



**MEMORANDUM OF UNDERSTANDING (MOU)**  
BETWEEN EDUCATION SERVICE CENTER REGION 11  
AND Grapevine-Colleyville ISD  
*(District or Entity Name)*

**THIS INTERLOCAL AGREEMENT** ("agreement") is entered into by and between the Education Service Center Region 11, ("ESC Region 11") and Grapevine-Colleyville ISD (collectively referred to as the "Parties" or individually as the "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**, the Parties wish to enter into this Agreement for the purpose outlined below and the parties agree to follow the agreed upon guidelines to provide the services in this agreement.

**WHEREAS**, each party, in performing governmental functions or in funding the performance of governmental functions, 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 understanding will benefit the public interest and that the division of costs fairly compensates the performing party for the services or functions under this Agreement.

**NOW THEREFORE**, the Parties to this agreement mutually agree to the following:

**AGREEMENT**

**1. DESCRIPTION OF SERVICE:** Teacher Incentive Allotment (TIA) Technical Support

**2. PURPOSE / REASON**

Teacher Incentive Allotment (TIA) Technical Support

For Districts to Develop Capacity With the Teacher Incentive Allotment program

**3. DUTIES AND RESPONSIBILITIES**

**3.1 ESC REGION 11 Duties and Responsibilities**

- ☒ TIA Local Designation System Planning and Implementation
- ☒ Teacher Observation and Appraisal
- ☒ Student Growth Measures
- ☒ Data Management and Analysis
- ☒ TIA Spending and Strategic Compensation

**3.2 Grapevine-Colleyville ISD Duties and Responsibilities**

The District understands they are responsible for the final TIA data submission to Texas Tech University.

The District understands they are responsible for all final teacher designation determinations.

The District understands they are responsible for the results of the data validation process prior to data submission.

The District understands that ESC Region 11 serves in an advisory capacity, offering technical assistance and guidance.

**4. TERM OF AGREEMENT**

This agreement shall be effective as of the date of authorized signatures of both parties to:

2025-2026, 2026-2027 School Year (list specific date range and/ or end date)

**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 \$ 0.00.

Basis for allocation of total amount listed above:

There is a \$0.00 charge for service(s) listed in Section 3.1 due to the TEA TIA Targeted Support Grant funding.

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Note: House Bill 462 (HB462, 83<sup>rd</sup> Regular Session, Tex. 2013) prohibits the adoption and/or use of the Common Standards at the state, regional, and local levels. The Contractor agrees 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.**

\_\_\_\_\_  
Grapevine-Colleyville ISD  
District, Charter, ESC Name

\_\_\_\_\_  
EDUCATION SERVICE CENTER REGION 11

\_\_\_\_\_  
Signature                      Date

\_\_\_\_\_  
Clyde W. Steelman, Jr.                      Date  
Executive Director

Print Name: \_\_\_\_\_  
Title: \_\_\_\_\_

*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: Clayton Pope email: cpope@esc11.net

Ph # 817-740-7680