2026 Workers' Compensation Proposal

Tornillo Independent School District

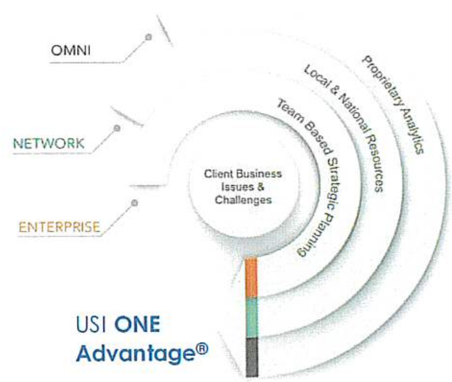
Phillip Briscoe
Vice President- El Paso
Account Manager: Marcela Garcia, CISR
Date Prepared: July 15, 2026

About USI Insurance Services

USI is one of the largest insurance brokerage and consulting firms in the world, delivering property and casualty, employee benefits, personal risk, program and retirement solutions to large risk management clients, middle market companies, smaller firms and individuals. Headquartered in Valhalla, New York, USI connects together over 10,000 industry leading professionals across ~200 offices to serve clients' local, national and international needs. USI has become a premier insurance brokerage and consulting firm by leveraging the USI ONE Advantage®, an interactive platform that integrates proprietary and innovative client solutions, networked local resources and expertise, and enterprise-wide collaboration to deliver customized results with positive, bottom line impact. USI attracts best-in-class industry talent with a long history of deep and continuing investment in our local communities. For more information, visit usi.com

The USI ONE Advantage

What truly distinguishes USI as a leading insurance brokerage and consulting firm is the USI ONE Advantage, a game-changing value proposition that delivers clients a robust set of risk management and benefit solutions and exclusive resources with financial impact. USI ONE® represents **Omni, Network, Enterprise**—the three key elements that create the USI ONE Advantage and set us apart from the competition.



Omni – USI's Proprietary Analytics

Omni, which means "all," is USI's one-of-a-kind solutions platform—real time, interactive, dynamic and evolving, and customized for each client. Built in-house by USI subject matter experts, Omni captures the experience of more than 500,000 clients, thousands of professionals and over 150 years of business activity through our acquired agencies into targeted, actionable solutions across property & casualty, employee benefits, personal risk and retirement. Omni features over a thousand solutions, case studies, work products and detailed analysis across industry verticals in a single dashboard. USI consultants input the client's personalized data into Omni – highlighting their business, employees, and risks. The results feature client specific recommendations with quantified financial impact and the ability to analyze alternative scenarios with the touch of a button.

Network – USI's Local and National Resources

USI has made a very large investment in local resources and technical expertise, with more than 10,000 professionals networked nationally to build strong vertical capabilities and integrated account teams. Our local and regional experts ensure account team availability, hands-on service, and ongoing diligent follow-through so we can deliver on the solutions we customize for our clients.

Enterprise – USI's Team Based Strategic Planning

USI's enterprise planning is a disciplined, focused, analysis centered on our client's issues and challenges. Highly consultative meetings integrate USI's Omni analytics with our broad resource network to build a risk management strategy aligned with client business needs. Our enterprise process is a proven method for identifying, quantifying and minimizing client risk exposures.

The USI ONE Advantage—our Omni knowledge engine, with our Network of local and national resources, delivered to our clients through our Enterprise planning process gives USI fundamentally different solutions, the resources to deliver, and a process to bring superior results to our clients.

Service Team

USI Southwest Inc., El Paso

303 N. Oregon, Ste 310, El Paso, TX 79901

(915) 544-3111 www.usi.com

Producers

Your **CL Producer** is **Phillip Briscoe**

Direct Number: (915) 534-9412

E-Mail: Phillip.Briscoe@usi.com

Account Management Team

Your **CL Account Manager** is **Marcela Garcia**

Direct Number: (915) 534-9461

E-Mail: Marcela.Garcia@usi.com

Your **CL Sr Associate Acct Rep** is **Anapaula Rodriguez**

Direct Number: (915) 534-9424

E-Mail: anapaula.rodriguez@usi.com

Claims Department

Your **Claims Manager is Mike Rogers** at USI Insurance

Direct Number: (915) 534-9463

E-Mail: Mike.Rogers@usi.com

Premium Summary

Coverage	Expiring Term	Renewal Term
Workers' Compensation	$52,834	$50,105

Binding Requirements:

- Signed Client Authorization to Bind
- Signed CAS Addendum Agreement for 3rd year of a 3-Year Contract or New 3-Year Plan
- Signed A.M. Best JUA and Unrated Notification – CAS

Payment Terms:

- CAS – Direct Bill (Full Payment)

Workers' Compensation

Insurance Company: Claims Administrative Services, Inc.
Policy Term: 9/1/2026 to 9/1/2027

Coverage	Limits
Employer's Liability – Each Accident	$1,000,000
Employer's Liability – Disease (Policy Limit)	$1,000,000
Employer's Liability – Disease (Each Employee)	$1,000,000

Coverage is not automatic in all states. Please notify us immediately if you begin operations in another state.

Workers' Compensation Schedule of Exposures - State:TX

Estimated Payroll	
2025 Expiring Annual Payroll	**2026 Estimated Annual Payroll**
$7,561,895	$7,171,272

USI Disclosures

Direct Bill DISCLOSURE: The Insurance Company operates independently for the financing of your insurance premium. Your agreement to finance this premium is directly with the insurance company and not USI Insurance Services.

If payment is not received by the due date, the insurance company could cancel your insurance policy(s) for non-payment of premium. The insurance company has the right to honor the cancellation date and **NOT** offer reinstatement or rewrite the insurance coverage.

We are not in a position to make monthly reminders or verify that your payment was received. Please take the necessary action to avoid possible cancellation of your insurance policy(s) which you are paying directly to the insurance company.

Reviewing Client Contracts DISCLOSURE: As a service to our clients, upon their request, USI will review those portions of your contract regarding the insurance and indemnity requirements as they relate to your insurance program and provide comments and/or recommendations based upon such review. This service should not be taken as legal advice and it does not replace the need for review by the insured's own legal counsel.

Information Concerning Our Fees: As a licensed insurance producer, USI is authorized to confer with or advise our clients and prospective clients concerning substantive benefits, terms or conditions of insurance contracts, to sell insurance and to obtain insurance coverages for our clients. Our compensation for placement of insurance coverage, unless otherwise specifically negotiated and agreed to with our client, is customarily based on commission calculated as a percentage of the premium collected by the insurer and is paid to us by the insurer. We may also receive from insurers and insurance intermediaries (which may include USI affiliated companies) additional compensation (monetary and non-monetary) based in whole or in part on the insurance contract we sell, which is contingent on volume of business and/or profitability of insurance contracts we supply to them and/or other factors pursuant to agreements we may have with them relating to all or part of the business we place with those insurers or through those intermediaries. Some of these agreements with insurers and/or intermediaries include financial incentives for USI to grow its business or otherwise strengthen the distribution relationship with the insurer or intermediary. Such agreements may be in effect with one or more of the insurers with whom your insurance is placed, or with the insurance intermediary we use to place your insurance. You may obtain information about the nature and source of such compensation expected to be received by us, and, if applicable, compensation expected to be received on any alternative quotes pertinent to your placement upon your request.

USI Privacy Notice

Our Privacy Promise to You

USI provides this notice to you, our customer, so that you will know what we will do with the personal information, personal financial and health information (collectively referred to as the "protected information") that we may receive from you directly or receive from your health care provider or receive from another source that you have authorized to send us your protected information. We at USI are concerned about your privacy and assure you that we will do what is required of us to safeguard your protected information.

What types of information will we be collecting?

USI collects information from you required both for our business and pursuant to regulatory requirements. Without it, we cannot provide our products and services for you. We will be collected protected information about you from:

- Applications or other forms, such as name, address, Social Security number, assets and income, employment status and dependent information;
- Your transactions with us or your transactions with others, such as account activity, payment history, and products and services purchased;
- Consumer reporting agencies, such as credit relationships and credit history. These agencies may retain their reports and share them with others who use their services;
- Other individuals, businesses and agencies, such as medical and demographic information; and
- Visitors to our websites, such as information from on-line forms, site visitorship data and on-line information collection devices, commonly called "cookies."

What will we do with your protected information?

The information USI gathers is shared within our company to help us maximize the services we can provide to our customers. We will only disclose your protected information as is necessary for us to provide the insurance products and services you expect from us. USI does not sell your protected information to third parties, nor does it sell or share customer lists.

We may also disclose all of the information described above to third parties with which we contract for services. In addition, we may disclose your protected information to medical care institutions or medical professionals, insurance regulatory authorities, law enforcement or other government authorities, or to affiliated or nonaffiliated third parties as is reasonably necessary to conduct our business or as otherwise permitted by law.

Our Security Procedures

At USI, we have put in place the highest measures to ensure the security and confidentiality of customer information. We will handle the protected information we receive by restricting access to the protected information about you to those employees and agents of ours who need to know that information to provide you with our products or services or to otherwise conduct our business, including actuarial or research studies. Our computer database has multiple levels of security to protect against threats or hazards to the integrity of customer records, and to protect against unauthorized access to records that may harm or inconvenience our customers. We maintain physical, electronic, and procedural safeguards that comply with federal and state regulations to safeguard all of your protected information.

Our Legal Use of Information

We retain the right to use ideas, concepts, know-how, or techniques contained in any nonpublic personal information you provide to us for our own purposes, including developing and marketing products and services.

Your Right to Review Your Records

You have the right to review the protected information about you relating to any insurance or annuity product issued by us that we could reasonably locate and retrieve. You may also request that we correct, amend or delete any inaccurate information by writing to us at the above address.

A.M. Best JUA and Unrated Notification - CAS

The events of 2001 have brought many changes and challenges to the international insurance market. These changes in the market have affected the ability of all brokers to locate insurance coverage at a scope and cost of insurance placed in prior years. In addition, insurance carriers have suffered significant losses that may jeopardize their financial stability.

As a matter of policy, USI endeavors to obtain quotations and indications from insurance companies who meet or exceed the USI minimum guidelines for A.M. Best Ratings of companies. Due to the current insurance market conditions, USI has increased its minimum standard for insurers to A-. A.M. Best's current rating scale is attached.

USI bases its guidelines upon ratings issued by A.M. Best company ("Best"). Best is a recognized publisher of information concerning insurer financial conditions. It rates insurers based on many factors, including financial stability. An insurance company's financial condition, can of course, affect its ability to pay claims.

You are insured with CAS. However, CAS is not rated by Best. We are providing you with this information so you can make an informed buying decision as to whether you wish to place your coverage with State Fund.

Please sign below and return to us to acknowledge your agreement to placement with CAS.

If you would prefer to explore possible placement with another carrier, please contact our office immediately. Please be advised that another carrier may have more restrictive terms, increased premium, increased deductibles or other terms not present with your current carrier.

AGREED TO:

Tornillo Independent School District

____

(Title – Must be Corporate Officer)

By: ______________________________ **Date:** __________

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We are not in a position to make monthly reminders or verify that your payment was received. Please take the necessary action to avoid possible cancellation of your insurance policy(s) which you are paying directly to the insurance company.

Information Concerning Our Fees: As a licensed insurance producer, USI is authorized to confer with or advise our clients and prospective clients concerning substantive benefits, terms or conditions of insurance contracts, to sell insurance and to obtain insurance coverages for our clients. Our compensation for placement of insurance coverage, unless otherwise specifically negotiated and agreed to with our client, is customarily based on commission calculated as a percentage of the premium collected by the insurer and is paid to us by the insurer. We may also receive from insurers and insurance intermediaries (which may include USI affiliated companies) additional compensation (monetary and non-monetary) based in whole or in part on the insurance contract we sell, which is contingent on volume of business and/or profitability of insurance contracts we supply to them and/or other factors pursuant to agreements we may have with them relating to all or part of the business we place with those insurers or through those intermediaries. Some of these agreements with insurers and/or intermediaries include financial incentives for USI to grow its business or otherwise strengthen the distribution relationship with the insurer or intermediary. Such agreements may be in effect with one or more of the insurers with whom your insurance is placed, or with the insurance intermediary we use to place your insurance. You may obtain information about the nature and source of such compensation expected to be received by us, and, if applicable, compensation expected to be received on any alternative quotes pertinent to your placement upon your request.

Document Delivery DISCLOSURE: USI strives to make your interactions with us easy and efficient. Therefore, we intend to deliver your policy and all policy-related documents electronically through our InsurLink client portal or through email. If you do not wish to receive these documents electronically or if you would like a paper copy of any or all documents at no cost to you, please notify your client service representative in writing. If your email or electronic contact information changes, please notify your client service representative in writing.

Reviewing Client Contracts DISCLOSURE: As a service to our clients, upon their request, USI will review those portions of your contract regarding the insurance and indemnity requirements as they relate to your insurance program and provide comments and/or recommendations based upon such review. This service should not be taken as legal advice and it does not replace the need for review by the insured's own legal counsel.

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Our Privacy Promise to You

USI provides this notice to you, our customer, so that you will know what we will do with the personal information, personal financial and health information (collectively referred to as the "protected information") that we may receive from you directly or receive from your health care provider or receive from another source that you have authorized to send us your protected information. We at USI are concerned about your privacy and assure you that we will do what is required of us to safeguard your protected information.

What types of information will we be collecting?

USI collects information from you required both for our business and pursuant to regulatory requirements. Without it, we cannot provide our products and services for you. We will be collected protected information about you from:

- Applications or other forms, such as name, address, Social Security number, assets and income, employment status and dependent information;
- Your transactions with us or your transactions with others, such as account activity, payment history, and products and services purchased;
- Consumer reporting agencies, such as credit relationships and credit history. These agencies may retain their reports and share them with others who use their services;
- Other individuals, businesses and agencies, such as medical and demographic information; and
- Visitors to our websites, such as information from on-line forms, site visitorship data and on-line information collection devices, commonly called "cookies."

What will we do with your protected information?

The information USI gathers is shared within our company to help us maximize the services we can provide to our customers. We will only disclose your protected information as is necessary for us to provide the insurance products and services you expect from us. USI does not sell your protected information to third parties, nor does it sell or share customer lists.

We may also disclose all of the information described above to third parties with which we contract for services. In addition, we may disclose your protected information to medical care institutions or medical professionals, insurance regulatory authorities, law enforcement or other government authorities, or to affiliated or nonaffiliated third parties as is reasonably necessary to conduct our business or as otherwise permitted by law.

Our Security Procedures

At USI, we have put in place the highest measures to ensure the security and confidentiality of customer information. We will handle the protected information we receive by restricting access to the protected information about you to those employees and agents of ours who need to know that information to provide you with our products or services or to otherwise conduct our business, including actuarial or research studies. Our computer database has multiple levels of security to protect against threats or hazards to the integrity of customer records, and to protect against unauthorized access to records that may harm or inconvenience our customers. We maintain physical, electronic, and procedural safeguards that comply with federal and state regulations to safeguard all of your protected information.

Our Legal Use of Information

We retain the right to use ideas, concepts, know-how, or techniques contained in any nonpublic personal information you provide to us for our own purposes, including developing and marketing products and services.

Your Right to Review Your Records

You have the right to review the protected information about you relating to any insurance or annuity product issued by us that we could reasonably locate and retrieve. You may also request that we correct, amend or delete any inaccurate information by writing to us at the above address.

Insurance Carrier Ratings

As a service to our clients, USI is furnishing an assessment by a financial rating service of the insurance companies included in our proposal. We are including the legends used by this service.

All ratings are subject to periodic review, therefore, it is important to obtain updated ratings from each service. Should you desire further information concerning the financial statements of any of the insurance companies being proposed, so that you can make your own assessment of the financial strength of the companies being offered, it is available from USI at your request.

USI has made no attempt to determine independently the financial capacity of the insurance companies that we are including in our proposal as we believe the nationally recognized services are better equipped to comment.

A. M. BEST RATINGS

A++ & A+	Superior	**D**	Poor
A & A-	Excellent	**E**	Under Regulatory Supervision
B++ & B+	Good	**F**	In Liquidation
B & B-	Fair	**S**	Rating Suspended
C++ & C+	Marginal	**NR**	Not Rated

FINANCIAL SIZE CATEGORY
(In $ Thousands)

Class I	Less than		1,000
Class II	1,000	to	2,000
Class III	2,000	to	5,000
Class IV	5,000	to	10,000
Class V	10,000	to	25,000
Class VI	25,000	to	50,000
Class VII	50,000	to	100,000
Class VIII	100,000	to	250,000
Class IX	250,000	to	500,000
Class X	500,000	to	750,000
Class XI	750,000	to	1,000,000
Class XII	1,000,000	to	1,250,000
Class XIII	1,250,000	to	1,500,000
Class XIV	1,500,000	to	2,000,000
Class XV	2,000,000	to	or greater

RATING "NOT ASSIGNED" CLASSIFICATIONS

NR-1 Insufficient Data
NR-2 Insufficient Size and/or Operating Experience
NR-3 Rating Procedure Inapplicable
NR-4 Company Request
NR-5 Not Formally Followed

InsurLink Client Portal

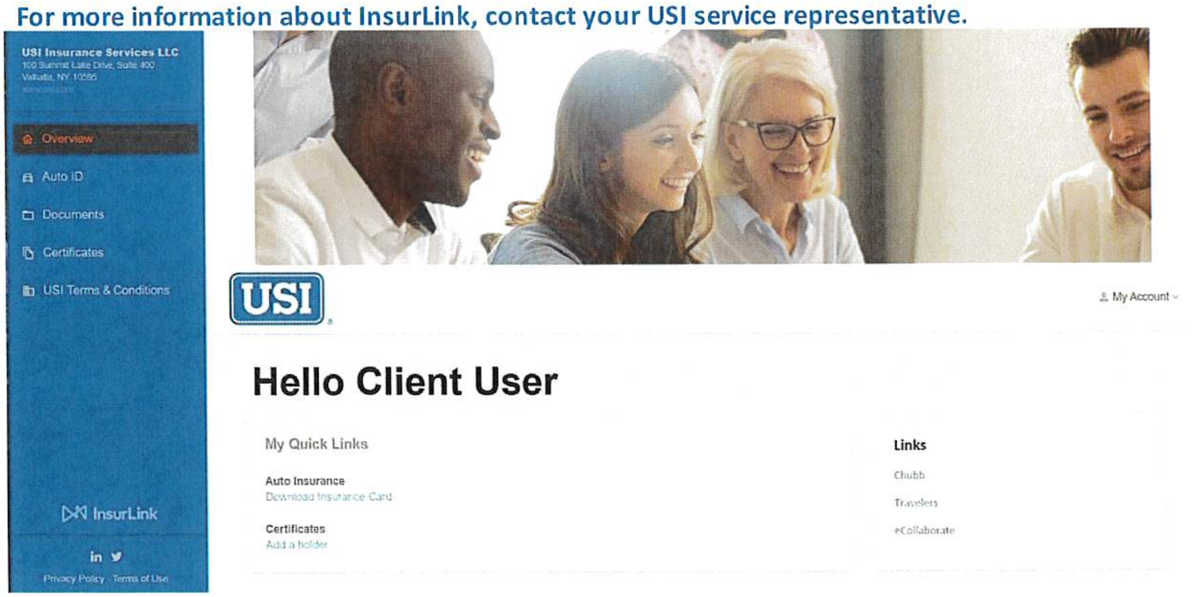
InsurLink, USI's secure, interactive portal for client collaboration and self- service resources, helps streamline the administration of your insurance program with efficient, environmentally friendly, paperless transactions.

InsurLink enables you to manage your program online in seamless collaboration with your USI service team 24 hours a day, 7 days a week.

With our user-friendly, intuitive software you can:

- View and reprint Certificates of Insurance.
- Generate and issue Certificates of Insurance quickly and accurately.
- Reprint and replace Auto ID cards.*
- View policies, endorsements and other key documents.
- Share documents with your USI service team

For more information about InsurLink, contact your USI service representative.



Get our mobile app for Android or Apple and access your InsurLink client portal on the go!

**Limitations in NY and NJ*

CertVault℠ for Certificate Delivery

USI utilizes CertVault℠, a cloud-based system for storage and secure delivery of certificates of insurance to your certificate holders.

Benefits of CertVault℠

✓ Supports USI's go-green initiative by eliminating printed and mailed certificates.

✓ Provides faster delivery than standard printing and mailing.

✓ Reduces your contact with Holders by providing them with self-service access to obtain issued certificates.

✓ Provides USI with a reliable reporting mechanism to identify Holders that have taken delivery of certificates, as well as Holders that have not retrieved their issued certificates. (*This data can be used to facilitate a review of the Holder list prior to renewal*).

✓ Protects your information by delivering your certificates securely with Blockchain Technology to ensure authenticity.

Certificate Delivery Process for Holders

When USI issues a certificate for one of your Holders, they are sent a CertVault℠ registration letter via email or regular mail.

After registration is completed, the Holder representative can view only their certificate on the CertVault℠ platform.

Client Copies of Certificates

You will continue to receive copies of certificates issued on your behalf via the method requested (email or regular mail).

For More Information

If you have any questions, please contact your USI Account Management Team.

For more information about CertVault℠, contact your USI service representative.

"Certvault℠" is a service mark of Patra Corporation

Client Authorization to Bind

Important Information - Coverage cannot be bound when severe weather is threatening regardless of the expiration date.

After careful consideration of your proposal dated July 15, 2026, we accept your insurance program as presented with the following exceptions, changes, and/or recommendations:

CAS Renewal Quote – WC	☐	Please bind – Continue Current 3-Year Plan/Year 3
CAS Renewal Quote – WC	☐	Please bind – New 3-Year Plan/Year 1

Client Signature Date Signed

Tornillo Independent School District

Plan Sponsor: Tornillo ISD

Workers' Compensation | Renewal Addendum

22026-2027 Contract Term - Year 3 of 3

Renewal Based on Estimated Payroll of $7,171,272

With over 30 years of experience and more than 25 service location across the state, CAS is deeply rooted in Texas and committed to serving its communities. Tornillo ISD is one of more than 300 school districts and colleges across every region of Texas that benefit from our expertise and dedication to workplace safety. We look forward to continuing this partnership and supporting your organization's needs through the renewal of our services.

As your trusted partner in safety and loss control, CAS is proud to offer a full suite of services designed to protect your staff while maximizing cost savings. Your comprehensive contract services include:

Guaranteed Cost — $50,105

As a CAS client, you can count on receiving the same exceptional serivce you have come to expect from our experienced team. Additionally, your guaranteed cost covers allocated claims expenses and administration services including:

Allocated Claims Expenses

- Attorney Fees & Court Costs
- Bank Account Maintenance Costs
- Cost for Photography, Preparation of Maps, Diagrams, or Physical Analysis
- Cost of Employing Experts' Testimony
- Costs of Obtaining Public or Medical Records
- Extraordinary Travel Expenses
- Independent Medical Examination
- Interest Paid as Result of Litigation
- Medical Opinions
- Occupational Rehabilitation Costs
- Property Damage Appraisal Fees
- Witness Fees & Travel Expense

Cost Containment

- Ancillary Services | 9% of Savings
- Field Case Management | $90/hour + Mileage
- In-house Attorney Representation at Hearings
  $175.00/hour
- Investigation Services
  $35 for Initial Database Research
  $90/hour for Surveillance
- Medical Bill Negotiations | 25% of savings
- Medical Necessity Review
  $125 Coordination Fee + Cost
- Pharmacy Network | 9% of Savings
- Pre-Authorization | $150 Flat Rate per Request
- Rehabilitation/Vocational Case Management
  $90/hour + Mileage
- Section 111 Reporting
  $10.00/submission (Query is at No Charge)
- Specialty Bill Review | 25% of Savings
- Subrogation | No charge if handled in-house, or at cost in the event of a complex case that would be better represented by an attorney.
- Telephonic Case Management | $90/hour

Claims Administration Services

- Administering Benefits Timely
- Airfare (Except Extraordinary)
- Annual State Reports
- Answering WC Legal Questions
- Check Stock & Issuing Checks
- Communicating with Doctor & Employee
- EDI Requirements for Insurance Carrier
- Excess Carrier Reporting
- Express Mail (Except Extraordinary)
- Filing of 1099's & State Forms
- Initial Contact with Claimant, Doctor, & Insured
- Litigation Management
- Loss Runs
- Mileage (Except Extraordinary)
- Monitoring medical treatment
- Obtain Records (Except Extraordinary)
- Photographs
- Recorded Statements
- Regular Meetings with Client
- Reviewing claims with Clients
- Setting Independent Medical Exam Appointments
- Standard & Custom Reports
- Subrogation Management
- Supervisor Review of Claims
- Phone Calls & Faxes
- Travel Expenses
- Visits by Adjuster

Excess Insurance

Online Risk Management System

Record Keeping

Safety & Loss Control

Phone: 903.509.8484 | Toll Free: 800.765.2412 | Fax: 903.509.1888
Main Office: 501 Shelly Drive | Tyler, TX 75701

Plan Sponsor: Tornillo ISD

Workers' Compensation | Renewal Addendum

2026-2027 Contract Term - Year 3 of 3

Renewal Based on Estimated Payroll of $7,171,272

To help Tornillo ISD plan with confidence, we are pleased to offer the option to extend your current agreement through a new three-year contract. This new multi-year term allows you to lock in your current rate for the extended duration of the contract, providing predictable budgeting and long-term cost stability. This is a straightforward way to continue receiving the same high-quality services without concern for annual rate changes.

If you are interested in securing your current rate through a new multi-year contract, or you prefer to continue the existing contract term, **please select ONE of the options below, complete the payment processing section, and return your signed renewal to CAS by June 30, 2026.**

Renewal Options | Please Select One

INITIAL

Option 1 | Begin New 3 Year Plan - Year 1 **Guaranteed Cost | $50,105**

By intialing Option 1 above, the Plan Sponsor agrees to extend the term of this agreement for an additional three (3) years, which must be completed before an exit option is available. The Plan Sponsor further acknowledges that this agreement guarantees only the Guaranteed Cost Rate and does not guarantee the Guaranteed Cost Amounts. **Please ensure you are not under any obligation to other carriers prior to extending a multi-year option.**

Option 2 | Continue Current 3 Year Plan - Year 3 **Guaranteed Cost | $50,105**

By intialing option 2 above, the Plan Sponsor agrees this agreement continues for one (1) more year(s), which must be completed before an exit option is available. The Plan Sponsor further acknowledges that this agreement guarantees only the Guaranteed Cost Rate and does not guarantee the Guaranteed Cost Amounts. **Guaranteed Cost Rate subject to change at end of contract term.**

Payment Processing | Please Select One

Draft Our W/C Fund Bank Account For:

INITIAL

Total Guaranteed Cost

Quarterly Payments

Plan Sponsor authorizes payment by draft on the due date for any and all billings. Plan Supervisor will provide copy of Draft Invoice prior to due date. Total Payment due on 9/1, or Quarterly Payments due on 9/1 (40%), 12/1 (20%), 3/1 (20%) and 6/1 (20%).

Invoice Tornillo ISDFor:

INITIAL

Total Guaranteed Cost

Quarterly Payments

Initial Invoice will be issued prior to 8/1/26, payable on 9/1/26. Quarterly invoices will be emailed to Plan Sponsor prior to and payable on 9/1 (40%), 12/1 (20%), 3/1 (20%) and 6/1 (20%).

Certification of Authority to Execute

I represent that I am expressly and duly authorized by Tornillo ISD to execute this agreement and legally bind my employer as set forth in this agreement. I acknowledge that Tornillo ISD wishes to continue the agreement as previously approved by the Board of Trustees, the governing body of Tornillo ISD. As the designated employee of Tornillo ISD, I am exercising the authority conveyed by the Board of Trustees to extend the term of this agreement for an additional three years ____, or continuing current plan ____ which must be completed before an exit option is available. I further acknowledge that this agreement guarantees only the Guaranteed Cost Rate and does not guarantee the Guaranteed Cost Amount. It is understood that the Guaranteed Cost Amount is subject to change each year of the agreement based on the actual payrolls of Tornillo ISD. **Effective start date of this plan addendum is September 1, 2026.**

Signature | Designated Employee   **Title**   **Date**

Phone: 903.509.8484 | Toll Free: 800.765.2412 | Fax: 903.509.1888
Main Office: 501 Shelly Drive | Tyler, TX 75701