



LETTER OF AGREEMENT

September 1, 2026 – August 31, 2027

BETWEEN
Goodwill of the Southern Alleghenies (GSA)
and
Richland School District

Goodwill of the Southern Alleghenies (GSA) agrees to provide the following services for the school district:

Services and Fee Structure

Service Category	Hourly Rate	15-Minute Rate
Community Based Work Assessments	\$50.00 / hr	\$12.50 / 15 min
Job Shadowing	\$50.00 / hr	\$12.50 / 15 min
Paid Work Experience:		
• 1:1 Instruction	\$60.00 / hr	\$15.00 / 15 min
• 1:2 Instruction (per student)	\$50.00 / hr	\$12.50 / 15 min
• Enclave or 1:3+ (per student)	\$40.00 / hr	\$10.00 / 15 min
Job Finding or Job Support Services	\$50.00 / hr	\$12.50 / 15 min
Workplace Readiness Skills Teaching (Individual and group sessions)	\$50.00 / hr	\$12.50 / 15 min

Service Delivery & Operational Terms

- **Location of Services:** Activities may occur at *540 Central Avenue, Johnstown, PA* (Goodwill Building) or *designated community sites*.
- **Instruction Models:** Services may be delivered through individual or group instruction.
- **Virtual Service Delivery:** Some services may be provided virtually, when appropriate and/or necessary, via an approved virtual platform in order to mitigate health concerns while allowing for continuity of service.
- **Reporting:** Progress and service reporting will be submitted monthly as requested.
- **Equal Opportunity:** GSA is an equal opportunity employer/program and maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, or any other consideration made unlawful by federal, state, or local laws.
- **Confidentiality:** GSA agrees to protect all confidential information provided by one party to the other, or acquired through the provision of services described herein; to treat all such confidential information as confidential to the extent allowed under state and/or federal law, and except as otherwise required by law, not to publish or disclose such information to any third party without the other party's written permission, using standard protective methods.
- **Clearances:** GSA will maintain current Child Abuse, Criminal, and FBI clearances for all staff working with school-age students.



- **Inclement Weather & Schedule Changes:** If school is delayed, canceled, or dismissed early due to inclement weather and the delay or dismissal affects a student's schedule, the student will not participate that day. Rescheduling will be considered on a case-by-case basis.

Responsibilities of the School District

- Referrals to the program.
- Assistance in advising and monitoring the program.
- Compensation to GSA for the agreed-upon rates, upon receipt of an invoice.
- Transportation for students.

Indemnification

Goodwill of the Southern Alleghenies: Goodwill will indemnify and defend Richland School District and its officers and employees from any costs, damages, and fees, including reasonable attorney fees, awarded in an action against them to the extent that such costs, damages, and fees are directly caused by the negligence or willful misconduct of employees of Goodwill Southern Alleghenies.

School District: Richland School District will indemnify and defend Goodwill of the Southern Alleghenies and its officers, directors, and employees from any costs, damages, and fees, including reasonable attorney fees, awarded in an action against them to the extent that such costs, damages, and fees are directly caused by the negligence or willful misconduct of school district students and employees working at the Goodwill or Community site.

Authorization and Signatures

By signing below, the authorized representatives of the parties hereto
have executed this Letter of Agreement:

GOODWILL

OF THE SOUTHERN ALLEGHENIES:

Amy Horwath
Amy Horwath, Executive Vice President

August 4, 2026
Date

SCHOOL DISTRICT:

Superintendent / Authorized School District Official

Date

Additional Information (Please Complete)

Source of Funding:	_____
If Federal monies are used, CFDA #:	_____
Federal Funding Percentage (%):	_____

Thank you for your partnership!