

Date: March 30, 2026.

Regarding: Henderson ISD/IMPACT ETX CSA and MOU.

From: Kevin Blain - Director IMPACT ETX

**Summary:**

There are two documents for Henderson ISD accompanying this cover letter:

**Document 1** - CSA between Henderson ISD and IMPACT ETX (Region 7) outlining all extended services provided to Henderson ISD through the TMT allotment. This CSA will be turned in to TEA after official notification of participation in May.

**Document 2** - MOU between Henderson ISD and IMPACT ETX (Region 7) regarding tuition waiver requirements for the 26/27 school-year. This document does NOT need to be sent to TEA.

Once reviewed and approved, please return signed copies to me.

Thank you,

Kevin Blain





**Henderson ISD** agrees to contract with Region 7 Education Service Center for **TMT Implementation and Support**. The duration of this agreement is from **June 1, 2026 to May 31, 2029**. The approximate date for billing this service is December 1, 2026, 2027, and 2028. Goal: Increase teacher effectiveness and retention while improving student outcomes through the development of a sustainable and high-quality mentoring program.

**Services to be provided by Region 7 Education Service Center:**

- Deliver Pathway I and Pathway II of TMT required trainings.
- Deliver LEA-required annual mentor training updates (Years 2 and 3).
- Provide TMT/IMPACT ETX allotment dashboard for LEA use.
- Provide compliance support for TMT allotment.
- Provide three one-day, Mentor/Mentee "Academy" trainings annually.
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**Henderson ISD agrees to the following:**

- Attend all required Pathway I and II trainings.
- Fulfill all requirements of TMT PREP per TEA guidelines for each of the three-year allotment periods.
- Complete annual survey of services provided by IMPACT ETX staff.
- Provide IMPACT ETX data on number of 1st/2<sup>nd</sup> year teachers for each year of agreement, as annually submitted to TEA.
- LEA or Agency employee position titles trained or involved: TMT Program Manager, all district mentors, host/cooperating teachers (27/28), and campus leadership.

**Service Fee**

- YEAR 1 - 26/27
- \$1500 per each 1<sup>st</sup>/2<sup>nd</sup> year teacher included in TMT allotment funding. (Billing date: December 1, 2026)
- Year 1 Total: \$52,500.00 (35 New Teachers) (\*Subject to adjustment based on final submission to TEA)
- YEAR 2 - 27/28
- \$1500 per each 1st/2nd year teacher included in TMT allotment funding. (Billing date: December 1, 2027)
- Year 2 Total: \$1500 x (# 1<sup>st</sup>/2<sup>nd</sup> year teachers)
- YEAR 3 - 28/29
- \$1500 per each 1st/2nd year teacher included in TMT allotment funding. (Billing date: December 1, 2028)
- Year 3 Total: \$1500 x (# 1st/2nd year teachers)
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**ESC Contact Name:**

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**ESC Team Members (if applicable)**

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**LEA/Agency Contact Name:**

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**Required Signatures Below**

"Region 7 Education Service Center is committed to district, charter, and student success by providing quality programs and services that meet or exceed our customers' expectations."

*K. Blain*  
\_\_\_\_\_  
Director

*3/23/26*  
\_\_\_\_\_  
Date

*[Signature]*  
\_\_\_\_\_  
Deputy Director/Chief

*3/23/26*  
\_\_\_\_\_  
Date

*[Signature]*  
\_\_\_\_\_  
Chief Financial Officer

*3-27-26*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Executive Director  
Region 7 Education Service Center

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent or Authorized Agency Official  
NAME of LEA or Agency

\_\_\_\_\_  
Date

Please return signed agreement (one original) to:

Todd Schneider  
Executive Director  
Region 7 Education Service Center  
1909 N. Longview St.  
Kilgore, TX 75662

District / Agency keeps one signed original agreement.

"Region 7 Education Service Center is committed to district, charter, and student success by providing quality programs and services that meet or exceed our customers' expectations."

## Memorandum of Understanding

This Memorandum of Understanding is between Region 7 ESC – IMPACT ETX, located at 1909 N. Longview Street, Kilgore, TX 75662 and Henderson ISD, located at 300 Crosby Drive, Henderson, TX 75652.

### Benefits Offered by IMPACT ETX:

1. Free tuition waiver for all current candidates/interns within the IMPACT ETX certification program beginning with the May 2026 payment.
  - a. IMPACT ETX will not reimburse current candidates/interns for any previous payments already submitted to IMPACT ETX prior to date of this MOU agreement.
2. Free tuition waiver for any Henderson ISD candidates that are accepted into the IMPACT ETX alternative certification program during the first year of this agreement. (First year is from May 2026 through May 2027).

### Henderson ISD Requirements/Commitments:

1. Henderson ISD agrees to TMT support option 3: “TMT Turbo” support by IMPACT ETX during the three-year funding period of the TMT allotment.
2. Henderson ISD agrees to fulfill all requirements of the TMT PREP Mentorship allotment for the 26/27, 27/28, and 28/29 school years.
3. Henderson ISD agrees to pay IMPACT ETX \$1500 per all 1<sup>st</sup> and 2<sup>nd</sup> year teachers being funded through the PREP Mentorship allotment during each of the three-year contract terms.
4. Henderson ISD agrees to make an annual payment to IMPACT ETX on December 1<sup>st</sup> of each of the three-year commitment.
  - a. Payment will be based off “TMT Turbo” support level (\$1500), multiplied by the number of all 1<sup>st</sup>/2<sup>nd</sup> year teachers, as determined by submission to TEA.
5. Henderson ISD agrees to notify IMPACT ETX of any contractual changes with candidates/interns covered under the tuition exemption.
6. With the exception of either party’s compliance with a request to public records laws and facilitation of receipt or provision of the services herein, both parties agree that they will not disclose the terms of this MOU to any unrelated third parties without the other party’s prior written consent.

### Conditions:

1. For all current and future Henderson ISD employees to be eligible for the tuition waiver, the employee must be in “good standing” with the district, and the district must intend to offer the employee a contract for the 26/27 school year. The employee receiving the tuition waiver must remain with Henderson ISD for the entire 26/27 school-year.

2. For any district employee to be eligible for the tuition waiver, the applicant must meet all eligibility requirements for acceptance into IMPACT ETX Alternative Certification Program, as outlined in the IMPACT ETX Handbook and TEA guidelines.
3. If a Henderson ISD candidate/intern is terminated or non-renewed from their contract and chooses to remain in the IMPACT ETX certification program, the candidate/intern will be held responsible for all remaining tuition payments to IMPACT ETX.
4. If a Henderson ISD candidate/intern on the tuition waiver chooses to transfer from another EPP to IMPACT ETX and would like to be credited with previous coursework completion or field-based hours, the candidate/intern will be responsible for paying the \$500 Acceleration Fee. (See Handbook)
5. If at any time during the three-year allotment cycle Henderson ISD drops out of or is removed from the PREP Mentorship allotment, the candidate/intern would be responsible for the remaining balances for any/all tuition costs. (Remaining balance as determined by standard monthly fee minus previously paid tuition amounts by Henderson ISD.)
6. Tuition waiver for qualified certification candidates/interns is only guaranteed for the remainder of the 25/26 school year, as well as the 26/27 school year.

**Region 7 Education Service Center**

**Henderson ISD**

*Toral*

Signature

EXECUTIVE DIRECTOR

Title

3-27-26

Date

\_\_\_\_\_

Signature

\_\_\_\_\_

Title

\_\_\_\_\_

Date