

## **MEMORANDUM OF UNDERSTANDING (MOU)**

Between  
**Cogdell Memorial Hospital**  
and  
**Snyder Independent School District (SISD)**

### **A. SCOPE AND PURPOSE**

Cogdell Memorial Hospital (“Cogdell”) and Snyder Independent School District (“SISD”) enter this Memorandum of Understanding (“MOU”) to establish a collaborative partnership that supports student health services, athletic performance, mental and behavioral health, and healthcare workforce development.

The purpose of this MOU is to formalize a cooperative framework that ensures timely communication, strengthens student access to medical and mental health supports, enhances athletic safety and performance systems, and expands access to career pathways aligned to local workforce needs. This MOU outlines responsibilities, communication protocols, and expectations associated with supporting these services.

This agreement is modeled after SISD’s standard MOU structure utilized in other partnerships.

### **B. CONFIDENTIALITY & FERPA COMPLIANCE**

I. Both parties agree to comply with all requirements of The Family Educational Rights and Privacy Act (“FERPA”), the Health Insurance Portability and Accountability Act (“HIPAA”), and Senate Bill 12, now codified at Texas Education Code sections 1.007 and 1.009, as applicable.

II. Each party represents and warrants that it will:

1. Maintain strict confidentiality of all personally identifiable information obtained through this partnership;
2. Use such information only as permitted or required by this MOU, required by law, or specifically authorized in writing;
3. Protect all records with administrative, physical, and technical safeguards no less rigorous than those used to protect its own confidential information.

## **C. SERVICE COORDINATION**

SISD and Cogdell will coordinate services to support student health, athletics, counseling, and workforce development. SISD will identify students and programs that may benefit from services outlined in this MOU and will coordinate participation with Cogdell.

With appropriate parent consent, SISD will coordinate access to services including athletic physicals, mental and behavioral health supports, and work-based learning opportunities.

Cogdell will collaborate with SISD staff to provide consultation, services, and opportunities aligned to this partnership. Both parties agree to participate in ongoing coordination efforts, including a quarterly strategic partnership meeting, to review implementation, address needs, and align future work.

SISD retains the unlimited right, at its sole discretion, to disqualify specific Cogdell employees and agents from providing services pursuant to this Agreement.

## **D. RESPONSIBILITIES OF COGDELL MEMORIAL HOSPITAL**

I. Provide access to medical professionals, including orthopedic consultation and guidance, to support SISD athletic programs, including direct communication with athletic trainers.

II. Collaborate with SISD athletic staff to review summer workout schedules and provide guidance on injury prevention, prehabilitation, and performance practices.

III. Support coordination between athletic trainers and physical therapy staff, including communication protocols and alignment of care practices.

IV. Assist in coordinating and promoting annual student physicals, including support for July scheduling and covering advertising costs to increase participation.

V. Collaborate with SISD to provide mental and behavioral health supports through the BRIDGE partnership, which may include:

1. Individualized supports for students with high-needs behaviors;
2. Crisis response consultation and coordination, as needed;
3. Implementation of trauma-informed practices;
4. Access to play therapy and developmentally appropriate interventions.

VI. Provide training and consultation for SISD staff, as mutually agreed upon, including:

1. Autism and high-needs special education supports;
2. De-escalation strategies and behavior intervention supports;
3. Best practices in school-based mental health.

VII. Ensure all mental and behavioral health services are delivered in alignment with Senate Bill 12, including:

1. Coordination with a school counselor and/or school administrator prior to service delivery;
2. Obtaining written parent consent before ongoing services are provided;
3. Clear communication regarding scope of services and provider roles.

VIII. Provide internships, job shadowing, and work-based learning opportunities for SISD students across appropriate hospital departments.

IX. Collaborate with SISD and Western Texas College to support development of healthcare certification pathways, including CNA, CMA, and related programs aligned to workforce needs.

X. Provide guidance on workforce readiness, including professionalism, communication, and expectations for employment in healthcare settings.

XI. Participate in quarterly coordination meetings and ongoing communication to support implementation of this partnership.

XII. Serve in a consultative and supportive role and not as a replacement for required school-based personnel or district responsibilities.

## **E. RESPONSIBILITIES OF SNYDER ISD**

I. Identify and coordinate student participation in services, programs, and opportunities outlined in this MOU.

II. Obtain parental or adult-student consent for release of information and participation in services, including those required under Senate Bill 12.

III. Provide relevant schedules and information, including summer workout schedules, to support coordination with Cogdell.

IV. Coordinate collaboration between SISD staff, including athletics, counseling, and CTE programs, and Cogdell personnel.

V. Promote student participation in athletic physicals, internships, and healthcare pathway opportunities.

VI. Collaborate with Cogdell and Western Texas College to support and expand health science programs of study and certifications.

VII. Coordinate all mental and behavioral health services through a school counselor and/or school administrator, ensuring alignment with Senate Bill 12.

VIII. Ensure that all services provided through this partnership supplement, not supplant, existing district programs and staff responsibilities.

IX. Maintain responsibility for discipline, instruction, staffing, and student programming, with Cogdell serving in a consultative role.

X. Participate in scheduled coordination meetings with Cogdell.

XI. When appropriate, and at the discretion of campus administration or designated staff, refer families to Cogdell Memorial Hospital for follow-up care related to school-associated incidents, including but not limited to athletic injuries, playground incidents, and other student health concerns.

1. Such referrals will be informational in nature and will not limit or direct a family's choice of medical provider.
2. SISD staff will ensure that communication with families is neutral, optional, and focused on timely access to care.
3. SISD will collaborate with Cogdell to maintain clear communication channels for school-related incidents when families elect to utilize Cogdell services.

## **F. COST**

There is no cost to SISD associated with this MOU.

Cogdell may provide in-kind support, including advertising, training, and professional expertise.

## G. CONTACTS

### **Cogdell Memorial Hospital**

Administrative Contact:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: Snyder, TX 79549

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

### **Snyder Independent School District**

Administrative Contact:

Dr. Jessica Gore, Superintendent

2901 37th Street

Snyder, TX 79549

(325) 574-8900

[jessica.gore@snyderisd.net](mailto:jessica.gore@snyderisd.net)

Athletic Director:

Coach Anthony Gonzales

[anthony.gonzales@snyderisd.net](mailto:anthony.gonzales@snyderisd.net)

– Shadye Millican, Trainer, [shadye.millican@snyderisd.net](mailto:shadye.millican@snyderisd.net)

## H. GOVERNING LAW

This MOU and all obligations of the parties shall be governed by and construed in accordance with the laws of the State of Texas. The parties herein acknowledge this Agreement shall be fully performed in the county where SISD is located.

## I. APPLICABLE LAWS

SISD and Cogdell agree to comply with all relevant federal, state, and local laws.

## J. TEXAS PUBLIC INFORMATION ACT

All information provided under this MOU may be subject to disclosure under the Texas Public Information Act (Texas Government Code, Chapter 552).

## **K. LIMITATIONS**

Nothing in this MOU shall be construed to waive any constitutional or statutory limitations on the authority of SISD or Cogdell, including limitations related to liability, indemnification, dispute resolution, payment of attorney's fees, or creation of unfunded obligations.

Nothing in this MOU shall require either party to provide services beyond available staffing, funding, or legal authority. All services are subject to capacity and mutual agreement.

## **L. MISCELLANEOUS**

I. The Parties agree that the District cannot legally indemnify Cogdell and the District does not agree to do so.

II. The Parties agree that the District is immune from any tort claims under the Texas Tort Claims Act and has no legal liability for claims, damages, or injuries of Cogdell under the Agreement.

III. Pursuant to Texas Government Code Ann. Chapter 2252, Subchapter F "Prohibition on Contracts With Certain Companies," Cogdell verifies by its signature below that it is not a foreign terrorist organization identified on the list prepared and maintained by the Texas Comptroller of Public Accounts, or any other list prepared and maintained pursuant to Section 806.051, 807.051, or 2252.153 of the Texas Government Code. Any contract entered into by the District is void if Cogdell is included in the Comptroller's list, or any other applicable list as set forth above.

IV. Pursuant to Texas Government Code Ann. Chapter 2273, Cogdell verifies by its signature below that it is not an abortion provider or an affiliate of abortion providers, whereby the provider or affiliate receives something of value derived from state or local tax revenue. Any contract entered into by the District is void if Cogdell has such a prohibited affiliation or contractual relationship.

V. Pursuant to Texas Education Code section 11.067, Cogdell certifies by its signature below that it has not given or promised a gift of in-kind services valued at more than \$250 to any member of the Board or governing body of the District, and that no member of the Board or governing body of the District owns more than ten (10) percent of Cogdell's voting interest, nor has a direct or indirect ownership interest in Cogdell representing more than ten (10) percent of Cogdell's profits, proceeds, or capital gains.

#### **EXECUTION OF UNDERSTANDING**

By signing below, the parties certify that they have read, understand, and agree to the terms of this MOU and that they are authorized to execute this agreement on behalf of their respective institutions.

---

#### **COGDELL MEMORIAL HOSPITAL**

Collin McLarty  
CEO, Cogdell Memorial Hospital

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

---

#### **SNYDER INDEPENDENT SCHOOL DISTRICT**

Dr. Jessica Gore  
Superintendent, Snyder ISD

Date: \_\_\_\_\_

Signature: \_\_\_\_\_