



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: November 17, 2022

Agenda Section: Consent

Agenda Item Title: Memorandum of Understanding between South San Antonio ISD and Education Service Center-20 ~ Bexar County Educator Pipeline Collaborative (BCEPC)

From: Rita Uresti, Executive Director of Human Resources

Additional Presenters if Applicable: N/A

Description: The BCEPC's objective is to develop a strategic and systematic approach for recruiting, developing, and retaining a diverse teacher workforce. The BCEPC would further explore the challenges and problems with recruitment and retention of teachers. ESC-20 serves as the lead organization for the BCEPC.

Historical Data: There is a teacher shortage nationwide and Bexar County has experienced great losses in educators with a third of teachers leaving the profession after year 5.

Recommendation: To approve the Memorandum of Understanding for the Bexar County Educator Pipeline Collaborative with Educational Service Center-20.

Funding Budget Code and Amount: The overall project period is 2 years with a cost of \$2,000. The following budget code will be used, 199 E 41 6234 00 750 0 99 0 00.

## MEMORANDUM OF UNDERSTANDING Partner Roles and Responsibilities

An Agreement between: Education Service Center, Region 20 (ESC-20) and South San Antonio 1SD

### **Background**

There is a teacher shortage nationwide. Bexar County has experienced great losses in educators with a third of teachers leaving the profession after year 5. Due to this reality, Bexar County Superintendents decided to assemble a committee, The Bexar County Educator Pipeline Collaborative (BCEPC), that would further explore the challenges and problems with the recruitment and retention of teachers. A committee of stakeholders has been identified from school districts, universities, education non-profit organizations, the state legislature, and the Texas Education Agency (TEA) to further define the challenge, share relevant information, and identify potential solutions. ESC-20 serves as the lead organization for the BCEPC. (See Addendum A-Stakeholder List)

### **Overall Purpose**

The BCEPC's objective is to develop a strategic and systematic approach for recruiting, developing, and retaining a diverse teacher workforce. The BCEPC has met with the intent of determining best practices for supporting and developing teachers to impact recruitment and retention, explore and identify best practices for effectively recruiting teachers, and to explore how to effectively retain teachers. Subsequent convenings will occur to further discuss identified themes and, more importantly, to define strategic and systematic solutions.

### **Project Period**

This document represents a mutual Agreement between Education Service Center Region 20 (ESC-20) and 5011111 San Antonio ISO to define responsibilities of ESC-20 and South San Antonio ISO to fulfill the goals and objectives referenced in this memorandum of understanding.

The overall project period is September 1, 2022 through August 31, 2024.

### **Roles and Responsibilities**

ESC-20: In its responsibilities to support recruitment and retention efforts in Bexar County, will serve as the lead organization and will dedicate a full-time staff member to provide support for the Collaborative.

Specific responsibilities of ESC-20 include:

- Serve as lead organization for the BCEPC
- Hire a full-time Leadership Consultant to support the efforts of the BCEPC and its stakeholders
- Determine meeting cadence for BCEPC
- Develop Action Plan which will include adopting and promoting high-yield

recruitment and retention strategies

- Work with external stakeholders and Bexar County ISO teams to develop, promote, and Implement the Action Plan

South San Antonio ISD: In its responsibilities to build a collective understanding of the need and come up with strategies in which to support, the South San Antonio ISD will:

- Appoint a representative to serve on BCEPC Workgroup
- Attend monthly/quarterly meetings and provide input as appropriate
- Work with ESC-20 BCEPC representative in the development, promotion, and implementation of the Action Plan
- Support the initiative via financial obligation for the duration of this agreement

### **Staffing to Support**

In order to support this Initiative, one staff member will be hired and assigned by ESC-20 to this project.

Because the staff will be employees of ESC-20, they will act under the hiring, performance review, and standard policies and procedures of ESC-20.

### **Participation Costs**

Commit to a base fee of \$2,000.00 for the duration of this agreement. Invoicing to be completed on an annual basis based on the following schedule:

- September 1, 2022 -August 31, 2023: invoice to be sent October 2022
- September 1, 2023 -August 31, 2024: invoice to be sent October 2023

### **Transferability and Termination**

No part of this Agreement is transferable to another party without the express written consent of both parties.

This Agreement may be terminated for good cause by either party upon 30 days written notice to the other party.

If a party's failure to perform its obligations amounts to a fundamental non-performance, the other party may terminate the Agreement.

The right of a party to terminate the Agreement is exercised by notice to the other party.

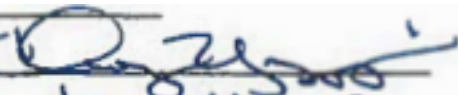
If performance has been offered late or otherwise does not conform to the Agreement, the aggrieved party will lose its right to terminate the Agreement unless it gives notice to the other party within a reasonable time after it has or ought to have become aware of the offer or of the non-conforming performance.

Termination of the Agreement releases both parties from their obligation to effect and to receive future performance. However, it does not relieve either party from protection of Data Protection, Intellectual Property Protection, and Non-competition clauses in this Agreement that shall prevail beyond Agreement termination.


Termination does not preclude a claim for damages for non-performance. Termination does not affect any provision in the Agreement for the settlement of disputes or any other term, of the Agreement which is to operate even after termination.

Authority

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Agreement as of the date set forth.

By:   
Name: Honor Yungwinn  
Title: Superintendent

Education Service Center, Region 20

By:   
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Name: Jeff Goldhorn, Ph.D.

Title: Executive Director

ADDENDUM A  
BCRRC Stakeholder List

Julia Grizzard • Bexar County Education Coalition  
Dr. Shari Becker Albright • Charles Butt Foundation  
Dalia Contreras • City Education Partners  
Alex Lopez • City of San Antonio  
Roland Toscano • East Central ISO  
Priscilla Aquino Garza • Educate Texas  
Dr. Jeff Goldhorn • Education Service Center, Region 20  
Demetria Garcia • Education Service Center, Region 20  
Sandra Urquiza-Guerra • Harlandale ISO  
Gerardo "Gerry" Soto • Harlandale ISO  
Patty Hill - Northside ISO  
Dr. Brian Woods • Northside 15D  
Dr. Lloyd Verstuyft • Southwest ISO  
Dr. Melissa Jozwiak • Texas A&M University • San Antonio  
Dr. Michael Villarreal • University of Texas at San Antonio (UTSA)  
Dr. Emily Calderon Galdeno • UP Partnership  
Dr. Ryan Lugalía-Hollon • UP Partnership