Business Education Technology Academy

South Texas Independent School District

Career and Technical Education

"Preparing Leaders for the 21st Century."

AFFILIATION AGREEMENT FOR INTERNSHIP-PRECEPTORSHIP PROGRAM

The BETA campus of South Texas ISD's all Magnet School District presents this contract –of- agreement for the training of un-paid Senior Interns in the Business and Technology Tracks. This program presents a great benefit to site-locations of the lower Rio Grande Valley with prepared students interested in careers of Business and Technology.

The intent of on-site learning experiences is to provide students opportunities that will contribute growth to their desired careers and higher learning; as well as, to aid in making wise career choices for their future.

This agreement is between South Texas· Business Education Technology Academy, hereinafter referred to as BETA and your organization **COUNTY OF HIDALGO, TEXAS** hereinafter referred to as the Affiliate.

This agreement shall become effective immediately upon execution by all parties. This agreement may be cancelled at any time upon the written request of either party.This agreement is to be evaluated and reviewed annually by both parties, and revisions shall be made, as they are deemed necessary.

1. **Joint Responsibilities**
   a. Both parties shall cooperate to provide students with a proper learning opportunity.
   b. Both parties shall agree on the number of students receiving preceptorship at the Affiliate with consideration given to the number of preceptorship sites available.

2. **Responsibilities of BETA**
   a. Instructors and students of BETA shall abide by the policies of the Affiliate while using its facilities.
   b. BETA shall continually instruct and emphasize to the instructors and students, the importance of respecting the confidential nature of all information which may come to them with respect to the Affiliate members and records with which they work.
   c. BETA instructors and students shall sign the affiliate's Internship Agreement and Waiver of Liability, fully incorporated by reference here and attached as Exhibit "A", in addition to providing evidence of liability insurance for BETA instructors and students on a yearly basis.
   d. BETA shall evaluate and counsel students with regards to performance.
   e. BETA shall assume responsibility for administrative functions related to students, attendance, and evaluation sheets.

f. BETA instructors and students shall be subject to all policies, rules and regulations pertaining to regular employees of the Affiliate.

3. **Responsibilities of the Affiliate**
   a. The Affiliate shall, as deemed appropriate, permit said student/s to observe and/or assist in department routines and procedures under direct supervision of licensed or qualified employees of the facility.
   b. The Affiliate agrees to assist the program by providing through its supervisory personnel, assistance with attendance and evaluation sheets, at intervals to be agreed upon.
   c. The Affiliate shall inform its professional staff of its participation in the various preceptorship sites.
   d. The Affiliate shall orient BETA faculty to their facilities and policies.
   e. The Affiliate reserves the right in its absolute and sole discretion to refuse its facilities and services to any instructor or student who does not meet the professional standards proposed by the Affiliate.
   f. This program agreement is subject to all terms and conditions of the Hidalgo County Internship Policy, fully incorporated by reference here and attached as Exhibit "A", and this Affiliation Agreement. In the event of a conflict, the Hidalgo County Internship Policy shall supersede this agreement.

South Texas Independent School District

_____ Date: _____

Dr. Marla Guerra, S.T.I.S.D. Superintendent

_____ Date: _____

Magdalena Gutierrez, BETA Principal

THE COUNTY OF HIDALGO, TEXAS

_____
Ramon Garcia, County Judge

ATTEST

_____
Arturo Guajardo, Jr., County Clerk

APPROVED AS TO FORM:

Office of Hidalgo County Criminal District Attorney,
Rene Guerra

By:_____
Michael L. Garza
Assistant District Attorney

EXHIBIT "A"

INTERNSHIP AGREEMENT AND WAIVER OF LIABILITY

I, _____, agree to participate in an internship with The County of Hidalgo, Texas in either a paid or unpaid capacity, as outlined in this agreement. I hereby certify that I am at least 18 years of age at this time, and I am a student at _____ _____.

I hereby agree to comply with all relevant policies, procedures and requirements as outlined in the Hidalgo County Internship Policy, Personnel Policy Manual and/or Civil Service Commission Rules. I understand that I may or may not receive compensation for my services provided during the internship period, and that no other benefits will be provided. I understand that my placement in this internship is at-will and that I may be terminated at any time at the discretion of the County.

I hereby voluntarily release, discharge, waive and relinquish any and all action or causes of action for personal injury, property damage, or wrongful death occurring to me as a result of my internship with Hidalgo County. I hereby release, waive, discharge and relinquish any actions or causes of actions aforementioned, which may hereafter arise for me and my estate, and agree that under no circumstances will I prosecute or present any claim for personal injury, property damage or wrongful death against Hidalgo County or any of its agents and employees for any said cause of action, whether the same shall arise by negligence of any said persons, or otherwise. It is my intent by this instrument to exempt and release, indemnify and hold harmless Hidalgo County and any of its employees, its elected or appointed officials, employees and agents for any personal injury, property damage, or wrongful death cause by negligence.

I ACKNOWLEDGE THAT I HAVE READ THE FOREGOING PARAGRAPHS AND HAVE BEEN FULLY AND COMPLETELY ADVISED OF THE POTENTIAL DANGERS INCIDENTAL TO PARTICIPATING IN AN INTERNSHIP AND AM FULLY AWARE OF THE LEGAL CONSEQUENCES OF SIGNING THIS INSTRUMENT.

_____ _____

Signature Date

Hidalgo County Internship Policy

PURPOSE

The purpose of this policy is to establish guidelines to offer experiential learning experiences for college students in County offices and departments. This policy applies to student volunteers, interns, and externs.

POLICY

Hidalgo County offers volunteer opportunities, internships and externships in an effort to provide college students from a wide variety of educational disciplines the opportunity to apply traditional academic classroom learning to actual work experience. The County strongly believes that internships are an important tool in recruiting, developing and retaining innovative people in local government and an important part of assisting the County in meeting the needs of today while preparing the workforce of the future.

Internship opportunities may be paid or unpaid, subject to budgetary constraints and departmental recommendation. All placements must be approved by Commissioners' Court, and approval must include the following items:

1. Job description & responsibilities
2. Placement location & supervisor name
3. Duration of internship
4. Agreement with educational institution (if applicable)
5. If appointed, internship application, resume, and signed internship agreement
6. If paid, funds must be appropriated and fiscal note and budgetary impact must be included
7. Any other relevant information as required by Commissioners' Court

Each participating office/department will be responsible for administering the student internship within their department and ensuring the policies and guidelines set forth herein are followed. All interns (paid or unpaid) must comply with the Hidalgo County Personnel Policy Manual and/or Hidalgo County Civil Service Commission Rules (as applicable), and must complete the pre-employment training and enrollment requirements prior to commencing.

REQUIREMENTS

All interns must be citizens of the United States, or if not, must be legally authorized to work in the United States. Proof of citizenship or authorization will be documented during the training and orientation process. Interns must be 18 years of age or older, and must be enrolled in an institution of higher education. Interns must complete an internship application and agreement, and must meet the pre-employment training and enrollment requirements. Interns must sign a Waiver of Liability Release, agreeing to assume any risk of injury that may occur while rendering services to the County.

UNPAID INTERNSHIPS

I. Hidalgo County may accept student interns on a volunteer basis. Unpaid students may be appointed or may be selected through the Human Resources Department announcement and selection process. All unpaid internship placements must be approved by Commissioners' Court.

II. Unpaid student interns are considered "Volunteers," receive no compensation or benefits, are not covered under worker's compensation, and must sign a Waiver of Liability Release agreement prior to commencing the internship.
III. Hidalgo County may enter into an agreement with an educational institution to provide college credit or required work experience for the internship, as applicable. The units of credit earned for participating are authorized and conferred by the school of attendance. All agreements with educational institutions must be approved by Commissioners' Court.
IV. Students who are interested in seeking to gain work experience in a specific field or area may choose to independently volunteer as an unpaid intern. In such instances, students may or may not receive credit from the educational institution they attend.

PAID INTERNSHIPS

I. Hidalgo County may offer paid internships to students. A department's ability to use paid student interns will be based on their internal budget constraints.
II. Paid student interns are considered "Temporary Employees," receive compensation for the duration of the internship, but receive no other benefits, are not covered under worker's compensation, and must sign a Waiver of Liability Release agreement prior to commencing the internship.
III. All paid internship placements must be approved by Commissioners' Court, and must be selected through the Human Resources Department announcement and selection process..
IV. Hidalgo County may enter into an agreement with an educational institution to provide college credit or required work experience for the internship, as applicable. The units of credit earned for participating are authorized and conferred by the school of attendance. All agreements with educational institutions must be approved by Commissioners' Court.
V. Students who are interested in seeking to gain work experience in a specific field or area may choose to independently apply for a paid internship opportunity. In such instances, students may or may not receive credit from the educational institution they attend.

RECRUITMENT OF INTERNS

Each participating office/department will be responsible for identifying and recruiting interns, and, if they desire, to establish partnerships with educational institutions that enroll students in a degree or area of study that could be utilized by the office/department.

Unpaid interns may be appointed by the office/department or educational institution, or may be selected through the Human Resources Department announcement and selection process; paid interns are subject to the Human Resources Department announcement and selection process.

TRAINING AND ORIENTATION

Prior to beginning an intern assignment all student interns will be required to meet the pre-employment training and enrollment requirements.

All student interns (paid or unpaid), will be provided a copy of the Hidalgo County Personnel Policy Manual and/or Hidalgo County Civil Service Commission Rules (as applicable), must complete the pre-employment training and enrollment requirements prior to commencing, and will sign all relevant forms and acknowledgments as applicable, including but not limited to, personnel policy acknowledgement, harassment, nondiscrimination, and waiver of liability release form (as applicable).

The participating office/department will be responsible for orienting students to the organization. Orientation should include:

- A clear list of expectations, job duties and goals;
- Departmental-specific policies and procedures;
- A list of the resources available to the student intern (i.e., a workstation that has been set up for the student intern, supplies and items needed by the intern); and
- Any other relevant information for the intern to be successful in the performance of their job duties.

STANDARDS OF CONDUCT

All interns must abide by the standards of conduct as outlined in the Hidalgo County Personnel Policy Manual and/or Hidalgo County Civil Service Commission Rules (as applicable), and are responsible for complying with the required standards of conduct.

At a minimum, all interns are required to conduct themselves in a professional manner at all times and to use discretion when dealing with sensitive manners and confidential information. Students must maintain professional attire, hygiene and grooming in a professional business-like manner that is appropriate to the field of placement and which reflects positively on the County.

If any policy or standard of conduct is violated by the intern during the internship period, the intern will be terminated at the discretion of the County.

EVALUATION

All interns should be provided with ongoing feedback on how well they are meeting the goals and expectations of their position. Participating offices/departments should provide interns with a formal written evaluation at the end of the internship. If applicable, participating offices/departments will be responsible for abiding by the requirements of the educational institution as per the agreement.

TERMINATION/COMPLETION

All interns are considered at-will placements, and the placement can be terminated at any time at the discretion of the County.

Upon completion of the internship period, interns are not automatically entitled to a paid position within the County.