



**Dallas Central  
Appraisal District**

Date: October 29, 2024

To: David Caviness, President, Coppell ISD | Place5@coppellisd.com  
*Sent Via Email*

From: Shane Docherty, Executive Director/Chief Appraiser

Re: Election Ballot for Dallas Central Appraisal District Board of Directors  
**Number of Votes Allocated To: Coppell ISD is 115**

I have received all timely submitted nominating resolutions to elect members to the Dallas Central Appraisal District Board of Directors. I have prepared the attached sample Resolution and Ballot listing the candidate names in alphabetical surname order as required by Texas Property Tax Code Section 6.03(j). The District originally received 16 nominations, however, one nominee withdrew their name; therefore, there are 15 nominees on the official ballot.

The governing body of each taxing unit entitled to vote must cast its votes in an open meeting by resolution and submit the resolution ballot to the Dallas CAD Chief Appraiser **BEFORE** December 15, 2024 (except taxing units with 250 or more votes). In addition to your taxing unit's votes being provided in the Subject line of this memo, I have included an attachment showing the number of votes for each county, city, school district and college district that is entitled to vote.

The governing body of each taxing unit entitled to cast at least five percent of the total votes (taxing units with 250 votes or greater) must determine its vote by resolution adopted at the FIRST or SECOND open meeting of the governing body that is held after the date the chief appraiser delivers the ballot to the presiding officer of the governing body. The governing body must submit its vote to the chief appraiser not later than the THIRD day following the date the resolution is adopted.

Please submit the resolution ballot both by email ([DcadElections@dcad.org](mailto:DcadElections@dcad.org)) as well as hardcopy via mail, courier or hand delivery. Taxing units may cast its votes for one candidate or distribute their votes among any number of the candidates listed on the attached official ballot (Page 4).

The Chief Appraiser will count the votes and declare the five candidates who received the largest cumulative votes as elected and submit the results before December 31, 2024, to each of the taxing units and to the candidates.

In addition to the sample resolution and ballot and taxing unit voting entitlement list are the biographies/resumes provided by the candidates and taxing units.

The remaining steps in the appointment process and calendar as prescribed by Texas Property Tax Code Section 6.03 is summarized below:

Before December 15 (since December 15 is a Sunday this due date is the next day that is not Saturday, Sunday or a holiday): In accordance with Texas Property Tax Code Section 6.03 (k) each taxing unit that is entitled to vote shall determine its vote by resolution and submit the same to the Chief Appraiser.

Before December 31: In accordance with Texas Property Tax Code Section 6.03 (k) the Chief Appraiser will count the votes, declare the five candidates who received the largest cumulative vote totals elected, and submit the results to each taxing unit in the District and to the candidates.

On January 1 the five appointed members take office and begin their term.

If you have any questions about this process, please contact Deputy Chief Appraiser, Cheryl Jordan, via email at [DcadElections@dcad.org](mailto:DcadElections@dcad.org) or her direct line, 214-819-2312, or the District's main number, 214-631-0520.

**Enclosures/Attachments:** Sample Resolution Ballot; Voting Entitlement List; Candidate Biographies/Resumes

RESOLUTION NO. 2024-\_\_\_\_\_

A RESOLUTION OF **{insert governing body e.g., city council, school board, commissioners court}** OF THE **{insert name of jurisdiction}**, CASTING ITS VOTE FOR A MEMBER OF THE BOARD OF DIRECTORS OF THE DALLAS CENTRAL APPRAISAL DISTRICT; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Chief Appraiser has provided the participating taxing units eligible to vote the nominees for the Appraisal District Board of Directors in accordance with the Texas Property Tax Code;

NOW, THEREFORE, BE IT RESOLVED BY THE **{insert governing body e.g., city council, school board, commissioners court}**:

Section 1. That the **{insert governing body e.g., city council, school board, commissioners court}** of **{insert name of the jurisdiction}** does hereby cast its votes in accordance with the attached ballot, for a member of the Board of Directors of the Dallas Central Appraisal District.

Section 2. That this Resolution shall become effective immediately from and after its passage.

DULY RESOLVED AND ADOPTED by the **{insert the name of the governing body}** of the **{insert the name of the jurisdiction}**, on this the \_\_\_ day of December 2024.

PASSED, APPROVED AND ADOPTED this \_\_\_ day of \_\_\_\_\_ 2024.

**Insert NAME OF JURISDICTION**

\_\_\_\_\_  
**MAYOR/PRESIDENT/COUNTY JUDGE**

ATTEST:

\_\_\_\_\_

**Dallas Central Appraisal District Official Ballot**  
Election of Members to the Board of Directors

Below are the candidates for appointment to the five (5) voting positions on the Board, listed alphabetically. Please indicate your taxing unit’s vote(s) by entering the number of votes to the right of the candidate(s) of choice.

<u>Nominees</u>	<u>Votes</u>
Kevin Carbo, Sr.	
Brett Franks	
Clyde C. Hairston	
Beth Nunneley Mazziotta	
Pauline Medrano	
Dan Micciche	
Carma R. Morgan	
Elishima Myles	
Debra North	
Demarcus Odom	
Larry Offutt	
William David Palmer	
Cassandra Phillips	
Yemi Salau	
Camile White	

Submit this official ballot before December 15, 2024, to Chief Appraiser, Shane Docherty, via email [DcadElections@dcad.org](mailto:DcadElections@dcad.org) and mail a hardcopy to Shane Docherty, Executive Director/Chief Appraiser, 2949 N. Stemmons Fwy., Dallas, Texas 75247.

Attach this ballot to the resolution passed by your taxing unit authorizing the taxing unit vote.



Dallas Central Appraisal District 2024 Calculation of Taxing Unit Votes for Board of Directors Per Texas Property Tax Code Section 6.03(d)

SUPPLEMENTAL #09-2023 EVR DATED 09/13/2023 FOR TAX YEAR 2023 FOR ALL ENTITIES

ENTITY	2023 Taxable Value As of 09-2023 Supplemental	2023 Tax Rate	2023 Estimated Taxes Imposed	Taxing Unit Percentage of Total Taxes Imposed	1,000 Multiplier	Round	Multiply by Number of Directors (5)	2024 Taxing Unit Voting Entitlement	Taxing Unit Percentage of Total Votes (Yellow Highlight ≥ 5%) TPTC 6.03(k-1)
<b>COUNTYWIDE ENTITIES</b>									
Dallas County	\$379,938,404,211	0.215718	\$819,595,527	10.68843%	106.88432	107	535	535	11%
Dallas College	390,920,370,020	0.110028	\$430,121,865	5.60926%	56.09265	56	280	280	6%
<b>GRAND TOTAL OF COUNTYWIDE</b>	<b>\$770,858,774,231</b>		<b>\$1,249,717,392</b>	<b>16.29770%</b>	<b>162.97696</b>	<b>163</b>	<b>815</b>	<b>815</b>	
<b>CITIES</b>									
Addison	\$6,166,137,691	0.609822	\$37,602,464	0.49038%	4.90378	5	25	25	1%
Balch Springs	1,875,435,619	0.794629	\$14,902,755	0.19435%	1.94348	2	10	10	0%
Carrollton	9,346,277,268	0.553750	\$51,755,010	0.67494%	6.74943	7	35	35	1%
Cedar Hill	5,855,397,117	0.646525	\$37,856,606	0.49369%	4.93692	5	25	25	1%
Cockrell Hill	209,369,894	0.772596	\$1,617,583	0.02110%	0.21095	0	0	0	0%
Combine	26,022,434	0.350000	\$91,079	0.00119%	0.01188	0	0	0	0%
Coppell	10,298,701,897	0.491818	\$50,650,870	0.66054%	6.60543	7	35	35	1%
Dallas	188,701,821,976	0.735700	\$1,388,279,304	18.10470%	181.04697	181	905	905	18%
DeSoto	7,189,656,103	0.685092	\$49,255,759	0.64235%	6.42350	6	30	30	1%
Duncanville	3,634,349,125	0.646034	\$23,479,131	0.30619%	3.06194	3	15	15	0%
Farmers Branch	9,407,424,339	0.569000	\$53,528,244	0.69807%	6.98067	7	35	35	1%
Ferris	27,391,876	0.494700	\$135,508	0.00177%	0.01767	0	0	0	0%
Garland	23,933,703,437	0.689746	\$165,081,762	2.15285%	21.52849	22	110	110	2%
Glenn Heights	914,831,427	0.564729	\$5,166,318	0.06737%	0.67375	1	5	5	0%
Grand Prairie	12,943,039,011	0.660000	\$85,424,057	1.11402%	11.14024	11	55	55	1%
Grapevine	395,708,326	0.250560	\$991,487	0.01293%	0.12930	0	0	0	0%
Highland Park	8,441,265,923	0.220530	\$18,615,524	0.24277%	2.42767	2	10	10	0%
Hutchins	1,242,023,438	0.630082	\$7,825,766	0.10206%	1.02057	1	5	5	0%
Irving	39,058,006,723	0.589100	\$230,090,718	3.00064%	30.00637	30	150	150	3%
Lancaster	5,374,997,280	0.639004	\$34,346,448	0.44792%	4.47916	4	20	20	0%
Lewisville	120,213,029	0.419079	\$503,788	0.00657%	0.06570	0	0	0	0%
Mesquite	13,534,098,469	0.690000	\$93,385,279	1.21785%	12.17847	12	60	60	1%
Ovilla	46,950,260	0.626213	\$294,009	0.00383%	0.03834	0	0	0	0%
Richardson	14,077,745,835	0.560950	\$78,969,115	1.02984%	10.29845	10	50	50	1%
Rowlett	7,278,645,314	0.710400	\$51,707,496	0.67432%	6.74323	7	35	35	1%
Sachse	2,570,038,721	0.650416	\$16,715,943	0.21799%	2.17994	2	10	10	0%
Seagoville	1,294,165,708	0.728004	\$9,421,578	0.12287%	1.22868	1	5	5	0%
Sunnyvale	1,883,883,190	0.453000	\$8,533,991	0.11129%	1.11293	1	5	5	0%
University Park	10,666,870,235	0.236226	\$25,197,921	0.32861%	3.28609	3	15	15	0%
Wilmer	1,774,995,820	0.439130	\$7,794,539	0.10165%	1.01649	1	5	5	0%
Wylie	204,246,408	0.538882	\$1,100,647	0.01435%	0.14354	0	0	0	0%
<b>GRAND TOTAL OF CITIES</b>	<b>\$388,493,413,893</b>		<b>\$2,550,320,700</b>	<b>33.25900%</b>	<b>332.59002</b>	<b>333</b>	<b>1655</b>	<b>1655</b>	
<b>SCHOOL DISTRICTS</b>									
Carrollton-FB ISD	\$25,342,800,795	0.983600	\$249,271,789	3.25078%	32.50780	33	165	165	3%
Cedar Hill ISD	5,386,737,208	1.132600	\$61,010,186	0.79564%	7.95640	8	40	40	1%
Coppell ISD	16,965,761,428	1.053500	\$178,734,297	2.33089%	23.30893	23	115	115	2%
Dallas ISD	177,911,793,431	1.013835	\$1,803,732,031	23.52266%	235.22660	235	1175	1175	24%
DeSoto ISD	4,721,801,802	1.072800	\$50,655,490	0.66060%	6.60604	7	35	35	1%
Duncanville ISD	6,575,027,245	1.082800	\$71,194,395	0.92845%	9.28454	9	45	45	1%
Ferris ISD	48,594,774	1.143100	\$555,487	0.00724%	0.07244	0	0	0	0%
Garland ISD	29,273,671,591	1.053200	\$308,310,309	4.02071%	40.20707	40	200	200	4%
Grand Prairie ISD	12,437,698,152	1.095050	\$136,199,014	1.77619%	17.76186	18	90	90	2%
Grapevine-Colleyville ISD	436,706,741	0.924700	\$4,038,227	0.05266%	0.52663	1	5	5	0%
Highland Park ISD	21,078,412,024	0.892700	\$188,166,984	2.45391%	24.53906	25	125	125	3%
Irving ISD	20,526,676,400	1.028100	\$211,034,760	2.75213%	27.52127	28	140	140	3%
Lancaster ISD	4,950,056,032	1.226700	\$60,722,337	0.79189%	7.91886	8	40	40	1%
Mesquite ISD	13,175,640,868	1.099200	\$144,826,644	1.88870%	18.88700	19	95	95	2%
Richardson ISD	32,914,760,066	1.143100	\$376,248,622	4.90670%	49.06698	49	245	245	5%
Sunnyvale ISD	1,961,222,245	1.189200	\$23,322,855	0.30416%	3.04156	3	15	15	0%
<b>GRAND TOTAL OF ISD'S</b>	<b>\$373,707,360,802</b>		<b>\$3,868,023,427</b>	<b>50.44330%</b>	<b>504.43302</b>	<b>504</b>	<b>2530</b>	<b>2530</b>	
<b>GRAND TOTAL</b>			<b>\$7,668,061,518</b>	<b>100.00000%</b>	<b>1,000.00000</b>	<b>1000</b>	<b>5000</b>	<b>5000</b>	<b>100%</b>

Per TPTC 6.03 (k-1) TU with 5% or greater:  
 6.03(k-1) This subsection applies only to an appraisal district established in a county with a population of 120,000 or more. The governing body of each taxing unit entitled to cast at least five percent of the total votes must determine its vote by resolution adopted at the first or second open meeting of the governing body that is held after the date the chief appraiser delivers the ballot to the presiding officer of the governing body. The governing body must submit its vote to the chief appraiser not later than the third day following the date the resolution is adopted.

## **Kevin Carbo**

### *Biography*

Born in Brooklyn, New York. and moved to Puerto Rico when he was 4 years old and arrived at Tampa in 1980 and Texas in 1984. Carbo has lived in Texas for most of his life and Mesquite is home.

Carbo earned a bachelor's degree in finance from Dallas Baptist University and an MBA from the University of Dallas. He retired from the City of Dallas where he managed contracts, procurement and budgets for the Airfield Management Department at Dallas Love Field. His resume includes banking for Chase Bank in the back office performing operations and as a Personal Banker in the Mesquite Branch. Managed check processing for Allstate Insurance and oversaw compliance operations in their two operations centers in Irving, TX and Wheeling, IL. Served as chair of the Dallas Clearinghouse District which oversees the mailing operations relationship between its members in the Dallas Metroplex and USPS.

His vast involvement with leadership began in the late 1980s as a PTA parent where he served as President at all levels (Elementary, Middle School and High School) and ultimately served as first vice-president of the Mesquite Council of PTA's. I have been blessed to participate and lead several programs and associations. For example: I am a 1998 graduate of Texas Association of School Boards leadership program (LTASB), served as President of the North Texas Association of School Boards (NTAASB). Chaired the TASB Risk Management Fund Board which, at the time, was the fifth largest fund board in the USA and managed and managed insurance and bond business for their membership. Currently he sits as a Director of the TASB Board of Directors (BOD). Chaired the National Hispanic Caucus (a Council of NSBA) and sat as a Director on the National School Board Association (NSBA) BOD. He is President of a local Buzzard Clubs of America (BCOA) league chapter. Served as Chairman of Circle Ten Tomahawk District. Coached youth baseball and soccer leagues. Served my Church as a youth leader. Has been a keynote speaker at Jr. ROTC banquets and keynote speaker for Concilio, which is an association that helps school kids, and their parents better understand the rigors of school life and what awaits after graduation.

He and his wife, Jossie, have two children that were educated through the Mesquite ISD system, and they enjoy six grandchildren. He is active in the community by attending and presenting information in forums, town hall meetings and local club meetings. His passion has always been to help others do better. He says: "I love the job I am doing for Texas Public Education, and I firmly believe that the work we do is of the utmost importance to the future of our State and Country".

Thank you for the privilege of your time.

**Brett Franks**

Mayor Pro Tem

City Council Place 1

City of Sachse

Councilmember Brett Franks and his family moved to the City of Sachse in 2000. In June 2012 he was elected to serve as Place One of the City Council. Since that time Councilmember Franks has been elected by his Council peers to serve as Mayor Pro Tem in 2015, 2020, 2022, 2023, and 2024. Brett has served as the Council Liaison to the Parks and Recreation Board since 2012 and held a position on the Board for two years prior to being elected to City Council. He was a voting member of the Municipal Development District Board from its creation in 2018 until 2021 when he became the Council Liaison to the Board. He also serves as a voting member on each of the three Tax Increment Financing Reinvestment Zone Boards. He is a former member of the Sachse Baseball Association and Campus Improvement Team at Hudson Middle School.

Mr. Franks is an Orthopedic Physicians Assistant with the Sports Medicine Clinic of North Texas. As a proud graduate of the United States Military Academy West Point and Army veteran, Mr. Franks also volunteers his time every year to organize the Annual Memorial Day Event in Sachse.

Councilmember Franks is interested in representing the suburban cities of DCAD because of the increasing concerns by residents regarding appraisals. He relishes the chance to provide a voice for area property owners and help develop collaborative solutions. The consistent escalation of property values in Dallas County, has caused great concern for many residents and business owners. He sees an opportunity to increase education and communication from the District and improve transparency related to the appraisal process. He believes that providing this information and giving better explanation to citizens regarding the appeal process would improve how DCAD serves the citizens in the District. Committing to regular communication with those he serves is a priority for Councilmember Franks.



# CLYDE C. HAIRSTON

MAYOR, CITY OF LANCASTER

## EDUCATION

**DOCTORATE OF RELIGIOUS PHILOSOPHY (PH.D)/** TABERNACLE BIBLE COLLEGE/TAMPA FL

**MASTERS OF DIVINITY/** TABERNACLE BIBLE COLLEGE/TAMPA, FL

**BACHELORS OF ARTS IN BIBLICAL STUDIES AND THEOLOGY/** MINNESOTA GRADUATE SCHOOL OF THEOLOGY/ BROOKLYN CENTER, MN

**CERTIFICATE OF DIPLOMA IN BIBLICAL STUDIES AND THEOLOGY/** DAYSPRINGS BIBLE COLLEGE INSTITUTE AND SEMINARY/ TAMPA, FL

## CONTACT

**CITY OF LANCASTER  
211 N HENRY STREET  
LANCASTER, TX 75146  
PH: 469-970-4432  
CHAIRSTON@LANCASTER-TX.COM**



## CAREER HIGHLIGHTS

Mayor Clyde C. Hairston has been a positive community leader in the City of Lancaster for over thirty-three (33) years. Mayor Hairston’s passion for serving began with him being an appointed member of the Human Relations Commission, a citizen’s forum, to bring racial harmony to the City. Before serving on the Lancaster City Council, Mayor Hairston became the first Official Chaplin by city council resolution. As time progressed, Mayor Hairston was elected as Lancaster City Councilmember for District 5 for eleven (11) years. He then went on to serve as the first Deputy Mayor Pro Tempore for three (3) terms before becoming the Mayor in 2018. Currently, he is in his third term as Mayor of the City of Lancaster. He earned the 2017 (CMO) Certified Municipal Official certification, through the Texas Municipal League Institute (TMLI), which included Open Government Training, Open Meeting Act, and Public Information Act. In February 2021, Mayor Hairston received the following Texas Municipal League Institute certifications: Certified Municipal Official, Certificate of Recognition, and Certificate of Outstanding Accomplishment.

Mayor Hairston has a proven participatory record in leadership within the City of Lancaster and the Lancaster Independent School District (L.I.S.D.). He served on the Lancaster Outreach Center Board of Directors, Senior Chaplain for the Dallas County Constable Precinct One (2007-2010), and as President of the Lancaster Interdenominational Ministerial Alliance (LIMA) for four (4) years; he currently serves as Treasurer of LIMA. Mayor is also serving as President on the North Central Texas Housing and Finance Corporation (NCTHFC) board and is a member of the Metroplex Mayors Association.

His community involvement and engagement with residents went further than his role as an elected leader. As a council representative, he served on the Library Board, the Parks and Recreation (4B) Board, the Airport Board, the Museum Board, and the Civic Service Commission. He was responsible for Meadowcreek Community Park being built for our youth and families. Mayor Hairston takes pride in giving back and investing in the City of Lancaster. He continued to be active throughout the community by serving as a partner for eight years, 2010-2018, with the Lancaster Independent School District (L.I.S.D.)

In addition, Mayor Hairston’s community involvement includes presenting for My Brother’s Keeper Summit for young men and volunteering as a community leader greeter for Back to School Red Carpet Day in the City of Lancaster. Mayor Hairston has been a beacon for his community and strongly believes it takes all of us as a community to come together and make our city better.

*"It's not about me, it's about we"*

-Mayor Clyde C. Hairston

Beth Nunneley Mazziotta  
Nunneley Real Estate  
[bmazz@swbell.net](mailto:bmazz@swbell.net)  
214-662-7114

### Background

City of Dallas and Dallas County Resident for 43 years

Dallas Area Real Estate Agent/Broker for 23 years

Meals on Wheels Volunteer for 27 years

Current DCAD Board of Director (appointed by City of Dallas)

### Education/Schools Attended

Nocona High School

SMU Cox School of Business (studied Negotiation Expert)

Oxford University, England

Texas Women University (studied TV/Radio/Marketing)

### If elected DCAD Board of Director, I will continue to:

- Support all Dallas County Taxing Jurisdictions and the Property Owners of Dallas County
- Ensure DCAD establishes accurate and fair property valuations annually
- Ensure the most qualified Appraisal Review Board (ARB) members are appointed to serve
- Ensure DCAD sets the standard for all Appraisal Districts in Texas





# Meet the Treasurer

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## Meet the Treasurer

### Records Building

(<https://www.google.com/maps/place/500+Elm+St,+Dallas,+TX+75202/@32.7794862,-96.8098036,17z/data=!3m1!4b1!4m5!3m4!1s0x864e99167723a7e5:0x8c910ae1424388d3!8m2 96.8076096>) - 500 Elm Street, Suite 4400, Dallas, TX 75202

(214) 653-7321 • Fax: (214) 653-7705 • 8:00 A.M. - 4:30 P.M., Monday - Friday

*Se Habla Español*



**Pauline Medrano** was re-elected Dallas County Treasurer in November 2018, and sworn into office on January 1, 2019. Ms. Medrano has been the Dallas County Treasurer since January 1, 2015. Ms. Medrano brings over 10 years of administrative experience in State and Federal government and 10 years in corporate management.

Pauline Medrano was elected to the Dallas City Council in June of 2005, and re-elected in 2007, 2009, 2011. Ms. Medrano served as Deputy Mayor Pro Tem from 2009-2011 and as Mayor Pro Tem from 2011-2013.

While on the city council Ms. Medrano served as Chair of the Public Safety Committee, Vice Chair Dallas Conventions & Visitors Bureau, Vice Chair of the Quality of Life Committee, Transportation Committee, Housing Committee, Dallas Downtown Inc. and Chaired several Ad HOC committees.

Pauline Medrano was appointed as Vice Chair of the US Census 2010 Advisory Committee by former US Secretary of Commerce, Gary Locke and currently serves as Vice Chair of the City of Dallas Complete Count Committee appointed by the Mayor.

Ms. Medrano is the past President of the National Association of Latino Elected and Appointed Officials (NALEO).

Pauline Medrano is a Dallas County native, raised in the Oak Lawn area of Dallas, and a graduate of Skyline High School. Ms. Medrano earned a Bachelor of Arts degree in Political Science from the University of Texas at Arlington. She is a member of the Oak Cliff Lions Club and the Esperanza "Hope" Medrano elementary school Board of Friends. In addition, Ms. Medrano serves on the Board of Directors for Annie's Place. She also serves on the National Association of County Officials (NACo) Deferred Compensation and Retirement advisory Committee.

Active in the community, Ms. Medrano has had a life of service and continues down that path as County Treasurer.

As County Treasurer, Pauline Medrano Chairs the County Financial Review Committee, serves on the County Bail Bond Board, and on the Employee Benefits Committee. She is a member of the County Investment Academy with the Texas Association of Counties, and the County Treasurers Association of Texas. She was elected and sworn in as the 1st Vice President of the County Treasurers Association of Texas on September 20, 2023.

The County Treasurer's Office serves as the chief custodian of county finances; responsible for receiving and accounting for all county funds in the county depository bank and paying, applying or disbursing all county funds in such a manner as directed by Commissioners Court and in conformance with law.

Ms. Medrano is committed to the highest level of customer service, transparency, efficiency and accountability to our county government.



**DAN MICCICHE**  
**DALLAS ISD TRUSTEE**  
**DISTRICT 3**

Dan Micciche is partner emeritus at the law firm of Akin, Gump, Strauss, Hauer & Feld. He has lived in Dallas since 1981, and has been a resident of Dallas ISD District 3 for over 25 years. He was first elected to the Dallas ISD Board of Trustees in 2012. He served as President of the Dallas ISD Board Trustees from 2016 to 2018 and has also served multiple terms as 1st Vice President and Secretary. Dan is a frequent speaker at school board events, neighborhood and community meetings.

**Dan started and chaired his firm's School Partnership Program with James W. Fannin Elementary School in Dallas from 2005 to 2012. The program won the State Board of Education's gold level award for community partnerships in 2011.**

Dan has received a number of recognitions for his work in public education, including the "No Kid Hungry" Award from Share Our Strength; "The Closing the Gap" Award from Leadership ISD; the "Voice of Children Award" from Children at Risk; as well as awards from the Texas State Teachers Association and the Ferguson Road Initiative in appreciation of his service to Dallas ISD.

Dan also serves as a director of the Texas Association of School Boards.

Dan received his B.A. with highest honors from Stony Brook University, where he was a member of Phi Beta Kappa. He received his J.D. from the University of Chicago Law School. He also received a **master's degree in education policy and analysis** from the Harvard Graduate School of Education.

Dan has been recognized by clients and peers in *The Best Lawyers in America* for 16 consecutive years; in ***Chambers USA: America's Leading Lawyers for Business*** for 20 consecutive years; in *Texas Super Lawyers* for 17 consecutive years; and as one of the best lawyers in Dallas by *D Magazine* for 11 consecutive years.

Dan has been active in the Dallas and Texas bar associations and has served in the following roles:

Chair, Dallas Bar Association Tax Section. 2001

Chair, State and Local Tax Committee, Tax Section, State Bar of Texas, 2002-2004

Chair, Tax Section, State Bar of Texas, 2008-2009

He was also named Lawyer of the Year 2020 (DFW Tax) by Best Lawyers in America.

**Dan's civic and charitable activities include serving on the Board of Directors of the American Red Cross Dallas, the Greater East Dallas Chamber of Commerce, and Workforce Solutions Greater Dallas. He also served on the Mayor's Task Force on Ethics Reform, which drafted and recommended a sweeping ethics reform proposal that was adopted unanimously by the Dallas City Council.**

Dan was also the former vice chair of Texas C-BAR (Community Building through Attorney Resources), a pro bono organization. In addition, he previously served on the School Finance Task Force of the Greater Dallas Chamber; the Board of Directors of the **State Bar of Texas; and Comptroller's Tax Advisory Group** under three different Comptrollers.

Dan is a 1999 graduate of the Greater Dallas Chambers Leadership Dallas Program and a 1998 graduate of the Leadership Arts Program of the Dallas Business Committee for the Arts.

**Dan served on his firm's associate and counsel compensation committees for over ten years and also coordinated the associate and counsel evaluation process for many years. He also served as the hiring partner for the firm's Dallas office for many years. He was the recipient of the firm's first Partner Recognition Award for his mentoring of counsel and associates and the firm's Pro Bono Partner of the Year Award. He was the 11th lawyer inducted into Akin**



**Gump's "Pro Bono and Public Service Hall of Fame" based on his contributions to pro bono and community service throughout his legal career.**

## Mrs. Carma Morgan



**Phone:** 972-291-1581

**Email:** [carma.morgan@chisd.net](mailto:carma.morgan@chisd.net)

M.Ed in Educational Leadership Texas  
Woman's University

Bachelors in Sociology from Cameron  
University

**Board Trustee**

**Place:** 2

**Trustee Since:** 2022

**Term Expiration:** 2025

**Bio:** Cedar Hill ISD Trustee Carma Morgan has worked as an educator since 1997. She began as a Social Studies and Mathematics Teacher in Dallas ISD and became an administrator in Lancaster ISD. Morgan is currently an Instructional Coordinator in DeSoto ISD.

Morgan earned a Master's Degree in Educational Leadership from Texas Woman's University in Denton and a Bachelor's Degree in Sociology with a minor in Mathematics from Cameron University in her hometown of Lawton, Oklahoma.

Morgan served honorably in the United States Air Force as a Dental Assistant for four years. She was stationed in North Dakota, Korea and Texas.

Morgan has lived in Cedar Hill since 2007 and is the proud parent of five daughters – two of whom graduated from Cedar Hill ISD and three of whom are current CHISD scholars.

## **Elishima Myles, MBA**

My name is Elishima Myles, I currently serve as the Mayor Pro Tem for the city of Balch Springs. I have the privilege of working for Dallas College at the Lancaster Campus as Project Coordinator Relationship Management and Instructor, delivering quality adult career training programs to a diverse population for over ten years in post-secondary education. I earned my Bachelor of Science in Business Administration from the University of Louisiana at Lafayette (formerly the University of Southwestern Louisiana), I hold a Master of Business Administration with a concentration in Finance from Texas A&M University-Commerce and an Associate of Applied Science in Accounting.

I have pursued various continuing education opportunities to enhance my skills and knowledge. I completed a Human Resources Associate program in Human Resources Management at Dallas College. Additionally, I attended the Advocacy Essentials for Leaders course at the University of Notre Dame's Mendoza College of Business in New Orleans, LA. I also earned a Project Management Certificate from North Lake College in Irving, TX. These experiences have equipped me with valuable insights and tools to better serve my community and advance in my career.

Before transitioning to higher education, I spent 14 years at JP Morgan Chase Bank, where I served as a Financial Operations Manager for a decade in the Investment Banking Asset Services and Broker Dealer Services Operations. I managed and coordinated efforts across teams while maintaining a high standard of production, and the security of assets and funds. Throughout my tenure, I collaborated with various business partners to identify gaps, improve processes, and enhance operational efficiency.

I currently serve as a Board of Director for Leadership Southwest. An organization designed to develop tomorrow's leaders and community volunteers by making a significant contribution to the future of the Southwest Dallas County. My desire lies in educating others to make a difference in their communities, and in the importance of financial literacy and debt management. As I continue to serve Dallas County through teaching, and community outreach and engagement, I have been an active volunteer and community activist in my own community of Balch Springs for over 15 years.

My passion for serving my community continues to motivate my civic involvement, which began in 2006 when I was appointed to the Balch Springs Planning and Zoning Commission. I served on the board for 10 years, including 8 years as Chair. That same year, I also joined the Balch Springs Citizen Police Academy, where I dedicated two years to understanding and helping our local law enforcement. In 2008, I was appointed as an Advisor to the Balch Springs Parks and Recreation Advisory Board, and I had the honor of serving as Chair for 6 of my 8 years on the board.

In 2015, I was honored to receive the Balch Springs Citizen of the Year award, a recognition that truly reflects my commitment to my community. Then, in 2017, I was further acknowledged by the Balch Springs City Council with a plaque celebrating my dedication and loyalty to the city. These awards motivate me to continue serving and making a positive impact in the city of Balch Springs and in Dallas County.

Debrah S North  
[DebrahNorth20@gmail.com](mailto:DebrahNorth20@gmail.com)

### Summary of Qualifications

A native of Dallas, Texas, Debrah North is an accomplished professional with extensive experience in financial services, insurance, asset management, and IT account management. A proven leader in both corporate and nonprofit sectors, she has held key positions that emphasize community engagement, strategic growth, and operational excellence. Her service record includes significant leadership roles in local and regional organizations, with a deep commitment to diverse partnerships and strategic initiatives across North Texas. She is actively involved in civic responsibilities, including service on the City of DeSoto Zoning Board of Adjustments and Building and Standards.

### Key Professional and Community Leadership Roles

- Financial Advisor trainee, Edward Jones: Specializing in financial services for clients impacted by breast cancer, focusing on wealth management, asset growth, and personalized financial planning.
- IT Account Manager: Successfully managed corporate accounts, ensuring client satisfaction and the delivery of tailored technology solutions.
- City of DeSoto Zoning Board of Adjustments and Building and Standards: Actively contribute to city planning and zoning decisions, ensuring compliance with building standards.
- North Texas Commission Member: Support regional initiatives for economic development and community engagement.
- Past President, DeSoto Rotary Club: Led local community service programs, focusing on youth leadership, public service, membership, and scholarships.
- Assistant Governor and Inclusion Chair, Rotary District 5810: Drove district-wide growth and developed diverse inclusion and membership initiatives.
- Executive Board Member & VP of Development, Cedar Hill ISD Education Foundation: Managed fundraising efforts and strengthened community partnerships to support educational programs to support scholars, teachers, and staff. Since its inception, CHEF has provided more than \$1 million in funding to support Cedar Hill ISD initiatives!
- Leadership North Texas Alumni: Engaged in regional leadership development and stewardship fostering strategic partnerships from regions that have successfully addressed regional issues and challenges relevant to the region; and participate in the development of appropriate strategies for North Texas.
- Past Board Member and Alumni, Leadership Southwest: Contributed to leadership training and regional community development programs.

### Skills and Expertise

Financial and Wealth Management • Client Relations and Portfolio Strategy • IT Account Management • Community Leadership and Engagement • Diverse Inclusion Advocacy • Civic and Municipal Service • Fundraising and Development



### **Councilman Demarcus Odom**

Councilman Demarcus Odom is a versatile and accomplished councilman for the City of Hutchins, Texas. A professional, that constantly demonstrates leadership and experience while driving city and regional growth, for the southern section of Dallas. Councilman Odom strategic mindset, creative flair, and dedication have consistently delivered outstanding results for a wide range of projects and new development.

Councilman Odom holds a BS degree from Florida State University and applies his education and knowledge to stay up to date on industry trends, that translate into a more robust city, while keeping content creation, and constant community engagement. Councilman Odom attributes his success and accomplishments from his discipline in the US Navy. As a Navy crewman, Councilman Odom was taught to “Put the people first”. That ability has led to increased brand visibility and multiple business opportunities for the City of Hutchins.

Councilman Odom political journey has seen him excel for the City of Hutchins and outside the city as well. Besides serving as an elected official, Councilman Odom further demonstrates his leadership skill while serving on the Economic Development Board and Parks and Recreation Board for the City of Hutchins. Outside the city, he is a proud graduate of Leadership Southwest and currently sits on their Board of Directors.

In summary, Councilman Odom is an innovative for energizing the city, community involvement and making major improvements to the southern section of Dallas. The creativity, and results-driven approach have consistently delivered impactful solutions for citizens in an ever-growing area. His track record of success, combined with his “Can do Attitude”



# LARRY OFFUTT

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Innovative and self-directed professional with a broad range of safety policy-training development, insurance, risk management and loss prevention experience, will bring talent and vision to an organization. A willing partner with all levels of the organization who, through strategic planning, improvement of processes, internal and external customer service, will sustain prevention and claims control programs to enhance cash flow and profits. Offers unique abilities for hospitably industry due to extensive day-to-day operating experience. Program Presenter and/or Expert Testimony: OSHA / Dept. of Labor / NIOSH / National Child Labor / Consumer Product Safety / NRA / NFA / Risk and Insurance Management Institute (RIMS) / Tri-National Safety & Security Council of North American Trade Agreement (NAFTA).

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## KEY STRENGTHS

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Team Building/Leadership • Strategic/Project Planning • Restaurant Operations • Interpersonal/Technical Skills • Oral/Written Communications • Critical Thinking • Program-Focused • Creative Services • Customer Service • Organizational Skills • Networking • Adaptability • Risk Exposure Prevention • Emergency Preparedness

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## PROFESSIONAL EXPERIENCE

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**DIRECTOR, SAFETY & RISK MANAGEMENT, SAN ANTONIO, TX 2010-PRESENT**

**STEAK 'N' SHAKE (CURRENTLY AS A CONTRACTOR)**

- In conjunction with the CEO & CFO determine appropriate levels of exposure and ability to retain and manage those 'self-insured' loss amounts.
- Establish a communication and trust level support relationship at all levels of Operations in order to directly impact profits, and protection of associates and guests.
- Initiate and 'sell' prevention programs and tools for Operations, Supply Chain, and R & D.
- Manage all third-party lawsuits, mediations and OSHA compliance issues for 500-plus locations.
- Review and recommend all insurance contracts/insurers including broker selection, services and fees.

**KEY CHALLENGES/SOLUTIONS**

- Complete the 'turn around' of Risk Management, Insurance and Claims Handling programs. Reduced average claim cost and reserves by absolute ownership of the process in directing the TPA / Insurer and Defense .
- Develop and manage team in all functions of insurance programs including procurement, certificates, and administration (\$1M deductible on WC & GL).
- Implement solutions for lag reporting of incidents resulting in improved reporting 96% with 24 hour 'notice' .
- Establish quarterly reviews of all claims with a value of \$5,000 or more along with lowering TPA's authority levels, demanding intense investigative integrity and immediate defense assignments.
- Revamp and implement Crisis Communications policies and procedures as well as being a 'first responder' for all issues associated with guest / employee / product incidents.
- Investigate and implement creative avenues for total cost of risk addressing premiums, retentions, reserves and claim expense resulting in increased cash flows for Operations.

**VICE PRESIDENT, OPERATIONS SAFETY & RISK MANAGEMENT, DALLAS, TX 2005-2009**

**CORE SOLUTIONS, LLC / SNELLING STAFFING SERVICES, LLC / INTREPID HEALTHCARE USA, INC.**

- Established Risk Management Department including Workers' Compensation, Property and General Liability claims handling procedures internally and with third party administrators.
- Identify internal and external exposures at all levels of business units. Develop and implement solutions for elimination or mitigation of risks. Drug Free Workplace and Modified Duty Programs.
- Directed all functions of insurance programs including procurement and administration.
- Lead all claims-handling activities by direct reports and 51 TPA adjusters across the country, including methodology for quarterly file reviews. Achieved results in faster claim closing, reduced litigation, and appropriate reserve levels. Average claims costs were decreased by 20% over a two-year period.
- Established approved panel of defense attorneys in local jurisdictions, and coordinate all litigated claims with Legal

and Human Resources Departments.

**LARRY OFFUTT, PAGE 2**

**DIRECTOR, SAFETY & LOSS CONTROL, MIAMI, FL 1997-2004**

**BURGER KING CORPORATION (BKC U.S AND INTERNATIONAL)**

- World-wide responsibilities for the development, approval and implementation of policies, procedures and programs related to safety, security and loss control for 30,000 employees in over 1500 locations internationally. Responsibilities included communication and coordination of Risk Management and Operations across a wide spectrum of services to achieve a best in industry Safety & Risk Program.
- Facility safety / security management of 1500 corporate locations and BKC World Headquarters, including on-site security, Medical Emergency Response Teams and coordination of Shared Services, including fleet, executive protection and facility maintenance.
- Supervised and updated forensic Loss Control (cash and inventory) auditing programs for all corporate operations.
- Chief witness / responder on behalf of BKC in all regulatory and legal proceedings regarding safety-health/accidents, including vicarious liability (10,000 plus franchise locations) actions.
- Coordinated and directed claims handling with on-site dedicated Property/ General Liability unit, remote Workers' Compensation units in various states, and appropriate local legal counsel.

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**PROFESSIONAL**

**WORLD SAFETY ORGANIZATION**  
REGISTERED SAFETY DIRECTOR  
CERTIFIED SAFETY TECHNICIAN

**NATIONAL SAFETY COUNCIL (FL)**  
PROFESSIONAL SAFETY CERTIFICATION

**RIMS**  
RISK MANAGEMENT SOCIETY

**NRA SERVSAFE**  
CERTIFIED FOOD SERVICE INSTRUCTOR

**PLAYGROUND SAFETY INSTITUTE**  
CERTIFIED SAFETY INSPECTOR

**FEMA**  
COMMUNITY EMERGENCY RESPONSE

**NRRDA**  
NATIONAL RETAIL AND RESTAURANT DEFENSE ASSOCIATION

COMMUNITY AND VOLUNTEER

Dallas City Commissioner appointed by Dallas City Council- Landmark Commission Oct 2021 - Present

Founding Member - Remember Black Dallas -Jan 2019 - Present · Civil Rights and Social Action  
City of Dallas Emergency Management (FEMA) Dec 2016 - Present  
Founder & Member - Historic Preservation League (now Preservation Dallas)  
Member- Supporter – Dallas NAACP  
Founder & Board Member - Swiss Ave Historic District  
Founding and Current Member – Friends of Aldredge House Museum  
Dallas County Park Board  
Member - Supporter - The Southern Poverty Law Center  
Member-Supporter – National Council of Jewish Women Dallas

Civic and Professional Awards/Recognition/Service;

City of Dallas  
Mayor's Award Beautiful Clean Dallas  
City of Dallas - Review Board  
Savage Park (recognition and dedication as founder of Historic Preservation Movement)  
Dallas Chamber of Commerce (East – Ret)  
Chairman - Governmental Affairs Committee  
Chairman - Parks Committee  
Boy Scouts of America  
Scout Master .. Special Needs Scouts  
Department of Defense – Operation Eagle – 9-11 Pentagon Recovery  
  
NAFTA  
Tri-National Committee – Safety & Security

I am a dedicated historic preservationist with a passion for conserving the rich cultural and ethnic heritage of our region while understanding our city/county is not a museum and must change and adopt to differing needs and demands in order to grow and progress. , I have played a pivotal role in preserving and revitalizing historically significant landmarks and neighborhoods in the Dallas area thus raising property vales while protecting generational cultures/ traditions. My extensive portfolio includes the rehabilitation and restoration of dozens of residential and commercial properties not only in Dallas but also in notable areas of Coral Gables, Florida, and San Antonio, Texas. As an active member of Preservation Dallas, Remember Black Dallas, Texas Historic Society, the Dallas Historical Society and the Dallas Landmark Commission, my expertise and advocacy have been instrumental in safeguarding the architectural treasures that define our area's character. Beyond my contributions to Dallas, my work in Coral Gables (also known as The Black Gables) and San Antonio (Denver Heights), has underscored my deep commitment to historical preservation across diverse cultures, socio-economic neighborhoods. My unwavering commitment to the preservation of historic sites, cultures, and communities ensures that the rich tapestry of cultures remains an integral part of Dallas' vibrant future.



## **WM. DAVID PALMER**

1705 Colony Dr  
Irving, Texas 75061

(214) 557-8406  
david@premarkhs.com

### **Successful in Improving, Building and Restructuring Companies**

Persuasive leader with strong ability to communicate with and motivate people at all levels, build cross-functional teams and accomplish results. Solid accounting, financial and operational background in manufacturing coupled with more than thirty-five years of legal experience. My quantitative and qualitative analytical skills and strategic thinking have a proven record of success identifying, developing, and implementing innovative solutions to complex business problems.

#### **03/07 – Present**

##### **PREMARK HEALTH SCIENCE, INC.**

Irving, TX

##### **President/Shareholder/Director**

Co-Founder of company performing contract manufacturing and packaging of functional foods, dietary supplements and personal care goods. Beginning in 2007 with 6 employees, we now have 45 full-time employees operating out of our 74,815sf facility in Las Colinas. Our production capability involves the manufacture of nutritional powder blends, two-piece hard gel capsules, and liquids. Our packaging capability includes bottles, canisters and tubs, as well as flexible single serve pouches, stick packs and multi serve re-sealable bags.

We are highly focused on the quality, safety and efficacy of the products we produce. The company is registered with the FDA and Texas Department of State Health Services as a Food Manufacturer and OTC Drug Manufacturer. We are third-party cGMP certified by NSF for Dietary Supplement production and SQF for Food production. I focus my leadership and communication skills on empowering employees throughout the company to improve their business and personal skill sets.

#### **01/06 – 02/07**

##### **STRATEGIC SOLUTIONS**

Irving, TX

Consult manufacturing and/or marketing companies selling nutritional and personal care goods. Provide clients with legal/regulatory counsel, development of business plan, marketing strategy and CRM techniques, implementation of lean manufacturing techniques, and financial modeling.

#### **10/94 – 08/05**

##### **PROGRESSIVE LABORATORIES, INC**

Irving, TX

##### **President / Chief Operating Officer / Director**

I was recruited to this privately owned manufacturer and distributor of nutritional supplements, personal care goods, OTC drugs and medical devices as Vice President/General Counsel in 1994. We experienced continual growth and my achievements led to promotions to Vice President/Chief Operating Officer in 1999 and then President/COO in 2002.

From 1997, I led all aspects of operational and strategic activities, with my direct reports being the Chief Financial Officer, Director of Operations, Plant Manager, Purchasing Manager, and after 2002, the Sales Managers for the Brand Lines and Contract Manufacturing. Progressive engages in sales of branded products to Health-Care Practitioners, branded products direct-to-consumer, and contract manufacturing. Under my leadership, and within the very

conservative spending constraints of a small company, we outpaced the industry by averaging over 14% revenue growth per year while improving every financial marker of the business.

Cross-functional teams included every employee, to participate in monthly training videos, written reporting of application of their learning in both work and personal life. The training strengthened their personal growth, team attitude, and self-motivation. This team-environment preparation fostered involving the top third of the employees in strategy planning and development of long-term strategic objectives. More than half of the employees were directly involved in establishing detailed action plans, and accountable for achieving strategic goals.

The company-wide participation in developing the strategic plan and marketing plan spawned an excited and electric atmosphere as all employees began to see new direction taking shape. I felt tremendous satisfaction in leading this process, both from the aspect of witnessing the personal development of our management team and employees, and their enthusiasm in positioning the company for the next growth stage.

**4/90 - 10/94**

**LAW OFFICE OF WM. DAVID PALMER**  
Dallas, TX  
**Sole Practitioner**

The practice focused on commercial transactions, including representation of both buyers and sellers in business purchase transactions, representing the franchisor entity in the private offering of franchises, business organization drafting, and bankruptcy with two successful Chapter 11 Reorganizations of small businesses. I took court appointments from the juvenile courts representing minors, and the family courts as an ad litem, which was very personally fulfilling. During 1990, and again between late 1992 and 1994 traveled extensively with domestic client representation in Mexico and Panama. I developed a very strong interest in Latin America, and began to study international commercial transactions and the Spanish language. My practice profitably grew with a network of referring attorneys and a loyal client following.

**1/88 - 4/90**

**RAY E. GREEN & ASSOCIATES, P.C.**  
Dallas, TX  
**Associate Attorney**

**8/86 - 1/88**

**NIELSEN & COMPANY, P.C.**  
Dallas, TX  
**Associate Attorney/Law Clerk**

**9/76 - 7/86**

**KRAFT FOODS COMPANY, INC.**  
Chicago, IL  
**Law Department – Senior Tax Accountant (3/84 – 7/86)**  
**Internal Audit Department - Senior Auditor (6/82 - 2/84)**

**Garland Manufacturing Plant and Dallas Foodservice - Accounting Clerk (9/76 – 5/82)**

**EDUCATION:**

**SOUTHERN METHODIST UNIVERSITY, Dallas, TX**

Master of Business Administration, May 2004

(Executive M.B.A. Program)

Beta Gamma Sigma National Honorary Business Fraternity

**DePAUL UNIVERSITY COLLEGE OF LAW, Chicago, IL**

Juris Doctor, January 1987

**SOUTHERN METHODIST UNIVERSITY, Dallas, TX**

Bachelor of Business Administration, May 1982 - *Cum Laude*

Major - Accounting

Beta Alpha Psi National Honorary Accounting Fraternity

Minor – Political Science

**PROFESSIONAL:**

**Member:** State Bar of Texas (#15435950)

**PERSONAL:**

Born May 25, 1958, at Methodist Hospital, Dallas TX. Married to Allyson since January 1983 and active in Boy Scouts with our three sons who are all Eagle Scouts. Friends of Scouting Chairman, Western Star District, 2005, 2006 and 2007.

**Director:** Greater Irving – Las Colinas Chamber of Commerce 2001 – 2007

**Director:** Irving Sister Cities 2012 - Present

**Commissioner:** City of Irving, Planning and Zoning Commission 2005 – 2012

**Board Member:** City of Irving Tax Increment Investment Zone (TIF) No. 1 2012 - 2015

**Councilman:** City of Irving Place 8 At-Large 2015 – 2021. Chair to the Planning and Development Committee, co-chair to the Boards and Committees Appointments Committee and served on the Audit and Finance Committee and the Transportation and Natural Resources Committee. Council liaison to the National League of Cities and is a liaison to the Youth Council.

11. I am interested in serving on the DCAD Board of Directors in order to make contributions in improving the function of DCAD as well as the appraisal process in general. I believe my background, skills and experience will be a positive contribution to the Board.

Cassandra Phillips  
810 Jungle Drive  
Duncanville, TX 75116  
CPhillips4DuncanvilleISD@gmail.com  
214.682.3293  
October 15, 2024

Dallas Central Appraisal District Board of Directors  
2949 N. Stemmons Freeway  
Dallas, TX 75247

Dear Taxing Entities,

I am writing to formally announce my candidacy for re-election to the Dallas Central Appraisal District (DCAD) Board of Directors. It has been a privilege to serve on the board, and I am eager to continue contributing my experience, dedication, and vision to ensure the ongoing success of the DCAD in serving our community. With over 20 years of experience as a Real Estate Broker, I have developed a deep understanding of the importance of fair property appraisals and the critical role that transparency and accountability play in building trust between the appraisal district and the public.

During my time on the board, I have focused on key responsibilities, including appointing a fair and equitable chief appraiser, approving budgets that align with the needs of the cities and school districts we serve, and approving a biennial reappraisal plan. I am committed to ensuring that all properties are appraised at market value by January 1 each year, and that the information is delivered on time. My dedication to appointing objective and impartial members to the Appraisal Review Board has been a cornerstone of my efforts to maintain a fair and trusted system for property owners.

One of my primary goals has always been to promote transparency within the DCAD. This commitment to transparency not only strengthens public trust but also ensures that the district operates efficiently and effectively.

As I seek re-election, my passion for serving the community remains as strong as ever. I believe my experience, insight, and dedication uniquely position me to continue making a positive impact. I am excited about the opportunity to build on the progress we've made, and I look forward to the chance to continue advocating for a fair, transparent, and equitable appraisal process for all.

Thank you for your consideration. I would be honored to continue serving on the Dallas Central Appraisal District Board of Directors, and I am confident that together, we can further strengthen the appraisal system that benefits both property owners and the taxing entities we serve.

Sincerely,

Cassandra Phillips

**Cassandra Phillips** 810 Jungle Drive Duncanville, TX | Cassandra@PPRDfw.com | 214-682-3293 |

**Objective:** Dedicated and accomplished Real Estate Broker with over 20 years of service in the community. Passionate about fostering trust and transparency between the appraisal district and the public. Dedicated to enhancing the efficiency and effectiveness of DCAD through continued service and advocacy.

**Education:**

- Bachelor of Science in University Studies, The University of Texas at Arlington, Arlington, TX [2012]
- Associate of Applied Science (AAS), Cedar Valley College, Lancaster, TX [1993]

**Professional Experience: Managing Broker | Phillips Price Realty, Duncanville, TX | Feb 2005 - Present**

- Supervision, Compliance, Leadership, Training and Development, Transaction Oversight, Client Relations, Risk Management, Technology Integration and Community Engagement.
- Applies strong negotiation skills to secure favorable contract terms, resulting in increased profitability.
- Conducts thorough audits, identifying discrepancies and implementing corrective actions to ensure compliance.
- Provides outstanding customer service, consistently exceeding customer satisfaction targets.
- Demonstrates diligence in resolving customer concerns promptly and effectively.
- Recognized as a great listener and problem solver, contributing to a positive work environment.

**Supervisor | Drive Financial, Dallas | June 1998 - March 2000**

- Led and motivated a team, achieving a 92% increase in overall team productivity.
- Developed and implemented collection strategies that improved team efficiency and performance.
- Utilized exceptional time management and organizational skills to meet tight deadlines.

**Skills:**

- Contract Knowledge: In-depth understanding of contract negotiations and compliance.
- Time Management: Proven ability to manage multiple tasks efficiently and meet deadlines.
- Communication: Exceptional verbal and written communication skills.
- People Skills: Adept at building and maintaining positive relationships with clients and colleagues.

**Community Involvement: Elected School Board Trustee | Duncanville ISD | 2017 - Present**

- Contributes to strategic decision-making to enhance the educational experience for students.
- Advocates for community engagement and improved educational resources.
- Overseeing a substantial \$125 million budget.
- Ensuring fiscal prudence, and making strategic financial decisions to support the educational objectives and well-being of the students and the broader school community.

**Elected Dallas Central Appraisal District Director for Suburban Schools | 2020**

- Committed to ensuring fair and equitable property appraisals
- Transparent communication
- Responsible budgeting
- Appointing a fair and equitable Chief Appraiser
- Approving a biennial reappraisal plan

**By actively pursuing my role as an elected official, my aim is to contribute to the success of the Dallas Central Appraisal District with integrity and operational excellence.**

Yemi Salau brings 15 years of rich experience in SAP and Project Management. Throughout his career, he has held key roles at renowned organizations, including IBM, Accenture, Verizon, CSC, Deluxe, General Dynamics, and PepsiCo. He has led significant projects for major clients, contributing to federal initiatives like the Logistics Modernization Program (LMP) and the US Navy Supply Command (NAVSUP), as well as being involved in Verizon's 5G rollout.

In 2023, Yemi was elected as a Council member for place 7 in Balch Springs. He earned his Bachelor of Science degree in Electrical Engineering from Farmingdale State University.

Beyond his professional pursuits, Yemi is actively engaged in community volunteering and enjoys traveling with his family. He is also a passionate reader, making time for literature whenever he can.

**CAMILE DENISE WHITE**

Is currently a Board Trustee for Dallas Independent School District (ISD) for District 4 and serves as the Board Secretary.

She is the Dallas ISD Board Delegate for Texas Association of School Boards (TASB).

Camile White is a licensed Texas Realtor and has served on several committees with MetroTex Association of Realtors.

She loves Dallas and understands the balance between business and home ownership. Camile will bring her Real Estate experience and belief that it is important to have people from all walks of life to represent everyone in Dallas County. The tax base that is generated is vital in keeping public schools, and cities operating all while providing amenities for citizens.

She is an elected Party Precinct Chair and serves as House District 107 Coordinator where she helps inform voters and increase voter participation.

Camile White is currently a member of Dallas CERT Team because she is concerned about those around her and wants people to be safe which is why she volunteers as the Vice Chair of Hillside Oaks Crime Watch.

Ms. White has served on the Dallas Public Library Board for Dallas City Council, District 5, on the Trustee Board of St. Luke "Community" United Methodist Church with a budget of millions in assets where she was vital in helping make decisions that kept assets up to date and in great working condition, and also made decisions on proposed land acquisitions.

Camile was a Government Adjunct Professor for Dallas College where she taught Political Science.

She has a Masters Degree in Political Science from the University of Texas at Arlington.

Ms. White is married and has three children, and two beautiful grandsons.