Request for Qualifications

For

DUBLIN ISD – DISTRICTWIDE TECHNOLOGY UPGRADES

February 20, 2026

Prepared for:

Dublin Independent School District

Prepared by:

Russ Johnson

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TESSERA
TECHNOLOGY GROUP

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SECTION 1 – COMPANY OVERVIEW

1.1   COMPANY OVERVIEW

Tessera Technology Group (pronounced *tess-ruh*) is a leading technology and security integrator dedicated to enhancing safety and operational efficiency. We offer a full suite of services, including network infrastructure, access control, video surveillance, and emergency communication systems. Our holistic approach encompasses every phase of a project, from thorough assessments to thoughtful design and expert project management. By integrating cutting-edge technology with a focus on reliability and scalability, we create secure and connected environments. The name "Tessera" is inspired by the ancient art of mosaics, where each tessera (tile) contributes to a magnificent whole. This concept reflects our approach to technology solutions, where every component, solution, and team member plays a crucial role in delivering transformative outcomes for our clients.

1.2   THE TESSERA ADVANTAGE

At Tessera Technology Group, we believe that true innovation goes beyond just implementing technology—it's about designing solutions that are sustainable, serviceable, and user-friendly. Our approach ensures that every system we deploy not only meets today's challenges but also evolves with future needs. By combining high-level strategy with practical execution, we create solutions that are both impactful and adaptable. Through this methodology, we help organizations solve immediate challenges while laying the foundation for long-term growth. This approach is built on three core principles—**Frame, Fuse, and Connect**—which guide how we design, implement, and support our solutions to ensure long-term success.

1.3   OUR PURPOSE

- **SHARED MISSION**
  To create lasting value by delivering strategic technology solutions, authentic partnerships, and shared success.

- **SHARED VISION**

  To be a trusted partner who transforms individual technology solutions into comprehensive business success stories, creating lasting impact for every organization we serve.

1.4   OUR VALUES

- **PUTS OTHERS FIRST**

  Goes above and beyond in service to clients, partners, and teammates. Builds lasting relationships through reliability, responsiveness, and genuine care for others' success.

- **ACTS WITH INTEGRITY**

  Does what's right, not what's easy. Maintains transparency, honesty, and accountability in every interaction and decision.

- **CONNECTS THE DOTS**

  Brings together strategy and execution naturally. Makes complex ideas accessible and turns vision into a practical reality.

- **BUILDS TO LAST**

  Creates solutions that endure. Focuses on quality, maintainability, and real-world usability in every decision.

- **SHARES OPENLY**

  Contributes knowledge, insights, and experiences freely. Celebrates collective achievements and fosters an environment of continuous learning and collaboration.

1.5   A HISTORY OF SUCCESS

Tessera Technology Group is the culmination of a thirty-year journey—every tile representing an experience, a relationship, and a lesson learned.
Our team brings decades of combined expertise in consulting and integration, with a focus on the public sector and K-12 education.

While Tessera may be a new name, we are not new to this space. We're building something fresh by blending the strategic insight of consulting with the hands-on precision of integration. Like a mosaic, our strength lies in how

these pieces come together, creating something far greater than the sum of its parts.

1.6   OUR PARTNERS

With decades of experience in K12 technology and security across both integration and consulting, our team approached the launch of Tessera with intentionality. We carefully selected partners we believe are truly the best in the industry. Unlike competitors who aim to offer everything to everyone, our partner list is purposefully focused. This allows us to stand behind every solution we provide and deliver the highest level of expertise and support. Our goal is not quantity but quality and trust.

TTG SOLUTIONS		
MANUFACTURER	CATEGORY	DESCRIPTION
Verkada	Physical Security	Comprehensive hybrid cloud-based security solutions, including video surveillance, access control, intrusion detection, and environmental sensors. Designed to simplify school safety management with centralized monitoring and real-time alerts for campuses and district facilities.
JUNIPER NETWORKS	Networking & Infrastructure	Enterprise-grade wired and wireless networking solutions designed to deliver secure, reliable connectivity for classrooms, campuses, and district operations

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singlewire software	Emergency Notification & Mass Communication	TTG leverages InformaCast platform for critical alerts and lockdown notifications.
AtlasIED	PA System, Clocks	Paging, intercom, and classroom audio solutions.
NEXTIVITY	Cellular Signal Enhancement & Distributed Antenna System (DAS)	Boosts cellular/radio coverage inside school buildings for staff and emergency communications.
LEVITON	Structured Cabling	End-to-end cabling and connectivity solutions.
ZEROEYES	AI Gun Detection & Response	AI-powered video analytics to detect firearms and alert first responders.

SECTION 2 – OUR TEAM

2.1 THE TESSERA TEAM OVERVIEW

The Tessera Technology Group team includes experienced engineers, skilled technicians, and trusted industry experts. We take pride in the quality and expertise behind everything we do.

Please find brief bios for our leadership team and key Dublin ISD project team below:

RUSS JOHNSON

Chief Executive Officer

Russ Johnson, CEO of Tessera Technology Group, leads the company in merging strategic expertise with hands-on technology integration. With nearly 30 years in technology and leadership, he previously scaled a regional integrator to 150 employees and $50M in sales. He co-founded True North Consulting Group, expanding it into a national firm serving education, government, and enterprise clients.

TONY CHOJNOWSKI, RCDD/OSP, RTPM

Chief Operating Officer

Tony oversees the daily operations and integration of security and technology solutions for TTG. With decades of experience and multiple BICSI certifications, he specializes in infrastructure, access control, video surveillance, and threat notification systems. His leadership ensures Tessera delivers innovative, client-focused solutions.

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JEFF COOMBS, RCDD

Chief Strategy Officer

Jeff is the Chief Strategy Officer at Tessera, shaping the company's overall strategy while leveraging deep technical expertise. With over 25 years of experience in network infrastructure, security technologies, public safety, and structured cabling, he ensures solutions are both innovative and technically sound. His background in technical, managerial, and strategic roles enables Tessera to deliver scalable, future-ready technology integrations.

TYLER MINNISH, PSP

Senior Engineer

As a Senior Engineer at Tessera, Tyler leverages his extensive expertise in technology and security to design and implement cutting-edge solutions. For over two decades, he has been a respected leader in the industry, with a strong background in technology systems design and implementation. His deep knowledge includes physical security systems, life safety solutions, voice and data networks, cabling infrastructure, and fiber optic systems.

MARIO GUERRERO

Senior Engineer

Mario brings extensive field experience and industry certifications to our operations team, where he plays a key leadership role. With a strong background in technology integration for education and public sector clients, Mario's expertise includes security systems, integrated active threat and emergency communication solutions, network infrastructure, and structured cabling.

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MICAH RAMSEY
Project Manager

Micah Ramsey is a Project Manager at Tessera Technology Group, specializing in network infrastructure and security solutions. She oversees project workflows, develops installation plans, and ensures compliance with industry standards. With hands-on field experience in installs and a background in structured cabling and systems design, Micah drives efficient, high-quality project execution.

JONATHAN RAMSEY
Lead Technician

Jonathan is a lead technician for our technology and security integration division. With five years of experience in school environments, he specializes in device setup, maintenance, troubleshooting, and technical support. He also holds industry certifications that reinforce his expertise in delivering secure, reliable solutions.

EMILY WHICKER
Account Executive, Project Coordinator

Emily Whicker has spent over five years working with K12 clients nationwide. As an Account Executive and Project Coordinator at Tessera, Emily remains engaged throughout the entire project lifecycle—from initial sales conversations to configuration, commissioning, and final completion. She leads our business development team and holds industry certifications, combining strategic insight with hands-on experience to deliver exceptional value at every stage of our projects.

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HANNAH LOOMIS
Account Manager, Project Support

Hannah serves as an Account Manager at Tessera, playing a vital role in every client project. While often behind the scenes, she provides essential support from start to finish. By engaging early in the sales process, Hannah helps maintain alignment and ensures projects stay on track through completion. Her areas of expertise include RFP and technology standards development, project management, security technologies, and network infrastructure

MANDY JOHNSON, ED.D.
Educational Specialist, Training & Implementation

Mandy Johnson plays a key role in supporting our business development and operations teams by leading training and implementation of technology solutions for end-users. As a former educator and principal, Mandy brings firsthand knowledge of campus needs and tailors her training to ensure every user understands how these solutions enhance their role. Her approach empowers districts to maximize system capabilities and realize the full value of their investment.

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SECTION 3 – EXPERIENCE & REFERENCES

3.1 K12 IS NOT JUST WHERE WE WORK

For Tessera, K12 isn't just what we do; it's what we care about. Our team is passionate about public education and the people who make it happen every day. Russ Johnson, our CEO, serves on his local school board and knows school finance inside and out. You'll often find us involved with groups like TASA, Friends of Texas Public Schools, and A4LE because we believe in staying connected and making a difference. And when it matters most, Russ is at the State Capitol, speaking up for K12. At the end of the day, we believe kids—and the educators who support them—deserve the very best, and that's what drives us.

3.2 SUMMARY OF K12 EXPERIENCE

For decades, the Tessera team has partnered with K12 districts to deliver technology and security solutions that truly fit their unique needs. Our approach is both strategic and practical—because we understand there is no one-size-fits-all solution. Every recommendation we make is designed to align with the district's priorities, budget, and long-term vision.

Our team's experience spans hundreds of school districts across Texas, including Dallas ISD, Coppell ISD, Red Oak ISD, Midland ISD, Ector County ISD, Aubrey ISD, Arlington ISD, Carroll ISD, Little Elm ISD, and many more. From districtwide deployments and major infrastructure upgrades to smaller-scale initiatives.

Regardless of project size, our goal remains the same: to provide the highest level of support and ensure every solution delivers lasting value.

3.3 REFERENCES

- Dallas ISD – Lucas Gutierrez, Executive Director of Technology Infrastructure, chgutierrez@dallasisd.org, 972-925-5604

- Lewisville ISD – Dr. Leslie Garakani, Chief Technology Officer, garakanil@lisd.net, (972) 350-1800

- Region 10 ESC – Chad Branum, Chief Technology Officer, chad.branum@region10.org, 972-348-1306

- Buckholts ISD – Dr. Remy Godfrey, Superintendent, rgodfrey@buckholtsisd.net, 254-593-2744

- Rockwall ISD – Dr. John Villarreal, Superintendent, John.Villarreal@rockwallisd.org, 972-771-0605

- Red Oak ISD – Megan Corns, Chief Technology Officer, megan.corns@redoakisd.org, (972) 617-4029

- Comal ISD – Scott Monroe, Chief Technology Officer, scott.monroe@comalisd.org, 830-221-2000

- Judson ISD – Dr. Lacey Gosch, Chief Technology Officer, lgosch@judsonisd.org, (210) 945-5100

- Hico ISD – David O'Neal, Director of Technology, doneal@hico-isd.net, 254-796-2949

- Belton ISD – Shad McGaha, Chief Technology Officer, shad.mcgaha@bisd.net, 254-215-2000

- Abbott ISD – Billy Shulz, Technology Director, billy.schulz@abbottisd.org, 254-582-3011

- Coppell ISD – Dwight Goodwin, Executive Director of Technology Services, dgoodwin@coppellisd.com, 214-496-6950

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Comal ISD
Comal Independent School District

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New Braunfels
Texas 78130
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February 7, 2025

To: Whom It May Concern,

I highly recommend Tessera Technology Group. Over the years, I have worked closely with key members of Tessera on multiple significant projects at Carrollton-Farmers Branch ISD and now Comal ISD.
My previous engagements with Tessera's leadership team have consisted of comprehensive security risk assessments, design, and district-wide security system refreshes. Comal ISD is excited to continue working with the excellent leaders at Tessera Technology Group.
The Tessera team sets itself apart by truly understanding the needs of its clients. They prioritize collaboration and thoughtful planning, ensuring that every solution is tailored to address real challenges effectively. Their dedication to excellence and strategic mindset has made them an invaluable partner in strengthening the safety and security of our students and staff.

Beyond their technical expertise, the Tessera team fosters meaningful, long-term partnerships and consistently delivers results that make a lasting impact. Their innovative approach and unwavering commitment to their clients' success have made them a trusted and dependable resource.
I am confident that the Tessera Technology Group team will continue to provide outstanding service, and I strongly recommend them for any project requiring expert knowledge and a team that truly prioritizes its clients.

Sincerely,

Mario De La Rosa
Executive Director of Safety & Security Comal
Independent School District

Belton Independent School District
400 North Wall Street, Belton, TX 76513 * (254) 215-2045 * Fax (254) 215-2046

February 3, 2025

To Whom It May Concern:

I highly recommend the team at Tessera Technology Group for their exceptional expertise and dedication. Over the past several decades, I have worked closely with key individuals now part of Tessera on multiple significant projects, including the development of two comprehensive high schools in Wichita Falls ISD and the implementation of a new school security standard in Belton ISD.

The Tessera team consistently delivers innovative and effective technology solutions by first listening. They guided us through an evaluation of solutions, ultimately landing on the Verkada unified solution for security. Their commitment to excellence and collaborative approach have made them invaluable partners in creating secure learning environments for our students and staff.

What truly sets Tessera apart is their extraordinary commitment to client support. During a holiday break a couple of years ago, we experienced a cybersecurity event. A single urgent text message to leadership at Tessera mobilized their team to help us navigate the incident carefully and successfully. What makes this even more remarkable is that Tessera wasn't our cybersecurity contractor—yet they were the first experts I thought to call!

Throughout our partnership, I've consistently witnessed Tessera's commitment to building strong relationships and delivering results. Their thoughtful approach to technology solutions and genuine interest in their clients' success has made them a trusted partner we can rely on.

I have no doubt that Tessera Technology Group will continue to excel in their future endeavors, and I wholeheartedly recommend them for any project requiring top-tier expertise from a company that truly cares.

Sincerely,

Shad McGaha

Shad McGaha
Chief Technology Officer
Belton ISD

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