

MEMORANDUM OF UNDERSTANDING
BETWEEN EDUCATION SERVICE CENTER REGION 11
AND Decatur ISD MOU 1

THIS Memorandum of Understanding ("MOU" or "Agreement") is entered into by and between the Education Service Center Region 11, ("ESC Region 11") and Decatur ISD ("Receiving Party") (collectively referred to as the "Parties" or individually as a "Party") acting herein by and through their respectively authorized officers or employees. This Agreement shall be effective on the date it is executed by all the Parties ("Effective Date").

PREMISES

WHEREAS Chapter 791 of the Texas Government Code authorizes governmental entities, including education service centers and independent school districts, to contract with each other to provide governmental functions and services; and

WHEREAS, Receiving Party has a fully executed Master Interlocal Agreement ("MIA") on file with ESC Region 11; and

WHEREAS, the Parties wish to enter into this Agreement for the purpose(s) outlined below and the Parties agree to follow the agreed upon terms to provide the services in this Agreement; and

WHEREAS, each Party, in performing the governmental functions or in funding the performance of governmental functions set forth in this Agreement, shall make that performance or those payments from current revenues legally available to that Party; and

WHEREAS, each Party finds that the performance of this Agreement is in the common interest of the Parties, that the MOU will benefit the public interest, and that the costs set forth herein fairly compensates the performing party for the services or functions under this Agreement.

NOW THEREFORE, the Parties to this MOU mutually agree to the following:

AGREEMENT

1. DESCRIPTION OF SERVICE: 25-26 Texas Mentorship Training MOU 1

2. PURPOSE/REASON:

- The purpose of this contract is to support the school system's participation in the Preparing and Retaining Educators Partnership (PREP) Mentorship Allotment, including Texas Mentorship Training (TMT), in alignment with requirements established by the Texas Education Agency (TEA). The PREP Mentorship Allotment is generated based on eligible beginning teachers in their first or second year serving as the teacher of record, with funding available for up to 40 eligible beginning teachers.

3. DUTIES AND RESPONSIBILITIES:

• 3.1 ESC Region 11 Duties and Responsibilities:

- Deliver initial Texas Mentorship Training aligned to Pathway 1 (Mentor Educators) and Pathway 2 (District and Campus Leaders), in accordance with state guidance and program expectations, provided by an approved Texas Mentorship Trainer.
- Provide all necessary professional learning materials, training resources, tools, and implementation guidance documents to support participant learning and development of the school system's mentoring program.
- Communicate Training Requirements and Expectations to designated district Program Manager, including timelines, training structures, and participation expectations for each pathway.
- Facilitate Ongoing Technical Assistance to districts throughout the training period, including opportunities for clarification, planning support, and problem-solving.
- Monitor Participation and Engagement for purposes of program support and continuous improvement and communicate participation concerns to district Program Managers as needed.

• 3.2 Decatur ISD Duties and Responsibilities:

Designate a Program Manager who will serve as the primary point of contact for all communications related to Texas Mentorship Training.

- The Program Manager is responsible for:
 - Coordinate district participation and serve as the liaison between the District and the Education Service Center.
 - Communicate Training Information to all district participants, including but not limited to training dates, session formats, and registration instructions for each applicable Texas Mentorship Training Pathway.
 - Identify and Register Participants in accordance with pathway expectations, ensuring that appropriate staff are enrolled in Pathway 1 (Mentor Educators) and Pathway 2 (District and Campus Leaders), as applicable.
 - Support Participant Engagement by encouraging attendance and timely completion of required training sessions and related activities.
 - Maintain Accurate Contact Information for district participants and notify the Education Service Center of any changes to the designated Program Manager or key district contacts.
 - Manage reporting of participants to ESC 11's Texas Fellow or the Texas Education Agency's designee or reporting platform.

4. TERM OF AGREEMENT:

This Agreement shall be effective as of the date of authorized signatures of both parties to: **May 1, 2026-August 31, 2026**

5. TERMINATION:

A Party may terminate this Agreement for any reason by providing the other party thirty (30) days prior written notice of the cancellation. The Receiving Party shall be responsible for all obligations to make payments to ESC Region 11 for all services rendered until termination of services.

6. AGREEMENT AMOUNT AND COMPENSATION:

For and in consideration of the services to be provided by ESC Region 11 under this Agreement, the Receiving Party will pay ESC Region 11 a total amount of **\$2,500.00**

Basis for allocation of total amount listed above:

- **Texas Mentorship Training Total for MOU 1 = \$2,500.00**
 - Design Session 1 (25-26 year)-\$125 (5 participants @ \$125 = \$625)
 - Design Session 2 (25-26 year)-\$125 (5 participants @ \$125 = \$625)
 - Summer Session I (1 day in 25-26 year)- \$125 (5 participants @ \$125 = \$625)
 - Summer Session II (1 day in 25-26 year)- \$125 (5 participants @ \$125 = \$625)
- **Texas Mentorship Training Total for MOU 2 = \$2,500.00**
 - Design Session 3 (26-27 year)-\$125 (5 participants @ \$125 = \$625)
 - Design Session 4 (26-27 year)-\$125 (5 participants @ \$125 = \$625)
 - Fall Training (1 day in 26-27 year)- \$125 (5 participants @ \$125 = \$625)
 - Winter Training (.5 day in 26-27 year)- \$62.50 (5 participants @ \$62.50 = \$312.50)
 - Spring Training(.5 day in 26-27 year)- \$62.50 (5 participants @ \$62.50 = \$312.50)
- **1 Program Manager to attend All required Pathway 1 and 2 Training at no charge.**

Note: House Bill 462 (HB 462, 83rd Regular Session, Tex. 2013) prohibits the adoption and/or use of the Common Standards at the state, regional, and local levels. The Parties agree to refer only to the Texas Standards and refrain from referencing or using material aligned with the Common Core Standards during presentation(s).

Note: The Parties acknowledge and agree that all content to be delivered will adhere to Senate Bill 3 (SB3, 87th Second Called Session, Tex. 2021), which outlines instructional requirements and prohibitions for educators in Texas.

7. STATE CERTIFICATIONS

7.1 Equal Treatment of All Persons: Consistent with Article I, Section 3a of the Texas Constitution, the Fourteenth Amendment to the United States Constitution, federal and State law, and Executive Order No. GA-55, the Parties represent and warrants that:

- (a) All conduct under this Contract shall be administered and performed in a neutral manner without regard to race of persons;
- (b) A Party shall not, in the specific performance of this Agreement, elevate one individual person over another, or advantage any one person over another, due to race;
- (c) A Party shall not, in the specific performance of this Agreement, employ practices or engage in any advancement of the programs known as diversity, equity and inclusion, critical race theory, affirmative action, or other similar, divisive agendas;
- (d) The Parties' staff, agents, and subcontractors that are selected and employed in the specific performance of this Agreement shall be selected and employed solely on merit and the ability to perform; and
- (e) The Parties shall ensure that any subcontractors participating in the specific performance of this Agreement represent and warrant to the provisions of this Clause.

7.2 Biological Sex and No Preferred Pronouns: Each Party represents and warrants that it shall ensure that all actions in specific performance of this Agreement shall comply with federal and state law and reflect that there are only two sexes. A Party's employees, officers, representatives, subcontractors, and agents shall not, in performance of this Agreement, present, direct, request, or suggest the use of preferred personal pronouns in professional correspondence or presentations

7.3 Executive Orders: The Parties will comply, or continue to comply, with all applicable Federal and State executive orders. These orders include, but are not limited to:

- (a) Exec. Order No. 14214, 90 Fed. Reg. 9949 (2025), which prohibits schools and other educational institutions that receive federal financial assistance from conditioning student enrollment on COVID-19 vaccination status;
- (b) Exec. Order No. 14168, 90 Fed. Reg. 8615 (2025), which prohibits the use of Federal funds in the promotion of gender ideologies and further requires that intimate spaces (e.g., restroom) are designated according to one's biological sex;
- (c) Exec. Order No. 14190, 90 Fed. Reg. 8853 (2025), which prohibits the use of Federal funds for direct or indirect activities or educational instruction related to discriminatory equity ideology or social transitioning;
- (d) Exec. Order No. 14201, 90 Fed. Reg. 9279 (2025), which requires Title IX of the Education Amendments Act of 1972 be applied on the basis of biological sex, not gender identity, and prohibits transgender-identifying athletes from participating in all-women sports teams;
- (e) Exec. Order No. 14173, 90 Fed. Reg. 8633 (2025), which requires that grant recipients (which, in the State of Texas, extends to subrecipients by virtue of this assurance) agree that adherence to Federal anti-discrimination laws is material to the government's payment decisions and further requires that recipients certify that it does not operate any programs promoting DEI in a manner violative of Federal anti-discrimination laws (which, by virtue of this assurance, the subrecipient certifies);
- (f) Texas Exec. Order No. GA 55, which requires all people be treated equally, regardless of race; and
- (g) Letter from Governor Greg Abbott to Chairmen and Executive Directors (Jan. 30, 2025), which requires Texas agencies to take actions on the basis of biological sex and not gender identity.

8. VENUE:

This Agreement is made according to the laws of the State of Texas. The Parties expressly agree that this Agreement is governed by and will be construed and enforced in accordance with Texas law. Both Parties agree that the venue for any dispute arising from this Agreement shall be proper in the state and federal courts having jurisdiction in Tarrant County, Texas.

By executing this Agreement, each Party acknowledges that the person executing this Agreement below on its behalf has been or is duly authorized to sign it and to bind the Party to actively abide by its terms.

Decatur ISD

EDUCATION SERVICE CENTER REGION 11

District, Charter, ESC Name

Signature

[Handwritten Signature]

08/06/2026

Date

Dr. Brad Schnautz, Executive Director

Date

Print Name:

LYLE LACKY

Title:

Assistant Supt. of HR

Authorized Representative of the Receiving Party shall sign this Agreement and return to the ESC Region 11 contact listed below to be countersigned. You will receive one completed copy prior to the scheduled event.

ESC Region 11 Contact: Jessica Wheat

Email: jessica.wheat@esc11.net

Ph # 817-740-7797