

CENTER FOR APPLIED SCIENCE & TECHNOLOGY PARTNERSHIP AGREEMENT

This CAST Partnership Agreement (the "Agreement") is entered into by and between the Center for Applied Science & Technology Network (the "CAST Network" or "CAST Schools" or "CAST"), a Texas nonprofit corporation, and Southwest Independent School District, (the "District" or "SWISD"), a political subdivision of the state of Texas, both collectively referred to herein as the "Parties" or a "Party." This 5-year "Agreement" shall be effective from Sept. 16, 2025 and shall remain in effect until Sept 16, 2030, subject to an annual review by both parties. The parties may, by mutual written consent, renew this MOU for an additional period.

This agreement amends and supplements the original MOU dated September 12, 2018. All provisions herein take precedence over any conflicting terms in the prior agreement.

WHEREAS, it is the mission of CAST to reinvent schooling to maximize opportunities for students while preparing them for college and careers connected to high-demand jobs in peak local demand. CAST students select a school based on interest, set personal goals, and help design their school experience, informed by industry professionals, higher education, and other partners. CAST Schools combine personalized learning, project-based learning, and career-connected learning, freeing teachers to act as coaches and guides, with class time structured around research, labs, and off-site experiences in the workplace and local community. Common elements include a commitment to authentic learning environments, youth voice and agency, equity, relationships, and partnerships. CAST Schools target students who want to be makers and doers, and who will thrive in a hands-on setting informed by student voice and choice.

WHEREAS, it is the mission of Southwest ISD to provide opportunities for all learners to be confident, resilient, and successful global citizens.

WHEREAS it is the vision of Southwest ISD to build on the strengths of the community to create effective and equitable schools where students meet their highest potential.

Purpose of Partnership Agreement: The purpose of this agreement is to establish the roles and responsibilities of the Parties with respect to joint oversight of CAST STEM, a partnership public high school operated and managed by the District in coordination with the CAST Network, and co-located on the Palo Alto College campus. CAST STEM, a partnership school between the CAST Network and the District, opened in August 2018, and currently serves 9th through 12th graders. The philosophy of these partnership schools is to invite key stakeholders to co-create learning experiences to maximize opportunities for young people beyond high school graduation. The role of the CAST Network is to work alongside SWISD to provide support and ensure fidelity to the overall CAST model, as well as to broker those additional relationships essential for the school's success. The school will continue to have significant additional partnerships, in support of this work, including but not limited to higher education partners, industry, and community partners, such as community guest speakers or mentors, which are not governed by this Agreement. The District and CAST will continue to work together to identify and establish relationships with higher education partners, industry leaders, and community organizations to further the mission of the school. For the purposes of clarity, this Agreement applies to the operation of CAST STEM, and not to any other CAST or SWISD school.

School overview:

CAST STEM offers the following pathways, subject to review on an annual basis: Engineering (Early College High School) and Business (applying for P-Tech designation), and Drones, where they earn

commercial drone pilot licenses. The curriculum, coursework and competencies were shaped by input from the advisory board, and may continue to evolve with their input. The advisory board was established by CAST in consultation with the District. The advisory board will continue to be co-managed by the CAST STEM principal, District Leadership, and CAST.

All employees at CAST STEM are hired by and are employees of the District.

The role of the CAST Network is to ensure fidelity to the CAST model, and to provide support for the operation of the school as well as for elements of the model that may require additional resources, such as, but not limited to professional development, equipment, summer opportunities, travel (local, state, interstate, international), and the support of partners who provide mentoring, job shadowing, internships, pre-apprenticeships and other opportunities to CAST STEM students. CAST and the District will continue to collaborate on the marketing and promotion of CAST STEM both within and outside the District.

Fidelity to the CAST partnership school Model:

CAST STEM is a standalone school with a unique 9-digit campus ID number from the Texas Education Agency, allowing for Southwest ISD and CAST STEM to track and report the school's performance data publicly.

Additional partners may be added to the advisory board by recommendation from the principal, District Leadership, and the CAST Network.

Additional higher education partnerships and relationships can be added, by recommendation from the principal, District Leadership, and the CAST Network.

Adaptations to the model, such as adapting pathways, should be made by the principal only after first consulting with district leadership, the CAST Network, and the school advisory board.

The District Board of Trustees will approve the recommendation from the Superintendent for the hiring of the principal, and the District will be responsible for his or her annual evaluation. When conducting the T-PESS beginning, mid-, and end-of-year goal-setting conversations, a member from the CAST leadership will be included in those goal-setting conversations and the coaching plan.

Enrollment:

Enrollment in CAST STEM is based on interest rather than ability. Students are not screened by academic criteria. If there are more applicants than space available, students will be admitted via a lottery, conducted by the District in consultation with CAST. Enrollment at CAST STEM is open to all families in the greater San Antonio area.

Students apply to CAST STEM through a separate application process, currently managed by the District. If SWISD enters into a citywide, joint application process or adds additional choice high schools, CAST STEM, the CAST Network, and the District will collaborate to align with that process and will similarly work to align the CAST STEM enrollment calendar with other CAST Network schools.

Admissions will continue to be managed by the District in consultation with the CAST Network. Parties will continue to work together to ensure access and an equitable representation of students reflective of the student makeup and diversity of the District.

The Parties agree and understand that CAST and the District may not assign a student to CAST STEM unless the student's parent or guardian has voluntarily enrolled the student at the school.

School Operations:

CAST STEM will continue to host regular advisory group meetings that include industry representatives. CAST STEM will host, on average, 5 meetings per year. Additionally, campus and district partners will be invited to campus events, such as the PBL Showcases and STEM Extravaganza. The CAST STEM principal, in collaboration with the District and CAST, will develop a yearly professional learning plan for teachers. CAST STEM teachers will participate in professional learning and summer opportunities through CAST and SWISD. The Principal will consult with the District's Curriculum and Instruction Department regarding changes to required District training and professional development for teachers.

The District will implement the CAST comprehensive program design, including proprietary curriculum, which CAST will support with access to additional assessment resources, industry standards, and support of teacher planning and professional development, as well as access to CAST and SWISD coaching and regular feedback on comprehensive school quality. The CAST STEM principal will develop a yearly curriculum, instruction, and assessment plan that aligns with the TEKS and identifies instructional resources.

CAST STEM students who live in Southwest ISD will be permitted to participate in Arts and Athletics programming at their home campuses. Parents of those students will be responsible for transportation, up until and when/if the district decides to make additional transportation options possible.

CAST STEM students will be provided transportation to the school from within SWISD boundaries, and the district will make every effort to offer efficient routes so as to minimize lengthy travel time. A shuttle will transport students daily from Southwest High School in the morning and return them in the evening.

Due to space constraints on the Palo Alto College campus, CAST STEM High School students will be provided adequate space to support the electric car shop. Access to the space, including keys for entry, will be made available throughout the year, including after hours and on weekends, and the district will coordinate to ensure that any other occupants of the building are aware of the exclusive use and access to the electric car shop for the CAST STEM faculty and program participants.

With approval from the District, CAST STEM will adjust the school calendar and/or daily schedule to align with Palo Alto College and to otherwise customize for students' needs, including but not limited to summer bridge programs.

The CAST Network will have the opportunity to implement student assessments not required by the state of Texas, in consultation with the District, with an effort to offer consistent assessment for purposes of tracking data for CAST's Key Performance Indicators (KPI's) and for comparison and continuous improvement across the CAST Network of schools.

The District will work with the CAST STEM principal to ensure that the campus complies with all state and federal regulations, including but not limited to Section 504 of the Rehabilitation Act of 1973, the Individuals with Disabilities Education Act ("IDEA"), any laws or provisions pertaining to LEP students, Titles VI and IX of the Civil Rights Act of 1964; the Family Education Rights and Privacy Act ("FERPA") and other areas of law including those described in TEC§12.056. The District will manage the school in compliance with all applicable federal, state, and local laws, including but not limited to civil rights and non-discrimination laws, and laws protecting students with disabilities.

To the extent permissible under FERPA and with permission from the District, certain CAST employees (with an educational need to know) shall be designated as an authorized agent of the District for purposes of compliance with FERPA so as to have access to student information and specifically relevant reports about the campus, National School Clearinghouse Data, and alumni data. The District and CAST Schools will work to further codify data sharing agreements so as to protect student privacy while collaborating with the CAST Network to ensure continuous improvement as it relates to student outcomes, including, when relevant, developing data sharing agreements with outside agencies (such as the Carnegie Foundation for the Advancement of Teaching) for the purpose of research. The ability to measure and monitor student assessment is a critical element of demonstrating the success of CAST STEM and the CAST Network. The District covenants that it will work with CAST Schools to provide appropriate CAST Network staff with access to this information to the extent allowable by FERPA.

The District and CAST Schools will work to collaboratively share key information regarding, but not limited to, student outcomes, so as to engage in an ongoing effort around continuous improvement. This may include data gathered by the CAST Network across its schools, or by the District for its students, so as to better compare CAST students to their peers both within the District and across the CAST Network.

The Parties agree that CAST shall be able to conduct research on the progress of its students and graduates over a period of time to examine ways to improve instruction and preparation for the workforce. The District authorizes CAST Schools access to individual electronic records and other study data in accordance with FERPA. CAST Schools acknowledges that under no circumstances will individual student information be publicized, published, or in any other way made available to other entities except for external evaluators hired by CAST for the purpose of conducting research in support of improved instruction. Further, CAST will not publicize reports on CAST STEM without prior notification and consultation with the District. •

Employees:

All employees assigned to the CAST STEM campus, including the school principal, will be employees of the District. The District shall be responsible for all salaries, compensation, and benefits of its employees assigned to CAST STEM and shall be responsible for maintaining necessary personnel records.

The District and the CAST Network will collaborate to recruit, to review applications, to select interviewees, and to design an interview process aligned with District standards. Representatives from the CAST Network will participate in the interview committee. In collaboration with the principal and the District, the CAST Network may further be engaged in the selection of additional staff. The CAST Network will provide training, onboarding, and professional development to the principal as part of the CAST Network cohort of principals. The principal in collaboration with District Leadership and CAST will determine which District leadership meetings and events should be mandatory. The Principal will not be required to attend all District trainings. The Principal shall serve as the supervisor of all employees at CAST STEM, unless the District decides otherwise.

This Agreement shall not affect the rights and protections afforded by current District employment contracts or agreements between the District and its contract employees pursuant to TEC §11.174(c). Any and all legal issues that may arise with the District's employee with regard to their working relationship with CAST Schools shall be handled by the District at the District's cost.

The District will identify a person (or people) within its central administration to act as a liaison to CAST STEM. The liaison will work with the CAST Leadership to ensure that the CAST STEM principal participates in the necessary district and CAST meetings, convenings, and professional

development while being excused from those that are duplicative or excessive, and that the CAST Schools team is kept abreast of important district updates in policy and procedures.

If CAST Schools and the District determine it is necessary, they may pursue waivers or exemptions from certification requirements (where applicable for staff).

Communications and Marketing:

Through collaboration and consultation with the District's Communication department, CAST Schools will provide the District with support regarding all press inquiries, press releases, school tour requests, web marketing and all other external relations, including corporate and institutional partnerships, community engagement and civic initiatives. Such support will include collaborating with the SWISD Communications Department on media releases and messaging with both CAST Schools and SWISD approving any such release/messaging. Decisions on who will serve as spokesperson will be mutually agreed upon by both CAST and SWISD.

The Parties will collaborate to publicize and market CAST STEM openings, both within and outside the District. The CAST Network leadership will work with the District to establish a marketing plan specific to CAST STEM that leverages the District's communication assets and as well as the Network's marketing and outreach assets. CAST STEM will also be incorporated into the broader CAST Network marketing plan with CAST Schools assuming responsibility for marketing initiatives.

The District will support CAST STEM by facilitating access to its feeder middle schools, and helping to identify those students who might most benefit from a hands-on, applied science setting or who have a career aspiration that matches the CAST STEM offerings. The district will work to inform its school leaders, teachers, and counselors, about the unique CAST STEM course offerings and industry partnerships.

The CAST STEM logo, branding, adopted colors, and mascot will adhere to the CAST school model and align with SWISD standards. In collaboration with SWISD, CAST Schools will design supplemental marketing materials used by the school with CAST remaining responsible for any production or marketing costs attributable to those materials.

CAST Schools will work with the District to publicize the school openings to students from outside the District boundaries and to leverage the involvement of its industry partners to further inform the public about CAST STEM.

CAST Schools will coordinate with and maintain a collaborative, positive working relationship with the District's communication staff.

Each of the Parties shall own its own intellectual property including without limitation all trade secrets, know-how, proprietary data, documents and written materials in any format. All materials created exclusively for the District shall be owned by the District, and all materials created exclusively by CAST Schools be CAST's proprietary material. Notwithstanding the foregoing, materials and work product jointly created by the Parties shall be jointly owned by the Parties and may be used by the individual Party as may be agreed upon by both Parties.

CAST owns the intellectual property right and interest to the names "The Center for Applied Science and TechnologyNetwork," and "CAST Schools," as well as "CAST STEM".

Governance:

CAST STEM is a SWISD High School, and as such, is governed by the SWISD School Board and its administration, and all applicable state and federal law.

CAST STEM shall have an advisory board, chaired by the CAST STEM principal, which will not be a decision-making entity, but will provide input and feedback to the District and the CAST Network as to, but not limited to, the fidelity of implementation to the model, the efficacy of curriculum and student projects, the quality of student work, the success of student placements in work-based learning opportunities, and the caliber of graduates.

Grant funding/finance:

For state, federal, and/or private grants that the District applies and secures on behalf of the Schools, the District will be responsible for managing all relevant reporting and disbursement functions.

Conversely, should the CAST Network secure external funding for the purposes of supporting CAST Network, CAST Schools will be responsible for managing all relevant reporting and disbursement functions. Both Parties will make the other aware of any grants sought on behalf of the CAST STEM campus, so as to avoid duplication, and to explore collaborative funding opportunities.

It is the intent of this Agreement that the annual budget and staffing allocations for CAST STEM will be developed in the Spring of each school year by the District, in consultation with the CAST Network, with allocations being allotted based on campus needs according to the master schedule. This process also will be used to explore grant opportunities, opportunities to leverage shared funding or industry partners, and to identify potential gaps that could be filled through said opportunities. The District will employ a master schedule-based budgeting model with CAST STEM and work to give the CAST STEM principal maximum flexibility and autonomy over campus budgeting decisions.

CAST STEM cannot be funded by the District at a level less than a regular District public school, in accordance with universally applied District staffing formulas. The District will work to secure relevant or appropriate supplemental state and federal funds to support campus operations.

CAST Schools will work together with the District in good faith toward meeting student enrollment targets through joint student recruitment efforts.

Partnership Agreement.

Any notice, request for approval or other communication required or permitted to be given to the CAST Network pursuant to this Agreement shall be given at the following address:

Jeanne Russell
Executive Director
The CAST Network
200 E. Basse Rd, Ste 201
San Antonio, Texas, 78209

Any notice, approval or other communication required or permitted to be given to Southwest ISD pursuant to this Grant shall be given at the following address:

Dr. Jeanette Ball
Superintendent

Acceptance of MOU

The District represents that it has taken such action as is deemed proper or appropriate by its board of directors to enter into this Agreement. The parties agree to review this agreement every two years in June, during which time both parties may present proposed revisions to the MOU.

The District and its subsidiaries, successors and assigns, represents that it will do, execute and deliver, or will cause to be done, executed and delivered, all such further acts, transfers, assignments, conveyances, additional papers, documents, and other assurances, and shall do any and all acts and things reasonably necessary in connection with the performance of this Agreement and to carry out the intent of the parties hereto, including without limitation complying with all laws and regulations governing charitable contributions.

The District agrees that it will be bound by all laws, rules, and regulations, as may be amended or developed, in relation to CAST STEM and its operations or programs related to CAST STEM under this Agreement. The District warrants that all employees, agents, contractors, volunteers, trustees/directors, entities, and persons affiliated with its operations related to the purpose of this Agreement will be appropriately credentialed and legally authorized to carry out their tasks and/or presence at CAST STEM, including any necessary background checks. The District agrees that it is liable for any benefits, compensation, insurance (including but not limited to worker's compensation coverage) related to District employees or agents under this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this instrument to be duly executed as of the Effective Date.

The CAST Network

By:

Date:

Jeanne Russell

Executive Director

The CAST Network

200 E. Basse Rd, Ste 201 San Antonio,
Texas, 78209

Southwest ISD

By:

Date:

Dr. Jeanette Ball

Superintendent

Northside ISD

5900 Evers Rd.

San Antonio, TX 78238