

**PATHWAYS OF PROMISE:  
A  
PARTNERSHIP AGREEMENT**

**by and between**

**Rowan University**

**and**

**Glassboro Public School District**

**Dated: March \_\_, 2026**

## **PARTNERSHIP AGREEMENT**

In recognition of the unique relationship between Glassboro Public School District and Rowan University, this PARTNERSHIP Agreement (this "Agreement"), is entered into and effective on January 1, 2026, by and between ROWAN UNIVERSITY ("Rowan") and GLASSBORO PUBLIC SCHOOL DISTRICT ("GPSD"), each a "Party" and together the "Parties".

The Parties aim to develop an enduring partnership which will benefit students and families in the Borough of Glassboro and the Parties, and serve as a model for collaboration between host community school districts and public universities throughout the State of New Jersey. The Parties wish to ratify their relationship and state their Agreement on the terms and conditions that follow:

### **I. PURPOSE**

This Agreement shall seek to create a nationally recognized Partnership that delivers clear, predictable, and equitable pathways from PK-12 into college and careers. Beyond student outcomes, this Partnership will directly benefit the wider community of Glassboro by elevating property values, increasing civic pride, and strengthening the town's reputation as an educational hub anchored by Rowan. As such, the Parties are committed to the following:

- i. To establishing a framework for expanding access to quality college-level programming and joint educational offerings in the Borough of Glassboro;
- ii. To establishing a districtwide demonstration model to improve teaching quality and student learning outcomes;
- iii. To enhancing educational experiences for students enrolled in District Schools and at Rowan University.

This Agreement shall serve as the Master Partnership Agreement between the Parties and the Parties shall enter separate Implementing Agreements as required outlining specific obligations of the Parties.

### **II. ACADEMY PATHWAYS**

Glassboro High School will establish new Academies aligned with Rowan's colleges and regional workforce needs in the following areas:

STEM, The Arts, Business, Education, and Career and Technical Education

Each Academy will provide a coherent sequence of coursework, dual enrollment opportunities, and experiential learning connected to Rowan's campuses. These academic collaborations shall be agreed upon by the Parties and shall be outlined in the above-referenced Implementing Agreements or

Articulation Agreements as appropriate. Students will benefit from resources and instruction in the Glassboro High School and at Rowan University in accordance with the Parties' Agreements.

The Parties will designate academic representatives to meet at least quarterly to ensure alignment of these academic pathways and intended learning outcomes are being met. Parties shall designate their respective representative within thirty (30) days of signing this Agreement. If the representative changes, Party shall notify the other Party as soon as practicable of the change. Where appropriate, Rowan may enlist the assistance of Rowan College of South Jersey (RCSJ) to work with GPSD on specific aspects of the pathways.

### **III. TUITION ASSISTANCE**

Students who complete their academy program, meet established criteria, and graduate from Glassboro High School will receive tuition assistance from Rowan as determined by Rowan in accordance with applicable policies and procedures.

- i. The criteria for tuition assistance and the amount awarded to each student shall be determined solely by Rowan.
  - a. These criteria will be transparent to students and families in GPSD and announced in advance of each academic year.
  - b. Should the student's pathway result in their admission to RCSJ instead of directly to Rowan, the Parties agree that they shall establish a pathway inclusive of the student's time at RCSJ in conjunction with the leadership of RCSJ.

### **IV. DEMONSTRATION SCHOOLS AND PROFESSIONAL DEVELOPMENT**

Rowan faculty and graduate students will collaborate with Glassboro educators across all PK-12 schools.

- i. Across the district's four schools, classrooms will serve as demonstration sites where research and practice come together, improving teaching quality and student outcomes districtwide.
- ii. Rowan's College of Education and other colleges as applicable will provide professional development and coaching opportunities for staff and faculty employed with the GPSD. Such development and coaching opportunities as well as the Parties' obligations relating to these opportunities shall be more fully described in the Parties' separate agreements.
- iii. The Parties will collaborate to the extent practicable and appropriate on research opportunities related to education, classroom instruction, student development, or other related topics as will be further outlined in the Parties' separate agreements.

## **V. FACILITIES SHARING AND LEASE AGREEMENT**

- i. GPSD will lease the former Early Childhood Demonstration Center and use the space as GPSD preschool classrooms, funded by the NJDOE Preschool Expansion Aid and in accordance with the Parties' Lease Agreement for the use of that space.
- ii. Rowan students and staff will have access to this site, along with district facilities, as part of the districtwide demonstration model mentioned above according to applicable policies and procedures governing access.
- iii. GPSD and Rowan may share facility space for special events, such as graduation ceremonies to the extent such space is available. The Parties will document such uses in separate use agreements or license agreements as may be applicable depending on the type of space and the particular use of that space.
- iv. Nothing in this MOU is intended to create a commitment for the development of facilities for the GPSD. Any facilities plans will be separately documented in applicable agreements.

## **VI. BRANDING AND COMMUNICATIONS**

- i. All Glassboro schools will be branded as Rowan University "Premier Partners". Physical signage at each building will be upgraded to include an adjacent sign next to the school's name which indicates that the school is "A Premier Partner of Rowan University".
- ii. A shared communications plan will be developed to highlight student success stories, academy pathways, tuition assistance, and facility improvements. The Parties will meet at least biannually to ensure this communications plan is effective.
- iii. Parties shall develop appropriate cobranding standards and shall use such standards in any communications about the Agreement and Partnership. Parties shall jointly develop media and press releases and if such media or release are not jointly developed, each Party shall provide the other Party with at least one week advance notice prior to releasing an individual media or press release.
- iv. An initial signing ceremony and announcement of this partnership shall be scheduled within 60 days of the execution of this Agreement.
- v. Rowan will establish a "host community spotlight" section of its website to highlight aspects of this Partnership.

## **VII. STUDENT AND PARENT SERVICES**

- i. Glassboro High School will designate appropriate space to be used as a "Rowan Advising Center", where students and families can engage with Rowan and Glassboro High School staff to receive information about the Partnership.

- ii. Designees from Rowan and Glassboro High School staff will advise on topics including academics, financial aid, student services, parent services, career planning, wellness counseling, and experiential learning.
- iii. The Parties will collaborate to utilize resources on Rowan's campus to provide impactful learning experiences for GPSD students on site.

VIII. JOINT RESPONSIBILITIES

- a. The Parties will develop a joint advisory council consisting of representatives from GPSD and Rowan to oversee the development and implementation of all aspects of this Agreement.
- b. The Composition and Size of the council shall be determined by the Parties' academic representatives who will either serve as Co-Chairs of the Council or identify a designee to serve as Chair.
- c. The Council will set clear benchmarks for tracking high school enrollment growth, student achievement, teacher development, and facility milestones, while also tracking community level impacts.
- d. This Council will produce an annual report due on June 30 of each year, to ensure accountability and transparency.

IX. TERM, RENEWAL, AND TERMINATION

- i. **Term:** the term of this agreement shall be ten (10) years, starting on 1/1/2026 and ending on 12/31/2035.
- ii. **Renewal:** after the initial ten-year term, this agreement shall renew automatically for successive two-year terms until terminated.
- iii. **Termination:**
  - 1. During the first ten (10) years following 1/1/2026, this agreement may be terminated by either Party by written notice to the other party if:
    - a. There has been a material breach of any of the covenants set forth in this agreement or the Implementing Agreements on the part of the other party;
    - b. The other party shall cease to maintain its accreditation or licensure; or
    - c. The other party or any of its employees or agents shall engage in any conduct which could reasonably be expected to adversely affect the reputation of the party seeking termination.

2. After the first ten (10) years following the effective date of this agreement (1/1/2026), either party may terminate this agreement (i) for any reason or no reason upon one year's notice to the other party or (ii) for breach as provided above.
3. In the event that this agreement is terminated, it is understood and agreed that the termination will not apply to those students already accepted to Rowan under the terms of this agreement.
4. Parties agree and acknowledge that the establishment of Pathways and cooperation contemplated under this Agreement are material terms and Rowan may determine that GPSD is no longer permitted to use its name in branding, advertising, or for facilities if GPSD elects to partner with a different institution of higher education, if GPSD does not cooperate in the establishment of pathways, or if GPSD does not cooperate in allowing Rowan access for professional development activities or demonstration purposes. In the above-referenced cases, Rowan shall provide written notice to GPSD of the material breach and allow thirty (3) days for remediation. If the Parties are unable to remediate the breach, GPSD shall voluntarily agree to discontinue the use of Rowan's name.
  1. If Rowan is forced to take legal action to ensure the discontinuation of the use of its name, GPSD shall be responsible for all costs of such legal action, including attorneys' fees.
5. Rowan reserves the right to terminate this agreement if GPSD engages in an academic partnership or pathway program with another institution of higher education. Rowan shall provide notice of at least thirty (30) days of its intent to terminate the agreement and provide an opportunity for GPSD to terminate the other partnership. Nothing in this agreement is intended to require GPSD to immediately terminate existing relationships with other academic partners but the Parties shall work, to the extent practicable, to bring existing relationships under this agreement.

## **X. INSURANCE**

GPSD shall maintain appropriate insurance coverage, with minimum limits of \$1,000,000 per occurrence with a \$3,000,000 annual aggregate with no exclusion for sexual abuse and molestation ("SAM"), or if excluded, School District will maintain a separate SAM policy with minimum limits of \$1,000,000 per occurrence and a \$3,000,000 annual aggregate. School District will also maintain a policy of professional liability for itself and its employees in minimum amounts of \$2,000,000 per occurrence and in the annual aggregate. School District will maintain all-risk property insurance on its facilities.

ROWAN is a body corporate and politic of the State of New Jersey. As such, this Agreement incorporates the following Statement of Public Liability Insurance: Any agreement or arrangement

signed and entered on behalf of the State of New Jersey by a State official or employee shall be subject to the provisions of the New Jersey Tort Claims Act, N.J.S.A. 59:1-1 et. Seq. and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1, et. seq. and the availability of appropriations. The State of New Jersey does not carry public liability insurance, but the liability of the State and the obligations of the State to be responsible for tort claims against its employees are covered under the terms and conditions of the New Jersey Tort Claims Act. The Act also creates a special self-insurance fund and provides for payment of claims against the State of New Jersey or against its employees whom the State is obligated to indemnify against tort claims, which arise out of the performance of their duties. APH assumes lawful obligations for its employees that are required pursuant to the Workers' Compensation and Disability Laws of the State of New Jersey through self-funding. Indemnification under the Tort Claims Act is limited to the restrictions provided by statute, N.J.S.A. 59:1-1 et seq.

## **XI. MISCELLANEOUS**

### **i. Notices**

All notices required or permitted to be given under this Agreement shall be in writing and shall be deemed effective (a) upon receipt, refusal of receipt, or the date noted as uncollected when sent by certified or registered mail, postage prepaid and return receipt requested, or (b) the earlier of receipt or two (2) business days when sent by a nationally recognized overnight courier, or (c) when sent by email transmission with proof of successful transmission retained by sender and confirmation of receipt provided by the recipient to the sender by return email, to the address set forth below or to such other addresses as the parties may hereto designate in writing.

**If to GPSD:**

Glassboro Public School District  
Attention: Superintendent  
560 Bowe Blvd.  
Glassboro, NJ 08028

**If to Rowan:**

Rowan University  
Attention: President  
201 Mullica Hill Rd.  
Glassboro, NJ 08028

**With a copy to:**

Susan S. Hodges  
Parker McCay Law Firm  
9000 Midlantic Drive  
Suite 300  
Mount Laurel, NJ 08054

**With a copy to:**

The Office of General Counsel  
Attention: General Counsel  
(same address as above)

ii. Independent Entities

The parties are not, and shall not be, considered as partners, joint venturers, or joint employers. Each party shall be solely responsible for the acts or omissions of its officers, directors, agents, staff, students, employees and shall be responsible for any claims, causes of action, damages, or losses arising therefrom.

iii. Compliance with Law

The Parties agree not to discriminate on the basis of race, creed, color, age, sex, handicap, marital status, sexual preference, religion, national origin, or other classifications protected under applicable law.

iv. Assignment

Neither party shall have the right to assign this Agreement without the prior written consent of the other party.

v. Governing Law; Jurisdiction; Process; Dispute Resolution

This Agreement will be governed by and construed under the laws of the State of New Jersey without regard to conflicts-of-laws principles.

The Parties shall use best efforts to resolve the dispute(s) by non-binding mediation, which shall include the President and Chair of the Board of each institution. Demand for arbitration of any dispute not resolved by mediation shall be made within a reasonable time after the dispute has arisen, and shall in no event be made after the date when institution of legal or equitable proceedings for the resolution of such dispute would be barred by the applicable statute of limitations, as determined under the laws of the State of Jersey.

All disputes arising under this Agreement shall be resolved by arbitration in the State of New Jersey in accordance with the Commercial Arbitration Rules of the American Arbitration Association then currently in effect except to the extent specifically permitted in this Agreement for violations of the Publications, Exclusivity, and Marketing provisions. Any demand for arbitration shall include all disputes then known to the demanding party. Judgment upon the award rendered hereby may be entered in any court having competent jurisdiction thereof, or application may be made to such court for a judicial acceptance of the award and an order of enforcement, as the case may be.

**XVI. Counterparts and Amendments**

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original of this Agreement and all of which, when taken together, will be deemed to constitute one and the

same Agreement. To the extent permitted by law, a signature delivered via facsimile or email will be considered as an original for the purposes of acknowledging and agreeing to the terms of this Agreement.

This Agreement supersedes any other similar agreement, written or otherwise or any representations made thereto, between the parties or any past practices of a nature provided for herein.

Realizing that the partnership between the Parties is new and will evolve over time, adjustments in the process and procedures employed to effectuate the terms and spirit of the Agreement may be implemented upon the written approval of both institutions' Presidents without the need for approval by the respective Boards of Trustees unless the proposed changes deviate in any material respect from the purposes of this Agreement. Material deviations, such as changed financial obligations, must be approved by the respective Boards of Trustees.

The Parties, and the signatories to this Agreement, represent that all necessary actions have been taken to authorize such execution.

IN WITNESS WHEREOF, the parties hereto have duly executed this instrument.

**Rowan University**

By:   
Printed: Ali A. Houshmand, Ph. D.  
**President**  
Date: 3/5/2025

**Glassboro Public School District**

By: \_\_\_\_\_  
Printed: \_\_\_\_\_  
**Superintendent**  
Date: \_\_\_\_\_

**Rowan University**

By:   
Printed: Anthony Lowman, Ph.D.  
**Chancellor**  
Date: 3/5/2025

**Glassboro Public School District**

By: \_\_\_\_\_  
Printed: \_\_\_\_\_  
**Board of Trustees Chairperson**  
Date: \_\_\_\_\_

**Rowan University**

By:   
Printed: Vojislava Pophristic, Ph.D  
**Provost and Executive Vice Chancellor**  
Date: 3/5/2026