

**Memorandum of Understanding (MOU)**  
**Between**  
**Fostering Life-Changing Opportunities (FLO)**  
**And**  
**Columbia Public Schools (CPS)**

**I. Parties:**

This Memorandum of Understanding (MOU) establishes an agreement between Fostering Life-Changing Opportunities (FLO) and the Columbia Public School District (CPS).

Whereas, FLO is a non-profit organization 501(c)(3) tax-exempt status with the Internal Revenue Service; and CPS is a public-school district organized under the law of the State of Missouri.

**II. Purpose:**

FLO works in public schools and across the nonprofit and business sectors in the community to weave resources and relationships together so all youth may flourish. The goals of FLO's programs are to provide safe and stable housing to youth experiencing homelessness; engage youth in activities that build interpersonal and life skills; support youth and families in meeting basic and emergency needs; and improve access to post-secondary opportunities that lead to financial stability and overall well-being.

CPS, by and through its Board of Education, desires to work together with FLO in the true spirit of partnership, as FLO's program goals align with their own mission—Teachers and staff together with parents and the broader community create a complete and nurturing educational environment to provide an excellent education for all students.

**III. Agreements**

Together, the Parties enter into this MOU to mutually promote each other's purposes, operating under this MOU agree as follows:

*Governance*

- The FLO Board of Directors will include at least one (1) CPS Administrator.

*Staffing & Operations*

- CPS will provide network WIFI access for FLO staff members on CPS property.
- CPS will provide temporary, shared, or dedicated work space to FLO staff in any school building where students are served.
- FLO will provide a CPS substitute-certified staff member to supervise any FLO program activities that take outside of regular school hours and on CPS campuses.

*Confidentiality & Liability/Safety*

- FLO will ensure all staff sign CPS Confidentiality Agreements.

- FLO will ensure all mentors and any other volunteers who will be working directly with students will complete the CPS Volunteer Background Screening, sign a CPS Confidentiality Agreement, and will never be one-on-one in private settings with students on CPS property.
- CPS will honor Releases of Information completed by FLO employees and signed by students/guardians and will not charge FLO for requests for data reports that fall within the information stated on the Release.
- CPS staff, faculty, and/or administrators will utilize the referral processes and expectations as set forth by FLO on its website ([www.allyouthflourish.org](http://www.allyouthflourish.org)) when referring any CPS students for any FLO program(s).

*Housing & Transportation*

- CPS will prioritize the property located at 403 Park Avenue in the next five (5) years to be gifted to FLO on the condition that FLO will utilize the property to provide services that benefit the well-being of CPS students and/or their families.
- CPS will provide transportation between school and the FLO student house(s) for students who attend schools that are *not* within two (2) miles of the FLO house at which they reside; in accordance with McKinney-Vento.

*Employment*

- FLO, in collaboration with Veterans United Home Loans (VUHL), will offer a limited number of work-study positions and/or paid internships to CPS students. All FLO and CPS staff involved in these programs will follow the workplace policies and procedures that VUHL has in place.

**IV. Period of Agreement:**

The MOU is effective January 1, 2022 through December 31, 2023, and may be renewed upon mutual written agreement by the CPS Board President and the FLO Board President. Either Party desiring revision to this agreement shall submit their written draft revision of this document for consideration to the other Party thirty (30) days in advance of the next scheduled meeting of that Party’s Board. Either Party desiring cancellation shall submit a written request for cancellation to the other Party (30) thirty days in advance of the effective cancellation date.

\_\_\_\_\_ **Date:** \_\_\_\_\_

**Loreli Wilson, Board President, Fostering Life-Changing Opportunities**

\_\_\_\_\_ **Date:** \_\_\_\_\_

**Helen Wade, Board President, Columbia Public Schools**