in designing career-ready pathways in the IT

field to share successful practices for start-up, scaling, and sustaining these initiatives. Cybersecurity coursework and credential providers will introduce schools to resources, curriculum, and professional development essential for building new pathways. Through facilitated planning, school teams will create draft plans for moving forward.

Cybersecurity Pathway Pilot Program RFP (December 2024). Interested schools will submit plans for moving forward with designing and implementing a cybersecurity pathway as part of their pilot proposal. Proposals will include draft plans for facility, space, equipment, software, HR needs, educator training, industry partnership development, credential and other curriculum development, and the creation of work-based learning experiences. Contractor and DEW will identify and select one school per region as pilot sites.

Onboarding Training (January 2025). Contractor will hold a one-hour live virtual meeting with each of the Pilot Schools to overview the project, expectations, and support services available. Schools will have the opportunity to ask questions and ensure clear understanding of roles and responsibilities. Contractor will provide Pilot Schools with a calendar and checklist of deliverables. Contractor will host a half-day live virtual work session for school teams and involved individuals for Pilot Schools that did not participate in the Design Lab to learn key content from the Design Lab and meet and engage with cybersecurity credential providers.

Pathway Design Work Session (February 2025). All Pilot School teams will be required to participate in a full-day live-virtual work session focuses on finalizing their pathway design. Contractor will provide to school teams technical assistance on finalizing pathway design. Pilot Schools will be required to submit a plan that includes the following:

- Certifications and credential/curriculum providers,
- Student credentialing and recruitment plan with a timeline,
- Teacher identification/recruitment and training requirements to prepare implementation of the new pathway and credentials,
- Industry partner recruitment,
- Content instruction plan to prepare students for success in earning credentials,
- Work-based training aligned with Ohio's six work-based learning options,
- Use of physical space and technology (software), and/or equipment to successfully implement and scale their cybersecurity credential pathways.

Critical Friend Review Session (March 2025). Contractor will facilitate a review session to review Pilot Schools' implementation plans at which Pilot Schools will present their plans and Contractor will provide technical assistance and constructive feedback to enhance plans and identify any gaps. DEW may participate in the review session and provide feedback to Pilot Schools. Following the presentations, Pilot Schools will make necessary revisions and submit final plans to their local boards of education for review and approval.

Teacher Professional Development (Spring 2025). To ensure successful program implementation by Pilot Schools, Contractor will develop and deliver professional development and training for Pilot School teachers that includes the use of new technology (software, hardware, and curriculum), new curriculum, and new credential programs. Professional development will be included in Contractor's Implementation Plan, as described above.

School Site Visits (Fall 2025). The Contractor will complete an on-site technical assistance visit to see each program in action and provide whatever support may be needed. During this visit, the Contractor will meet with the teacher, visit the classroom, and talk with students along with local industry partners

to better understand the strengths and challenges of during the first year of implementation. Findings from this visit will be used as part of the development of the Cybersecurity Pathway StartUp Resource Kit that will be shared during the statewide Cybersecurity Promising Practices Summit.

Sustainability Design Lab (Fall 2025). The Contractor will facilitate a full-day in-person Design Lab for all pilot sites to help them create long-term sustainability plans. Following the Design Lab framework the Contractor will provide tools and resources to assist schools with these plans.

- Morning Presentation of Core Content-tools and resources for long-term sustainability
- PoP Sessions-Cybersecurity experts will share strategies for connecting students with work-based learning. Schools with pathways programs that have been sustained for at least three years will share insights.
- Afternoon-Grants and braiding funding support schools in accessing additional dollars to enhance, scale, and/or sustain their programs. Funding workshops will include, but not limited to, utilizing Innovative Workforce Investment Program, credential exam reimbursement, Ohio Tech Cred, Ohio High School Student Tech Internship. Individual Microcredential Assistance Program, WIOA, Perkins funds, Title funds, and Career Exploration and Awareness funds to grow and sustain their programs.
- Facilitated planning using a sustainability plan tool-Teams create the first draft of sustainability plans, including their financial model. Sustainability plans will be due December 2025.

Promising Practice Videos (Fall 2025). Each school create a three-to-five-minute video of their journey that highlights successes, challenges, of implementation, and recommendations to help other schools develop their own cybersecurity pathways. Videos will be due in early November 2025. The Contractor will have each video professional edited and shared through its YouTube channel, via social media, and during the Cybersecurity Promising Practices Summit.

Cybersecurity Pathway Sustainability Plan (December 2025). The Contractor will develop and submit a Cybersecurity Pathway Sustainability Plan to DEW that can be used to guide future schools through the development of a cybersecurity credential pathway program. The plan will highlight the different financial sustainability models developed by the pilot sites as well as their local programmatic sustainability plans.

Cybersecurity Pathway StartUp Resource Kit (December 2025). Based on the lessons learned during site visits and ongoing technical assistance, the Contractor will design a Cybersecurity Pathway StartUp Resource Kit that includes tools and resources for designing, implementing, scaling, and sustaining cybersecurity pathways. The resource kit will highlight areas of flexibility based on school size, existing resources, and potential access to regional industry partners.

Cybersecurity Promising Practices Summit (December 2025). The Contractor will host a statewide, one-day, live-virtual summit where schools across Ohio (and beyond) can learn how to develop and implement cybersecurity pathways with embedded industry-recognized credentials. Promising Practice videos will be shared with all participants and each school will facilitate a workshop providing participants with practice strategies for designing and implementing these pathways. Each school presentation will include a student and an industry partner sharing their perspectives on the program and its benefits. The Contractor will share its Cybersecurity Pathway StartUp Resource Kit and facilitate teams in using the Resource Kit to begin drafting their own plans to start cybersecurity pathways.

| Activity | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| DEW Check-ins | | | | | | | | | | | | | | | |
| Cybersecurity Pathways Design Lab | | | | | | | | | | | | | | | |
| Cybersecurity Pathway Pilot Program RFP | | | | | | | | | | | | | | | |
| Onboarding Training | | | | | | | | | | | | | | | |
| Pathway Design Work Session | | | | | | | | | | | | | | | |
| Critical Friend Review Session | | | | | | | | | | | | | | | |
| Teacher Professional Development | | | | | | | | | | | | | | | |
| School Site Visits | | | | | | | | | | | | | | | |
| Technical Assistance | | | | | | | | | | | | | | | |
| Sustainability Design Lab | | | | | | | | | | | | | | | |
| Promising Practices Videos | | | | | | | | | | | | | | | |
| Cybersecurity Pathway Sustainability Plan | | | | | | | | | | | | | | | |
| Cybersecurity Pathway StartUp Resource Kit | | | | | | | | | | | | | | | |
| Promising Practices Summit | | | | | | | | | | | | | | | |

Personnel

| Name | Entity | Responsibilities |
|--------------------|----------------|---------------------------------------|
| Michele Timmons | EnvisionEdPlus | Project Director & Co-Facilitator |
| Tricia Moore | EnvisionEdPlus | Project Manager & Co-Facilitator |
| Dr. Thomie Timmons | EnvisionEdPlus | Adult Learning Lead & Co-Facilitator |
| Kelley Albright | EnvisionEdPlus | Communications & Marketing Lead |
| Fallon Champagne | EnvisionEdPlus | Event Planning & Data Management Lead |

Budget

FY25

| Deliverable | QTY | Unit of Measure | Unit Cost | Extended Cost |
|-----------------------|-----|-----------------|-----------|---------------|
| School Identification | 1 | Amount | \$59,826 | \$59,826 |
| Implementation | 1 | Amount | \$180,699 | \$180,699 |
| Total: | - | - | - | \$240,525 |

FY26

| Deliverable | QTY | Unit of Measure | Unit Cost | Extended Cost |
|------------------------|-----|-----------------|-----------|---------------|
| Implementation | 1 | Amount | \$43,740 | \$43,740 |
| Sustainability Plan | 1 | Each | \$27,044 | \$27,044 |
| Supplemental Materials | 1 | Amount | \$37,829 | \$37,829 |
| Total: | - | - | - | \$108,613 |

*Appropriation for state fiscal year 2026, which for the purposes of this contract are from July 1, 2025 until December 31, 2025, will not be available until approval by the Controlling Board of the State of Ohio is obtained for said fiscal year. Funds for this Agreement are from a Federal source and therefore are deemed to be obligated in their entirety upon the last date of signature of the relevant parties.