

## MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED INDEPENDENT SCHOOL DISTRICT AND WEBB COUNTY HEAD START AT HENRY CUELLAR ELEMENTARY

This Memorandum of Understanding (MOU) is hereby into by and between the United Independent School District, a Texas political subdivision (hereinafter referred to as "UISD"), and the Webb County Head Start (hereinafter referred to as Head Start).

### a. Program Description

The purpose of this MOU is to establish the terms and conditions under which UISD and Head Start will share in the operation and monitoring of two (2) full day pre-kindergarten classrooms. This project will establish collaborative pre-kindergarten classrooms with certified teachers from UISD and teacher assistants from Head Start that will serve both three and four-year-old children who meet the eligibility regulations for pre-kindergarten enrollment as determined by the UISD/Webb County Head Start enrollment guidelines. In addition, UISD and Head Start will collaborate to integrate into each pre-kindergarten classroom, one teacher employed by UISD and one teacher assistant employed by Head Start to teach 3 and 4 year old students who qualify under current state and federal requirements in an UISD classroom using a state early childhood curriculum.

### b. Term of Agreement

1. This Agreement becomes effective on the date of United ISD Board Approval, and will remain in effect through August 31, 2026.
2. This Agreement shall remain in effect for a period of five (5) scholastic calendar years beginning with the 2021-2022 school year through the 2025-2026 school years.
3. Non-Appropriation of Funds. UISD shall use its best good faith efforts to appropriate sufficient funds for its financial obligations under this Agreement for each fiscal year that this Agreement remains in effect. Notwithstanding any language to the contrary in this Agreement, in the event sufficient fund are not appropriated by UISD to continue its financial obligations under this Agreement for any fiscal year of the school district, UISD shall have the right to serve and terminate any provision of this Agreement creating a financial obligation on the district, effective the last day for the fiscal year for which appropriations were received without penalty or expense to UISD. In the event of such non-appropriation, UISD shall provide Head Start written notice sixty (60) days prior to the end of its current fiscal year confirming that any such provision will be so terminated.

### c. Rights and Responsibilities of UISD

1. UISD will provide three (3) classrooms at the Henry Cuellar Elementary School with a 20 to 1 student ratio for PreK4 as determined by the Webb County Head Start guidelines.
2. UISD will provide full day instruction from 7:45 A.M. to 3:00 P.M. in the shared classroom.

3. UISD will provide state approved curriculum and classroom resources for best practice classroom instruction.
4. UISD will provide regular staff development sessions to present the teacher with current best practice instructional methods.
5. UISD will provide registration and attendance procedures to optimize student enrollment and daily assistance to class.
6. UISD will provide daily attendance records to Head Start personnel.
7. UISD will provide breakfast and lunch in the shared classroom through the National School Lunch Program and claim reimbursement for breakfast and lunch effective August 1, 2021 until this agreement is terminated. UISD will not provide a PM snack as it will be provided by the Head Start Program. This will avert a conflict of interest and/or a possible non-compliance issue. The Family Style Program will be utilized during the students' lunchtime.
8. UISD will provide one (1) teacher for each of the (2) pre-kindergarten classrooms. It is understood and agreed to by parties that these teachers shall remain employees of UISD and not employees of Webb County and shall be subject to all of UISD's policies, regulations and procedures. UISD shall be responsible for the evaluation of the teachers provided pursuant to this Agreement.
9. UISD retains the right to direct Head Start to immediately remove and replace any Head Start teacher assistant working in UISD's pre-kindergarten classrooms.

**d. Rights and Responsibilities of Head Start**

1. UISD shall invoice Head Start in the amount of \$25,000.00 per integrated teacher for a total of \$75,000.00 per year, to be made in twelve (12) equal monthly installments beginning on September 1, 2021 and Head Start shall pay each monthly installment within thirty (30) days of its receipt of UISD's invoice. This agreement will automatically renew on a month-to-month yearly basis with the final contract end date of August 31, 2026.
2. Head Start will provide one (1) teacher assistant for each of the two (2) classrooms. Head Start shall pay the full salary and benefits for the classroom teacher assistant. It is understood and agreed to by the parties that the teacher assistant shall remain an employee of Head Start and not an employee of UISD. The teacher assistant provided by Head Start is not entitled to receive employee benefits of any kind from UISD, including, but not limited to, unemployment compensation, workers' compensation, and health insurance (or alternative) and for payment of all federal, state and local taxes or contributions, including but not limited to unemployment insurance, social security, Medicare, and income taxes

with respect to Head Start and its employee. Head Start shall be responsible for the evaluation of its teacher assistant provided pursuant to this Agreement.

3. Through this agreement, it confirms that UISD has given permission for the sponsoring organization, Head Start program, to provide daily PM snacks to the students in the shared classrooms and claim reimbursement for these snacks through the Child and Adult Food Program only.
4. Head Start's teacher assistants in the integrated classrooms will meet the SB9 fingerprint, licensing and criminal history requirements.
5. Head Start teacher assistants will complete and submit to UISD the UISD Parent Volunteer Form, TB Questionnaire, Criminal History Authorization Form and the DPS Computerized Criminal History Verification Form.
6. UISD shall invoice Head Start in the amount of \$25,000.00 per integrated teacher for a total of \$50,000.00 per year, to be made in twelve (12) equal monthly installments beginning on September 1, 2021 and Head Start shall pay each monthly installment within thirty (30) days of its receipt of UISD's invoice. The difference of salary paid to the integrated teacher will be used as In-Kind to the Head Start Program. This agreement will automatically renew on a month-to-month yearly basis with the final contract end date of August 31, 2026

**e. PEIMS/ADA (average daily attendance)**

UISD shall remain responsible for PEIMS/ADA (average daily attendance) reporting requirements for each of its students participating in the Program, and UISD will claim ADA in accordance with pre-kindergarten guidelines. UISD will comply with all TEA accountability system requirements for the students.

**f. Confidentiality of Student Information**

1. Both Parties agree to maintain, in accordance with all applicable federal, state, and local laws, records of all UISD students. The parent(s) of any authorized student shall have access to his or her child's records. Any UISD/Head Start employee with a legitimate educational interest in any student's records as maintained by the Program shall have access to the said records.
2. In accordance with the Family Education Rights and Privacy Act ("FERPA") (20 U.S. C. §1232g) and UISD Board Policy series FL, all records relating to UISD students, which generated or maintained by any employee of the Program, shall be considered education records, whether or not the records are generated at the respective school district. Both parties shall maintain confidentiality of these and all educational records in accordance with all applicable state, federal and local laws and regulations, including FERPA and UISD Head Start Board Policy series FL. The Parties shall not release education records to any third party without prior written consent by the student's parent or other in lawful

control of the student or by a student who is 18 years of age or older, except as otherwise permitted by law.

**g. Notices**

Notices to the parties hereto required or appropriate under this Agreement shall be deemed sufficient if in writing and faxed or mailed, registered or certified mail, postage prepaid, addressed to:

TO: United Independent School District  
Attn.: Mr. Roberto Santos, Superintendent  
201 Lindenwood Road  
Laredo, Texas 78045

TO: Webb County Head Start  
Attn.: Mrs. Aliza Oliveros, Executive Director  
5904 West Drive, Suite 7  
Laredo, Texas 78041

**h. General Conditions**

**1. No Partnership or Joint Venture**

This Agreement does not create a partnership or a joint venture between the Parties hereto, nor does it authorize either party to serve as the legal representative or agent of the other. Neither party will have any right or authority to assume, create, or incur any liability or any obligations of any kin, expressed or implied, against or in the name of or on behalf of the other party, except “as agree” in this MOU.

**2. Partial invalidity**

If any provision, section, subsection, paragraph, sentence, clause, or phrase of this Agreement, or the application of same to any person or set of circumstances, shall, for any reason, be held by a Court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions hereof shall continue in full force and effect.

**3. Integration**

This Agreement contains the entire agreement between the parties with respect to the subject matter contained herein. No other agreement, statement, or promise made by or to any employee, officer, official, or agent of any party that is not contained herein shall be of any force or effect. Any modifications to the terms of this Agreement must be in writing and signed by the parties.

**4. Indemnification**

To the extent permitted by Article XI, Section 7 of the Texas Constitution, and with the mutual understanding that Webb County is a political subdivision of the State of Texas and that an indemnity obligation cannot be paid from current revenues and that no order, resolution, tax nor interest and sinking funds has been set, adopted or established for payment of this indemnity obligation, and without expanding Webb County’s liability

beyond the statutory limits of the Texas Tort Claims Act or under existing law, allowed by the Texas Tort Claims Act or existing law, shall indemnify and hold actions, or other claims of any character brought for or on account of injury to a person or property arising from Webb County's own acts of negligence in carrying out its obligations under this agreement.

**5. Law of Texas**

This Agreement shall be governed by and construed in accordance with the laws of the State of Texas and shall be enforced in the Webb County, Texas.

**6. Amendment**

No changes in this Agreement shall be made except upon written agreement of both parties.

**7. Headings**

The headings used herein are for convenience of reference only and shall not constitute a part hereof or affect the construction or interpretation hereof.

**8. No Waiver**

No delay on the part of any party hereto in exercising any right, power or privilege hereunder shall operate as a waiver thereof; nor shall any waiver on the part of any hereof of any such right, power or privilege, preclude any further exercise thereof or the exercise of any other right, power or privilege.

**9. Counterparts**

This Agreement may be executed in any number of and by the different parties hereto on a separate counterparts, each of which when so executed shall be deemed to be an original, and such counterparts shall together constitute but one and the same document.

**10. Rule of Construction**

The parties hereto acknowledge that each party and its legal counsel have reviewed and revised this Agreement, and the parties hereby agree that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement or any amendments or exhibits hereto.

**11. No Waiver of Immunity**

Neither Head Start nor UISD waive or relinquish any Immunity or defense on behalf of themselves, their trustees, commissioners, officers, employees and agents as a result of the execution of this Agreement and performance of the functions and obligations described herein.

**12. Legal Compliance**

The parties hereto agree to comply fully with all applicable federal, state and local statutes, ordinances, rules, and regulations in connection with the programs contemplated under this agreement. This agreement is subject to all applicable present and future valid laws governing the Juvenile Justice Programs applicable to school district and for County Juvenile Probation Departments. In the event that any of the parties hereto are required by

law or regulation to perform any act inconsistent with this agreement, or to cease performing any act required by this agreement, this agreement shall be deemed to have been modified to conform to the requirements of such law, regulations or rule.

**13. Prohibition Against Assignment**

There shall be no assignment or transfer of this Agreement without the prior written consent of both parties hereto.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 2021

**WEBB COUNTY**

**ATTESTED:**

\_\_\_\_\_  
Tano E. Tijerina  
Webb County Judge


\_\_\_\_\_  
Margie Ramirez-Ibarra  
Webb County Clerk


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

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

**WEBB COUNTY**

**UNITED INDEPENDENT SCHOOL DISTRICT**

  
\_\_\_\_\_  
Aliza F. Oliveros  
Executive Director

  
\_\_\_\_\_  
Roberto J. Santos  
UISD Superintendent

Date: 4-29-21

Date: 04-28-2021

**APPROVED AS TO FORM:**

\_\_\_\_\_  
Ramon A. Villafranca, Jr.  
Attorney, Webb County Civil Legal Division\*

\*By law, this office may only advise or approve contracts or legal documents on behalf of its clients. It may not advise or approve a contract or legal document on behalf of other parties. Our review of this document was conducted solely from the legal perspective of our client. Our approval of this document was offered solely for the benefit of our client. Other parties should not rely on this approval, and should seek review and approval of their own respective attorney(s).

Passed and approved by the Webb County Commissioners Court

On \_\_\_\_\_, 2021; item no. \_\_\_\_\_.