

**Training Agreement
Between Webb County and Laredo College**

This Interlocal agreement ("Agreement") is entered into pursuant to Chapter 791 of the Texas Government Code, between Laredo College (LC), a special district of the State of Texas, and Webb County (WC), a political subdivision of the State of Texas, to offer Workforce Education Courses to WC's participants.

WHEREAS, WC is desirous of entering into an Interlocal Agreement with LC for training WC employees, specifically in the area of Leadership Skills for Supervisors/Managers, and/or Customer Service Workshops; and

WHEREAS, LC is desirous of providing educational training, licenses, continuation education credits, and/or certificates for such training; and

WHEREAS, WC and LC both agree that they may enter into such an Agreement pursuant to Chapter 791 of the Texas Government Code; and

NOW THEREFORE, for the mutual benefits and valuable consideration stated herein, both parties agree to enter into this instructional training Agreement to educate WC's students who are registered with LC.

Definitions: For purposes of this Agreement

"Webb County's students" shall mean WC employees who are registered by and through this Agreement.

Article 1. Services

FILED May 20th 20 26
MARGIE RAMIREZ IBARRA
COUNTY CLERK, WEBB COUNTY, TEXAS
BY AK DEPUTY
@ 11:43 am

Courses to be provided by LC:

1. **Course Information: Leadership Skills for Supervisors/Managers– BMGT 1020**
 - 1.1. Course Description: Concepts and skills of leadership in the work setting. Introduces leadership and motivational theories and leadership styles. Includes evaluation of leadership performance.
 - 1.2. End-of-Course Outcomes: To help employees demonstrate the skills needed for success in their current roles, the course provides an overview of essential competencies. Please review the following topics and let us know if they align with your training needs.
 - 1.3. **Course Information: Customer Service Workshop- NT 8100**
 - 1.4. Course Description: This course provides participants with essential skills to deliver exceptional customer service across multiple channels. Through interactive discussions

and practical exercises, learners will gain strategies they can immediately apply to improve customer interactions and build positive customer relationships.

- 1.5. End-of-Course Outcomes: By the end of this course, participants will be able to apply effective communication techniques across various customer service channels, respond to customer needs with professionalism and confidence, **and** use practical tools to enhance customer satisfaction and overall service quality.

Article 2. Training

2. Training Facilities:

- 2.1. The lecture and hands-on training location is to be determined by agreement of the parties based on customer need. Scheduling is tentative upon confirmation.
- 2.2. Training Site shall be at the Webb County, Billy Hall Building, located at 1110 Washington Street.

Article 3. Registration.

3. Registration Process:

- 3.1. All Webb County's students must register with LC. All registration forms must include the complete name, date of birth, social security number, mailing address, city & state, phone number, and must be signed by each pertinent Webb County student.
- 3.2. WC must notify LC 20 business days in advance of their intent to schedule a course.
- 3.3. All registration forms must be submitted to LC no later than 5 days before the class start date.
- 3.4. Participants can only register prior to the scheduled training and a Webb County student not registered for the class will not be permitted in the class. In addition, no participant will be replaced for another who is scheduled to attend the class. The LC will verify each Webb County student record for any holds prior to a scheduled training upon receiving registration forms.
- 3.5. Participants may be added and/or dropped prior to the start date upon filling out the required forms. If the class takes place on weekends, Webb County's students may be added and/or dropped on the last Friday before class starts by 10 am.
- 3.6. The hours of operation for LC are as follows:
 - Monday – Thursday 8 a.m. through p.m.
 - Friday 8 a.m. through 12 noon.
 - Closed on Weekends and Holidays.

Article 4. Instructional Materials

4. Instructional Materials

- 4.1. Participants of the training will receive course information and any relevant instructional materials from LC. They will have the advantage of all relevant visual aids and application exercises.

Article 5. Training

5. Training Delivery

- 5.1. The training delivery (delivery) process is a comprehensive service of LC to ensure that the training is effective. Courses will be aligned with the LC's general policies. It includes the coordination of the program by a professional Workforce Development Coordinator. Also included in the delivery process is the LC-approved instructor's research, preparation, delivery, and evaluation time. All notices, handouts, applications, books, and other materials, if any, are included as part of the delivery process.
- 5.2. LC shall issue certificates of completion and/or licenses to all Webb County's students who successfully complete the course(s) in this Agreement. WC acknowledges that LC requires that Webb County's students must be present at least 90 percent of class time to receive Continuing Education Units (CEU's) and pass any required testing, when applicable, to successfully complete any course.

Article 6. Financial Responsibility

6. Financial Responsibility

- 6.1. An itemized invoice will be issued by LC to WC for goods and services rendered under this Agreement. WC agrees to pay LC the invoice amount in full within thirty (30) business days after receipt of the invoice. Refer to Addendum A.
- 6.2. WC will be financially responsible to pay LC all amounts invoiced for all of Webb County's students who have registered by and through this Agreement, regardless of whether the student attends or not. In the event that WC fails to make payment by the due date or otherwise breaches any other term of this Agreement, WC agrees to and will be responsible for all costs and fees, including but not limited to collection costs, professional collection agency fees, attorney fees, filing fees, and court costs, which LC incurs as a result of said breach. Non-payment of the services will delay the execution of any further contractual Agreements with LC. The authorized representative with signature authority listed below assumes all financial responsibility.

Article 7. Confidentiality

7. Statement of Confidentiality

- 7.1. Any information obtained by LC while executing the services described in this proposal regarding the company's clients or business operations will be held in the

strictest confidence.

Article 8. Terms

8. Article Terms of Agreement

- 8.1. In order to offer this course at the customized price, there must be a total of 10 individuals enrolled in the training per course. We are offering Customized Training to your employees, and the various minimum amounts of hours are necessary in order for Webb County's students to learn the terms, concepts, and procedures for each particular course.

Article 9. Expiration Dates

9. Expiration Dates

- 9.1. The course pricing(s) include expiration dates, and prices are subject to increase or decrease if LC policies change after the expiration period. The expiration date will be one year from the date of the contract, unless otherwise specified. Refer to Addendum A.
- 9.2. This Agreement shall terminate on April 30, 2027.

Article 10. Absences

10. Excused Absences

- 10.1. Participants who miss class due to an emergency or sickness must contact the Workforce Development Coordinator and provide a doctor's excuse. This must take place before training is completed.
- 10.2. WC acknowledges that Webb County's students who miss a one-day class will not obtain a Certificate of Completion or receive CEUs.

Article 11. Indemnity

11. No Indemnity

- 11.1. Neither LC nor WC, including their respective elected officials, employees, board members, officers, students, attorneys, employees, agents, and volunteers shall be required to indemnify or hold harmless each other against any and all claims, damages of every kind, for injury to or death of any person or persons, and/or for damage or loss of property, arising out of or attributed, directly or indirectly, to the acts, omissions, operations or performance of either party under this Agreement.
- 11.2. Both parties to this Agreement acknowledge that each entity is entitled to governmental and/or sovereign immunity (Statutory Protections) that are preserved in this Agreement. Therefore, LC and WC do not waive or relinquish any immunity or defense on behalf of themselves, their commissioners, officers, employees, and agents as a result of the execution of this Agreement and performance of the functions and obligations described herein.

- 11.3. This paragraph does not create nor is intended to create a benefit to a third-party.

Article 12. General Provisions

12. General Provisions

- 12.1. Texas Public Information Act.** Each party acknowledges that the other is obligated to strictly comply with the Public Information Act, Chapter 552, of the Texas Government Code, in responding to any request for public information pertaining to this agreement.
- 12.2. Jurisdiction.** This Agreement is performable in Webb County, Texas. Further, the validity of this Agreement and all matters pertaining to this Agreement, including, but not limited to, matters of performance, non-performance, breach, remedies, procedures, rights, duties, and interpretation or construction, shall be governed and determined by the constitution and the laws of the State of Texas.
- 12.3. Force Majeure.** If either party is delayed at any time in the performance of its obligations hereunder by riots, fires, economic conditions, natural disasters, acts of government, acts of God, or any causes reasonably beyond its control, and which could not have been reasonably anticipated by either party, the affected party shall immediately notify the other party of the force majeure event. The time for performance of the affected party shall be extended for one day for each day of delay. A delay or failure of performance by either party under this section shall not constitute default hereunder or give rise to any claim for damages.
- 12.4. Notices.** Any notice required or permitted under this Agreement must be in writing and shall be deemed to be delivered (whether actually received or not) when deposited with the United States Postal Service, postage prepaid, certified mail, return receipt requested, and addressed to the intended recipient at the address set out below. Notice may also be given by regular mail, personal delivery, courier delivery, facsimile transmission, email, or other commercially reasonable means and will be effective upon actual receipt. Each party may change its notice address by sending the other party a notice of the new address.
- 12.5. No Discrimination.** Each party is an equal opportunity employer and is committed to providing equal opportunity in employment, access, and the provision of services. This commitment applies to race, color, religion, creed, sex, marital status, national origin, disability, age, veteran status, on-the-job injury, or sexual orientation. Such employment decisions shall be made without consideration of these or any other factors that employers are prohibited by law from considering.
- 12.6. Prohibition against Assignment.** There shall be no assignment or transfer of this Agreement without the prior written consent of both parties hereto.
- 12.7. Severability.** Each paragraph and provision hereof are severable from the entire Agreement, and if any provision is declared invalid, the remaining provisions shall nevertheless remain in effect.
- 12.8. Headings.** The headings used herein are for convenience of reference only and shall not constitute a part hereof or affect the construction or interpretation hereof.
- 12.9. Entire Agreement.** This Agreement incorporates all the agreements, covenants, and understandings between the parties hereto concerning the subject matter hereof, and all such covenants, agreements, and understandings have been merged into this written Agreement. No

other prior agreement or understanding, verbal or otherwise, of the parties or their agents shall be valid or enforceable unless signed by both parties and attached hereto and/or embodied herein.

12.10. Counterparts. This Agreement may be executed in any number of and by the different parties hereto on separate counterparts, each of which, when so executed, shall be deemed to be an original, and such counterparts shall together constitute but one and the same document.

12.11. Terminology and Definitions. All personal pronouns used herein, whether used in the masculine, feminine, or neutral, shall include all other genders; the singular shall include the plural and the plural shall include the singular.

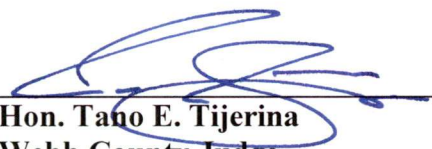
12.12. NON-APPROPRIATIONS. WC cannot warrant that those funds will be available to pay for the funds through the end of the current and/or any future fiscal period, and shall use the County's budgetary process to obtain funds to pay all payments in and through the end of this year's term or any future term. If our appropriations request to the WC Commissioners Court for funds is unable to pay for this agreement or is denied, this agreement may terminate on the earlier of the last day of the fiscal period or the last day for which funds have already been appropriated. Final payments will be made subject to the submission of documentation as stated in this agreement that evidences services rendered. The satisfaction of all obligations under this Agreement that are required to be provided to WC or its representative, including the return of any documentation that must be preserved by the program and the County pursuant to federal and state laws or grant provisions, will be required prior to any disbursement of payment.

12.13. Inconsistencies. Where there exists any inconsistency between this Agreement and other provisions of collateral contractual agreements that are made a part hereof by reference or otherwise, the provisions of this Agreement shall control.

12.14. Effective. Date. This Agreement becomes effective when signed by the last party whose signing makes the Agreement fully executed.

EXECUTED and AGREED to as of the dates indicated below.

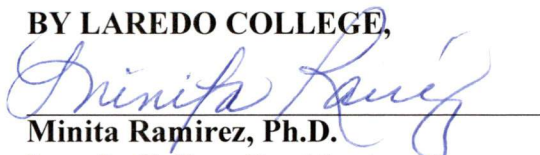
BY WEBB COUNTY,



Hon. Tano E. Tijerina
Webb County Judge

Date

BY LAREDO COLLEGE,


Minita Ramirez, Ph.D.
Laredo College President


Date

ATTESTED:


Margie Ramirez-Ibarra
Webb County Clerk



APPROVED AS TO FORM:


Jorge L. Treviño
Assistant General Counsel
Civil Legal Division

The General Counsel, Civil Legal Division's Office may only advise or approve contracts or legal documents on behalf of its clients. It may not advise or approve a contract or legal document on behalf of other parties. Our review of this document was conducted solely from the legal perspective of our client. Our approval of this document was offered solely for the benefit of our client. Other parties should not rely on this approval, and should seek review and approval of their own respective attorney(s).

Passed and approved by the Webb County, Texas

On April 13, 2026 item No. 22

Addendum A

Name of Training	
Course ID	BMGT 1020 Leadership Skills for Supervisors/Managers
Length of Training (hours)	18
Minimum Enrollment	10
Maximum Enrollment	30
Number of Continuing Education Units (CEUs)	1.8
Training Site	Webb County, Billy Hall Building
Proposed Training Date(s)	TBD
Proposed Training Time(s) Day	TBD
Instructor	Ubaldo Granados
Materials & Handouts	Included
Certificates/Licenses	Included
Total investment per student	\$200 per participant
Proposal expiration	April 30, 2027
Desired Training Module (Please Initial)	

TBD: To be determined

** The expiration date will be 30 days from date of contract, unless otherwise specified.

Addendum A Cont'd

Name of Training	
Course ID	NT 8100 Customer Service Workshops (4 sessions total)
Length of Training (hours)	1.5 (per session)
Minimum Enrollment	15 (per session)
Maximum Enrollment	30 (per session)
Number of Continuing Education Units (CEUs)	0
Training Site	Webb County, Billy Hall Building
Proposed Training Date(s)	TBD
Proposed Training Time(s) Day	TBD
Instructor	Ubaldo Granados
Materials & Handouts	Included
Certificates/Licenses	Included
Total investment per student	\$50 per participant
Proposal expiration	April 30, 2027
Desired Training Module (Please Initial)	

TBD: To be determined

** The expiration date will be 30 days from date of contract, unless otherwise specified.