



Leader in Me® Agreement

This Leader in Me Agreement (“Agreement”) is entered into as of the date given below (the “Effective Date”) by and between Franklin Covey Client Sales, Inc., whose address is 2200 West Parkway Blvd., Salt Lake City, Utah 84119 (“FranklinCovey”) and the following organization (“District”):

Organization:	Hernando County School District	Contact Person:	Mr. Ray Pinder
Address:	919 N Broad St	Telephone:	(352)797-7070X445
City, State, Zip:	Brooksville, Florida 34601-2397	Email:	pinder_r@hcsb.k12.fl.us

WHEREAS, FranklinCovey offers to schools a unique educational solution entitled “The Leader in Me®” (“TLIM”), which helps schools establish a culture of character and leadership with its teachers and students.

WHEREAS, District wishes for the schools identified in the table below (collectively, the “Schools”) to receive the TLIM training, coaching, materials, and applicable licenses described herein (collectively, the “Services”) to be included in FranklinCovey’s The Leader in Me® network of schools.

NOW, THEREFORE, in consideration of the promises and covenants contained herein, and intending to be legally bound hereby, the Parties agree as follows:

Details of Services and Materials

School(s)		
Challenger K-8		Explorer K-8 School
D.S Parrot Middle School		Eastside Elementary School
Moton Elementary School	Hernando High School	Weeki Wachee High School

Invoice Year	District	Sponsor	Total
Year 1	\$249,066.63	\$134,483.33	\$383,549.96
Year 2	\$132,701.01	\$134,483.33	\$267,184.34
Year 3	\$132,863.00	\$134,483.34	\$267,346.34
Total	\$514,630.64	\$403,450.00	\$918,080.64

Year 1	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
Annual School Membership	2/25/2025	2/24/2026	2/25/2025	\$11.25	8069	\$90,776.25
						\$90,776.25
Professional Development						
Challenger K-8						
Launch LiM Consultant (Early Learning/ Elem)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Lighthouse Team 1 Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	2	\$6,000.00
Core 1 Coaching Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
Explorer K-8 School						
Launch LiM Consultant (Early Learning/ Elem)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Lighthouse Team 1 Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	2	\$6,000.00
Core 1 Coaching Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
D.S Parrot Middle School						
Launch Leader in Me Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Lighthouse Team 1 Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	2	\$6,000.00
Core 1 Coaching Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
Eastside Elementary School						
Launch LiM Consultant (Early Learning/ Elem)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Lighthouse Team 1 Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	2	\$6,000.00
Core 1 Coaching Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
Moton Elementary School						
Launch LiM Consultant (Early Learning/ Elem)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Lighthouse Team 1 Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	2	\$6,000.00
Core 1 Coaching Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
Hernando High School						
Launch Leader in Me Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Lighthouse Team Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Inspire Leadership Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Coaching Daily Rate (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
Weeki Wachee High						
Launch Leader in Me Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Lighthouse Team Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
7 Habits and Core 1 (All Staff) Consultant Daily Rate	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Inspire Leadership Consultant (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	1	\$3,000.00
Core 1: Coaching Daily Rate (Secondary)	2/25/2025	2/24/2026	2/25/2025	\$3,000.00	3	\$9,000.00
						\$147,000.00

Materials

Challenger K-8

Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	12	\$502.20
Lighthouse Team Resource Guide (K-8)	Upon Shipment	\$41.85	12	\$502.20
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	114	\$7,438.50
Core 1 Participant Guide	Upon Shipment	\$41.85	99	\$4,143.15
7 Habits of Happy Kids: Habit Tree Poster	Upon Shipment	\$11.93	115	\$1,371.95
Digital Curriculum Level K: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 1: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 2: Teacher Notes Print Edition	Upon Shipment	\$41.85	7	\$292.95
Digital Curriculum Level 3: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 4: Teacher Notes Print Edition	Upon Shipment	\$41.85	7	\$292.95
Digital Curriculum Level 5: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 6: Teacher Notes Print Edition	Upon Shipment	\$41.85	11	\$460.35
Digital Curriculum Level 7: Teacher Notes Print Edition	Upon Shipment	\$41.85	11	\$460.35
Digital Curriculum Level 8: Teacher Notes Print Edition	Upon Shipment	\$41.85	13	\$544.05
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	145	\$1,012.10
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	160	\$1,116.80
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	169	\$1,179.62
Curriculum Companion Level 6: Student Edition	Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 7: Student Edition	Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition	Upon Shipment	\$6.98	210	\$1,465.80
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$2,462.00	1	\$2,462.00

Explorer K-8 School

Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	15	\$627.75
Lighthouse Team Resource Guide (K-8)	Upon Shipment	\$41.85	15	\$627.75
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	161	\$10,505.25
Core 1 Participant Guide	Upon Shipment	\$41.85	120	\$5,022.00
7 Habits of Happy Kids: Habit Tree Poster	Upon Shipment	\$11.93	102	\$1,216.86
Digital Curriculum Level K: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 1: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 2: Teacher Notes Print Edition	Upon Shipment	\$41.85	9	\$376.65
Digital Curriculum Level 3: Teacher Notes Print Edition	Upon Shipment	\$41.85	9	\$376.65
Digital Curriculum Level 4: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 5: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 6: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 7: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Digital Curriculum Level 8: Teacher Notes Print Edition	Upon Shipment	\$41.85	8	\$334.80
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	150	\$1,047.00
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	165	\$1,151.70
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 6: Student Edition	Upon Shipment	\$6.98	200	\$1,396.00
Curriculum Companion Level 7: Student Edition	Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition	Upon Shipment	\$6.98	203	\$1,416.94
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$2,734.00	1	\$2,734.00

D.S Parrott Middle School

Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	10	\$418.50
Lighthouse Team Resource Guide (K-8)	Upon Shipment	\$41.85	10	\$418.50
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	59	\$3,849.75
Core 1 Participant Guide	Upon Shipment	\$41.85	53	\$2,218.05
7 Habits of Happy Kids: Habit Tree Poster	Upon Shipment	\$11.93	45	\$536.85
Digital Curriculum Level 6: Teacher Notes Print Edition	Upon Shipment	\$41.85	9	\$376.65
Digital Curriculum Level 7: Teacher Notes Print Edition	Upon Shipment	\$41.85	9	\$376.65
Digital Curriculum Level 8: Teacher Notes Print Edition	Upon Shipment	\$41.85	9	\$376.65
Curriculum Companion Level 6: Student Edition	Upon Shipment	\$6.98	263	\$1,835.74
Curriculum Companion Level 7: Student Edition	Upon Shipment	\$6.98	273	\$1,905.54
Curriculum Companion Level 8: Student Edition	Upon Shipment	\$6.98	214	\$1,493.72
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,494.00	1	\$1,494.00

Eastside Elementary School

Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	10	\$418.50
Lighthouse Team Resource Guide (K-8)	Upon Shipment	\$41.85	10	\$418.50
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	85	\$5,546.25
Core 1 Participant Guide	Upon Shipment	\$41.85	65	\$2,720.25
7 Habits of Happy Kids: Habit Tree Poster	Upon Shipment	\$11.93	45	\$536.85
Digital Curriculum Level K: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 1: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 2: Teacher Notes Print Edition	Upon Shipment	\$41.85	7	\$292.95
Digital Curriculum Level 3: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 4: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Digital Curriculum Level 5: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Early Learning: Essentials Bundle	Upon Shipment	\$405.00	1	\$405.00
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	116	\$809.68
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	125	\$872.50
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,464.75	1	\$1,464.75

Moton Elementary School

Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	10	\$418.50
Lighthouse Team Resource Guide (K-8)	Upon Shipment	\$41.85	10	\$418.50
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	87	\$5,676.75
Core 1 Participant Guide	Upon Shipment	\$41.85	57	\$2,385.45
7 Habits of Happy Kids: Habit Tree Poster	Upon Shipment	\$11.93	50	\$596.50
Digital Curriculum Level K: Teacher Notes Print Edition	Upon Shipment	\$41.85	6	\$251.10
Digital Curriculum Level 1: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Digital Curriculum Level 2: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Digital Curriculum Level 3: Teacher Notes Print Edition	Upon Shipment	\$41.85	7	\$292.95
Digital Curriculum Level 4: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Digital Curriculum Level 5: Teacher Notes Print Edition	Upon Shipment	\$41.85	5	\$209.25
Early Learning: Essentials Bundle	Upon Shipment	\$405.00	3	\$1,215.00
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	120	\$837.60
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,513.40	1	\$1,513.40

Hernando High School

7 Habits of Highly Effective Teens: Student Leadership Guide	Upon Shipment	\$20.88	60	\$1,252.80
7 Habits of Highly Effective Teens: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Find Your Voice: Student Leadership Guide	Upon Shipment	\$20.88	30	\$626.40
Find Your Voice: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Inspire Others: Student Leadership Guide	Upon Shipment	\$20.88	30	\$626.40
Inspire Others: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	15	\$627.75
Secondary 2.0: Lighthouse Team Journal	Upon Shipment	\$41.85	15	\$627.75
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	107	\$6,981.75
Secondary 2.0: Core 1 Participant Guide	Upon Shipment	\$41.85	71	\$2,971.35
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,026.60	1	\$1,026.60

Weeki Wachee High School

7 Habits of Highly Effective Teens: 8 Poster Set	Upon Shipment	\$64.80	5	\$324.00
7 Habits of Highly Effective Teens: Student Leadership Guide	Upon Shipment	\$20.88	60	\$1,252.80
7 Habits of Highly Effective Teens: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Find Your Voice: Student Leadership Guide	Upon Shipment	\$20.88	30	\$626.40
Find Your Voice: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Inspire Others: Student Leadership Guide	Upon Shipment	\$20.88	30	\$626.40
Inspire Others: Teacher Leadership Guide	Upon Shipment	\$89.78	2	\$179.56
Launch Leader in Me Poster Set	Upon Shipment	\$67.50	1	\$67.50
Leader in Me Framework Cards	Upon Shipment	\$41.85	15	\$627.75
Secondary 2.0: Lighthouse Team Journal	Upon Shipment	\$41.85	15	\$627.75
7 Habits Signature 4.0 Participant Guide	Upon Shipment	\$65.25	80	\$5,220.00
Secondary 2.0: Core 1 Participant Guide	Upon Shipment	\$41.85	80	\$3,348.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$952.85	1	\$952.85

\$145,773.71

Total Investment \$383,549.96

Invoice Year	District	Sponsor	Total
Year 1 Total	\$249,066.63	\$134,483.33	\$383,549.96

Year 2	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
District Partnership: Leader in Me Online District+	2/25/2026	2/24/2027	2/25/2026	\$1,400.00	1	\$1,400.00
District Partnership: District Alignment Session (Year 2+)	2/25/2026	2/24/2027	2/25/2026	\$3,600.00	1	\$3,600.00
Annual School Membership	2/25/2026	2/24/2027	2/25/2026	\$11.25	8069	\$90,776.25
						\$92,176.25
Professional Development						
Challenger K-8						
Lighthouse Team 2 Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 (All Staff) Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 Coaching Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
Explorer K-8 School						
Lighthouse Team 2 Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 (All Staff) Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 Coaching Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
D.S Parrot Middle School						
Lighthouse Team 2 Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 (All Staff) Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 Coaching Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
Eastside Elementary School						
Lighthouse Team 2 Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 (All Staff) Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 Coaching Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
Moton Elementary School						
Lighthouse Team 2 Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 (All Staff) Consultant Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2 Coaching Daily Rate	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
Hernando High School						
Core 2: Lighthouse Team Consultant (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2: Create Impact Consultant (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2: Coaching Daily Rate (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
Weeki Wachee High						
Core 2: Lighthouse Team Consultant (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2: Create Impact Consultant (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	1	\$3,000.00
Core 2: Coaching Daily Rate (Secondary)	2/25/2026	2/24/2027	2/25/2026	\$3,000.00	3	\$9,000.00
						\$108,600.00
Materials						
Challenger K-8						
Core 2 Participant Guide			Upon Shipment	\$41.85	99	\$4,143.15
Curriculum Companion Level K: Student Edition			Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 1: Student Edition			Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition			Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 3: Student Edition			Upon Shipment	\$6.98	145	\$1,012.10
Curriculum Companion Level 4: Student Edition			Upon Shipment	\$6.98	160	\$1,116.80
Curriculum Companion Level 5: Student Edition			Upon Shipment	\$6.98	169	\$1,179.62
Curriculum Companion Level 6: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 7: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Shipping and Handling Estimate (Actual Invoiced)			Upon Shipment	\$1,911.35	1	\$1,911.35
Explorer K-8 School						
Core 2 Participant Guide			Upon Shipment	\$41.85	120	\$5,022.00
Curriculum Companion Level K: Student Edition			Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 1: Student Edition			Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 2: Student Edition			Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 3: Student Edition			Upon Shipment	\$6.98	165	\$1,151.70
Curriculum Companion Level 4: Student Edition			Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 5: Student Edition			Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 6: Student Edition			Upon Shipment	\$6.98	200	\$1,396.00
Curriculum Companion Level 7: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition			Upon Shipment	\$6.98	203	\$1,416.94
Shipping and Handling Estimate (Actual Invoiced)			Upon Shipment	\$1,997.10	1	\$1,997.10

D.S Parrott Middle School

Core 2 Participant Guide	Upon Shipment	\$41.85	53	\$2,218.05
Curriculum Companion Level 6: Student Edition	Upon Shipment	\$6.98	263	\$1,835.74
Curriculum Companion Level 7: Student Edition	Upon Shipment	\$6.98	273	\$1,905.54
Curriculum Companion Level 8: Student Edition	Upon Shipment	\$6.98	214	\$1,493.72
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,307.80	1	\$1,307.80

Eastside Elementary School

Core 2 Participant Guide	Upon Shipment	\$41.85	65	\$2,720.25
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	116	\$809.68
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	125	\$872.50
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,171.50	1	\$1,171.50

Moton Elementary School

Core 2 Participant Guide	Upon Shipment	\$41.85	57	\$2,385.45
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	120	\$837.60
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,131.00	1	\$1,131.00

Hernando High School

Core 2 Participant Guide (Secondary)	Upon Shipment	\$41.85	71	\$2,971.35
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$185.65	1	\$185.65

Weeki Wachee High School

Core 2 Participant Guide (Secondary)	Upon Shipment	\$41.85	80	\$3,348.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$206.70	1	\$206.70

\$66,408.09

Total Investment			\$267,184.34	
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Invoice Year	District	Sponsor	Total
Year 2 Total	\$132,701.01	\$134,483.33	\$267,184.34

Year 3	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
District Partnership: Leader in Me Online District+	2/25/2027	2/24/2028	2/25/2027	\$1,400.00	1	\$1,400.00
District Partnership: District Alignment Session (Year 2+)	2/25/2027	2/24/2028	2/25/2027	\$3,600.00	1	\$3,600.00
Annual School Membership	2/25/2027	2/24/2028	2/25/2027	\$11.25	8069	\$90,776.25
						\$92,176.25
Professional Development						
Challenger K-8						
Lighthouse Team 3 Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 (All Staff) Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 Coaching Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
Explorer K-8 School						
Lighthouse Team 3 Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 (All Staff) Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 Coaching Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
D.S Parrot Middle School						
Lighthouse Team 3 Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 (All Staff) Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 Coaching Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
Eastside Elementary School						
Lighthouse Team 3 Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 (All Staff) Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 Coaching Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
Moton Elementary School						
Lighthouse Team 3 Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 (All Staff) Consultant Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3 Coaching Daily Rate	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
Hernando High School						
Core 3: Lighthouse Team Consultant (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3: Empower Growth Consultant (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3: Coaching Daily Rate (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
Weeki Wachee High						
Core 3: Lighthouse Team Consultant (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3: Empower Growth Consultant (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	1	\$3,000.00
Core 3: Coaching Daily Rate (Secondary)	2/25/2027	2/24/2028	2/25/2027	\$3,000.00	3	\$9,000.00
						\$108,600.00
Materials						
Challenger K-8						
Core 3 Participant Guide			Upon Shipment	\$41.85	99	\$4,143.15
Curriculum Companion Level K: Student Edition			Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 1: Student Edition			Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition			Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 3: Student Edition			Upon Shipment	\$6.98	145	\$1,012.10
Curriculum Companion Level 4: Student Edition			Upon Shipment	\$6.98	160	\$1,116.80
Curriculum Companion Level 5: Student Edition			Upon Shipment	\$6.98	169	\$1,179.62
Curriculum Companion Level 6: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 7: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Shipping and Handling Estimate (Actual Invoiced)			Upon Shipment	\$1,928.55	1	\$1,928.55
Explorer K-8 School						
Core 3 Participant Guide			Upon Shipment	\$41.85	120	\$5,022.00
Curriculum Companion Level K: Student Edition			Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 1: Student Edition			Upon Shipment	\$6.98	140	\$977.20
Curriculum Companion Level 2: Student Edition			Upon Shipment	\$6.98	150	\$1,047.00
Curriculum Companion Level 3: Student Edition			Upon Shipment	\$6.98	165	\$1,151.70
Curriculum Companion Level 4: Student Edition			Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 5: Student Edition			Upon Shipment	\$6.98	170	\$1,186.60
Curriculum Companion Level 6: Student Edition			Upon Shipment	\$6.98	200	\$1,396.00
Curriculum Companion Level 7: Student Edition			Upon Shipment	\$6.98	210	\$1,465.80
Curriculum Companion Level 8: Student Edition			Upon Shipment	\$6.98	203	\$1,416.94
Shipping and Handling Estimate (Actual Invoiced)			Upon Shipment	\$2,030.70	1	\$2,030.70

D.S Parrott Middle School

Core 3 Participant Guide	Upon Shipment	\$41.85	53	\$2,218.05
Curriculum Companion Level 6: Student Edition	Upon Shipment	\$6.98	263	\$1,835.74
Curriculum Companion Level 7: Student Edition	Upon Shipment	\$6.98	273	\$1,905.54
Curriculum Companion Level 8: Student Edition	Upon Shipment	\$6.98	214	\$1,493.72
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,318.20	1	\$1,318.20

Eastside Elementary School

Core 3 Participant Guide	Upon Shipment	\$41.85	65	\$2,720.25
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	116	\$809.68
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	125	\$872.50
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,188.00	1	\$1,188.00

Moton Elementary School

Core 3 Participant Guide	Upon Shipment	\$41.85	57	\$2,385.45
Curriculum Companion Level K: Student Edition	Upon Shipment	\$6.98	110	\$767.80
Curriculum Companion Level 1: Student Edition	Upon Shipment	\$6.98	120	\$837.60
Curriculum Companion Level 2: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 3: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Curriculum Companion Level 4: Student Edition	Upon Shipment	\$6.98	130	\$907.40
Curriculum Companion Level 5: Student Edition	Upon Shipment	\$6.98	100	\$698.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$1,145.50	1	\$1,145.50

Hernando High School

Core 3 Participant Guide (Secondary)	Upon Shipment	\$41.85	71	\$2,971.35
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$185.65	1	\$185.65

Weeki Wachee High School

Core 3 Participant Guide (Secondary)	Upon Shipment	\$41.85	80	\$3,348.00
Shipping and Handling Estimate (Actual Invoiced)	Upon Shipment	\$206.70	1	\$206.70

\$66,570.09

Total Investment \$267,346.34

Invoice Year	District	Sponsor	Total
Year 3 Total	\$132,863.00	\$134,483.34	\$267,346.34

Invoice Year	District	Sponsor	Total
Year 1	\$249,066.63	\$134,483.33	\$383,549.96
Year 2	\$132,701.01	\$134,483.33	\$267,184.34
Year 3	\$132,863.00	\$134,483.34	\$267,346.34
3 Year Total	\$514,630.64	\$403,450.00	\$918,080.64

District may contact FranklinCovey via email or purchase order to purchase additional products and/or services, which shall be subject to the terms and conditions of this Agreement. If District issues a purchase order and there is any conflict between the purchase order terms and this Agreement, this Agreement shall control. If this Agreement is executed by District after the Invoice Dates above, FranklinCovey may adjust the Invoice Dates based on the Effective Date. Such change shall not affect the Total Investment.

IN WITNESS HEREOF, all Parties have executed the foregoing Agreement by their duly authorized representatives

Approved as to form
& legal sufficiency:
Kevin M. Sullivan
Attorney for HCSD
Date: Feb 18, 2025

Franklin Covey Client Sales Agreement signed by:

District:

By: Josh Jefferson
34C3293BEC234D6...

By: _____

Printed Name: Josh Jefferson

Printed Name: _____

Title: Finance Lead
Director of Finance, Education

Title: _____

Effective Date: _____

TERMS AND CONDITIONS

General: District shall provide each School a copy of this Agreement. District shall convey to each School that each School is considered an entity of the District and shall be bound by all terms and conditions described herein. Certain teachers and/or staff of Schools ("Users") are entitled to access The Leader in Me Online protected site of FranklinCovey's Leader in Me website (the "Portal") located at www.TheLeaderInMeOnline.org and receive a limited license to use certain FranklinCovey intellectual property as defined in this Agreement.

Grant of Rights To Portal: FranklinCovey hereby grants a limited, non-exclusive, non-transferable, revocable license for Users, for whom an annual license fee has been paid, to access the Portal. Access to the Portal shall be available only to Users, who will receive a unique registration code from an authorized representative of School (e.g., Superintendent, Principal) prior to logging into the site. Users agree not to make the Portal available in any manner to individuals who are not a party to this Agreement, including the general public and, specifically, students. The Portal is provided for the benefit of Users only who have paid a license fee to access the Portal.

Intellectual Property License: FranklinCovey hereby grants the School, a limited, non-exclusive license (the "License") to use the FC IP (defined below) within the School only in connection with the delivery or promotion of FranklinCovey's The Leader in Me® solution within the School. For clarity, the FC IP may be used with, but is not limited to, lesson plans, bulletin boards, posters, tee shirts, pins, songs, and other similar uses, excluding planners/agendas, unless such planners/agendas are purchased through SDI Innovations. Further, School shall not use a FranklinCovey trademark, such as The Leader in Me®, in or as a domain name. The License to the FC IP shall not be sublicensed, assigned, or transferred by School. All works created by School using the FC IP shall be deemed derivative works ("Derivative Works"), and are owned by FranklinCovey and may be used only pursuant to the license granted herein. The "FC IP" shall mean The Leader in Me trademarks and copyrighted materials provided to the School by FranklinCovey, including intellectual property associated with The 7 Habits®. School shall effectively communicate to its staff, employees, teachers, and anyone else who may have access to or receive the FC IP that such FC IP is copyright-protected and the proprietary property of FranklinCovey, and that neither School nor its employees shall modify, reproduce, file share, email, distribute to a third party, or publicly post (Slide Share, YouTube, etc.) the FC IP and any Derivative Works created by School or its employees except as expressly provided for herein. The FC IP is for the benefit of School for use within its School only.

Measurable Results Assessment: The Leader in Me process includes a survey whereby staff, parents, and students of Schools are asked questions related to leadership, culture, and academics. An authorized person from the School will be provided a URL link of the survey questions to share with staff, parents, and students. Personally identifiable information ("PII") will not be collected as part of the survey, but in the event information is categorized as PII, then FranklinCovey will not permit disclosure outside its own organization and it will take all commercially practicable measures to destroy PII when it is no longer needed for the purpose of the survey. Survey results will be compiled in an aggregate form and shared with third parties such as donors and sponsors. Survey results may also be used for research. To emphasize, no PII will be collected, and the survey is not mandatory.

Leadership Development: Principals Development Track and Lighthouse Coordinator Development Track for Schools provide opportunities for teachers and/or staff of Schools to attend professional development at a location in or near School's community determined by FranklinCovey. In the event participants must travel, travel expenses shall be the responsibility of the District.

Scheduling a Consultant: Contact FranklinCovey via email preferably thirty (30) days in advance to schedule a FranklinCovey consultant. Once scheduled, the cancellation/rescheduling provisions will apply.

Cancellation/Rescheduling Fees: Fifteen (15) calendar days' notice is required to cancel or reschedule the Services. If District provides fewer than fifteen days' notice, District will be billed a cancellation fee of 75% or a rescheduling fee of 25% of the consultant fee to cover costs incurred by FranklinCovey, as well as any travel costs imposed on FranklinCovey as a result of such cancellation or rescheduling. District will not be assessed a cancellation/rescheduling fee for any Services canceled or rescheduled by FranklinCovey.

Term, Termination, and Events of Termination: The term of this Agreement shall commence on the Effective Date and terminate on the End Date identified in the table above. Either party may terminate this Agreement if the other party materially breaches the Agreement, and such material

breach remains uncured after the non-breaching party has provided thirty (30) days' written notice of such breach. Upon termination of this Agreement for any reason, District shall immediately (i) discontinue all use of the FC IP; and (ii) discontinue all use of Derivative Works.

Payment Terms: Except as provided for in this section, FranklinCovey shall invoice District for all fees as identified in the table(s) above, which fees are nonrefundable and non-prorateable, including shipping and handling, and sales and use taxes (unless District submits proof of its tax-exempt status to FranklinCovey). All shipments are FOB Shipping Point. Any fees to be paid by a Sponsor will be applied by FranklinCovey to the amounts owing for materials, professional development, services, or taxes on the same, not to exceed the Sponsor's maximum set forth in the Funding Source table above. District shall be responsible for payment of all remaining fees not covered by a Sponsor. Payment terms are net 30 from the invoice date. Fees are subject to an annual price increase.

Additional Materials: If during the term of this Agreement the initial student/teacher count provided to FranklinCovey increases and District requires additional materials as a result of such increase, District shall contact FranklinCovey in writing (email is sufficient) providing the updated quantity, and FranklinCovey will ship the materials and invoice District in accordance with the payment terms in this Agreement.

Copyright: FranklinCovey owns all intellectual property rights, proprietary rights, and copyrights to all training session concepts and materials. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification, or revision of such materials or concepts of the scheduled training session or any portion thereof is expressly prohibited and shall constitute a breach of this Agreement and/or federal copyright law. The training session materials provided herein are intended for personal use only by the Users to apply the concepts learned within the School, and are not for resale or public display. Nothing in this Agreement implies a grant of license for District or the Schools to use the training session concepts and materials outside of the scope of this Agreement.

Leader in Me Notifications: FranklinCovey may send to teachers, staff, and employees via email or other means promotional materials, product updates, upcoming events and other information pertinent to The Leader in Me process. Anyone receiving such information may opt out at any time.

Modification of Agreement: All amendments or modifications to this Agreement must be in writing signed by the parties hereto. The person executing this Agreement on behalf of the District warrants that he/she has authority to bind District.

Affirmative Action/Equal Opportunity Employer: FranklinCovey complies with the EEO Clause of EO 11246, as amended, and the provisions of 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); 41 CFR Section 60-1.4(a) and (c); 41 CFR Section 60-1.7(a); 48 CFR Section 52.222-54(e); and 29 CFR Part 471, Appendix A to Subpart A, with respect to affirmative action program and posting requirements.

Force Majeure: Neither District nor FranklinCovey shall be required to perform any term, condition, or covenant of this Agreement so long as such performance is delayed or prevented by acts of God, material or labor restriction by any governmental authority, civil riot, floods, hurricanes, or other natural disasters, or any other cause not reasonably within the control of District or FranklinCovey.

Entire Agreement: This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement, the terms of the Agreement shall prevail.