

Public Notice of Workshop Meeting

The Board of Trustees Copperas Cove Independent School District

A Workshop Meeting of the Board of Trustees of Copperas Cove Independent School District will be held Monday, April 14, 2025, beginning at 12:00 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

If, during the course of the meeting, the Board may lawfully conduct a closed meeting as to all or part of any item on the agenda, then, in accordance with applicable law, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). The Board shall not conduct a closed meeting unless a quorum of the Board first convenes in an open meeting for which proper notice has been given. Before any closed meeting is conducted, the presiding officer will publicly identify the section or sections of the Open Meetings Act or other applicable law authorizing the closed meeting. All final votes, actions, or decisions regarding any matter deliberated in a closed meeting shall only be taken in open meeting for which proper notice has been given. [See BEC(LEGAL)]

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order
2. Citizen's Comment
3. Consent Agenda
 - A) Good Things
 1. Staff Recognition -
Five campuses in CCISD have been named to the U.S. News & World Report's best Elementary School rankings for 2025 - 1. Martin Walker Elementary
 2. House Creek Elementary
 3. Fairview/Miss Jewell Elementary
 4. Hettie Halstead Elementary
 5. Clements/Parsons Elementary
 - Top 3 Fundraising Campuses for United Way Campaign
 - Business Office TASBO Award
 2. Student Recognition -
SC Lee Choir, CCJHS Chess Team, CenTex Sustainable Communities Partnerships, CCHS Girls' Soccer Team, and CCHS Pride of Cove Band
- B) Board of Trustees Meeting Minutes
 1. Workshop Meeting - March 3, 2025
 2. Regular Meeting - March 4, 2025

3. Special Meeting - March 27, 2025
- C) Administrative Report
 1. CCISD Staffing Report
- D) Discuss Fine Arts Director
- E) Items Exceeding \$25,000
 1. Purchase of 304 Student Technology Chromebooks (TX DIR-TSO-3763 - \$102,834.08 - Budgeted Technology Funds)
 2. Purchase a 2025 F-250 Crew Cab for the CTE Ag Program at CCHS (Chastang Ford - \$50,387.00 - Budgeted Funds)
 3. Repair of the Roof at Copperas Cove High School (Honey's Roofing LLC, TIPS Contract #24060402 - \$265,950.00 - Fund Balance)
 4. Purchase Replacement Marquee for Hettie Halstead Elementary School (Daktronics Quote #867445-1 \$26,784.00 - Budgeted Funds)
 5. Renewal of Capturing Kids' Hearts for Secondary Campus Staff (TIPS 210301 Academic Curriculum - \$138,050.00 - Budgeted Funds)
 6. Renewal of PowerSchool (Schoology Learning Management System) for Grades K-12 (TIPS RF 210101 MAY'26 - \$39,804.00 - Budgeted Funds)
 7. Student Accident Insurance Program
- F) Finance
 1. Budget Amendment(s)
 2. Monthly & Quarterly Financial Report
 3. Consider and Discuss Financial Statements and Payment of Bills
 4. Letter of Engagement with Singleton, Clark & Company, Independent Financial Auditor for CCISD
- G) Consider and Discuss to Approve the Membership for the Student Health Advisory Council (SHAC) for Copperas Cove ISD
- H) Consider and Discuss the Submission of the Instructional Materials Allotment and TEKS Certification for the 2025-2026 School Year
- I) Consideration and Discuss to Approve Board Goals 2025-2026
- J) Consider and Discuss a Contract for a Third-Party Administration for Employee Benefits
4. Information Items
 - A) Personnel
 1. New Hires
 2. Resignations
 3. Personnel Vacancies
 4. Consider and Discuss to Renew Administration Staff Contracts for 2025-2026 SY
 5. Consider and Discuss to Renew Professional Staff Contracts 2025-2026 SY
 - B) Summer School Proposal 2025
 - C) Principal Reports
 - D) Special Services Report
 - E) Athletics Report
 - F) Operations Report
 1. Transportation
 2. Child Nutrition/Warehouse Report

3. Student Services Report
4. Safety and Security Report
5. Maintenance
- G) Technology Report
- H) CCISD Golden Dawgs Report
- I) Board of Trustees Calendar
- J) Tax Report/Analysis of Delinquent Taxes and Services
5. Closed Meeting:
 - A) If, during the course of the meeting, the Board determines that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Government Code, including but not limited to:
 - 551.071** Private consultation with the Board's attorney
Private consultation with the District's attorney pursuant to Texas Government Code Section 551.071 to seek the advice of the District's attorney about: (A) pending or contemplated litigation; and/or (2) on a matter which the duty of the attorney to the government body clearly conflicts with the Texas Open Meetings Act
 - 551.072** Discussing purchase, exchange, lease, or value of real property
 - 551.073** Discussing negotiated contracts for prospective gifts or donations
 - 551.074** Discussing personnel or to hear complaints against personnel
 - 551.075** To confer with employees of the school district to receive information or to ask questions
 - 551.076** Considering the deployment, specific occasions for or implementation of security personnel or devices
 - 551.083** Considering the standards, guidelines, terms, or conditions the Board will follow or will instruct its representatives to follow, in consultation with representatives of employee groups
 - 551.084** Excluding witness from a hearing
6. Reconvene Open Meeting to Vote on Matters Considered in Closed Meeting
7. Adjournment

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on: Friday, April 11, 2025 at 12:00 p.m.

For the Board of Trustees



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

Minutes of Workshop Meeting

The Board of Trustees Copperas Cove Independent School District

A Workshop Meeting of the Board of Trustees of Copperas Cove Independent School District was held Monday, March 3, 2025, beginning at 12:00 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

Members Present: *Joan Manning, John Gallen, Mike Wilburn, Heather Copeland, Jeff Gorres, Sherry Hoffpauir, and Tim Traeger*

Staff Present: *Dr. Brent Hawkins, Amanda Crawley, Dr. Jimmy Shuck, Tracie Phillips, Kurtis Quillin, Clifton Heath, Melissa Bryan, Maron Samuel, Kip Robins and Monica Hall*

Others Present: *GLS Architect Representatives – Larry Lasiter, Courtney Kelly, and Jennifer Sitton*

1. Call to Order

The meeting was called to order at 12:01 p.m.

2. Public Forum

No Comment

3. Consent Agenda

A) Board of Trustees Meeting Minutes

1. Workshop Meeting - February 10, 2025

2. Regular Meeting - February 11, 2025

3. Board Workshop Meeting - February 17, 2025

B) Personnel

1. New Hires

2. Resignations

3. Personnel Vacancies

C) Good Things

1. Staff Recognition - Child Nutrition and Communications

2. Student Recognition - CCHS Cheerleaders, SC Lee JH Band, Boys Basketball, Swim Team, and Wrestling Athletes

D) Items Exceeding \$25,000

1. Renewal of Naviance (PowerSchool) Software for Copperas Cove ISD Secondary Schools (TIPS RF 210101 May'26 - \$31,449.94 - Budgeted Funds - Perkins)

2. Renewal of Fortinet (CDW Quote #PHGB380 -TIPS Contract 230105 - \$31,935.00 from Budgeted Funds)

E) Finance

1. Consider and Discuss Financial Statements and Payment of Bills

F) Consider and Discuss the Copperas Cove ISD 2025 -2026 School Calendar

- G) Consider and Discuss Approving the Hiring Authority for the Superintendent Through August 31, 2025
- H) Consider Action to Approve Standard Form of Agreement Between Owner (Copperas Cove ISD) and Architect (GLS) Document B101-2017
- I) Consider and Discuss to Approve the Revised Board Operating Procedures
- J) Consider and Discuss to Approve the Texas Strategic Staffing for Sustainable, Paid Teacher Residency Programs (Discretionary) Grant
- K) Consider and Approve to Add, Revise or Delete (LOCAL) Policies as Recommended by TASB Policy Service According to the Instruction Sheet for TASB Localized Policy Manual Update 124
- L) Consider and Discuss a Recruitment Stipend for CCISD Employees.
- M) Consider and Discuss to Approve a Wage and Benefit Study Proposal

4. Information Items

- A) Campus Reports
- B) SPED Report
- C) Athletics Report
- D) Operations Report
- E) Safety and Security Report
- F) Technology Report
- G) Board of Trustees Calendar

Closed Session

The meeting was adjourned into closed session at 1:12 p.m. for personnel matters (551.074, 551.071, & 551.129) under the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E, or Texas Government Code 418.183(f).

Open Session

The meeting reconvened at 3:02 p.m.

5. Adjourn

The meeting was adjourned at 3:04 p.m.

Joan Manning, President

Mike Wilburn, Secretary

Minutes of Regular Meeting

The Board of Trustees Copperas Cove Independent School District

A Regular Meeting of the Board of Trustees of Copperas Cove Independent School District was held Tuesday, March 4, 2025, beginning at 6:30 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

Members Present: *Joan Manning, John Gallen, Mike Wilburn, Heather Copeland, Jeff Gorres, Sherry Hoffpauir, and Tim Traeger*

Staff Present: *Dr. Brent Hawkins, Amand Crawley, Dr. Jimmy Schuck, Tracie Phillips, Clifton Heath, Kurtis Quillin, and Monica Hall*

Others Present: *Killeen Daily Herald – Erik Walsh
Copperas Cove Leader-Press – Lynette Sowell*

1. Call to Order

Presented by Mrs. Joan Manning

The meeting was called to order at 6:30 p.m.

2. Pledge of Allegiance

Presented by the Fairview/Miss Jewell Students

3. Invocation

Presented by Mr. Mike Wilburn

4. Mission Statement:

The mission of Copperas Cove ISD is to provide exceptional opportunities for each student through exemplary instruction which inspires academic success, personal excellence, and responsible citizenship

Presented by Mrs. Heather Copeland

5. Citizen Comments on Agenda Items

Susan Wagner

6. Good Things

A) Staff Recognition - Child Nutrition and Communications

B) Student Recognition - CCHS Cheerleaders, SC Lee JH Band, CCJHS Band, Boys Basketball, Swim Team, and Wrestling Athletes

7. Consent Agenda

A) Board of Trustees Meeting Minutes

1. Workshop Meeting - February 10, 2025

2. Regular Meeting - February 11, 2025

3. Board Workshop Meeting - February 17, 2025

B) Personnel

1. New Hires

2. Resignations

3. Personnel Vacancies

C) Items Exceeding \$25,000

1. Renewal of Naviance (PowerSchool) Software for Copperas Cove ISD Secondary Schools (TIPS RF 210101 May'26 - \$31,449.94 - Budgeted Funds - Perkins)
2. Renewal of Fortinet (CDW Quote #PHGB380 -TIPS Contract 230105 - \$31,935.00 from Budgeted Funds)

D) Finance

1. Consider and Approve the Financial Statements and Payment of Bills

E) Consider and Approve the Copperas Cove ISD 2025 -2026 School Calendar

F) Consider and Approve the Hiring Authority for the Superintendent Through August 31, 2025

G) Consider Action to Approve Standard Form of Agreement Between Owner (Copperas Cove ISD) and Architect (GLS) Document B101-2017

H) Consider and Approve the Revised Board Operating Procedures

I) Consider and Approve the Texas Strategic Staffing for Sustainable, Paid Teacher Residency Programs (Discretionary) Grant

J) Consider and Approve to Add, Revise or Delete (LOCAL) Policies as Recommended by TASB Policy Service According to the Instruction Sheet for TASB Localized Policy Manual Update 124

K) Consider and Approve a Recruitment Stipend for CCISD Employees.

L) Consider and Approve a Wage and Benefit Study Proposal

A motion was made by John Gallen to approve the consent agenda.

Tim Traeger seconded the motion.

All members present voted by saying 'Aye'.

8. Information Items

A) Campus Reports

B) SPED Report

C) Athletics Report

D) Operations Report

E) Safety and Security Report

F) Technology Report

G) Board of Trustees Calendar

9. Discussion Items

A) Discuss and Consider Fine Arts Director

Mr. Gorres and Mr. Gallen addressed the audience on the significance of hiring a Fine Arts Director for CCISD.

10. Closed Meeting:

- A) If, during the course of the meeting, the Board determines that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Government Code, including but not limited to:

551.071 Private consultation with the Board's attorney

Private consultation with the District's attorney pursuant to Texas Government Code Section

551.071 to seek the advice of the District's attorney about: (A) pending or contemplated litigation; and/or (2) on a matter which the duty of the attorney to the government body clearly conflicts with the Texas Open Meetings Act

551.072 Discussing purchase, exchange, lease, or value of real property

551.073 Discussing negotiated contracts for prospective gifts or donations

551.074 Discussing personnel or to hear complaints against personnel

551.075 To confer with employees of the school district to receive information or to ask questions

551.076 Considering the deployment, specific occasions for or implementation of security personnel or devices

551.083 Considering the standards, guidelines, terms, or conditions the Board will follow or will instruct its representatives to follow, in consultation with representatives of employee groups

551.084 Excluding witness from a hearing

11. Reconvene Open Meeting to Vote on Matters Considered in Closed Meeting

12. Adjournment

The meeting was adjourned at 7:18 p.m.

Joan Manning, President

Mike Wilburn, Secretary

Minutes of Special Meeting

The Board of Trustees Copperas Cove Independent School District

A Special Meeting of the Board of Trustees of Copperas Cove Independent School District was held Thursday, March 27, 2025, beginning at 1:00 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

Members Present: *Joan Manning, John Gallen, Mike Wilburn, Heather Copeland, Jeff Gorres
Tim Traeger and Sherry Hoffpauir*

Staff Present: *Dr. Brent Hawkins, Dr. Jimmy Shuck, Tracie Phillips, Kurtis Quillin,
Clifton Heath, Kip Robins, and Monica Hall*

Others Present: *Copperas Cove Leader-Press – Lynette Sowell
I-14 Sports – Charles Wilson*

1. Call to Order

The meeting was called to order at 1:01 p.m.

2. Pledge of Allegiance

3. Invocation

4. Mission Statement:

The mission of Copperas Cove ISD is to provide exceptional opportunities for each student through exemplary instruction which inspires academic success, personal excellence, and responsible citizenship

5. Citizen Comments on Agenda Items

Leah Elmore

6. Consideration to Approve Hiring the Boy's Athletic Director/Head Football Coach

A motion was made by Mike Wilburn to hire Coach Rodney Southern as the Boy's Athletic Director/Head Football Coach for Copperas Cove ISD.

John Gallen seconded the motion.

All members present voted by saying 'Aye'.

7. Closed Meeting:

A) If, during the course of the meeting, the Board determines that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Government Code, including but not limited to:

551.071 Private consultation with the Board's attorney

Private consultation with the District's attorney pursuant to Texas Government Code Section

551.071 to seek the advice of the District's attorney about: (A) pending or contemplated litigation; and/or (2) on a matter which the duty of the attorney to the government body clearly conflicts with the Texas Open Meetings Act

551.072 Discussing purchase, exchange, lease, or value of real property

551.073 Discussing negotiated contracts for prospective gifts or donations

551.074 Discussing personnel or to hear complaints against personnel

551.075 To confer with employees of the school district to receive information or to ask questions

551.076 Considering the deployment, specific occasions for or implementation of security personnel or devices

551.083 Considering the standards, guidelines, terms, or conditions the Board will follow or will instruct its representatives to follow, in consultation with representatives of employee groups

551.084 Excluding witness from a hearing

8. Reconvene Open Meeting to Vote on Matters Considered in Closed Meeting

9. Adjournment

The meeting was adjourned at 1:34 p.m.

Joan Manning, President

Mike Wilburn, Secretary



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Your quote is ready for purchase.

Complete the purchase of your personalized quote through our secure online checkout before the quote expires on **Apr. 08, 2025**.

You can download a copy of this quote during checkout.

[Place your order](#)

Quote Name:	Dell Chromebook 3120 8GB/64GB	Sales Rep	Mary Perez
Quote No. Total	3000187691083.2 \$102,834.08	Phone	1(800) 4563355, 6180887
Customer #	87269449	Email	Mary_Perez1@Dell.com
Quoted On	Mar. 26, 2025	Billing To	DANIELA PITTS
Expires by	Apr. 08, 2025		CCISD TECHNOLOGY DEPT
Contract Name	Texas Department of Information Resources (TX DIR)		702 SUNNY AVE BLDG 100
Contract Code	C000000006841		COPPERAS COVE, TX 76522
Customer Agreement #	TX DIR-TSO-3763		
Deal ID	28247732		

Message from your Sales Rep

Please use the Order button to securely place the order with your preferred payment method online. You may contact your Dell sales team if you have any questions. Thank you for shopping with Dell.

Regards,
Mary Perez

Shipping Group

Shipping To	Shipping Method
DANIELA PITTS CCISD TECHNOLOGY DEPT 702 JOE LOMBARDI WAY BLDG 100 COPPERAS COVE, TX 76522 (254) 547-4515	Standard Delivery

Product	Unit Price	Quantity	Subtotal
Dell Chromebook 3120	\$338.27	304	\$102,834.08

Subtotal:	\$102,834.08
Shipping:	\$0.00
Non-Taxable Amount:	\$102,834.08
Taxable Amount:	\$0.00
Estimated Tax:	\$0.00

Total:	\$102,834.08
--------	--------------

Special pricing may be available for qualified customers. Please contact your DFS Sales Representative for details.



Accelerate the power
of AI for your data

Take the first step in achieving
Generative AI success

[Learn More](#)

Shipping Group Details

Shipping To

DANIELA PITTS
 CCISD TECHNOLOGY DEPT
 702 JOE LOMBARDI WAY
 BLDG 100
 COPPERAS COVE, TX 76522
 (254) 547-4515

Shipping Method

Standard Delivery

Dell Chromebook 3120

Estimated delivery if purchased today:
 Apr. 28, 2025
 Contract # C000000006841
 Customer Agreement # TX DIR-TSO-3763

		Unit Price	Quantity	Subtotal
		\$338.27	304	\$102,834.08
Description	SKU	Unit Price	Quantity	Subtotal
Dell Chromebook 3120	210-BLHG	-	304	-
Intel(R) Processor N100(6MB cache,4 cores, 4 threads,up to 3.40 GHz Turbo,4.80W),8GB Memory,64GB EMMC,2 USBC	338-CNJW	-	304	-
8GB 4800MHz LPDDR5 Non-ECC	370-BCDV	-	304	-
64GB eMMC Hard Drive	400-BNIB	-	304	-
11.6", HD 1366x768, 60Hz, Touch,Anti-Glare, Cam/Mic, WLAN, Gorilla Glass 2in1	391-BJNT	-	304	-
Single Point Non Backlit, English US 2n1	580-AJZY	-	304	-
Intel(R) Wi-Fi 6 AX203, 2x2, 802.11ax, MU-MIMO, Bluetooth(R) 5.1 wireless card	555-BLGB	-	304	-
3 Cell, 42Whr	451-BDGL	-	304	-
65W AC adapter, USB Type-C	492-BDTG	-	304	-
E4 Power Cord 1M for US	537-BBDO	-	304	-
Quickstart Guide, 2in1	340-DRPW	-	304	-
LCD, 2-in-1, Touch	320-BFWG	-	304	-
Google Zero Touch Enrollment	634-BYQH	-	304	-
Chrome Education Upgrade	634-BYQI	-	304	-
SERI Guide (ENG/FR/Multi)	340-AGIK	-	304	-
Fixed Hardware Configuration	998-HHVC	-	304	-
2in1, TNR Camera, 2 Mic, 2 USBC, Touch, WFC	389-FHQS	-	304	-
System Shipment, Chromebook 3120	340-DRTX	-	304	-
Intel Process N100/N200 CPU Label	389-EFSH	-	304	-
BTS/BTP Smart Selection Shipment, Chromebook (VS)	800-BBQM	-	304	-
Bottom Door 2-in-1	321-BKQC	-	304	-
Palmrest, World Facing Camera, 2n1	346-BKGS	-	304	-
Dell Limited Hardware Warranty Initial Year	709-8890	-	304	-
Mail In Service after Remote Diagnosis, 1 Year	709-8891	-	304	-

Subtotal:	\$102,834.08
Shipping:	\$0.00
Estimated Tax:	\$0.00
<hr/>	
Total:	\$102,834.08

Important Notes

Terms of Sale

This Quote will, if Customer issues a purchase order for the quoted items that is accepted by Supplier, constitute a contract between the entity issuing this Quote ("Supplier") and the entity to whom this Quote was issued ("Customer"). Unless otherwise stated herein, pricing is valid for thirty days from the date of this Quote. All products, pricing, and other information is based on the latest information available and is subject to change for any reason, including but not limited to tariffs imposed by government authorities. Supplier reserves the right to cancel this Quote and Customer purchase orders arising from pricing errors. Taxes and/or freight charges listed on this Quote are only estimates. The final amounts shall be stated on the relevant invoice. Additional freight charges will be applied if Customer requests expedited shipping. Please indicate any tax exemption status on your purchase order and send your tax exemption certificate to Tax_Department@dell.com or ARSalesTax@emc.com, as applicable.

Governing Terms: This Quote is subject to: (a) a separate written agreement between Customer or Customer's affiliate and Supplier or a Supplier's affiliate to the extent that it expressly applies to the products and/or services in this Quote or, to the extent there is no such agreement, to the applicable set of Dell's Terms of Sale (available at www.dell.com/terms or www.dell.com/oemterms), or for cloud/as-a-Service offerings, the applicable cloud terms of service (identified on the Offer Specific Terms referenced below); and (b) the terms referenced herein (collectively, the "Governing Terms"). Different Governing Terms may apply to different products and services on this Quote. The Governing Terms apply to the exclusion of all terms and conditions incorporated in or referred to in any documentation submitted by Customer to Supplier.

Supplier Software Licenses and Services Descriptions: Customer's use of any Supplier software is subject to the license terms accompanying the software, or in the absence of accompanying terms, the applicable terms posted on www.Dell.com/eula. Descriptions and terms for Supplier-branded standard services are stated at www.dell.com/servicecontracts/global or for certain infrastructure products at www.dellemc.com/en-us/customer-services/product-warranty-and-service-descriptions.htm.

Offer-Specific, Third Party and Program Specific Terms: Customer's use of third-party software is subject to the license terms that accompany the software. Certain Supplier-branded and third-party products and services listed on this Quote are subject to additional, specific terms stated on www.dell.com/offeringspecificterms ("Offer Specific Terms").

In case of Resale only: Should Customer procure any products or services for resale, whether on standalone basis or as part of a solution, Customer shall include the applicable software license terms, services terms, and/or offer-specific terms in a written agreement with the end-user and provide written evidence of doing so upon receipt of request from Supplier.

In case of Financing only: If Customer intends to enter into a financing arrangement ("Financing Agreement") for the products and/or services on this Quote with Dell Financial Services LLC or other funding source pre-approved by Supplier ("FS"), Customer may issue its purchase order to Supplier or to FS. If issued to FS, Supplier will fulfill and invoice FS upon confirmation that: (a) FS intends to enter into a Financing Agreement with Customer for this order; and (b) FS agrees to procure these items from Supplier. Notwithstanding the Financing Agreement, Customer's use (and Customer's resale of and the end-user's use) of these items in the order is subject to the applicable governing agreement between Customer and Supplier, except that title shall transfer from Supplier to FS instead of to Customer. If FS notifies Supplier after shipment that Customer is no longer pursuing a Financing Agreement for these items, or if Customer fails to enter into such Financing Agreement within 120 days after shipment by Supplier, Customer shall promptly pay the Supplier invoice amounts directly to Supplier.

Customer represents that this transaction does not involve: (a) use of U.S. Government funds; (b) use by or resale to the U.S. Government; or (c) maintenance and support of the product(s) listed in this document within classified spaces. Customer further represents that this transaction does not require Supplier's compliance with any statute, regulation or information technology standard applicable to a U.S. Government procurement.

For certain products shipped to end users in California, a State Environmental Fee will be applied to Customer's invoice. Supplier encourages customers to dispose of electronic equipment properly.

Electronically linked terms and descriptions are available in hard copy upon request.



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Prepared by: Ed Miller

02/28/2025

Chastang Ford | 6200 N. Loop East Houston Texas | 770261936

2025 F-250 4x4 SD Crew Cab 8' box 176" WB SRW XL (W2B)

Price Level: 525 | Quote ID: COPP25W2B

As Configured Vehicle

Code	Description	MSRP
------	-------------	------

Base Vehicle

W2B	Base Vehicle Price (W2B)	\$52,100.00
-----	--------------------------	-------------

Packages

600A	Order Code 600A	N/C
------	-----------------	-----

Includes:

- Engine: 6.8L 2V DEVCT NA PFI V8 Gas
- Transmission: TorqShift-G 10-Speed Automatic
- Includes SelectShift and selectable drive modes: normal, eco, slippery roads, tow/haul and off-road.
- 3.73 Axle Ratio
- GVWR: 10,000 lb Payload Package
- Tires: LT245/75Rx17E BSW A/S
- Spare may not be the same as road tire.
- Wheels: 17" Argent Painted Steel
- Includes painted hub covers/center ornaments.
- HD Vinyl 40/20/40 Split Bench Seat
- Includes center armrest, cupholder, storage and driver's side manual lumbar.
- Radio: AM/FM Stereo w/MP3 Player
- Includes 6 speakers.
- SYNC 4
- Includes 8" LCD capacitive touchscreen with swipe capability, wireless phone connection, cloud connected, AppLink with app catalog, 911 Assist, Apple CarPlay and Android Auto compatibility and digital owner's manual.

Powertrain

99A	Engine: 6.8L 2V DEVCT NA PFI V8 Gas	Included
-----	-------------------------------------	----------

44F	Transmission: TorqShift-G 10-Speed Automatic	Included
	<i>Includes SelectShift and selectable drive modes: normal, eco, slippery roads, tow/haul and off-road.</i>	

X37	3.73 Axle Ratio	Included
-----	-----------------	----------

STDGV	GVWR: 10,000 lb Payload Package	Included
-------	---------------------------------	----------

Wheels & Tires

TD8	Tires: LT245/75Rx17E BSW A/S	Included
	<i>Spare may not be the same as road tire.</i>	

64A	Wheels: 17" Argent Painted Steel	Included
	<i>Includes painted hub covers/center ornaments.</i>	

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.

Note: Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Ed Miller
02/28/2025

Chastang Ford | 6200 N. Loop East Houston Texas | 770261936

2025 F-250 4x4 SD Crew Cab 8' box 176" WB SRW XL (W2B)

Price Level: 525 | Quote ID: COPP25W2B

As Configured Vehicle (cont'd)

Code	Description	MSRP
------	-------------	------

Seats & Seat Trim

A	HD Vinyl 40/20/40 Split Bench Seat <i>Includes center armrest, cupholder, storage and driver's side manual lumbar.</i>	Included
---	---	----------

Other Options

176WB	176" Wheelbase	STD
PAINT	Monotone Paint Application	STD
STDRD	Radio: AM/FM Stereo w/MP3 Player <i>Includes 6 speakers.</i>	Included

*Includes:
- SYNC 4
Includes 8" LCD capacitive touchscreen with swipe capability, wireless phone connection, cloud connected, AppLink with app catalog, 911 Assist, Apple CarPlay and Android Auto compatibility and digital owner's manual.*

86M	Dual AGM 68 AH Battery	\$210.00
67B	410 Amp Dual Alternators <i>Includes 250 Amp + 160 Amp.</i>	\$115.00
52B	Trailer Brake Controller <i>Includes smart trailer tow connector.</i>	\$300.00

Fleet Options

WARANT	Fleet Customer Powertrain Limited Warranty	N/C
--------	--	-----

Requires valid FIN code.

Ford is increasing the 5-year 60,000-mile limited powertrain warranty to 5-years, 100,000 miles. Only Fleet purchasers with a valid Fleet Identification Number (FIN code) will receive the extended warranty. When the sale is entered into the sales reporting system with a sales type fleet along with a valid FIN code, the warranty extension will automatically be added to the vehicle. The extension will stay with the vehicle even if it is subsequently sold to a non-fleet customer before the expiration. This extension applies to both gas and diesel powertrains. Dealers can check for the warranty extension on eligible fleet vehicles in OASIS. Please refer to the Warranty and Policy Manual section 3.13.00 Gas Engine Commercial Warranty. This change will also be reflected in the printed Warranty Guided distributed with the purchase of every new vehicle.

Emissions

425	50-State Emissions System	STD
-----	---------------------------	-----

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.

Note: Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Ed Miller
02/28/2025

Chastang Ford | 6200 N. Loop East Houston Texas | 770261936

2025 F-250 4x4 SD Crew Cab 8' box 176" WB SRW XL (W2B)

Price Level: 525 | Quote ID: COPP25W2B

As Configured Vehicle (cont'd)

Code	Description	MSRP
Exterior Color		
Z1_01	Oxford White	N/C
Interior Color		
AS_03	Medium Dark Slate w/HD Vinyl 40/20/40 Split Bench Seat	N/C
Upfit Options		
BuyBoard	Buy Board Fee CONTRACT 724-23 <i>CONTRACT 724-23</i>	\$400.00
AL	DELIVER TO CUSTOMER	\$600.00
SUBTOTAL		\$53,725.00
Destination Charge		\$2,095.00
TOTAL		\$55,820.00

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.

Note: Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Prepared by: Ed Miller
02/28/2025

Chastang Ford | 6200 N. Loop East Houston Texas | 770261936

2025 F-250 4x4 SD Crew Cab 8' box 176" WB SRW XL (W2B)

Price Level: 525 | Quote ID: COPP25W2B

Pricing Summary - Single Vehicle

	MSRP
<i>Vehicle Pricing</i>	
Base Vehicle Price	\$52,100.00
Options	\$625.00
Colors	\$0.00
Upfitting	\$1,000.00
Fleet Discount	\$0.00
Fuel Charge	\$0.00
Destination Charge	\$2,095.00
Subtotal	\$55,820.00

Pre-Tax Adjustments

Code	Description	MSRP
01 ft	DISCOUNT AND CONCESSION	-\$4,833.00
Total		\$50,987.00

- 600
50,387.00

Customer Signature

Acceptance Date

Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.

Note: Prices and content availability as shown are subject to change and should be treated as estimates only. Actual base vehicle, package and option pricing may vary from this estimate because of special local pricing, availability or pricing adjustments not reflected in the dealer's computer system. See salesperson for the most current information.



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

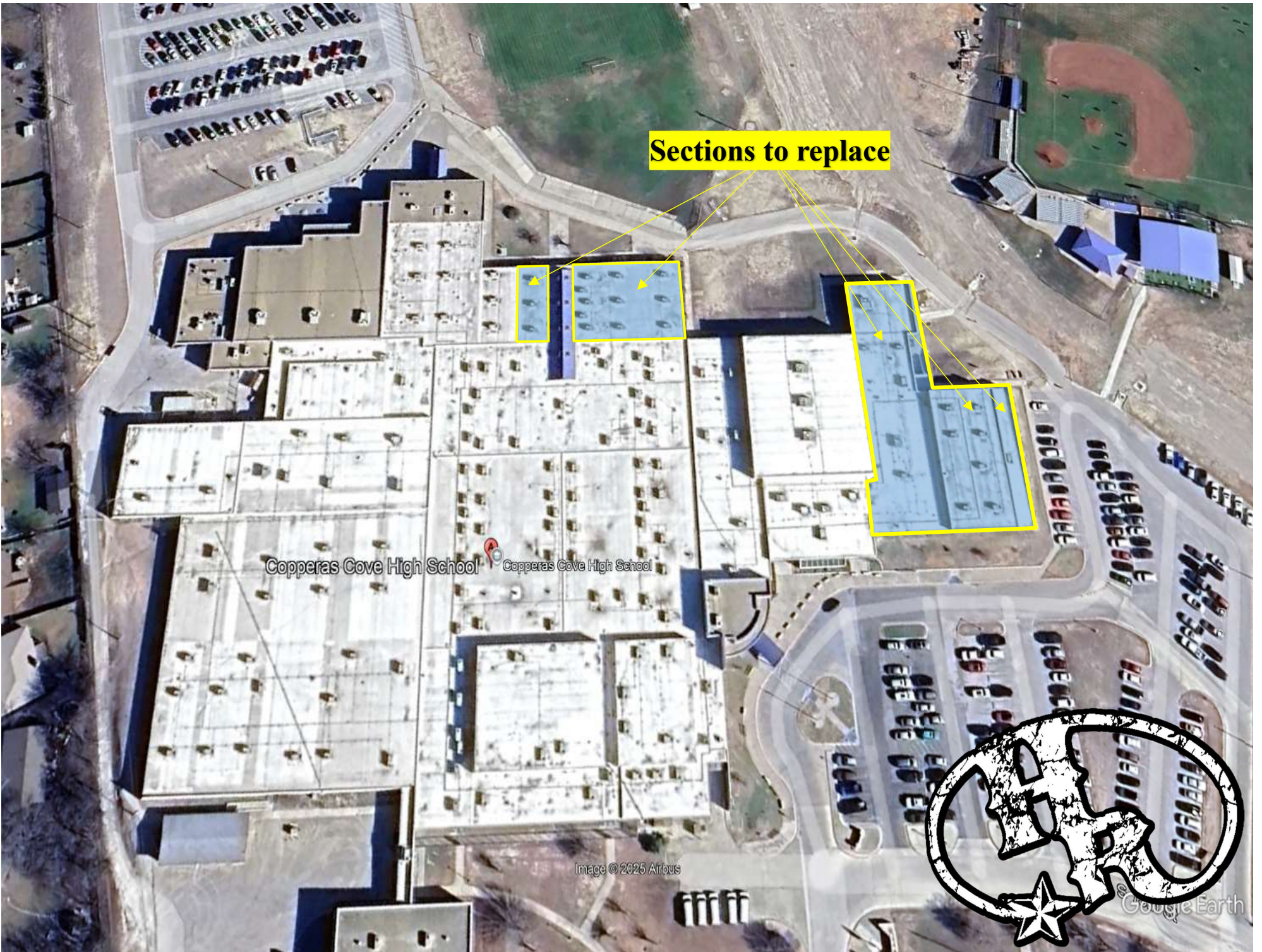
Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



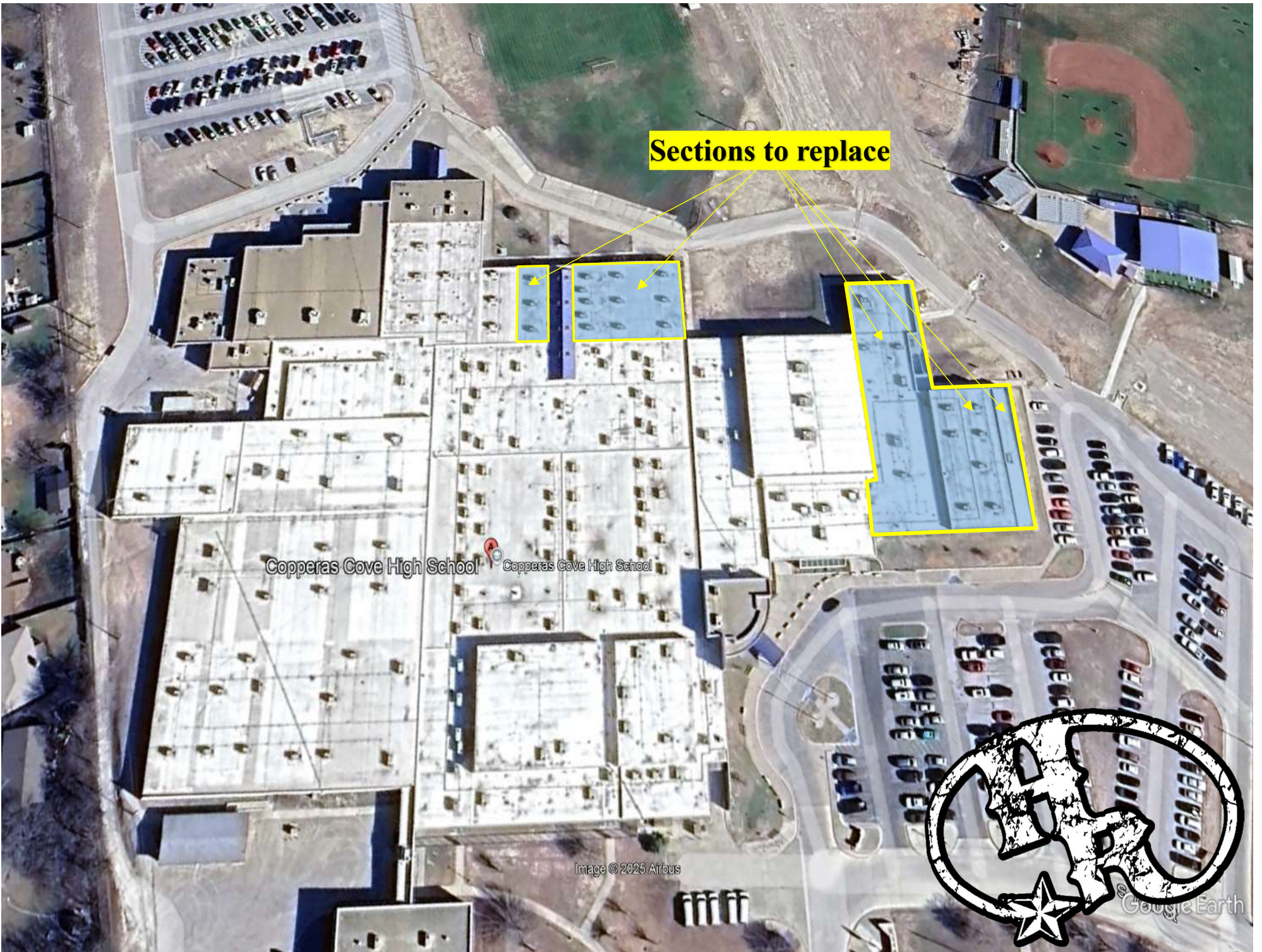
Sections to replace

Copperas Cove High School

Image © 2025 Airbus



Google Earth

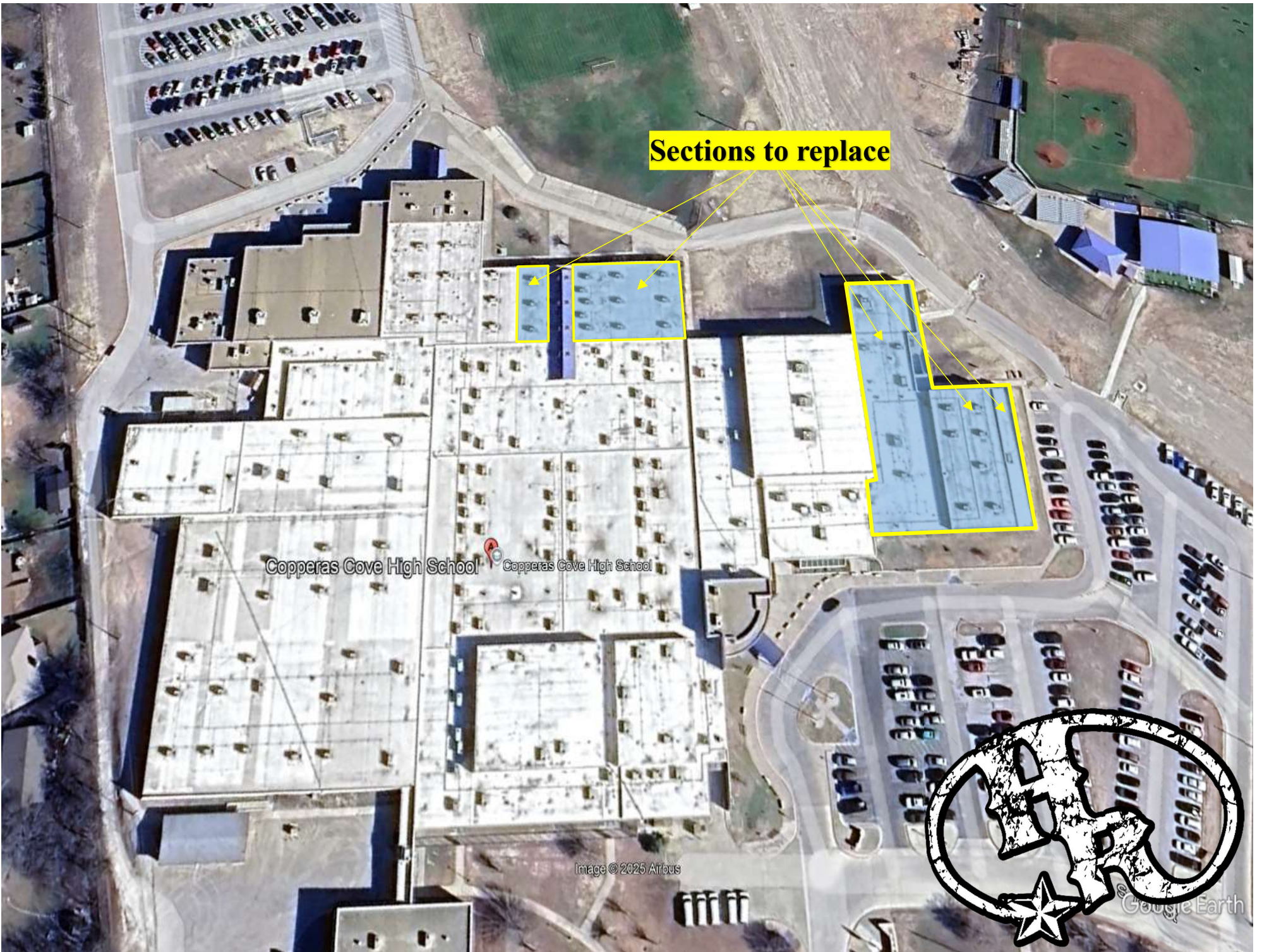


Sections to replace

Copperas Cove High School

Image © 2025 Airbus

Google Earth



Sections to replace

Copperas Cove High School

Image © 2025 Airbus

Google Earth



TIPS CONTRACTOR # 24060402

CONTACT: THOMAS HAIRE
ADDRESS: 400 S 25TH – COPPERAS COVE, TX
DATE: 02/07/2025

SCOPE OF WORK: ALL SPECIFIED BLUE SECTIONS (ROTC HALLWAY INCLUDED)

- 1.) PREP ROOF FOR INSTALLATION OF NEW MULE-HIDE 60MIL TPO ROOF SYSTEM. REMOVE ANY TRASH OR DEBRIS PRIOR TO NEW ROOF INSTALLATION. REMOVE EXISTING FAILED DUROLAST SINGLE-PLY MEMBRANE ONLY. EXISTING UNDERLYING 1/2" FAN FOLD INSULATION AND TAR/GRAVEL ROOF WILL REMAIN.
- 2.) INSTALL (MECHANICALLY ATTACH WITH MULE-HIDE #12 COATED FASTENERS) A 1/2" EPS FAN FOLD INSULATION OVER EXISTING UNDERLYING SYSTEM AND STEEL DECK AS STATED.
- 3.) INSTALL (MECHANICALLY ATTACH WITH MULE-HIDE #14 COATED FASTENERS) A WHITE, 60 MIL SINGLE-PLY MULE-HIDE TPO ROOF SYSTEM MECHANICALLY ATTACHED @ 12" O/C IN THE FIELD AND 6" O/C IN THE PERIMETERS AND CORNERS. HEAT WELD (BOND) ROOF SEAMS WITH HOT AIR ROBOTIC WELDER AND HANDHELD HOT AIR HEAT GUN PER MANUFACTURER REQUIREMENTS.
- 4.) TERMINATE TO OUTSIDE PERIMETER EDGE OF ROOF WITH SPECIFIED SHOP FABRICATED 24GA PREFINISHED EDGE METAL (COLOR OPTIONAL AMONGST MANUFACTURER STANDARD COLOR CHART). INCLUDES FABRICATION AND INSTALLATION OF ALL SPECIFIED TERMINATIONS REQUIRED PER MANUFACTURER. @ INTERIOR PARAPET WALL WHERE ROOF MEETS WALL GOING TO UPPER ROOF, TERMINATE MEMBRANE TO WALL WITH A 1" STEEL TERMINATION BAR, SEALED PER MANUFACTURER SPEC. ALL OTHER PARAPET WALLS WILL BE FULLY ENCAPSULATED IN MULE-HIDE TPO.
- 5.) INCLUDES ALL PIPES, PENETRATIONS AND CURBS TO BE WRAPPED (FULLY ENCAPSULATED) IN MULE-HIDE TPO AS STATED. INCLUDES INSTALLING MULE-HIDE RETRO-FIT DRAIN INSERTS WHERE ROOF DRAINS ARE LOCATED. INCLUDES REMOVING EXISTING DETERIORATED GUTTER/DOWNSPOUTS AND INSTALLING NEW 24GA COMMERCIAL GRADE GUTTER/DOWNSPOUTS IN SPECIFIED NEW ROOF AREA LOCATIONS.
- 6.) **INCLUDES 25YR NON-PRO-RATED MULE-HIDE MANUFACTURER LABOR AND MATERIAL (NDL) WARRANTY (MULE-HIDE PRODUCTS).**
- 7.) **INCLUDES HONEY'S ROOFING 15YR WORKMANSHIP WARRANTY (NO CHARGE).**
- 8.) DISPOSE OF ALL TRASH AND DEBRIS IN AN APPROVED FACILITY IN ACCORDANCE WITH LOCAL, STATE AND FEDERAL REGULATIONS. INCLUDES ALL LIFT AND LOAD EQUIPMENT TO PERFORM JOB ACCORDINGLY.
- 9.) INCLUDES ALL WORKER COMPENSATION AND GENERAL LIABILITY INSURANCE.

ALL MATERIAL IS TO BE AS SPECIFIED. ALL WORK TO BE COMPLETED IN A WORKMANLIKE MANNER ACCORDING TO STANDARD PRACTICES. ANY ALTERATION OR DEVIATION FROM ABOVE SPECIFICATIONS INVOLVING EXTRA COST WILL BE EXECUTED ONLY UPON WRITTEN ORDERS AND WILL BECOME AN EXTRA CHARGE OVER AND ABOVE THE ESTIMATE. ALL AGREEMENTS CONTINGENT UPON STRIKES, ACCIDENTS OR DELAYS BEYOND OUR CONTROL. OWNER TO CARRY FIRE AND TORNADO INSURANCE.

WE PROPOSE HEREBY TO FURNISH ALL MATERIAL AND LABOR- IN COMPLETE ACCORDANCE WITH ABOVE SPECIFICATIONS, FOR THE SUM OF:

BONDING NOT INCLUDED DOLLARS: **\$ 265,950.00** plus tax if applicable)

OPTION TO INSTALL 1" POLYISO BOARD INSTEAD OF 1/2" EPS FANFOLD: \$ 14,750.00 ADDITIONAL

Date _____

Signature _____



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

DAKTRONICS QUOTE # 867445-1-0

Copperas Cove Independent School District
 Jimmy Shuck
 408 S Main St
 Copperas Cove, TX USA 76522-2238
 Phone: 254-547-1227
 Fax:
 Email: jimmy@ccisd.com

25/Feb/2025
 Quote Valid for: 60 days
 Terms: Net 30 days from shipment with
 Purchase Order
 Subject to Credit Review
 FCA: DESTINATION
 Delivery: Call for Production Time

Reference: **Hettie Halstead Elementary School**

Item No.	Model	Description	Qty	Price
1	GS6-40X150-15.85-RGB-2V	Galaxy® Outdoor Electronic Message Center - GS6 Series - 15.85mm RGB; 2V Interconnect Cable Length Is 20 Feet Matrix: 40 lines by 150 columns Line Spacing: 15.85mm LED Color: RGB- 281 Trillion Colors Face Configuration: 2V - two one sided displays - same content View Angle: 140 degrees Horizontal x 70 degrees Vertical Cabinet Dimensions: 2' 7" H X 8' 1" W X 0' 5" D (Approx. Dimensions) Max Power: 670 watts/display Weight: Unpackaged 150 lbs per display; Packaged 245 lbs per display	1	\$18,864.00
	Daktronics Verizon Modem, 4G, Ethernet	Daktronics Verizon 4G Cellular Modem Only - Requires Daktronics Verizon Cellular Data Plan	1	
	System Startup	Final Commissioning of Equipment	1	
2	FREIGHT	Shipping to site via LTL (enclosed trailer). Usually unloads at a dock. Forklift or pallet jack may be required. Customer is responsible for receiving & unloading truck upon delivery.	1	\$550.00
3	Physical Installation	See attachment A.	1	\$7,370.00
Services				
4	G5C5-W	Five (5) Year Parts Only - Includes Customer Care Level 3	1	
	Venus® Control Suite Basic 10-Year Subscription	Secure, web-based software that enables display management anytime, anywhere via internet connection.	1	
	Venus® Control Suite Training Onboarding	Venus® self guided training videos. (English only.)	1	
	Daktronics Verizon Lifetime 4G Cellular Data Plan for VCS, Up to 100,000 Pixels	Daktronics Verizon Lifetime 4G Cellular Data Plan Per Modem, for Venus Control Suite on Displays Up to 100,000 pixels. Excludes streaming data feeds and diagnostics.	1	

Total Price Excluding Applicable Tax:	\$26,784.00
--	--------------------

Please reference listed sales literature: DD3148704 for GS6-40X150-15.85-RGB-2V, DD3512730 for Daktronics Verizon Modem, 4G, Ethernet, DD5454486 for G5C5-W

Please reference listed shop drawings: DWG-03111193 for GS6-40X150-15.85-RGB-2V



Leasing Program

If your purchase exceeds \$25,000, you may qualify for our leasing program allowing you more flexibility to spread out the cost of your Daktronics display over of a period up to five (5) years. Benefits of our leasing program include fixed rate financing, non-appropriation clause, no prepayment penalty, and customizable payment schedules. Plus, at the end of the lease, the equipment is yours to keep with no additional balloon payments.

Sample payment options as follows:

\$50,000 in total equipment cost = \$11,285 per year

\$100,000 in total equipment cost = \$22,568 per year

\$250,000 in total equipment cost = \$56,420 per year

Payments based on 5 year/annual payment in advance structure. **Leasing is subject to credit approval and agreed upon documentation with Daktronics lending partner. Contact your Daktronics representative for additional options and details.

Exclusions:

- | | |
|--|------------------------------|
| - Foundation | - Power |
| - Hoist | - Engineering Certification |
| - Signal Conduit | - Labor to Pull Signal Cable |
| - Applicable Permits | - Taxes |
| - Electrical Switch Gear or Distribution Equipment | - Front End Equipment |

Unless expressly stated otherwise in this Quote # 867445-1 Rev 0 or the attachments, if Daktronics performs installation of the Equipment, the price quoted does not include the following services pertaining to physical installations: digging of footings (including dirt removal), any materials fabrication, installation of steel cages, rebar, or bolt attachments, or pouring and finishing of concrete footings. Those service may be provided for an additional cost beyond the quoted price. Purchaser shall be fully responsible for any and all additional costs plus overhead in the event anything unexpected of any nature whatsoever is found while digging the footings including but are not limited to rock, water, utility lines, pipes or any other unforeseen circumstance. The Purchaser acknowledges and agrees that it is fully responsible for all site conditions.

Prices and charges are subject to change by Daktronics at any time before the final agreement between the parties is effective. Ship Date will be determined after customer purchase order is received or agreement is signed or otherwise effective, shop drawings are approved (if required) and down payment is received (if required).

Installation Responsibilities:

If applicable please reference Attachment A for Installation Responsibilities.

Ad/ID Copy Approval Process

Customer shall provide digital artwork for advertising and identification panels, conforming to [Daktronics' graphic file standards](#), at the time of order.

Daktronics will create a proof of provided artwork and require approval of that proof three weeks prior to the initial anticipated ship date. Advertising and identification panels not approved in time, will be shipped without copy in Daktronics' standard finish.

Brian Clancy
PHONE:
FAX:
EMAIL: Brian.Clancy@daktronics.com

Mack Burns
PHONE: 605-692-0200
FAX:
EMAIL: Mack.Burns@daktronics.com

Terms And Conditions:

The Terms and Conditions which apply to this order available on request.

Limited Warranty and Extended Service Terms and Conditions (www.daktronics.com/DD5459759)

SL-02375 Standard Terms and Conditions of Sale (www.daktronics.com/terms_conditions/SL-02375.pdf)

SL-07862 Software License Agreement (www.daktronics.com/terms_conditions/SL-07862.pdf)

Additional Links:

Customer Care Level 3, Parts Coverage, No Daktronics Labor Coverage (www.daktronics.com/DD5454486)

Wireless Service Addendum (www.daktronics.com/TermsConditions/DD3956286)

NOTE:

The pricing may be adjusted for freight and taxes depending on the options selected.
Please request order documents to submit your order.

DAKTRONICS QUOTE # 867445-1-0 MAIN ATTACHMENT A

CUSTOMER RESPONSIBILITIES

General

- 1) Secure necessary sign permits, as required.
- 2) Secure necessary construction permits, as required.
- 3) Customer is responsible to ensure the existing structure/building is adequate, including any necessary modifications, for the installation of the Equipment, including but not limited to (i) obtaining certified engineer drawings to the extent required by law and (ii) providing Daktronics, upon reasonable request, documentation relating to the existing structure and modifications necessary for Daktronics perform its work.
- 4) Mark location of the new Equipment as delineated in the quote.
- 5) Provide all landscaping, track, sidewalk and path protection along with site restoration, and/or sprinkler system repair work.

Structures

- 1) Paint existing support structure.

Electrical & Data

- 1) Provide primary power feed base of structure in the form of transformer and electrical disconnect/distribution panel, as applicable, with over current protection per all applicable electrical codes and regulations.

Product/Equipment

- 1) Provide storage of all Equipment and control equipment in a safe, dry, and secure location until installation.
- 2) Provide high speed internet connection to control room equipment.
- 3) Required power outlets on clean dedicated circuit(s) for all control equipment.

DAKTRONICS RESPONSIBILITIES

General

- 1) Removal and disposal of existing equipment.

Structures

- 1) Steel fabrication and erection of sub-structure for Equipment mounting.
- 2) Paint new support structure provided in this quotation.

Electrical & Data

- 1) Provide secondary power conduits, power cable and power hook-up from base of structure to all Daktronics supplied load centers/termination panel at/within the Equipment.

Product/Equipment

- 1) Accept, lift, unload, and inspect all Equipment and control equipment from carrier.
- 2) Lift and mount Equipment listed in this quotation.

QUALIFICATIONS/CLARIFICATIONS

- 1) **Access:** Daktronics requires unobstructed access to Equipment and control room installation site until display is 100%. Installation equipment (cranes, lifts, trucks, concrete trucks, etc.) are expected to have access directly to the scoreboard/structure location. No concrete pumping, concrete buggies, or crane picks over 10' distance from scoreboard structure are included.
- 2) **Control Room Climate:** Normal operating temperature should be between 40° to 90° Fahrenheit (4° to 32° Celsius). Normal operating humidity should be less than 80% non-condensing. Storage temperature should be between -10° to 105° Fahrenheit (-23° to 41° Celsius). Storage humidity should be less than 95% non-condensing. Keep computers and monitors out of direct sunlight during storage. Allow control equipment taken out of storage to return to operating temperature range prior to turning it on (24 hours recommended).
- 3) **Electrical:** The maximum voltage is 120 volts line to neutral for all Equipment in this quotation.
- 4) **Existing Conduit:** Costs to repair or replace damaged or obstructed conduit have not been included in this quote.
- 5) **Damages and Wages:** Liquidated damages, prevailing wages, certified payroll or union labor have not been included in the installation pricing.

DAKTRONICS QUOTE # 867445-1-0 MAIN ATTACHMENT A

- 6) **Structure Certification:** Daktronics structure certification is limited to the new attachment structure provided in this quote to mount the Equipment to the existing structure. Customer is responsible for determining the existing column and foundations or wall is adequate to support the new associated loads for all the Equipment in this quotation.
- 7) **Existing Structure:** The top of the new Equipment will be placed at the top of the structural columns. No column extensions or structure modifications have been included. This may result in the bottom of the new Equipment being at a different elevation than the current equipment.



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Capturing Kids' Hearts

Powered by Flippen Group



CAPTURING KIDS' HEARTS



**SERVICE
AGREEMENT**

CAPTURE *Hearts*. IMPACT *Culture*. SEE *Change*.

Created by:

Megan Haisten
Capturing Kids' Hearts
TIPS# 230601

Prepared for:

Dr. Brent Hawkins
Copperas Cove Independent School District

Date: March 13, 2025

SERVICE AGREEMENT



Copperas Cove Independent School District ("Client" or "you")
408 S. Main St.
Copperas Cove, TX 76522

Thank you for selecting The Flippen Group, LLC, dba Capturing Kids' Hearts ("CKH" or "we") to serve your organization. Our goal is to provide you with products and services that will both motivate and empower your organization to advance to a new level of success. Please take a moment to review the information below, and then sign and return this form to confirm this Master Services Agreement ("**Agreement**"). We look forward to serving you.

Section 1: Our Commitment

The Agreement itself is between CKH and you, the above-identified Client, although most of the benefits of this Agreement are available to many of your representatives/participants as well. Once accepted by you, this Agreement governs our relationship with regard to all of the "**Products and Services**" as defined in this Agreement, or that may later be mutually agreed upon between the parties with reference to this Agreement; many if not all of which involve training events to be conducted by CKH's representatives ("**Consultants**" or "**Strategists**"). In addition, this Agreement together with the Terms of Use associated with our "**Websites**" governs our relationship over the numerous resources and products that are and will be made available to you during the "**Term**" of this Agreement (collectively, "**Resources**"). Once your acceptance of this Agreement is confirmed, the pricing applicable to you for all such Products and Services and for your access to many of the Resources ("**Access**") become enforceable.

SERVICE AGREEMENT



Section 2: Products and Services

Leadership Solutions	Proposed Timeline	Quantity	Solutions Price	*CKH Foundation Grant	Solutions Subtotal
Custom Keynote Up to 75-minute presentation Speaker: Flip Flippen	August 1, 2025	1	\$10,300.00	-\$4,300.00	\$6,000.00
Custom Board Training with 360 Reports One, 3-hour training for up to 8 Board Members Flippen 360 Profile Report per participant (\$200 per profile)	Summer 2025	1	\$7,400.00	\$0.00	\$7,400.00

Grand Total \$13,400.00



ADDITIONAL CHARGES (where applicable):

DISCOUNTS:

Discount made possible due to generous donors and the Capturing Kids' Hearts Foundation.

TRAVEL EXPENSES:

Travel fees for each training event or other service provided by CKH under this Agreement are included in the grand total. Unless otherwise agreed in advance, such travel fees inside the Continental United States will be included on the invoice and billed at the rate of \$1,300.00 for one-day events, \$2,000.00 for two-day events, and \$2,350.00 for three-day events (per Consultant). Each additional consecutive day for durations in excess of three days will be billed at \$350.00 per day (per Consultant).

FACILITY EXPENSES:

Client (at a minimum) will be responsible for securing facilities/meeting space with adequate square footage, comfortable seating, and light refreshments for all attendees for any training event. Facilities and all related costs will be at Client's expense.

Section 3: Investment

AGREEMENT:

By entering this Agreement, you agree to engage CKH as your provider for our Resources and all the Products and Services as outlined in the accompanying Products and Services section or that may later be mutually agreed between the parties with reference to this Agreement, each of which is incorporated into this Agreement in its entirety by this reference.

Until accepted by you this Agreement and its rates and other pricing terms are non-binding and will expire in 45 calendar days following March 13, 2025. To accept and receive the benefits of this Agreement, your signature and acceptance can only be confirmed by CKH upon our receipt of the signed return of this Agreement on or before, April 27, 2025.

PAYMENT TERMS:

The fees for each of the Products and Services and for your Access to Resources shall be determined based on the applicable Products and Services section as well as the other terms of this Agreement. In the case of Products and Services involving scheduled events, the fees (including travel, if applicable) will be billed when the corresponding Products and Services are provided or rendered.

Subscription(s) services shall commence upon the signing of this agreement or July 1, 2025 for the 2025-2026 school year(s) (whichever occurs later) through June 30, 2026. Unless terminated in writing, subscription service(s) will automatically renew on July 1st annually at current rates. Should subscription costs increase by more than 20% over this agreement, the Client will be given 60 days' notice of the rate increase.

Purchase Orders for each scheduled item that is part of the Products and Services section, must be submitted to CKH at least 45 days prior to the scheduled event.

Invoices are due upon receipt. Please make all checks payable to Capturing Kids' Hearts.

SURCHARGES & TAXES:

For Products or Services sold or accessed or Services performed in jurisdictions where taxes, including sales tax, apply to the corresponding transactions under this Agreement, Client shall be responsible for payment of such taxes or for reimbursement of the payment of such taxes when they are paid by or for CKH.



Section 4: Policies

SCHEDULING:

CKH will need someone designated in Client organization to work with on scheduling and event planning needs.

CKH will contact you upon confirmed signing of this Agreement to begin setting up dates for Products and Services to be rendered on the applicable Products and Services section.

Confirmation of all scheduled dates of service will be made via email and is subject to cancellation terms as listed in this Agreement.

CKH may need to communicate with the Client's members/Participant(s) via e-mail to communicate pertinent details about events or products they are attending/experiencing. These e-mail addresses are not shared with any third-party organizations and are only used for the events they are attending. These email addresses are NOT used for soliciting purposes.

FACILITIES/EVENT SET-UP:

You and CKH will mutually agree upon the location of any event as part of the Products and Services section, which should be resolved at least 30 days prior to a scheduled service. CKH will provide event-specific details for any scheduled service (including square footage requirements, AV needs, schedule, and other logistics to be coordinated). Should any of those details need to be altered, prior approval by CKH would be needed.

RECORDING/MEDIA:

Video and/or audio taping of events is strictly prohibited without prior written approval by CKH.

Media representatives are not allowed to attend events without prior written approval by CKH.

DEPOSITS and CANCELLATIONS:

- No deposit is required.
- CKH requires a cancellation notice of 90 days prior to any scheduled date of service. A cancellation notice received inside the 90-day window will result in the full contractual fee being assessed as of the date of cancellation. To the extent not offset by duplicate expenses incurred by CKH, the fee charged for such cancellation may be credited to the event once that event is rescheduled, although any amounts paid for Products or Services that are unused by your organization within the 12 months following the date of signature of this Agreement will be forfeited.
- Nonrefundable travel expenses that Capturing Kids' Hearts has incurred as a result of the Client rescheduling or cancelling a service will be passed through to your organization.
- In the event an assigned CKH Consultant/Strategist is subject to illness, travel delay, or unavoidable emergencies, the event can be rescheduled/restructured/reassigned.
- Force Majeure: Except with regard to payment obligations, neither party shall be liable to the other for any failure or delay in performing its obligations under this Agreement where such failure or delay is as a result of Acts of God (including fire, flood, earthquake, storm, hurricane or other natural disasters), pandemics, epidemics, war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity or telephone service, and no other Party will have a right to terminate this Agreement in such circumstances. Any Party asserting Force Majeure as an excuse shall have the burden of proving that reasonable steps were taken (under the circumstances) to minimize delay or damages caused by foreseeable events, that all non-excused obligations were substantially fulfilled, and that the other Party was timely notified of the likelihood or actual occurrence which would justify such an assertion so that other prudent precautions could be contemplated.

RESOURCES:



During the course of providing the Products and Services, participants will be provided with various Resources, some of which shall be distributed by hand or by email to participants during or in preparation or follow-up to particular events, and others of which shall be accessed through websites operated by CKH ("Websites"). For the purpose of accessing some or all of the Resources used during our provision of the Products and Services, you will be required to create an account through one or more of the Websites. In the process, you will be required to accept the Terms of Use for the Websites, which will govern your rights and obligations with respect to the content accessed through those Websites, to the extent such Terms of Use are consistent with this Agreement.

Section 5: Intellectual Property

COPYRIGHTS & TECHNOLOGY RIGHTS

CKH's intellectual property is a crucial part of providing training materials and consulting services to its clients, and CKH could not continue its work if its clients did not honor and respect CKH's intellectual property rights. All copyrights and other forms of intellectual property protection pertaining to the Resources, including without limitation all content and functionality on or of the Websites, as well as all text, graphics, images, logos, icons, audio, video, tables, algorithms, analytics, reports, and dynamic content associated with the Resources, whether prearranged or created or modified during the course of providing the Products and Services, as well as the selection, arrangement and "look and feel" of all the foregoing, (excluding personal data belonging to you or your authorized users) are the exclusive property of CKH or its licensors. **None of our work or work product is done on a "work for hire" basis, and all our material and work product is owned exclusively by CKH and is subject to one or more of the following: copyright, trademark, patent, license, or trade secret.** Intellectual property and learning/know-how that may be developed while working with any client shall remain the property of CKH. By entering into this Agreement, you are expressly acknowledging and agreeing to the matters set forth in this paragraph and you are agreeing that none of the training materials, notebooks, videos, presentations, processes or concepts may be used by you, for any purpose, without the express advance written consent of CKH. All textual, dramatic, audio, and/or visual Resources are protected by U.S. and international copyright laws. All rights not expressly granted are reserved.

TRADEMARKS:

The trademarks, service marks, designs, and logos displayed on or in conjunction with the Products, Services, Resources or Websites (collectively, the "Trademarks") are the registered and unregistered trademarks of CKH and its licensors. You agree that you will obtain advance written consent from CKH before referring to or attributing any information to CKH or its licensors in any public medium (e.g., signage, press releases, websites, etc.) for advertising or promotion purposes, or for the purpose of informing or influencing any third party, understanding that such consent may be denied for any or no reason. You also agree that you will not use or reproduce any Trademark of, or imply any endorsement by or relationship with, CKH or its licensors.

USE OF RESOURCES:

Capturing Kids' Hearts grants individual participants of training a limited, non-exclusive, revocable, and non-transferable license for the Term of this Agreement to view, access, download, display, and otherwise use specific Capturing Kids' Hearts Resources for their personal and classroom use only. Resources are made available to participants based upon their completed training and provided during training or through site content of Websites.

Access to Resources for participants is based upon both their completion of specific training(s) with Capturing Kids' Hearts and the contractual relationship between Capturing Kids' Hearts and the Client, the organization of which the participant is a current member. The relationship with a Client is documented in the products listed in the Products and Services Section and determines the varying levels of access to Resources based upon the training, products or subscriptions purchased. If the participant is no longer part of the Client's organization, the participant will no longer have access to the resources.

APPLICABLE RESTRICTIONS & REQUIREMENTS:

Any unauthorized use of Resources is prohibited and may violate copyright, trademark, patent, and other applicable laws or regulations and could result in criminal or civil penalties. All Resources are made available for use by you only to the extent



that such use complies with all Applicable Restrictions & Requirements. For these purposes, “**Applicable Restrictions & Requirements**” means any and all of the following: (i) the provisions of this Agreement; (ii) the Terms of Use associated with the Websites; (iii) any other CKH agreements or Products and Services that may be applicable to you; (iv) any written instructions or restrictions provided to you by CKH; and (v) any instructions or restrictions printed on or otherwise accompanying any copies of the Resources that are provided to you, or that appear on Websites that are associated with such Resources. To be clear, except to the extent expressly permitted in writing as part of the Applicable Restrictions & Requirements, your rights do not include rights to do any of the following (collectively, “**Prohibited Actions**”), all of which you are prohibited from doing without CKH’s express prior written consent: (i) reproduce, modify, translate, aggregate, distribute, sell, commercially exploit, transmit, post, make derivatives of, or publicly disclose any of the Resources, or any portion thereof, in any way not expressly permitted in writing by CKH; (ii) remove, redact, or omit any and all copyright and other proprietary notices displayed on the Resources or on any permitted copies thereof; (iii) use of any data mining, robots or similar data gathering or extraction methods in connection with the Resources or the Websites; (iv) download (other than page caching) of any portion of the Resources or the Websites except to the extent expressly authorized during provision of the Products and Services; (v) reverse engineer or access the Resources or the Websites in order to develop or use any competitive website, content, app, product or service; (vi) use any of the Websites, Products or Resources other than for their intended purposes; (vii) resell any Resources or other Products delivered or otherwise acquired by you during the course of the Services or otherwise through the Websites; (viii) store, transport or use any Products or Resources in an unsafe or reckless manner or in any manner prohibited by law or regulation; or (ix) use any of the Resources in any manner not permitted by law or regulation. CKH may also impose additional reasonable limits on the scope of your access to and use of the Resources, including limits on time or number of materials accessed or machines used to access such Resources, in part to prevent unauthorized third-party access to or use of such Resources.

CONFIDENTIALITY:

This Agreement and its various terms (including the pricing, combination of services and solutions, and other terms of all associated Products and Services section) as well as metrics, observations and personal information about Client’s participants that may be contained or reflected in Deliverables (collectively, “**Confidential Information**”) shall be treated as confidential by Client and shall not be disclosed to any third parties throughout the Term of this Agreement and for five (5) years thereafter. However, notwithstanding the foregoing, Client may disclose such Confidential Information in compliance with judicial or other governmental orders or open records requests, provided that (i) Client shall give CKH at least ten business days advance written notice before so disclosing in response to such orders or requests, and (ii) Client shall reasonably cooperate with CKH to accommodate any requests from CKH to secure protective orders or to limit the scope of responses to the extent legally permissible.

Section 6: Disclaimers

Client accepts and must accept all of the Resources, Access, Products and Services, including any work products, results or deliverables produced thereby (collectively, “**Deliverables**”), “AS IS” and with all faults and errors. CKH HEREBY DISCLAIMS ANY AND ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE, THAT MIGHT RELATE TO THE RESOURCES, ACCESS, SERVICES OR ANY DELIVERABLES, EXCEPT FOR ANY SPECIFIC WARRANTIES THAT MAY BE EXPRESSLY PROVIDED IN THE TERMS OF THIS AGREEMENT, IF ANY. The entire risk as to the functionality, operation, and results is with the Client, and neither CKH nor any of its Consultants or other representatives assumes any risk or obligation in connection therewith. CKH hereby disclaims any and all liability, risk, obligation, or responsibility for decisions made or actions taken by Client after use of the Products, Resources, Access, Services, or any Deliverables. CKH shall in no way be responsible or liable for CLIENT’S use of (1) the Resources, Access, Products, Services, or Deliverables, (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables. CKH does not guarantee or warrant any particular result or success as a result of the use of the Resources, Access, Products, Services, or Deliverables. Instead, the Resources, Access, Products, Services, and Deliverables should be considered tools to assist the Client, but they should not be treated as a singular solution.

SERVICE AGREEMENT



In no event shall CKH or any of its Consultants or other representatives be liable for or responsible for any indirect, incidental, or consequential damages or injuries related to Client's or its representative's use of: (1) the Resources, Access, Products, Services or Deliverables; (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables. The maximum possible liability of CKH shall not exceed the lesser of (a) the amount that the Client paid for the Resources, Access, Products, Services, or Deliverables that directly relate to the claim giving rise to such liability or (b) the full retail cost of those same Resources, Access, Products, Services or Deliverables.

No information shared by CKH verbally or in writing can be constituted to be professional advice, such as medical, legal, financial, psychological, business, or counseling advice. Diagnosing medical or psychological conditions cannot be done through a coaching process and should only be done by licensed professionals.

Section 7: Entirety & Interpretation

Once accepted, this Agreement together with the Terms of Use associated with our Websites represents the entire agreement, and supersedes any and all previous understandings, between you and CKH as pertains to our Products and Services and your Access to Resources. To be valid and enforceable, any amendment or modification to this Agreement, which may be in the form of a subsequent Products and Services Amendment that expressly invokes this Agreement, must be in a writing and signed by the respective authorized representatives to be bound thereby. This Agreement shall be construed, interpreted, and enforced exclusively under the laws and venue applicable in College Station, Brazos County, Texas. Section and paragraph headings have been included in this Agreement in hopes of facilitating ease of reference, but such headings shall not affect the interpretation of this Agreement. In the event of any inconsistency that cannot be reasonably resolved between this Agreement and an applicable Products and Services, the Products and Services section shall control for purposes of resolving the inconsistency, and a more recent Products and Services section shall control over inconsistent terms in Products and Services section(s). To the extent of any inconsistency that cannot be reasonably resolved between this Agreement and the Terms of Use associated with our Websites, this Agreement shall control throughout the Term, while the Terms of Use will control after the Term. You also agree that this Agreement will not be construed against CKH by virtue of having drafted it.

Section 8: Acceptance & Term

To indicate your acceptance of this Agreement without changes, the Client should have its authorized representative sign where indicated below and return the signed Agreement to Capturing Kids' Hearts via email to megan.haisten@capturingkidshearts.org. Once returned, the date of your authorized representative's signature shall be treated as the effective start date of this Agreement. The enforceable term of this Agreement ("**Term**") shall extend until all services on the Products and Services section are from the Effective Date, unless sooner terminated, except that the Term shall be automatically extended through the last day of your Subscription Access, including any and all Renewal Terms for such Access.

Either party to this Agreement may terminate this Agreement at any point during the Term by providing ninety days' written notice to the other in the event that such other party materially breaches any provision of this Agreement, unless that other party cures such breach during those ninety days. All unpaid payment obligations and all rights and obligations under Intellectual Property of this Agreement shall survive any termination of this Agreement.

Section 9: Confirmation

On behalf of the Client, the undersigned individual hereby confirms that they have read and understand all the terms and conditions of this Agreement, and, as the contact person and authorized representative of the Client for all purposes of this

SERVICE AGREEMENT



Agreement, will endeavor to see that all policies and related details are understood and completed by all Client involved parties in the planning of the Products and Services. The undersigned individual applies their signature to this Agreement on behalf of their respective party for the purposes of entering into a legally binding contractual relationship between CKH and Client.

If you have any questions or need additional assistance, please do not hesitate to contact us.

Copperas Cove Independent School District

By: *Brent Hawkins*

Printed Name: Brent Hawkins
Client's Authorized Representative

Title: Superintendent

Date: 03 / 13 / 2025

Contact Information:
Capturing Kids' Hearts
Attn: Megan Haisten
megan.haisten@capturingkidshearts.org
1199 Haywood Drive
College Station, TX 77845
Phone: 800-316-4311
Fax: 877-941-4700

CERTIFICATE *of* SIGNATURE

REF. NUMBER
SD288-PPKZX-YW8RT-DBHRP

DOCUMENT COMPLETED BY ALL PARTIES ON
13 MAR 2025 21:45:25 UTC

SIGNER

TIMESTAMP

SIGNATURE

BRENT HAWKINS

EMAIL
HAWKINSB@CCISD.COM

SENT
13 MAR 2025 21:34:24 UTC
VIEWED
13 MAR 2025 21:44:47 UTC
SIGNED
13 MAR 2025 21:45:25 UTC

Brent Hawkins

IP ADDRESS
173.198.154.66
LOCATION
COPPERAS COVE, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
13 MAR 2025 21:44:47 UTC





Capturing Kids' Hearts

Powered by Flippen Group



CAPTURING KIDS' HEARTS



**SERVICE
AGREEMENT**

CAPTURE *Hearts.* IMPACT *Culture.* SEE *Change.*

Created by:

Megan Haisten
Capturing Kids' Hearts
TIPS# 230601

Prepared for:

Dr. Brent Hawkins
Copperas Cove Independent School District

Date: March 13, 2025

SERVICE AGREEMENT



Copperas Cove Independent School District ("Client" or "you")
703 West Avenue D
Copperas Cove, Texas 76522

Thank you for selecting The Flippen Group, LLC, dba Capturing Kids' Hearts ("CKH" or "we") to serve your organization. Our goal is to provide you with products and services that will both motivate and empower your organization to advance to a new level of success. Please take a moment to review the information below, and then sign and return this form to confirm this Master Services Agreement ("**Agreement**"). We look forward to serving you.

Section 1: Our Commitment

The Agreement itself is between CKH and you, the above-identified Client, although most of the benefits of this Agreement are available to many of your representatives/participants as well. Once accepted by you, this Agreement governs our relationship with regard to all of the "**Products and Services**" as defined in this Agreement, or that may later be mutually agreed upon between the parties with reference to this Agreement; many if not all of which involve training events to be conducted by CKH's representatives ("**Consultants**" or "**Strategists**"). In addition, this Agreement together with the Terms of Use associated with our "**Websites**" governs our relationship over the numerous resources and products that are and will be made available to you during the "**Term**" of this Agreement (collectively, "**Resources**"). Once your acceptance of this Agreement is confirmed, the pricing applicable to you for all such Products and Services and for your access to many of the Resources ("**Access**") become enforceable.

SERVICE AGREEMENT



Section 2: Products and Services

Leadership Solutions	Proposed Timeline	Quantity	Solutions Price	Solutions Subtotal
<p>Capturing Kids' Hearts® Leadership Blueprint Training</p> <p>Two consecutive-day training sessions for up to 50 participants Each participant receives a:</p> <ul style="list-style-type: none">• Flippen Profile® Assessment and an Individual Leadership Blueprint: 360 Report• My Traction Plan® Summary	July 21-22, 2025	1	\$25,500.00	\$25,500.00

Grand Total \$25,500.00

SERVICE AGREEMENT



ADDITIONAL CHARGES (where applicable):

TRAVEL EXPENSES:

Travel fees for each training event or other service provided by CKH under this Agreement are included in the grand total. Unless otherwise agreed in advance, such travel fees inside the Continental United States will be included on the invoice and billed at the rate of \$1,300.00 for one-day events, \$2,000.00 for two-day events, and \$2,350.00 for three-day events (per Consultant). Each additional consecutive day for durations in excess of three days will be billed at \$350.00 per day (per Consultant).

FACILITY EXPENSES:

Client (at a minimum) will be responsible for securing facilities/meeting space with adequate square footage, comfortable seating, and light refreshments for all attendees for any training event. Facilities and all related costs will be at Client's expense.

ADDITIONAL PARTICIPANT FEES (to the extent applicable):

- A \$450.00 fee will be charged for each person over 50 not to exceed 60 total per Capturing Kids' Hearts® Leadership Blueprint Training.

Section 3: Investment

AGREEMENT:

By entering this Agreement, you agree to engage CKH as your provider for our Resources and all the Products and Services as outlined in the accompanying Products and Services section or that may later be mutually agreed between the parties with reference to this Agreement, each of which is incorporated into this Agreement in its entirety by this reference.

Until accepted by you this Agreement and its rates and other pricing terms are non-binding and will expire in 45 calendar days following March 13, 2025. To accept and receive the benefits of this Agreement, your signature and acceptance can only be confirmed by CKH upon our receipt of the signed return of this Agreement on or before, April 27, 2025.

PAYMENT TERMS:

The fees for each of the Products and Services and for your Access to Resources shall be determined based on the applicable Products and Services section as well as the other terms of this Agreement. In the case of Products and Services involving scheduled events, the fees (including travel, if applicable) will be billed when the corresponding Products and Services are provided or rendered.

Subscription(s) services shall commence upon the signing of this agreement or July 1, 2025 for the 2025-2026 school year(s) (whichever occurs later) through June 30, 2026. Unless terminated in writing, subscription service(s) will automatically renew on July 1st annually at current rates. Should subscription costs increase by more than 20% over this agreement, the Client will be given 60 days' notice of the rate increase.

Purchase Orders for each scheduled item that is part of the Products and Services section, must be submitted to CKH at least 45 days prior to the scheduled event.

Invoices are due upon receipt. Please make all checks payable to Capturing Kids' Hearts.

SURCHARGES & TAXES:

For Products or Services sold or accessed or Services performed in jurisdictions where taxes, including sales tax, apply to the corresponding transactions under this Agreement, Client shall be responsible for payment of such taxes or for reimbursement of the payment of such taxes when they are paid by or for CKH.



Section 4: Policies

SCHEDULING:

CKH will need someone designated in Client organization to work with on scheduling and event planning needs.

CKH will contact you upon confirmed signing of this Agreement to begin setting up dates for Products and Services to be rendered on the applicable Products and Services section.

Confirmation of all scheduled dates of service will be made via email and is subject to cancellation terms as listed in this Agreement.

CKH may need to communicate with the Client's members/Participant(s) via e-mail to communicate pertinent details about events or products they are attending/experiencing. These e-mail addresses are not shared with any third-party organizations and are only used for the events they are attending. These email addresses are NOT used for soliciting purposes.

FACILITIES/EVENT SET-UP:

You and CKH will mutually agree upon the location of any event as part of the Products and Services section, which should be resolved at least 30 days prior to a scheduled service. CKH will provide event-specific details for any scheduled service (including square footage requirements, AV needs, schedule, and other logistics to be coordinated). Should any of those details need to be altered, prior approval by CKH would be needed.

RECORDING/MEDIA:

Video and/or audio taping of events is strictly prohibited without prior written approval by CKH.

Media representatives are not allowed to attend events without prior written approval by CKH.

DEPOSITS and CANCELLATIONS:

- No deposit is required.
- CKH requires a cancellation notice of 90 days prior to any scheduled date of service. A cancellation notice received inside the 90-day window will result in the full contractual fee being assessed as of the date of cancellation. To the extent not offset by duplicate expenses incurred by CKH, the fee charged for such cancellation may be credited to the event once that event is rescheduled, although any amounts paid for Products or Services that are unused by your organization within the 12 months following the date of signature of this Agreement will be forfeited.
- Nonrefundable travel expenses that Capturing Kids' Hearts has incurred as a result of the Client rescheduling or cancelling a service will be passed through to your organization.
- In the event an assigned CKH Consultant/Strategist is subject to illness, travel delay, or unavoidable emergencies, the event can be rescheduled/restructured/reassigned.
- Force Majeure: Except with regard to payment obligations, neither party shall be liable to the other for any failure or delay in performing its obligations under this Agreement where such failure or delay is as a result of Acts of God (including fire, flood, earthquake, storm, hurricane or other natural disasters), pandemics, epidemics, war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity or telephone service, and no other Party will have a right to terminate this Agreement in such circumstances. Any Party asserting Force Majeure as an excuse shall have the burden of proving that reasonable steps were taken (under the circumstances) to minimize delay or damages caused by foreseeable events, that all non-excused obligations were substantially fulfilled, and that the other Party was timely notified of the likelihood or actual occurrence which would justify such an assertion so that other prudent precautions could be contemplated.

RESOURCES:



During the course of providing the Products and Services, participants will be provided with various Resources, some of which shall be distributed by hand or by email to participants during or in preparation or follow-up to particular events, and others of which shall be accessed through websites operated by CKH ("**Websites**"). For the purpose of accessing some or all of the Resources used during our provision of the Products and Services, you will be required to create an account through one or more of the Websites. In the process, you will be required to accept the Terms of Use for the Websites, which will govern your rights and obligations with respect to the content accessed through those Websites, to the extent such Terms of Use are consistent with this Agreement.

Section 5: Intellectual Property

COPYRIGHTS & TECHNOLOGY RIGHTS

CKH's intellectual property is a crucial part of providing training materials and consulting services to its clients, and CKH could not continue its work if its clients did not honor and respect CKH's intellectual property rights. All copyrights and other forms of intellectual property protection pertaining to the Resources, including without limitation all content and functionality on or of the Websites, as well as all text, graphics, images, logos, icons, audio, video, tables, algorithms, analytics, reports, and dynamic content associated with the Resources, whether prearranged or created or modified during the course of providing the Products and Services, as well as the selection, arrangement and "look and feel" of all the foregoing, (excluding personal data belonging to you or your authorized users) are the exclusive property of CKH or its licensors. **None of our work or work product is done on a "work for hire" basis, and all our material and work product is owned exclusively by CKH and is subject to one or more of the following: copyright, trademark, patent, license, or trade secret.** Intellectual property and learning/know-how that may be developed while working with any client shall remain the property of CKH. By entering into this Agreement, you are expressly acknowledging and agreeing to the matters set forth in this paragraph and you are agreeing that none of the training materials, notebooks, videos, presentations, processes or concepts may be used by you, for any purpose, without the express advance written consent of CKH. All textual, dramatic, audio, and/or visual Resources are protected by U.S. and international copyright laws. All rights not expressly granted are reserved.

TRADEMARKS:

The trademarks, service marks, designs, and logos displayed on or in conjunction with the Products, Services, Resources or Websites (collectively, the "**Trademarks**") are the registered and unregistered trademarks of CKH and its licensors. You agree that you will obtain advance written consent from CKH before referring to or attributing any information to CKH or its licensors in any public medium (e.g., signage, press releases, websites, etc.) for advertising or promotion purposes, or for the purpose of informing or influencing any third party, understanding that such consent may be denied for any or no reason. You also agree that you will not use or reproduce any Trademark of, or imply any endorsement by or relationship with, CKH or its licensors.

USE OF RESOURCES:

Capturing Kids' Hearts grants individual participants of training a limited, non-exclusive, revocable, and non-transferable license for the Term of this Agreement to view, access, download, display, and otherwise use specific Capturing Kids' Hearts Resources for their personal and classroom use only. Resources are made available to participants based upon their completed training and provided during training or through site content of Websites.

Access to Resources for participants is based upon both their completion of specific training(s) with Capturing Kids' Hearts and the contractual relationship between Capturing Kids' Hearts and the Client, the organization of which the participant is a current member. The relationship with a Client is documented in the products listed in the Products and Services Section and determines the varying levels of access to Resources based upon the training, products or subscriptions purchased. If the participant is no longer part of the Client's organization, the participant will no longer have access to the resources.

APPLICABLE RESTRICTIONS & REQUIREMENTS:

Any unauthorized use of Resources is prohibited and may violate copyright, trademark, patent, and other applicable laws or regulations and could result in criminal or civil penalties. All Resources are made available for use by you only to the extent



that such use complies with all Applicable Restrictions & Requirements. For these purposes, “**Applicable Restrictions & Requirements**” means any and all of the following: (i) the provisions of this Agreement; (ii) the Terms of Use associated with the Websites; (iii) any other CKH agreements or Products and Services that may be applicable to you; (iv) any written instructions or restrictions provided to you by CKH; and (v) any instructions or restrictions printed on or otherwise accompanying any copies of the Resources that are provided to you, or that appear on Websites that are associated with such Resources. To be clear, except to the extent expressly permitted in writing as part of the Applicable Restrictions & Requirements, your rights do not include rights to do any of the following (collectively, “**Prohibited Actions**”), all of which you are prohibited from doing without CKH’s express prior written consent: (i) reproduce, modify, translate, aggregate, distribute, sell, commercially exploit, transmit, post, make derivatives of, or publicly disclose any of the Resources, or any portion thereof, in any way not expressly permitted in writing by CKH; (ii) remove, redact, or omit any and all copyright and other proprietary notices displayed on the Resources or on any permitted copies thereof; (iii) use of any data mining, robots or similar data gathering or extraction methods in connection with the Resources or the Websites; (iv) download (other than page caching) of any portion of the Resources or the Websites except to the extent expressly authorized during provision of the Products and Services; (v) reverse engineer or access the Resources or the Websites in order to develop or use any competitive website, content, app, product or service; (vi) use any of the Websites, Products or Resources other than for their intended purposes; (vii) resell any Resources or other Products delivered or otherwise acquired by you during the course of the Services or otherwise through the Websites; (viii) store, transport or use any Products or Resources in an unsafe or reckless manner or in any manner prohibited by law or regulation; or (ix) use any of the Resources in any manner not permitted by law or regulation. CKH may also impose additional reasonable limits on the scope of your access to and use of the Resources, including limits on time or number of materials accessed or machines used to access such Resources, in part to prevent unauthorized third-party access to or use of such Resources.

CONFIDENTIALITY:

This Agreement and its various terms (including the pricing, combination of services and solutions, and other terms of all associated Products and Services section) as well as metrics, observations and personal information about Client’s participants that may be contained or reflected in Deliverables (collectively, “**Confidential Information**”) shall be treated as confidential by Client and shall not be disclosed to any third parties throughout the Term of this Agreement and for five (5) years thereafter. However, notwithstanding the foregoing, Client may disclose such Confidential Information in compliance with judicial or other governmental orders or open records requests, provided that (i) Client shall give CKH at least ten business days advance written notice before so disclosing in response to such orders or requests, and (ii) Client shall reasonably cooperate with CKH to accommodate any requests from CKH to secure protective orders or to limit the scope of responses to the extent legally permissible.

Section 6: Disclaimers

Client accepts and must accept all of the Resources, Access, Products and Services, including any work products, results or deliverables produced thereby (collectively, “**Deliverables**”), “AS IS” and with all faults and errors. CKH HEREBY DISCLAIMS ANY AND ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE, THAT MIGHT RELATE TO THE RESOURCES, ACCESS, SERVICES OR ANY DELIVERABLES, EXCEPT FOR ANY SPECIFIC WARRANTIES THAT MAY BE EXPRESSLY PROVIDED IN THE TERMS OF THIS AGREEMENT, IF ANY. The entire risk as to the functionality, operation, and results is with the Client, and neither CKH nor any of its Consultants or other representatives assumes any risk or obligation in connection therewith. CKH hereby disclaims any and all liability, risk, obligation, or responsibility for decisions made or actions taken by Client after use of the Products, Resources, Access, Services, or any Deliverables. CKH shall in no way be responsible or liable for CLIENT’S use of (1) the Resources, Access, Products, Services, or Deliverables, (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables. CKH does not guarantee or warrant any particular result or success as a result of the use of the Resources, Access, Products, Services, or Deliverables. Instead, the Resources, Access, Products, Services, and Deliverables should be considered tools to assist the Client, but they should not be treated as a singular solution.

SERVICE AGREEMENT



In no event shall CKH or any of its Consultants or other representatives be liable for or responsible for any indirect, incidental, or consequential damages or injuries related to Client's or its representative's use of: (1) the Resources, Access, Products, Services or Deliverables; (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables. The maximum possible liability of CKH shall not exceed the lesser of (a) the amount that the Client paid for the Resources, Access, Products, Services, or Deliverables that directly relate to the claim giving rise to such liability or (b) the full retail cost of those same Resources, Access, Products, Services or Deliverables.

No information shared by CKH verbally or in writing can be constituted to be professional advice, such as medical, legal, financial, psychological, business, or counseling advice. Diagnosing medical or psychological conditions cannot be done through a coaching process and should only be done by licensed professionals.

Section 7: Entirety & Interpretation

Once accepted, this Agreement together with the Terms of Use associated with our Websites represents the entire agreement, and supersedes any and all previous understandings, between you and CKH as pertains to our Products and Services and your Access to Resources. To be valid and enforceable, any amendment or modification to this Agreement, which may be in the form of a subsequent Products and Services Amendment that expressly invokes this Agreement, must be in a writing and signed by the respective authorized representatives to be bound thereby. This Agreement shall be construed, interpreted, and enforced exclusively under the laws and venue applicable in College Station, Brazos County, Texas. Section and paragraph headings have been included in this Agreement in hopes of facilitating ease of reference, but such headings shall not affect the interpretation of this Agreement. In the event of any inconsistency that cannot be reasonably resolved between this Agreement and an applicable Products and Services, the Products and Services section shall control for purposes of resolving the inconsistency, and a more recent Products and Services section shall control over inconsistent terms in Products and Services section(s). To the extent of any inconsistency that cannot be reasonably resolved between this Agreement and the Terms of Use associated with our Websites, this Agreement shall control throughout the Term, while the Terms of Use will control after the Term. You also agree that this Agreement will not be construed against CKH by virtue of having drafted it.

Section 8: Acceptance & Term

To indicate your acceptance of this Agreement without changes, the Client should have its authorized representative sign where indicated below and return the signed Agreement to Capturing Kids' Hearts via email to megan.haisten@capturingkidshearts.org. Once returned, the date of your authorized representative's signature shall be treated as the effective start date of this Agreement. The enforceable term of this Agreement ("**Term**") shall extend until all services on the Products and Services section are from the Effective Date, unless sooner terminated, except that the Term shall be automatically extended through the last day of your Subscription Access, including any and all Renewal Terms for such Access.

Either party to this Agreement may terminate this Agreement at any point during the Term by providing ninety days' written notice to the other in the event that such other party materially breaches any provision of this Agreement, unless that other party cures such breach during those ninety days. All unpaid payment obligations and all rights and obligations under Intellectual Property of this Agreement shall survive any termination of this Agreement.

Section 9: Confirmation

On behalf of the Client, the undersigned individual hereby confirms that they have read and understand all the terms and conditions of this Agreement, and, as the contact person and authorized representative of the Client for all purposes of this

SERVICE AGREEMENT



Agreement, will endeavor to see that all policies and related details are understood and completed by all Client involved parties in the planning of the Products and Services. The undersigned individual applies their signature to this Agreement on behalf of their respective party for the purposes of entering into a legally binding contractual relationship between CKH and Client.

If you have any questions or need additional assistance, please do not hesitate to contact us.

Copperas Cove Independent School District

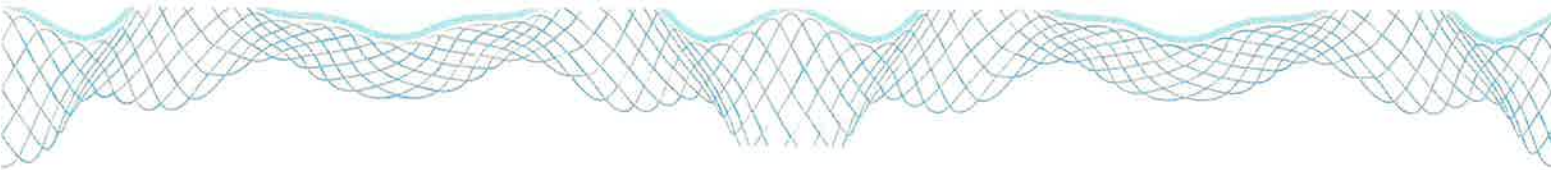
By: *Brent Hawkins*

Printed Name: Brent Hawkins
Client's Authorized Representative

Title: Superintendent

Date: 03 / 14 / 2025

Contact Information:
Capturing Kids' Hearts
Attn: Megan Haisten
megan.haisten@capturingkidshearts.org
1199 Haywood Drive
College Station, TX 77845
Phone: 800-316-4311
Fax: 877-941-4700



CERTIFICATE *of* SIGNATURE

REF. NUMBER
A2SAY-MGDYN-SV9MP-BSZPV

DOCUMENT COMPLETED BY ALL PARTIES ON
14 MAR 2025 12:39:43 UTC

SIGNER

BRENT HAWKINS

EMAIL
HAWKINSB@CCISD.COM

TIMESTAMP

SENT
13 MAR 2025 21:20:28 UTC

VIEWED
14 MAR 2025 12:39:08 UTC

SIGNED
14 MAR 2025 12:39:43 UTC

SIGNATURE



IP ADDRESS
173.198.154.66

LOCATION
COPPERAS COVE, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
14 MAR 2025 12:39:08 UTC



Leadership Solutions	Proposed Timeline	Quantity	Solutions Price	Solutions Subtotal
Capturing Kids' Hearts® 1 Training (New Hires) Two consecutive-day training sessions for up to 50 participants includes <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	Summer 2025	1	\$25,500.00	\$25,500.00
Capturing Kids' Hearts® Recharged--LIVE* A half-day "Auditorium Style" experience for multiple campuses within a district to celebrate, engage, and reconnect staff to core Capturing Kids' Hearts® concepts. *Prerequisite: Capturing Kids' Hearts® 1 Training (at least 90% of participants have attended Capturing Kids' Hearts® 1 Training).	August 4, 2025	1	\$30,600.00	\$30,600.00
Campus Traction Visit (1/2 day per campus) Two-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Fall 2025	1	\$8,500.00	\$8,500.00
Campus Traction Visit (1/2 day per campus) Two-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Spring 2026	1	\$8,500.00	\$8,500.00
CKH District Premium (w/Traction) Equips a district leadership team with the support to implement the Capturing Kids' Hearts® Process with great fidelity across the district. Includes access to a strategist, district-wide reporting, recurring leadership team huddles, one-day district traction visit, and great resources to support implementation.	2025-2026 School Year	1	\$8,050.00	\$8,050.00
CKH Campus Premium A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training.	2025-2026 School Year	4	\$4,500.00	\$18,000.00

Grand Total \$99,150.00



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Sales Quote - This Is Not An Invoice

PowerSchool Group LLC
150 Parkshore Dr.
Folsom CA 95630

Quote #: Q-126594-1

Prepared By:	Christine Morton	Customer Contact:	Holly Landez
Customer Name:	Copperas Cove Independent School District	Title:	Director of Digital Learning & Innovation
Address:	703 W Avenue D		
Contract Term:	12 Months	City:	Copperas Cove
Start Date:	July 1, 2025	State/Province:	Texas
End Date:	June 30, 2026	Zip Code:	76522
Payment Terms:	Net 30	Phone #	2545471227
Pricing Vehicle:		Pricing Vehicle Contract #:	

Contract Term : July 1, 2025 to June 30, 2026

Quote Summary

License and Subscription Period(s)	Software	Total
Subscription Period 1: July 1, 2025 to June 30, 2026	USD 39,804	USD 39,804
Total Contract : July 1, 2025 to June 30, 2026	USD 39,804	USD 39,804

License and Subscription Fees

Subscription Period 1 License and Subscription Fees

Product Description	Quantity	Unit	Disc (%or \$)	Price
PowerBuddy for Learning Included Features	8,000.00	Students		USD 0.00
Lesson Planner for Schoology	1.00	Each		USD 0.00
Schoology LMS Subscription	8,000.00	Students		USD 39,804.00
Subscription Period 1 License and Subscription Fees TOTAL:				USD 39,804.00

Total License and Subscription Fees : **USD 39,804.00**

Subscription Start and End Dates shall be as set forth above. On-Going PowerSchool Subscription/Maintenance and Support Fees are invoiced at the then-current rates and enrollment per existing terms of the executed agreement between Customer and PowerSchool. Any applicable sales or other tax has not been added to this quote. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote.

All purchase orders must include the exact quote number of this quote. Customer agrees that purchase orders are for administrative purposes only and do not impact the terms or conditions of this quote or any agreement executed between the parties. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will expire after 12 months.

This quote incorporates any statement of work attached hereto. This quote is subject to and incorporate the terms and conditions found at www.powerschool.com/MSA_2024/.

By either (i) executing this quote or (ii) accessing the services described on this quote, Customer agrees that after the contract term end date, the subscription for such services will continue for successive twelve (12) month subscription

periods on the same terms and conditions as set forth herein, subject to a standard annual price uplift and excluding any promotional pricing, unless Customer provides PowerSchool with a written notice of its intent not to renew at least sixty (60) days prior to the end of the applicable current contract term.

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Copperas Cove Independent School District

Signature:

Signature:



Printed Name: Jon Scrimshaw

Printed Name:

Title: Chief Accounting Officer

Title:

Date: 4-MAR-2025

Date:

PO Number: _____



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Health Special Risk, Inc. Student Insurance - District Form

Insurance Underwritten by Mutual of Omaha Insurance Company; 3300 Mutual of Omaha Plaza; Omaha, Nebraska 68175

Section 1 - District Information

Name of School/District: <u>Copperas Cove ISD</u>		School Year: <u>2025-2026</u>	
Policy #: <u>NEW</u>	Contact Name: <u>Cliff Heath</u>	Title: <u>CEO</u>	
Address: <u>408 S. Main</u>		City: <u>Copperas Cove</u>	
State: <u>Tx.</u>	Zip: <u>76522</u>	Phone: <u>254-547-1227</u>	
Email Address: <u>heathc@ccisd.com</u>		(Policy & Invoice will be sent to this email address)	

Section 2 - Program Specifics

Voluntary Enrollment Offered?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Estimated # Student's Enrolled in School/District:	
Effective Date / First Class Day:		Last Class Day:	
<small>Note: Athletic coverage begins August 1st if the signed application is received prior to the first athletic start date. Exception: Dates set by state governing organization which are prior to August 1st.</small>			
High School Football Information (Complete if applicable)			
Is Offseason Program Permitted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Athletic Effective Dates:	From: <u>8/1/25</u> To: <u>7/31/26</u>
Is Contact Practice Permitted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Who pays Football Premium?	<input checked="" type="checkbox"/> School <input type="checkbox"/> Parents

Section 3 - Mandatory Plans - Coverage Selected by School/District

	Product/Option	Division	Grades	Total # Insured	Rate	Premium*
At-School	<input checked="" type="checkbox"/> With Athletics/Activities <input type="checkbox"/> Without Athletics/Activities	<u>Premier</u>	<u>PK-12</u>			<u>\$27,000</u>
Athletics & Activities Only						
Total:						

Benefit changes from last year? Yes No (If Yes, explain): _____

Section 4 - Catastrophic Plans

Maximum	Plan Type	HH(C) Max	Benefit Period	FB	Covered Class	Grade Level	# of Students	# of Athletes	Rate Per Person	Total Premium*
<u>\$10m</u>	<u>CAT 454</u>	<u>\$500K</u>	<u>10yr</u>	<u>(Y/N)</u>	<u>ILL</u>	<u>7-12</u>	<u>U/4 Athletes & Act.</u>	<u>7.25</u>		<u>\$2,506</u>

Section 5 - Invoice

Invoice/Supplies To (email address): <u>SAME</u>	Invoice Date: <u>9/2/25</u>
--	-----------------------------

Section 6 - Comments

2 yr. Rate Guarantee

Acceptance: The benefits, conditions and premium for this coverage are as outlined within the coverage materials and this form. If acceptable, in AL, IN, KS, LA, ME, NE, OH, VA & WV; please sign the Participant Accident Insurance Application (Form SR2014 APP) and return with this signed form and the premium to the address below.

Section 7 - Coverage Authorization

We hereby enroll with Mutual of Omaha Insurance Company for the coverage indicated above. We understand that insurance will be in force as of the requested effective date indicated, if all information is accurate and the required premium is received by Mutual of Omaha.

<input checked="" type="checkbox"/>	Signature of Authorized Official	Title	Date Signed
	Name of Authorized Official - Printed	Agent Name - Printed	Agent Signature

Mail Completed Enrollment form to:
8400 Belleview Dr., Suite 150 · Plano, TX 75024 · (866) 345-2680 · Fax (972) 512-5819
K12insurance@hsri.com



**2025-2026
TEXAS**

2,506

**CATASTROPHIC CASH
SCHEDULE OF BENEFITS**

Coverage Underwritten by:
Mutual of Omaha Insurance Company; 3300 Mutual of Omaha Plaza; Omaha, NE 68175

Excess Medical Expense Benefits:	
Benefit Percentage	100%
Deductible Establishment Period	24 Months
Covered Accident Deductible	\$25,000
Maximum Benefit Period	10 Years
Maximum Benefit Amount	\$7,500,000 or \$10,000,000
The following services/treatment are scheduled benefits and subject to the maximum medical benefit amount.	
Hospital Confinement	Mental or Nervous Disorders Care
Spinal Treatment	Extended Care Facility
Physical Therapy <small>(including occupational therapy if prescribed by a Physician)</small>	Home Health Care*
Prosthetic Devices	Custodial Care*
ADDITIONAL FEATURES:	
Catastrophic Cash Benefit:	
Maximum Amount Payable	\$500,000
Lump Sum Amount Payable	\$100,000
Every year thereafter that the covered condition exists	\$40,000 per year for as long as 10 years.
Heart or Circulatory Malfunction	\$10,000 Benefit if loss within 90 days
Loss of Life Benefit	of covered accident
Accidental Death and Dismemberment Benefit	\$10,000 Benefit if loss within 365 days
	of covered accident

*The coverage documents issued will reflect the selections made by your authorized representative.

This policy covers injuries as a result of a Felonious Assault, committed by someone other than the insured person.



**2025-2026
TEXAS K-12 INSURANCE
PREMIER - MANDATORY
SCHEDULES OF BENEFITS**

*Same benefit plan
\$27,000*

Coverage is provided for loss due to a covered injury up to a maximum per injury benefit amount of \$25,000 (\$5,000 for Motor Vehicle Injuries). Treatment of covered injuries must begin within 60 days of the accident date. Only eligible expenses incurred within 52 weeks from the date of the accident are covered. The maximum benefit amount per service/treatment is as shown below. Benefits will be paid only for such expense which is not recoverable from any other insurance policy, service contract or workers' compensation. Coverage also includes \$10,000 Accidental Death & Specific Loss. **Includes Day Field Trips.**

INPATIENT:	
Room & Board	Semi-Private Room Rate
Intensive Care	1.5 times the Semi-Private Room Rate
Hospital Miscellaneous	Up to \$300/day to a maximum of \$5,000
Registered Nurse	Up to \$400/injury
Physician's Nonsurgical Visits	Up to \$40 per visit
(Benefits are limited to one visit per day and do not apply when related to surgery)	
Orthopedic Braces and Appliances	Included in Hospital Miscellaneous Benefit
Family Travel (outside a 100 mile radius from home)	\$400 per day/5 days maximum (after 5 days confinement)
OUTPATIENT:	
Hospital Outpatient Surgery – Facility Charge	Up to \$1,500 per injury
Physician's Nonsurgical Visits	Up to \$40 per visit
(Benefits are limited to one visit per day and do not apply when related to surgery or physiotherapy)	
Physiotherapy	Up to \$30 per visit, up to 5 visits per injury (Benefits are limited to one visit per day)
Emergency Room	Up to \$200 per injury
(Use of room and supplies; treatment must be rendered within 72 hours from time of injury)	
Physician Emergency Room	Up to \$60 per injury
X-Ray Services (includes \$25 for reading)	Up to \$225 per injury
Cat Scan/MRI Services (includes \$25 for reading)	Up to \$525 per injury
Laboratory	Up to \$50 per injury
Injections	Up to \$25 per injury
Prescription Drugs	100% of Allowable Expense
Orthopedic Braces and Appliances	Up to \$500 per injury (When prescribed by a physician for healing)
Durable Medical Equipment (Post Surgical Only)	Up to \$150 per injury
INPATIENT AND/OR OUTPATIENT:	
Surgeon's Fees	75% of Allowable Expense up to a \$3,750 maximum (Limited to the primary procedure per surgery)
Anesthetist/Assistant Surgeon	25% of surgeon's allowance
Ambulance	100% of Allowable Expense, first trip to the hospital
Treatment of Heat Exhaustion	100% of Allowable Expense
Dental	Up to \$250/tooth (Benefits are paid on sound natural teeth only)
Replacement of Eyeglasses, Contact Lenses & Hearing Aids	100% of Allowable Expense (When broken as a result of a covered injury)
Post Injury Concussion Management Testing	Up to \$40/test; not to exceed three tests
Concussion Benefit	\$100 in addition to other benefits
Trauma Counseling (At School Coverage Only)	\$500 maximum (5 visit limit)

Coverage Underwritten By: Mutual of Omaha Insurance Company; 3300 Mutual of Omaha Plaza; Omaha, NE 68175



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

Copperas Cove ISD
Comparison Reports
As of February 28, 2025

	199 General Operating	511 Interest & Sinking	240 Child Nutrition
Revenue:	\$57,249,921.44	\$893,816.01	\$2,221,994.84
Expenditure:	\$47,988,109.90	\$27,075.00	\$2,194,489.52
Encumbered:	\$3,785,679.51	\$0.00	\$294,934.28
Balance:	\$5,476,132.03	\$866,741.01	(\$267,428.96)

Copperas Cove ISD
Comparison Reports
As of March 31, 2025

	199 General Operating	511 Interest & Sinking	240 Child Nutrition
Revenue:	\$65,700,146.43	\$906,529.74	\$2,601,934.56
Expenditure:	\$55,856,061.43	\$27,075.00	\$2,579,613.81
Encumbered:	\$2,869,630.08	\$0.00	\$420,290.97
Balance:	\$6,974,454.92	\$879,454.74	(\$397,970.22)

Copperas Cove ISD
Quarterly Investment Report
Quarter: 12/01/2024 to
02/28/2025

The District’s cash and investment balances for the three-month period of December 1, 2024 thru February 28, 2025, reflect the investment objectives and guidelines expressed in the District’s Investment Policy. District investments include:

- long term securities
- temporary investments held by TASB Lone Star Investment Pool
- temporary investments held by the Texas Local Government Investment Pool (TexPool)

The following is a summary of the District’s cash and temporary investment position by fund group on February 28, 2025. These funds are liquid and available immediately, subject to outstanding obligations.

	Cash	Investments	Total
General & Special Funds	\$ 14,607,874.23	\$ 75,904,739.30	\$ 90,512,613.53
Child Nutrition Services Fund	\$ 20,838.92	\$ 995,630.87	\$ 1,016,469.79
Debt Service Fund	\$ 358,316.05	\$ 2,101,340.26	\$ 2,459,656.31
Insurance Fund	\$ 7,772.84	\$ 497,058.88	\$ 504,831.72
Capital Projects Fund	\$ 105,290.14	\$ 1,350.77	\$ 106,640.91
	\$ 15,100,092.18	\$ 79,500,120.08	\$ 94,600,212.26

Investment Securities

Per CCISD’s legal and local investment policy, an investment is authorized in several different instruments. Currently, the District has investments in federal agencies and municipal bonds. These funds are semi-liquid; they become available upon maturity, or when called or sold. The following table lists the investment bonds owned by CCISD as of February 28, 2025.

Bond Investment	Interest Rate	Date Purchased	Maturity Date	Par Value	Cost/Units	Market Value	Annual Interest
FFCB NOTE	4.75	11/1/2011	1/16/2029	\$398,000.00	\$398,000.00	\$408,272.38	\$ 18,905.00
FFCB NOTE	4.3	11/1/2011	11/24/2028	\$948,000.00	\$948,000.00	\$957,612.72	\$ 40,764.00
FFCB NOTE	3.5	11/1/2011	9/29/2025	\$504,000.00	\$504,000.00	\$502,266.24	\$ 17,640.00
FFCB NOTE	4.93	11/1/2011	2/1/2028	\$236,000.00	\$236,000.00	\$242,105.32	\$ 11,634.00
FFCB NOTE	4	11/1/2011	6/15/2027	\$69,000.00	\$69,000.00	\$69,077.28	\$ 2,760.00
FHLB NOTE	5	11/1/2011	9/28/2029	\$230,000.00	\$230,000.00	\$239,742.80	\$ 11,500.00
FNMA NOTE	2.125	5/16/2016	4/24/2026	\$2,000,000.00	\$2,000,000.00	\$1,959,980.00	\$ 42,500.00
FNMA	1.875	10/6/2016	9/24/2026	\$500,000.00	\$500,000.00	\$484,955.00	\$ 9,375.00
			TOTAL	\$4,885,000.00	\$4,885,000.00	\$4,864,011.74	\$ 155,078.00

Interest

The following table depicts the interest earned by each investment category. The District's total interest earnings from investments were \$935,714.59 for the December 1, 2024 thru February 28, 2025 quarter.

Interest Earned for the Quarter Ending February 28, 2025				
	Dec-24	Jan-25	Feb-25	Total
Checking	\$ 376.56	\$ 856.27	\$ 683.78	\$ 1,916.61
Lone Star	\$ 277,596.37	\$ 281,645.56	\$ 261,874.81	\$ 821,116.74
TexPool	\$ 152.23	\$ 147.10	\$ 132.26	\$ 431.59
Securities	\$ 31,713.83	\$ 42,891.77	\$ 37,644.05	\$ 112,249.65
Total	\$ 309,838.99	\$ 325,540.70	\$ 300,334.90	\$ 935,714.59

Portfolio Composition as of February 28, 2025:

Entity	Amount	% of total
Bancorp South	\$ 15,100,092.18	15.18%
Lone Star Investment Pool	\$ 79,460,397.27	79.89%
TexPool Investment Pool	\$ 39,722.81	0.04%
Security (Market Value)	\$4,864,011.74	4.89%
Total	\$ 99,464,224.00	100.00%

Compliance Certification

This investment Report is in full compliance with Copperas Cove ISD's Investment Policy and relevant provisions of Texas Government Code Chapter 2256.

Clifton Heath

Clifton Heath

Chief Financial Officer

Check Number	Payee	Check Amount	Check Date
161011	CROSBY, JOSEPH E	-\$90.00	3/4/2025
161543	ADVENTHEALTH FAMILY MEDICINE RURAL HEALTH, CLINICS	\$215.00	3/4/2025
161544	ALPHA FOODS COMPANY	\$27,791.22	3/4/2025
161545	AMAZON.COM LLC	\$0.00	3/4/2025
161546	AMAZON.COM LLC	\$0.00	3/4/2025
161547	AMAZON.COM LLC	\$0.00	3/4/2025
161548	AMAZON.COM LLC	\$0.00	3/4/2025
161549	AMAZON.COM LLC	\$0.00	3/4/2025
161550	AMAZON.COM LLC	\$0.00	3/4/2025
161551	AMAZON.COM LLC	\$0.00	3/4/2025
161552	AMAZON.COM LLC	\$5,895.16	3/4/2025
161553	APPLE INC	\$299.99	3/4/2025
161554	B & H PHOTO VIDEO	\$6,796.00	3/4/2025
161555	BARBERO, EUGENE G.	\$75.00	3/4/2025
161556	BRIGHTSPEED (DBA), CONN PARENT CORP	\$2,573.69	3/4/2025
161557	BSN SPORTS LLC	\$5,255.97	3/4/2025
161558	BURNET CISD ATHLETICS	\$350.00	3/4/2025
161559	CARLTON, COOPER WARREN	\$63.00	3/4/2025
161560	CARLTON, COOPER WARREN	\$504.00	3/4/2025
161561	CDW GOVERNMENT INC	\$0.00	3/4/2025
161562	CDW GOVERNMENT INC	\$30,040.64	3/4/2025
161563	CEV MULTIMEDIA LTD	\$4,000.00	3/4/2025
161564	CHEAPER THAN DIRT	\$950.00	3/4/2025
161565	CITY OF COPPERAS COVE UTILITY ADMIN	\$10,809.56	3/4/2025
161566	COPELAND, HEATHER	\$414.00	3/4/2025
161567	COPPIN, BRANDY ELIZABETH	\$264.60	3/4/2025
161568	CORYELL COUNTY TAC	\$0.00	3/4/2025
161569	CORYELL COUNTY TAC	\$88.50	3/4/2025
161570	DAVIS, CHARLES	\$100.00	3/4/2025
161571	DEALERS ELECTRICAL SUPPLY COMPANY	\$996.17	3/4/2025
161572	DUNAHOO, RANDELL DAVID	\$185.00	3/4/2025
161573	EDUCATION SERVICE CTR REG 12	\$0.00	3/4/2025
161574	EDUCATION SERVICE CTR REG 12	\$9,100.00	3/4/2025
161575	EWELL EDUCATIONAL SERVICES, INC.	\$670.00	3/4/2025
161576	FARWELL, JOHN ROBERT	\$262.50	3/4/2025
161577	FULCRUM TECHNOLOGY SOLUTIONS LLC	\$7,917.18	3/4/2025
161578	GABRIEL, FLAVIO C.	\$205.00	3/4/2025
161579	GALLEN, JOHN F	\$414.00	3/4/2025
161580	GASAWAY, JIMMY MARRIN	\$225.00	3/4/2025
161581	GUITAR CENTER	\$9,720.75	3/4/2025
161582	HANNON, MICHAEL A	\$180.00	3/4/2025
161583	HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, HA\	\$800.00	3/4/2025
161584	HEALTH SHIELD INC	\$380.00	3/4/2025
161585	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/4/2025
161586	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/4/2025
161587	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/4/2025
161588	HOLT TRUCK CENTERS OF TEXAS LLC	\$3,950.36	3/4/2025

161589	HOUSE OF RIBBONS	\$518.95	3/4/2025
161590	HUNTER, BRETT	\$300.00	3/4/2025
161591	LAWSON PRODUCTS INC	\$1,084.55	3/4/2025
161592	LIZAMA, JOSEPH	\$205.00	3/4/2025
161593	LLANO ISD	\$385.00	3/4/2025
161594	MAGALLON, OLIVER ALEXIS	\$312.50	3/4/2025
161595	MANNING, JOAN	\$414.00	3/4/2025
161596	MANSFIELD OIL COMPANY OF GAINESVILLE INC.	\$43,556.22	3/4/2025
161597	MARSHALL, JOHN H	\$180.00	3/4/2025
161598	MID-AMERICAN RESEARCH CHEMICAL	\$1,641.00	3/4/2025
161599	MILLER, ADRIAN JURELL	\$585.00	3/4/2025
161600	OCHOA-CARDENAS, ISAAC JHOVANY	\$150.00	3/4/2025
161601	PEARSON EDUCATION INC	\$2,771.79	3/4/2025
161602	PERMA-BOUND BOOKS	\$632.73	3/4/2025
161603	PETTIFORD, ISAIAH	\$312.50	3/4/2025
161604	PHELPS, PRESTON ERIC	\$450.00	3/4/2025
161605	RAE SECURITY	\$776.30	3/4/2025
161606	RAPTOR TECHNOLOGIES LLC	\$295.00	3/4/2025
161607	RICHARDS, YVONNE	\$205.00	3/4/2025
161608	RUSH BUS CENTER	\$0.00	3/4/2025
161609	RUSH BUS CENTER	\$1,028.12	3/4/2025
161610	SALADO HIGH SCHOOL	\$325.00	3/4/2025
161611	SHAFFER, MILLER	\$412.50	3/4/2025
161612	SKILLS USA INC.	\$512.00	3/4/2025
161613	SWILLEY, LEOTIS LEWIS	\$275.00	3/4/2025
161614	T-MOBILE USA INC.	\$30.45	3/4/2025
161615	TASB HR SERVICES	\$1,634.72	3/4/2025
161616	TECHNOLOGY FOR EDUCATION	\$43,280.64	3/4/2025
161617	TEJADA, LUIS ALBERTO	\$150.00	3/4/2025
161618	TEXAS A&M AGRILIFE EXTENSION SVC	\$200.00	3/4/2025
161619	TEXAS FFA ASSOCIATION	\$50.00	3/4/2025
161620	TEXAS HIGH SCHOOL WOMEN'S POWERLIFTING	\$500.00	3/4/2025
161621	THE CERTIFIED WELDING AND TESTING CO. INC.	\$2,040.00	3/4/2025
161622	TXU ENERGY	\$4,342.02	3/4/2025
161623	UNIFIRST CORPORATION	\$714.08	3/4/2025
161624	UNITED RENTALS (NORTH AMERICA) INC	\$1,709.73	3/4/2025
161625	THE UNIVERSITY OF TEXAS AT AUSTIN UTEACH, UTEACH	\$7,000.00	3/4/2025
161626	VAN DE PLAS JR, WILLEM HENDRIK	\$185.00	3/4/2025
161627	VASQUEZ, CARLOS	\$35.70	3/4/2025
161628	WACO ISD ATHLETICS	\$400.00	3/4/2025
161629	WEST, ERIC	\$100.00	3/4/2025
161630	WESTWOOD HIGH SCHOOL	\$695.00	3/4/2025
161631	WHITE, ANTHONY	\$180.00	3/4/2025
161632	WILBURN, MIKE	\$414.00	3/4/2025
161633	WILLINGHAM, TRENTON LEE	\$425.00	3/4/2025
161634	WINEBRENNER, MARCUS	\$355.00	3/4/2025
EFT	YAWN, SARAH ELAINE	\$51.87	3/4/2025
EFT	WADHWANI, NITU B	\$31.43	3/4/2025

EFT	SUMMERS, CHADRICK E	\$225.00	3/4/2025
EFT	SIMPSON, AMY ELIZABETH	\$424.20	3/4/2025
EFT	SHEAFFER, TRICIA RENE	\$44.52	3/4/2025
EFT	SHARP, ANGELA LYNN	\$56.00	3/4/2025
EFT	SCHOOL SPECIALTY INC	\$494.88	3/4/2025
EFT	SAMUEL, WENZEL	\$19.25	3/4/2025
EFT	RODRIGUEZ, MARIA ESPERANZA	\$379.80	3/4/2025
EFT	RIVERSIDE ASSESSMENTS, LLC	\$382.47	3/4/2025
EFT	MENDEZ LIZARDO, YARELIS	\$26.67	3/4/2025
EFT	MARTINEZ, CRYSTAL DAWN	\$595.84	3/4/2025
EFT	LOPEZ TORRES, SAYRA M	\$24.15	3/4/2025
EFT	LANDERS, MICHELLE DENISE	\$45.22	3/4/2025
EFT	KIRKHAM, RACHEL RENE	\$191.24	3/4/2025
EFT	J. W. PEPPER & SON, INC	\$130.67	3/4/2025
EFT	HILGENBERG, KELLY TERESE	\$86.03	3/4/2025
EFT	HEATH, CLIFTON JACQUES	\$414.00	3/4/2025
EFT	HAWKINS, BRENT EDWARD	\$658.79	3/4/2025
EFT	GILBERT, SHEILA DAWN	\$111.00	3/4/2025
EFT	ERICKSON, MICHELLE ROBIN	\$32.46	3/4/2025
EFT	DOUG'S MOBILE HYDRAULIC HOSES, LLC	\$316.72	3/4/2025
EFT	DINGIANNI, VINCENT MITCHELL	\$300.00	3/4/2025
EFT	BURCH, DAVID QUENTIN	\$52.99	3/4/2025
EFT	BEING WELL COUNSELING SERVICES, PLLC	\$1,000.00	3/4/2025
160418	CARLTON, COOPER WARREN	-\$63.00	3/5/2025
161485	REGION 8 VOCAL DIVISION	-\$435.00	3/5/2025
161635	WYLIE ATHLETICS	\$210.00	3/5/2025
161636	AMAZON.COM LLC	\$0.00	3/10/2025
161637	AMAZON.COM LLC	\$0.00	3/10/2025
161638	AMAZON.COM LLC	\$0.00	3/10/2025
161639	AMAZON.COM LLC	\$0.00	3/10/2025
161640	AMAZON.COM LLC	\$0.00	3/10/2025
161641	AMAZON.COM LLC	\$0.00	3/10/2025
161642	AMAZON.COM LLC	\$0.00	3/10/2025
161643	AMAZON.COM LLC	\$0.00	3/10/2025
161644	AMAZON.COM LLC	\$0.00	3/10/2025
161645	AMAZON.COM LLC	\$16,154.28	3/10/2025
161646	ANDREWS, ASHLEIGH ELIZABETH	\$882.00	3/10/2025
161647	AUTOZONE	\$363.31	3/10/2025
161648	BARBERO, EUGENE G.	\$150.00	3/10/2025
161649	BARNES & NOBLE BOOKSELLERS INC	\$199.09	3/10/2025
161650	BARRANTES, KEVIN	\$130.00	3/10/2025
161651	BELTON TEMPLE BASEBALL CHAPTER	\$655.00	3/10/2025
161652	BSN SPORTS LLC	\$1,952.90	3/10/2025
161653	C AND C SPORTING GOODS	\$168.00	3/10/2025
161654	CARRIZALES MARTINEZ, LUCY	\$212.50	3/10/2025
161655	CDW GOVERNMENT INC	\$70,686.75	3/10/2025
161656	CEN-TEX FIRE & SECURITY, LLC	\$0.00	3/10/2025
161657	CEN-TEX FIRE & SECURITY, LLC	\$701.38	3/10/2025

161658	CENTRAL TEXAS COLLEGE	\$76,152.25	3/10/2025
161659	CF SUPPLY INC	\$4,263.13	3/10/2025
161660	CHAPARRO, CHRISTOPHER	\$459.80	3/10/2025
161661	CHASE, MICHAEL	\$251.50	3/10/2025
161662	CITY OF BRYAN, LEGENDS EVENT CEN	\$575.00	3/10/2025
161663	COCHRAN, RUSSEL	\$216.00	3/10/2025
161664	COPPERAS COVE LEADER PRESS	\$33.00	3/10/2025
161665	CTRMA PROCESSING	\$30.59	3/10/2025
161666	CUNDIFF, OWEN	\$250.00	3/10/2025
161667	ELLISON HIGH SCHOOL	\$490.00	3/10/2025
161668	EVANS, CURTIS	\$346.10	3/10/2025
161669	EVANS, JIMMY	\$336.10	3/10/2025
161670	EWELL EDUCATIONAL SERVICES, INC.	\$540.00	3/10/2025
161671	FERGUSON FACILITIES SUPPLY	\$0.00	3/10/2025
161672	FERGUSON FACILITIES SUPPLY	\$29,368.13	3/10/2025
161673	FLOWERS BAKING CO OF SAN ANTONIO	\$3,444.00	3/10/2025
161674	FRIENDS ON THE BLOCK LLC, JILL H ALLOR	\$328.40	3/10/2025
161675	GRAINGER	\$405.07	3/10/2025
161676	GT DISTRIBUTORS INC	\$1,190.00	3/10/2025
161677	GULF COAST PAPER COMPANY INC, IMPERIAL BAG &	\$5,929.60	3/10/2025
161678	HABERLE, JOHN L	\$300.00	3/10/2025
161679	HALO CLEANERS	\$40.00	3/10/2025
161680	HARDIES FRESH FOODS	\$1,949.20	3/10/2025
161681	HARRIS COMMUNICATIONS INC, DIGLO	\$1,599.00	3/10/2025
161682	HEAT TRANSFER SOLUTIONS, HTS TEXAS	\$1,726.22	3/10/2025
161683	HEIGHTS LUMBER & SUPPLY	\$0.00	3/10/2025
161684	HEIGHTS LUMBER & SUPPLY	\$4,486.39	3/10/2025
161685	HOLT TRUCK CENTERS OF TEXAS LLC	\$573.37	3/10/2025
161686	HOT VOLLEYBALL	\$1,050.00	3/10/2025
161687	HUNTER, BRETT	\$300.00	3/10/2025
161688	KEITH ACE HARDWARE	\$0.00	3/10/2025
161689	KEITH ACE HARDWARE	\$0.00	3/10/2025
161690	KEITH ACE HARDWARE	\$0.00	3/10/2025
161691	KEITH ACE HARDWARE	\$0.00	3/10/2025
161692	KEITH ACE HARDWARE	\$0.00	3/10/2025
161693	KEITH ACE HARDWARE	\$0.00	3/10/2025
161694	KEITH ACE HARDWARE	\$0.00	3/10/2025
161695	KEITH ACE HARDWARE	\$0.00	3/10/2025
161696	KEITH ACE HARDWARE	\$0.00	3/10/2025
161697	KEITH ACE HARDWARE	\$0.00	3/10/2025
161698	KEITH ACE HARDWARE	\$0.00	3/10/2025
161699	KEITH ACE HARDWARE	\$0.00	3/10/2025
161700	KEITH ACE HARDWARE	\$0.00	3/10/2025
161701	KEITH ACE HARDWARE	\$0.00	3/10/2025
161702	KEITH ACE HARDWARE	\$0.00	3/10/2025
161703	KEITH ACE HARDWARE	\$0.00	3/10/2025
161704	KEITH ACE HARDWARE	\$0.00	3/10/2025
161705	KEITH ACE HARDWARE	\$0.00	3/10/2025

161706	KEITH ACE HARDWARE	\$0.00	3/10/2025
161707	KEITH ACE HARDWARE	\$0.00	3/10/2025
161708	KEITH ACE HARDWARE	\$0.00	3/10/2025
161709	KEITH ACE HARDWARE	\$0.00	3/10/2025
161710	KEITH ACE HARDWARE	\$0.00	3/10/2025
161711	KEITH ACE HARDWARE	\$0.00	3/10/2025
161712	KEITH ACE HARDWARE	\$0.00	3/10/2025
161713	KEITH ACE HARDWARE	\$0.00	3/10/2025
161714	KEITH ACE HARDWARE	\$0.00	3/10/2025
161715	KEITH ACE HARDWARE	\$0.00	3/10/2025
161716	KEITH ACE HARDWARE	\$2,660.34	3/10/2025
161717	KEMPNER WATER SUPPLY	\$93.30	3/10/2025
161718	LABATT FOOD SERVICE	\$106,162.67	3/10/2025
161719	LINDE GAS & EQUIPMENT INC., PRAXAIR DISTR	\$77.36	3/10/2025
161720	LIZAMA, JOSEPH	\$205.00	3/10/2025
161721	MCCOY, PAUL	\$185.00	3/10/2025
161722	MUSIC THEATRE INTERNATIONAL	\$740.00	3/10/2025
161723	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161724	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161725	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161726	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161727	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161728	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161729	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161730	O'REILLY AUTO PARTS*	\$0.00	3/10/2025
161731	O'REILLY AUTO PARTS*	\$4,474.36	3/10/2025
161732	OAK FARMS	\$36,055.60	3/10/2025
161733	OCHOA, JANNA DENAY	\$410.00	3/10/2025
161734	OLADOSU, OLAYINKA	\$130.00	3/10/2025
161735	PATI, TAAFUA	\$185.00	3/10/2025
161736	PEARSON EDUCATION INC	\$369.55	3/10/2025
161737	PERMA-BOUND BOOKS	\$3,542.07	3/10/2025
161738	PERSONALIZED LEARNING GAMES, INC.	\$62.50	3/10/2025
161739	PETET, BEN	\$210.00	3/10/2025
161740	PETTIFORD, ISAIAH	\$212.50	3/10/2025
161741	PHELPS, ERIC	\$150.00	3/10/2025
161742	PINNACLE MEDICAL MGMT CORPORATION	\$420.00	3/10/2025
161743	PORTIONPAC CHEMICAL CORPORATION	\$2,078.12	3/10/2025
161744	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	3/10/2025
161745	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	3/10/2025
161746	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$1,435.22	3/10/2025
161747	PRO-ED INC	\$1,914.00	3/10/2025
161748	QUILL CORPORATION	\$347.50	3/10/2025
161749	RAE SECURITY	\$3,562.08	3/10/2025
161750	SCHOLASTIC BOOK FAIRS	\$392.49	3/10/2025
161751	SECURED MOBILITY, LLC, SMART TAG	\$3,548.85	3/10/2025
161752	SHORT, DERIK TODD	\$100.00	3/10/2025
161753	SMITH & SMITH PROPANE SERVICE	\$96.86	3/10/2025

161754	SMITH, CARL J	\$205.00	3/10/2025
161755	SPENCER, CHRISTOPHER MICHAEL	\$125.00	3/10/2025
161756	SUELL, ELZIE	\$130.00	3/10/2025
161757	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161758	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161759	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161760	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161761	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161762	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161763	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161764	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161765	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161766	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161767	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161768	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161769	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161770	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161771	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161772	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161773	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161774	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161775	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$0.00	3/10/2025
161776	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$4,853.67	3/10/2025
161777	TASB RMF WORKER'S COMP	\$11,020.83	3/10/2025
161778	TAX APPRAISAL DISTRICT OF BELL	\$1,611.58	3/10/2025
161779	TCHAPPI, MARTIAL WSIENY	\$205.00	3/10/2025
161780	TEACHERS DISCOVERY	\$117.94	3/10/2025
161781	TERRALOGIC DOCUMENT SYSTEMS INC.	\$690.00	3/10/2025
161782	TEXAS ART EDUCATION ASSOCIATION/TAEA	\$40.00	3/10/2025
161783	TEXAS COUNSELING ASSN	\$200.00	3/10/2025
161784	TEXAS HIGH SCHOOL WOMEN'S POWERLIFTING	\$250.00	3/10/2025
161785	TROPICAL PARADISE INC	\$11,875.20	3/10/2025
161786	UIL MUSIC REGION 8	\$2,520.00	3/10/2025
161787	UNIFIRST CORPORATION	\$0.00	3/10/2025
161788	UNIFIRST CORPORATION	\$0.00	3/10/2025
161789	UNIFIRST CORPORATION	\$0.00	3/10/2025
161790	UNIFIRST CORPORATION	\$0.00	3/10/2025
161791	UNIFIRST CORPORATION	\$0.00	3/10/2025
161792	UNIFIRST CORPORATION	\$0.00	3/10/2025
161793	UNIFIRST CORPORATION	\$0.00	3/10/2025
161794	UNIFIRST CORPORATION	\$0.00	3/10/2025
161795	UNIFIRST CORPORATION	\$0.00	3/10/2025
161796	UNIFIRST CORPORATION	\$0.00	3/10/2025
161797	UNIFIRST CORPORATION	\$0.00	3/10/2025
161798	UNIFIRST CORPORATION	\$0.00	3/10/2025
161799	UNIFIRST CORPORATION	\$0.00	3/10/2025
161800	UNIFIRST CORPORATION	\$0.00	3/10/2025
161801	UNIFIRST CORPORATION	\$0.00	3/10/2025

161802	UNIFIRST CORPORATION	\$0.00	3/10/2025
161803	UNIFIRST CORPORATION	\$0.00	3/10/2025
161804	UNIFIRST CORPORATION	\$0.00	3/10/2025
161805	UNIFIRST CORPORATION	\$0.00	3/10/2025
161806	UNIFIRST CORPORATION	\$0.00	3/10/2025
161807	UNIFIRST CORPORATION	\$0.00	3/10/2025
161808	UNIFIRST CORPORATION	\$0.00	3/10/2025
161809	UNIFIRST CORPORATION	\$0.00	3/10/2025
161810	UNIFIRST CORPORATION	\$5,579.42	3/10/2025
161811	UNITED RENTALS (NORTH AMERICA) INC	\$4,407.88	3/10/2025
161812	UNLIMITED TOWING OF TEXAS LLC	\$900.00	3/10/2025
161813	VESTIS SERVICES, LLC, VESTIS GROUP	\$0.00	3/10/2025
161814	VESTIS SERVICES, LLC, VESTIS GROUP	\$1,376.10	3/10/2025
161815	VIG SOLUTIONS INC.	\$26,278.00	3/10/2025
161816	WALSH GALLEGOS KYLE ROBINSON & ROALSON P.C.	\$3,048.50	3/10/2025
161817	WC OF TEXAS	\$84.62	3/10/2025
161818	WEST, DANIEL ALLEN	\$171.00	3/10/2025
161819	WEST, DANIEL ALLEN	\$486.00	3/10/2025
161820	WHITLEY STEEL BUILDING SUPPLY, LLC	\$220.20	3/10/2025
161821	WILSON LANGUAGE TRAINING CORP	\$750.00	3/10/2025
161822	WORKERS ASSISTANCE PROGRAM, INC	\$2,256.00	3/10/2025
161823	WORLD'S FINEST CHOCOLATE INC	\$7,440.00	3/10/2025
161824	ZEARN	\$500.00	3/10/2025
EFT	WESTERN PSYCHOLOGICAL SERVICES	\$1,760.00	3/10/2025
EFT	WEST, DANIEL ALLEN	\$170.60	3/10/2025
EFT	WARD JR, ARCHIE MORRIS	\$75.00	3/10/2025
EFT	TUCKER, JUSTIN MATTHEW	\$123.34	3/10/2025
EFT	TREVINO, MARIA DE LOURDES	\$150.00	3/10/2025
EFT	THOMAS, TOUSSAUNT LEON	\$26.18	3/10/2025
EFT	TEX AIR FILTERS, AIR RELIEF TECH	\$4,834.56	3/10/2025
EFT	SUMMERS, CHADRICK E	\$300.00	3/10/2025
EFT	STEVENSON, JASON	\$75.00	3/10/2025
EFT	ST HILAIRE, SARAH MARIE	\$150.00	3/10/2025
EFT	SPECTRUM PRINTING	\$1,090.36	3/10/2025
EFT	SKYWARD INC	\$250.00	3/10/2025
EFT	SCHOOL SPECIALTY INC	\$2,490.53	3/10/2025
EFT	RUDD, JARED D	\$156.24	3/10/2025
EFT	RIVERSIDE ASSESSMENTS, LLC	\$2,197.97	3/10/2025
EFT	RESPONDUS, INC	\$4,345.00	3/10/2025
EFT	PROJECT LEAD THE WAY INC	\$1,645.25	3/10/2025
EFT	PORTER, JASMINE RENEE	\$75.00	3/10/2025
EFT	PERRY OFFICE PLUS	\$460.88	3/10/2025
EFT	PARTS TOWN, LLC.	\$18,128.22	3/10/2025
EFT	NEXTIVA, INC	\$246.30	3/10/2025
EFT	MITCHELL, ROBYN MICHELLE	\$57.82	3/10/2025
EFT	LENNOX INDUSTRIES INC	\$6,798.24	3/10/2025
EFT	LENNOX INDUSTRIES INC	\$0.00	3/10/2025
EFT	KATTNER, BRITNI MARIA	\$22.40	3/10/2025

EFT	HONTS, ALEXIS CYNTHIA NICHOLE	\$75.00	3/10/2025
EFT	HERING, ALEXIS FAITH	\$75.00	3/10/2025
EFT	GILLESPIE, RANDALL KEITH	\$82.25	3/10/2025
EFT	GENEVA JONES & ASSOCIATES, PLLC	\$292.50	3/10/2025
EFT	EQUIPMENT DEPOT LTD	\$906.00	3/10/2025
EFT	DINGIANNI, VINCENT MITCHELL	\$175.00	3/10/2025
EFT	DIGITAL RESOURCES, INC.	\$995,346.00	3/10/2025
EFT	D J'S CREATIVE CORNER	\$500.00	3/10/2025
EFT	CURLESS, MEGAN VICTORIA	\$75.00	3/10/2025
EFT	COONS, THERESA MARIE	\$146.44	3/10/2025
EFT	COONS, MARK ADAM	\$125.58	3/10/2025
EFT	CHRISTNER, PHILIP WAYNE	\$69.72	3/10/2025
EFT	CHERIZARD, AKEEM FRITZGERALD	\$150.00	3/10/2025
EFT	CARRION, REBECCA DEL CARMEN	\$75.00	3/10/2025
EFT	BRYAN, MELISSA MICHELLE	\$151.20	3/10/2025
EFT	BRADFORD, YOLANDA DENISE	\$75.00	3/10/2025
EFT	BEATON, RENEE MARIE	\$75.00	3/10/2025
EFT	ADVANCED TECHNOLOGIES CONSULTANTS, T.S. ENTERPRISE	\$745.00	3/10/2025
EFT	ADVANCE AUTO PARTS	\$466.15	3/10/2025
EFT	CITIBANK, N.A.	\$68,483.31	3/13/2025
161967	ATMOS ENERGY	\$0.00	3/14/2025
161968	ATMOS ENERGY	\$0.00	3/14/2025
161969	ATMOS ENERGY	\$18,169.86	3/14/2025
161970	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/14/2025
161971	CITY OF COPPERAS COVE UTILITY ADMIN	\$8,388.48	3/14/2025
161972	TXU ENERGY	\$79,218.71	3/14/2025
161825	A-1 BANNER & SIGN CO. INC	\$552.36	3/17/2025
161826	ADDIES PETTING ZOO, LLC	\$400.00	3/17/2025
161827	AIRCO MECHANICAL, LTD	\$2,497.25	3/17/2025
161828	AT&T MOBILITY	\$3,259.56	3/17/2025
161829	ATMOS ENERGY	\$10,617.44	3/17/2025
161830	AUTISTIC TREATMENT CENTER, INC.	\$38,888.06	3/17/2025
161831	BAKER DISTRIBUTING COMPANY LLC	\$257.25	3/17/2025
161832	BAND SHOPPE	\$498.75	3/17/2025
161833	BARRERA, RAMIRO RUBEN	\$110.00	3/17/2025
161834	BERNAL, FRANCISCO JAVIER	\$432.00	3/17/2025
161835	BERNAL, FRANCISCO JAVIER	\$432.00	3/17/2025
161836	BEST BUY STORES, LP	\$499.99	3/17/2025
161837	BOONE, ROBERT TRENT	\$315.00	3/17/2025
161838	BOYCE, KEYLYNN FAYE	\$189.00	3/17/2025
161839	BROWN, DOMINIC ANTHONIO	\$130.00	3/17/2025
161840	BSN SPORTS LLC	\$704.21	3/17/2025
161841	CDW GOVERNMENT INC	\$6,059.27	3/17/2025
161842	CHARTER COMMUNICATIONS HOLDINGS, LLC, SPECTRUM	\$4,047.16	3/17/2025
161843	CHRISMAN, COLE DAVID	\$130.00	3/17/2025
161844	CITY OF COPPERAS COVE *DUMP	\$132.43	3/17/2025
161845	CITY OF COPPERAS COVE UTILITY ADMIN	\$4,813.23	3/17/2025
161846	CLAY'S CUSTOM DESIGNS, LUCY BOWMAN	\$1,002.00	3/17/2025

161847	CONNALLY ISD	\$800.00	3/17/2025
161848	COPPERAS COVE LEADER PRESS	\$412.50	3/17/2025
161849	COSTLEY, ERON	\$130.00	3/17/2025
161850	CRAWFORD, ALICIA NICOLE	\$270.00	3/17/2025
161851	CRAWFORD, ALICIA NICOLE	\$270.00	3/17/2025
161852	CTRMA PROCESSING	\$25.75	3/17/2025
161853	CUNDIFF, OWEN	\$325.00	3/17/2025
161854	DEALERS ELECTRICAL SUPPLY COMPANY	\$0.00	3/17/2025
161855	DEALERS ELECTRICAL SUPPLY COMPANY	\$2,598.89	3/17/2025
161856	DEJESUS, ALFREDO	\$120.00	3/17/2025
161857	DILLY CAMPUS SUPPLY	\$56.00	3/17/2025
161858	DJAMEH, FREDERICK OHENE	\$205.00	3/17/2025
161859	EDUCATION SERVICE CTR REG 12	\$1,800.00	3/17/2025
161860	FLINN SCIENTIFIC INC	\$69.00	3/17/2025
161861	FREEZING POINT LLC	\$448.50	3/17/2025
161862	GATEWOOD, ROBERT G	\$130.00	3/17/2025
161863	GENSERVE, LLC, LJ POWER	\$1,432.00	3/17/2025
161864	GF EDUCATORS, INC	\$307.24	3/17/2025
161865	GOLD STAR FOODS INC	\$164.50	3/17/2025
161866	GRAINGER	\$0.00	3/17/2025
161867	GRAINGER	\$943.31	3/17/2025
161868	GRINNER, VANESHA	\$135.00	3/17/2025
161869	GUKEISEN, LEO JOHN	\$110.00	3/17/2025
161870	GULF COAST PAPER COMPANY INC, IMPERIAL BAG &	\$1,210.80	3/17/2025
161871	HEAT TRANSFER SOLUTIONS, HTS TEXAS	\$6,340.98	3/17/2025
161872	HOSA TA	\$1,035.00	3/17/2025
161873	HUNTER, BRETT	\$325.00	3/17/2025
161874	IMERMAN, THADDEUS M	\$220.00	3/17/2025
161875	INTEGRITY URGENT CARE, BILLING DEPART	\$0.00	3/17/2025
161876	INTEGRITY URGENT CARE, BILLING DEPART	\$0.00	3/17/2025
161877	INTEGRITY URGENT CARE, BILLING DEPART	\$915.00	3/17/2025
161878	ITURITY LLC	\$10,127.60	3/17/2025
161879	KILLEEN OVERHEAD DOORS INC	\$400.00	3/17/2025
161880	KING, TONYA MAVREEN	\$766.38	3/17/2025
161881	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161882	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161883	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161884	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161885	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161886	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161887	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161888	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161889	LAVALLEE III, VINCENT J	\$180.00	3/17/2025
161890	LIBERTY PAPER	\$25,074.00	3/17/2025
161891	LINDE GAS & EQUIPMENT INC., PRAXAIR DISTR	\$254.85	3/17/2025
161892	LOWE'S COMPANIES, INC, LOWE'S HOME CEN	\$0.00	3/17/2025
161893	LOWE'S COMPANIES, INC, LOWE'S HOME CEN	\$0.00	3/17/2025
161894	LOWE'S COMPANIES, INC, LOWE'S HOME CEN	\$1,475.48	3/17/2025

161895	MAGALLON, OLIVER ALEXIS	\$183.50	3/17/2025
161896	MANSFIELD OIL COMPANY OF GAINESVILLE INC.	\$25,812.06	3/17/2025
161897	MARTIN, SHELBY LEE	\$2,646.00	3/17/2025
161898	MULLEN, ANGELICA RENEE LEE	\$980.00	3/17/2025
161899	MUSIC & ARTS CENTER	\$275.00	3/17/2025
161900	NATIONAL SCOREBOARD & DISPLAY SERVICES LLC	\$400.00	3/17/2025
161901	NATIONAL HEALTHCAREER ASSOCIATION, ASSESS TECH INST	\$5,538.00	3/17/2025
161902	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161903	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161904	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161905	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161906	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161907	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161908	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161909	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161910	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	3/17/2025
161911	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$6,736.12	3/17/2025
161912	NIX, JONATHAN	\$300.00	3/17/2025
161913	O'REILLY AUTO PARTS	\$3,789.07	3/17/2025
161914	OWENS, HEATHER LEA ANN	\$1,710.00	3/17/2025
161915	PEARSON EDUCATION INC	\$1,175.40	3/17/2025
161916	PERMA-BOUND BOOKS	\$949.17	3/17/2025
161917	PETTIFORD, ISAIAH	\$187.50	3/17/2025
161918	PFLUGERVILLE ISD ATHLETIC DEPT	\$350.00	3/17/2025
161919	POWERPRINT TEES	\$464.25	3/17/2025
161920	POWERSCHOOL GROUP, LLC, SEVERIN INTERMEDI	\$31,449.94	3/17/2025
161921	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	3/17/2025
161922	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	3/17/2025
161923	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	3/17/2025
161924	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$5,469.87	3/17/2025
161925	QUILL CORPORATION	\$141.07	3/17/2025
161926	RAE SECURITY	\$152.85	3/17/2025
161927	RATTERMAN, MICHAEL	\$608.50	3/17/2025
161928	RECORDS CONSULTANTS INC	\$175.00	3/17/2025
161929	ROBLEDO, MICHAEL A	\$195.00	3/17/2025
161930	ROSAS, TONYA SHAY	\$198.00	3/17/2025
161931	RYDER TRANSPORTATION SERVICES	\$97.03	3/17/2025
161932	SANSOM, MARIE LEE	\$207.00	3/17/2025
161933	SANSOM, MARIE LEE	\$207.00	3/17/2025
161934	SANSOM, MARIE LEE	\$207.00	3/17/2025
161935	SANSOM, MARIE LEE	\$171.00	3/17/2025
161936	SANSOM, MARIE LEE	\$72.00	3/17/2025
161937	SANSOM, MARIE LEE	\$252.00	3/17/2025
161938	SAUCEDO, JESUS	\$150.00	3/17/2025
161939	SCHOLASTIC BOOK FAIRS	\$1,358.07	3/17/2025
161940	SCHOOL NURSE SUPPLY INC	\$1,211.64	3/17/2025
161941	SEIFERT, MADISON MARIE	\$432.00	3/17/2025
161942	SHAFFER, MILLER	\$271.00	3/17/2025

161943	SHERWIN-WILLIAMS	\$0.00	3/17/2025
161944	SHERWIN-WILLIAMS	\$598.12	3/17/2025
161945	SHI GOVERNMENT SOLUTIONS INC	\$159,675.03	3/17/2025
161946	SKILLS USA TEXAS	\$4,200.00	3/17/2025
161947	SMITH SUPPLY CO LLC	\$81.31	3/17/2025
161948	SMITH, JERRY W	\$130.00	3/17/2025
161949	SNA SPORTS GROUP, LLC	\$7,095.00	3/17/2025
161950	STEVE WEISS MUSIC, INC.	\$950.90	3/17/2025
161951	STUKENT, INC.	\$2,480.00	3/17/2025
161952	SWILLEY, LEOTIS LEWIS	\$175.00	3/17/2025
161953	TAFIS	\$1,000.00	3/17/2025
161954	TARPLEY MUSIC CO, INC	\$35.00	3/17/2025
161955	TEXAS HIGH SCHOOL POWERLIFTING ASSOCIATION	\$105.00	3/17/2025
161956	TRITON SENSORS, LLC	\$8,379.00	3/17/2025
161957	UNITED RENTALS (NORTH AMERICA) INC	\$638.74	3/17/2025
161958	US POSTAL SERVICE	\$348.00	3/17/2025
161959	VALERO MARKETING & SUPPLY, WEX BANK	\$524.61	3/17/2025
161960	VAN DE PLAS JR, WILLEM HENDRIK	\$185.00	3/17/2025
161961	VARSITY SPIRIT FASHIONS, VARSITY BRANDS	\$217.00	3/17/2025
161962	VICTORIAN JR, HILTON	\$185.00	3/17/2025
161963	WEST MUSIC COMPANY	\$444.34	3/17/2025
161964	WILLINGHAM, TRENTON LEE	\$300.00	3/17/2025
161965	WORLD'S FINEST CHOCOLATE INC	\$5,880.00	3/17/2025
161966	X-GRAIN SPORTSWEAR, INVEN TRAD CO	\$252.00	3/17/2025
EFT	YAWN, SARAH ELAINE	\$44.87	3/17/2025
EFT	WEST, DANIEL ALLEN	\$132.05	3/17/2025
EFT	WENDT, DIANIA MARIE	\$211.75	3/17/2025
EFT	WADHWANI, NITU B	\$39.48	3/17/2025
EFT	U.S. EMPLOYEE BENEFITS	\$264.54	3/17/2025
EFT	TK ELEVATOR	\$26,036.78	3/17/2025
EFT	THORNTON, REBECCA ELLEN	\$30.94	3/17/2025
EFT	THOMAS, MISTY D	\$200.00	3/17/2025
EFT	TEMPLES, DENISA LEA	\$871.83	3/17/2025
EFT	SUMMERS, CHADRICK E	\$208.50	3/17/2025
EFT	SPARKLETTS AND SIERRA SPRINGS	\$457.24	3/17/2025
EFT	SHEAFFER, TRICIA RENE	\$58.52	3/17/2025
EFT	SEIFERT, BENJAMIN WAYNE	\$206.90	3/17/2025
EFT	SCHOOL TECHNOLOGY ASSOCIATES INC	\$3,119.75	3/17/2025
EFT	SCHOOL SPECIALTY INC	\$110.02	3/17/2025
EFT	SANTAGATE, AMY JO	\$119.74	3/17/2025
EFT	SAMUEL, WENZEL	\$19.67	3/17/2025
EFT	SAMCO CAPITAL MARKETS, INC.	\$3,500.00	3/17/2025
EFT	ROCHESTER ARMORED CAR CO, INC	\$742.20	3/17/2025
EFT	ROBERTS, VICTORIA MARIE	\$3.50	3/17/2025
EFT	RIVERA, IRMA IRIS	\$12.60	3/17/2025
EFT	PROJECT LEAD THE WAY INC	\$3,951.80	3/17/2025
EFT	PERRY, SANDRA FRANZISKA	\$1,000.00	3/17/2025
EFT	PERRY OFFICE PLUS	\$1,498.01	3/17/2025

EFT	PARTS TOWN, LLC.	\$190.88	3/17/2025
EFT	NIELSON, JANICE	\$9.66	3/17/2025
EFT	MORENO, MELISSA	\$56.63	3/17/2025
EFT	MENDEZ LIZARDO, YARELIS	\$21.98	3/17/2025
EFT	MCCLLOUD, KAYLA SHAINEE	\$86.00	3/17/2025
EFT	LOPEZ TORRES, SAYRA M	\$17.15	3/17/2025
EFT	LAVALLEE, CYNTHIA DIANE	\$56.00	3/17/2025
EFT	LANDERS, MICHELLE DENISE	\$20.79	3/17/2025
EFT	KLEPINGER, PATRICIA LYNN	\$86.00	3/17/2025
EFT	KATTNER, BRITNI MARIA	\$23.45	3/17/2025
EFT	J. W. PEPPER & SON, INC	\$4,053.10	3/17/2025
EFT	HILGENBERG, KELLY TERESE	\$80.36	3/17/2025
EFT	HEB GROCERY COMPANY	\$4,575.24	3/17/2025
EFT	FOX, MARIE ANN	\$2,615.49	3/17/2025
EFT	FOX, ADRIANNA LAURA	\$2,615.49	3/17/2025
EFT	FOLLETT CONTENT SOLUTIONS	\$1,228.10	3/17/2025
EFT	ERICKSON, MICHELLE ROBIN	\$29.40	3/17/2025
EFT	EDUSMART, LEARN-ED LLC	\$497.25	3/17/2025
EFT	DIXON, CANDYCE F	\$17,714.00	3/17/2025
EFT	DINGIANNI, VINCENT MITCHELL	\$225.00	3/17/2025
EFT	DEWALD UTILITIES, INC., JASON DEWALD	\$2,381.50	3/17/2025
EFT	DELL MARKETING L P	\$6,802.20	3/17/2025
EFT	COOPER, JADE ARNAE	\$275.10	3/17/2025
EFT	BLAIR, HENRY DAVID	\$92.96	3/17/2025
EFT	AMERICAN EXPRESS PURCHASING	\$2,778.50	3/17/2025
EFT	AMERICAN EXPRESS PURCHASING	\$0.00	3/17/2025
EFT	AMERICAN EXPRESS PURCHASING	\$0.00	3/17/2025
EFT	AMAZON.COM LLC	\$16,864.61	3/17/2025
EFT	ADVANCE AUTO PARTS	\$294.19	3/17/2025
161835	BERNAL, FRANCISCO JAVIER	-\$432.00	3/24/2025
161973	ALLEN STEPHENS ELECTRIC	\$9,950.00	3/28/2025
161974	AT&T MOBILITY	\$95.28	3/28/2025
161975	ATMOS ENERGY	\$650.63	3/28/2025
161976	AVIVE SOLUTIONS INC.	\$1,785.71	3/28/2025
161977	BEYOND SOCIAL SKILLS	\$0.00	3/28/2025
161978	BEYOND SOCIAL SKILLS	\$766.20	3/28/2025
161979	BRIGHTSPEED (DBA), CONN PARENT CORP	\$0.00	3/28/2025
161980	BRIGHTSPEED (DBA), CONN PARENT CORP	\$0.00	3/28/2025
161981	BRIGHTSPEED (DBA), CONN PARENT CORP	\$9,305.89	3/28/2025
161982	BUSH, DOUGLAS LEE	\$2,000.00	3/28/2025
161983	CDW GOVERNMENT INC	\$2,550.00	3/28/2025
161984	CENTEX RECOGNITION	\$1,414.00	3/28/2025
161985	CHEAPER THAN DIRT	\$615.00	3/28/2025
161986	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/28/2025
161987	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/28/2025
161988	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/28/2025
161989	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/28/2025
161990	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	3/28/2025

161991	CITY OF COPPERAS COVE UTILITY ADMIN	\$29,520.52	3/28/2025
161992	CITY OF COPPERAS COVE	\$300.00	3/28/2025
161993	CORKYS AUTOMOTIVE	\$857.08	3/28/2025
161994	CTRMA PROCESSING	\$54.60	3/28/2025
161995	DISYS SOLUTIONS, INC, DBA DSI TECH	\$13,553.16	3/28/2025
161996	EWING IRRIGATION PRODUCTS	\$122.36	3/28/2025
161997	FULCRUM TECHNOLOGY SOLUTIONS LLC	\$7,528.44	3/28/2025
161998	HCTRA, VIOLATIONS	\$22.00	3/28/2025
161999	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162000	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162001	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162002	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162003	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162004	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162005	HOLT TRUCK CENTERS OF TEXAS LLC	\$0.00	3/28/2025
162006	HOLT TRUCK CENTERS OF TEXAS LLC	\$9,036.05	3/28/2025
162007	HOUSE OF RIBBONS	\$870.40	3/28/2025
162008	HUDL	\$758.22	3/28/2025
162009	ITURITY LLC	\$3,094.00	3/28/2025
162010	K-LOG, INC	\$1,791.59	3/28/2025
162011	KILLEEN DAILY HERALD	\$453.75	3/28/2025
162012	LIBERTY PAPER	\$24,654.00	3/28/2025
162013	LONGHORN BUS SALES	\$308,855.00	3/28/2025
162014	MANSFIELD OIL COMPANY OF GAINESVILLE INC.	\$31,284.94	3/28/2025
162015	MUSIC & ARTS CENTER	\$90.00	3/28/2025
162016	NORTH TEXAS TOLLWAY AUTHORITY	\$3.68	3/28/2025
162017	OPTIMUM ORIGENS, INC, BJORN CAMPBELL	\$1,125.00	3/28/2025
162018	PEARSON EDUCATION INC	\$1,095.00	3/28/2025
162019	PERMA-BOUND BOOKS	\$68.70	3/28/2025
162020	PIKES PEAK OF AUSTIN	\$117.10	3/28/2025
162021	QUILL CORPORATION	\$117.60	3/28/2025
162022	RANGER COLLEGE	\$270.00	3/28/2025
162023	REID ATKINSON DESIGNS, INC	\$4,375.00	3/28/2025
162024	KAREN DENNEY, SCHOLARSHIP LAD	\$800.00	3/28/2025
162025	STAPLES CONTRACT AND COMMERCIAL, LLC	\$0.00	3/28/2025
162026	STAPLES CONTRACT AND COMMERCIAL, LLC	\$3,369.70	3/28/2025
162027	STEVE WEISS MUSIC, INC.	\$132.00	3/28/2025
162028	T-MOBILE USA INC.	\$30.45	3/28/2025
162029	TARLETON STATE UNIVERSITY, TARLETON TODAY	\$2,000.00	3/28/2025
162030	TASA/TEXAS ASSOC OF SCHOOL	\$225.00	3/28/2025
162031	TASBO	\$775.00	3/28/2025
162032	TEXAS ALTERNATOR STARTER SERVICE, THE MCADAMS GRO	\$186.59	3/28/2025
162033	TEXAS COMMISSION ON LAW ENFORCEMENT	\$50.00	3/28/2025
162034	TRESONA MULTIMEDIA LLC	\$960.00	3/28/2025
162035	TXU ENERGY	\$4,200.85	3/28/2025
162036	UIL MUSIC REGION 8	\$1,710.00	3/28/2025
162037	UNLIMITED TOWING OF TEXAS LLC	\$400.00	3/28/2025
162038	WARD'S SCIENCE	\$296.99	3/28/2025

162039	WHITLEY STEEL BUILDING SUPPLY, LLC	\$1,100.00	3/28/2025
162040	X-GRAIN SPORTSWEAR, INVEN TRAD CO	\$850.00	3/28/2025
EFT	WANECK, CICIPY GALE	\$111.00	3/28/2025
EFT	VASQUEZ-SOLIS, ASHLEY DELAIN	\$130.90	3/28/2025
EFT	TURNER, ROBERT EDWARD	\$91.00	3/28/2025
EFT	THOMPSON, MATTHEW RAYMOND	\$40.46	3/28/2025
EFT	TAYLOR, SAVANNAH KAY	\$111.00	3/28/2025
EFT	STIRTMIRE, PATRICIA ANN	\$57.33	3/28/2025
EFT	SCHOOL SPECIALTY INC	\$226.46	3/28/2025
EFT	RAGLAND, CRISTINE EVELYN	\$111.00	3/28/2025
EFT	POWELL LAW GROUP, LLP	\$97.50	3/28/2025
EFT	POCKET NURSE	\$1,168.00	3/28/2025
EFT	PERRY OFFICE PLUS	\$77.70	3/28/2025
EFT	LOWERY, CARI LYNN	\$51.10	3/28/2025
EFT	LEXIA VOYAGER SOPRIS INC.	\$431.10	3/28/2025
EFT	JOHNSON, KRYSTAL LYNN	\$118.87	3/28/2025
EFT	JACKSON, CAROLYN MARIE	\$257.60	3/28/2025
EFT	J. W. PEPPER & SON, INC	\$326.48	3/28/2025
EFT	D J'S CREATIVE CORNER	\$2,250.00	3/28/2025
EFT	THE COLLEGE BOARD	\$15,078.98	3/28/2025
EFT	CHO, HEEYOUNG	\$350.00	3/28/2025
EFT	BLICK ART MATERIALS LLC	\$200.68	3/28/2025
EFT	BEING WELL COUNSELING SERVICES, PLLC	\$1,000.00	3/28/2025
EFT	AMAZON.COM LLC	\$14,317.30	3/28/2025
EFT	AEROWAVE TECHNOLOGIES	\$1,417.95	3/28/2025
EFT	A & D TESTS INC	\$630.00	3/28/2025



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



February 20, 2025

To the Board of Trustees and Superintendent
Copperas Cove Independent School District

We are pleased to confirm our understanding of the services we are to provide Copperas Cove Independent School District for the year ended August 31, 2025.

Audit Scope and Objectives

We will audit the financial statements of the governmental activities, the business-type activities (if any), each major fund, and the aggregate remaining fund information, including the disclosures, which collectively comprise the basic financial statements, of Copperas Cove Independent School District (the 'District') as of and for the year ended August 31, 2025. Accounting standards generally accepted in the United States of America (GAAP) provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement Copperas Cove Independent School District's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to Copperas Cove Independent School District's RSI in accordance with auditing standards generally accepted in the United States of America (GAAS). These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient appropriate evidence to express an opinion or provide any assurance. The following RSI is required by GAAP and will be subjected to certain limited procedures, but will not be audited:

- 1) Management's Discussion and Analysis
- 2) Schedule of the District's Proportionate Share of the Net Pension Liability – Teacher Retirement System
- 3) Schedule of District Contributions – Teacher Retirement System
- 4) Schedule of the District's Proportionate Share of the Net OPEB Liability – Texas Public School Retired Employees Group Insurance Plan
- 5) Schedule of District Contributions – Texas Public School Retired Employees Group Insurance Plan

We have also been engaged to report on supplementary information other than RSI that accompanies Copperas Cove Independent School District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS, and we will provide an opinion on it in relation to the financial statements as a whole, in a report combined with our auditor's report on the financial statements:

- 1) Combining Schedules of Non-Major Funds
- 2) Schedule of Delinquent Taxes Receivable
- 3) Budgetary Schedules for Child Nutrition Fund and Debt Service Fund
- 4) Schedule of Expenditures of Federal Awards (if applicable)

The following other information accompanying the financial statements will not be subjected to the auditing procedures applied in our audit of the financial statements, and our auditor's report will not provide an opinion or any assurance on that other information:

- 1) Schedule of Required Responses to Selected School First Indicators

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with GAAP, and report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as a whole. Reasonable assurance is a high level of assurance but is not absolute and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements. The objectives also include reporting on:

- Internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal statutes, regulations, and the terms and conditions of federal awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).

Auditor's Responsibilities for the Audit of the Financial Statements and Single Audit

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and the provisions of the Uniform Guidance, and will include tests of accounting records, a determination of major programs in accordance with Uniform Guidance, and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner to achieve fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that material misstatements or noncompliance may exist and not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs.

However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, and may include tests of the physical existence of inventories, and direct confirmation of receivables and certain other assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement.

We have identified the following significant risks of material misstatement as part of our audit planning:

- 1) Misstatement of State Foundation Revenue
- 2) Misstatement of accrued payroll
- 3) Misstatement of accounts payable
- 4) Miscoding of expenditures by function and object code

Audit Procedures—Internal Control

We will obtain an understanding of the District and its environment, including internal control relevant to the audit, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance, we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal award program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, and the Uniform Guidance.

Audit Procedures—Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of Copperas Cove Independent School District's compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal statutes, regulations, and the terms and conditions of federal awards applicable to major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of Copperas Cove Independent School District's major programs.

For federal programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on Copperas Cove Independent School District's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

Responsibilities of Management for the Financial Statements and Single Audit

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal awards, and for evaluating and monitoring ongoing activities to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements. You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedule of expenditures of federal awards, and all accompanying information in conformity with accounting principles generally accepted in the United States of America; and for compliance with applicable laws and regulations (including federal statutes) and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are also responsible for making all financial records and related information available to us and for the accuracy and completeness of that information. You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance, (3) additional information that we may request for the purpose of the audit, and (4) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal awards; federal award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements.

Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the government received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the government complies with applicable laws, regulations, contracts, agreements, and grants. Management is also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements, or abuse that we report.

Additionally, as required by the Uniform Guidance, it is management's responsibility to evaluate and monitor noncompliance with federal statutes, regulations, and the terms and conditions of federal awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan.

You are responsible for identifying all federal awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal awards (including notes and noncash assistance received, and COVID-19-related concepts, such as lost revenues, if applicable) in conformity with the Uniform Guidance. You agree to include our report on the schedule of expenditures of federal awards in any document that contains and indicates that we have reported on the schedule of expenditures of federal awards. You also agree to include the audited financial statements with any presentation of the schedule of expenditures of federal awards that includes our report thereon.

Your responsibilities also include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance; (2) you believe the schedule of expenditures of federal awards, including its form and content, is stated fairly in accordance with the Uniform Guidance; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards.

You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions, for the report, and for the timing and format for providing that information.

Other Services

We will also assist in preparing the financial statements, schedule of expenditures of federal awards, and related notes of the District in conformity with accounting principles generally accepted in the United States of America and the Uniform Guidance based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal awards, and related notes services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, and related notes, and any other nonaudit services we provide.

You will be required to acknowledge in the management representation letter our assistance with preparation of the financial statements, the schedule of expenditures of federal awards, and related notes and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, and related notes prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

Engagement Administration, Fees, and Other

We understand that your employees will prepare all cash, accounts receivable, or other confirmations we request and will locate any documents selected by us for testing.

At the conclusion of the engagement, we will complete the appropriate sections of the Data Collection Form that summarizes our audit findings. It is management's responsibility to electronically submit the reporting package (including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Data Collection Form to the federal audit clearinghouse. We will coordinate with you the electronic submission and certification. The Data Collection Form and the reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's reports or nine months after the end of the audit period.

We will provide copies of our reports to Copperas Cove Independent School District; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of Singleton, Clark & Company, PC and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to the Texas Education Agency or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Singleton, Clark & Company, PC personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of five years after the report release date or for any additional period requested by the Texas Education Agency or a federal agency. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

We expect to begin our audit during the summer of 2025 from our office and with a preliminary interim fieldwork visit to your office, conduct final fieldwork onsite with you in the fall or winter, and to issue our reports no later than 150 days after your fiscal year end. Robert Gattilia is expected to be the engagement partner and is responsible for supervising the engagement and signing the reports or authorizing another individual to sign them.

Our fee for these service is estimated to be as follows:

Financial Statement Audit	\$ 53,500
Federal Single Audit – Basic Procedures	2,000
Federal Single Audit – First Major Program	3,000
Federal Single Audit – Second Major Program	<u>3,000</u>
Total	<u>\$ 61,500</u>

However, given the nature of an audit and the possibility that unexpected circumstances or conditions may be encountered, such as deficient accounting records or indications of fraud or irregularities, professional standards do not allow us to guarantee minimum audit fees. The above fee is also based on anticipated cooperation from your personnel. If we determine that significant additional time will be necessary to complete the audit, we will discuss it with you in advance and arrive at a new fee amount before we incur the additional time and costs.

In addition, the above fee is based on the understanding that the District will require only two federal programs to be tested, should additional Single Audit major programs be required, the additional fees would be \$3,000 per major additional federal program required to be tested.

Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. Our standard progress billing method is as follows: 30% of fee after completion of audit planning and interim fieldwork, additional 50% of fee after completion of final fieldwork, and final 20% of fee after issuance of our audit report. In accordance with our firm policies, work may be suspended if your account becomes 30 days or more overdue and may not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our reports. You will be obligated to compensate us through the most recent audit phase completed and any additional time incurred on a phase in progress.

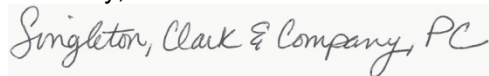
Reporting

We will issue written reports upon completion of our Single Audit, when a Single Audit is applicable. Our reports will be addressed to the Board of Trustees and Superintendent of Copperas Cove Independent School District. Circumstances may arise in which our report may differ from its expected form and content based on results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor’s report, or if necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports, or we may withdraw from this engagement.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity’s internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity’s internal control and compliance. The Uniform Guidance report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on the requirements of Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

We appreciate the opportunity to be of service to Copperas Cove Independent School District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign below and return the letter to us after making a copy for your records.

Sincerely,



Singleton, Clark & Company, PC

RESPONSE:

This letter correctly sets forth the understanding of Copperas Cove Independent School District.

Management signature: _____

Title: _____

Date: _____



CPAs • Tax • Audit & Accounting

Empowering Peace of Mind

Report on the Firm's System of Quality Control

To the Owners of Singleton, Clark & Company, P.C.
And the Peer Review Committee of the Texas Society of Certified Public Accountants

We have reviewed the system of quality control for the accounting and auditing practice of Singleton, Clark & Company, P.C. (the firm) in effect for the year ended December 31, 2022. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a System Review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing a system of quality control and complying with it to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported in conformity with professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of the system of quality control and the firm's compliance therewith based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under Government Auditing Standards, including compliance audits under the Single Audit Act.

As part of our review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Singleton, Clark & Company, P.C. in effect for the year ended December 31, 2022, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of pass, pass with deficiency(ies) or fail. Singleton, Clark & Company, P.C. has received a peer review rating of pass.

Bumgardner, Morrison & Company, LLP

BUMGARDNER, MORRISON & COMPANY, LLP
June 27, 2023



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

Proposed

Student Health Advisory Council Members

- James Clow – Chair – CCISD
- Melissa Bryan – Director of Food & Nutrition – CCISD
- Amy Hudson – Director of Health Services – CCISD
- Amy Simpson – Director of Behavioral Support Services – CCISD
- Angie Sharp – Assistant Director of Special Ed – CCISD
- Katie Eden – Parent – CCJHS
- Mario Caro – Parent – HCES
- April-Dawn Wiemer– Staff – MWES
- Jessica Callahan – Parent – MWES
- Lydia Burse– Staff – SCLJHS
- Jessica Koceja – Parent SCLJH
- Kendall Bush– Staff – FJES
- Sharon Schawang – Parent – FJES
- Karen Williams – Parent – FJES
- Samantha Peck– Staff – MSELA
- Brittney Heyworth– Parent – MSELA
- Yahaira Ruiz – parent - MSELA
- Melissa Gatewood– Staff – CPES
- Lee Vasquez – Staff - WLES
- Taylor-Marie Gormley – Staff WLES
- Christopher Gormley – Parent – WLES



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

Certification of Provision of Instructional Materials Survey 2025–26

Table of Contents

Table of Contents	- 2 -
Survey Pre-Work	- 4 -
2025–26 Certification of Provision of Instructional Materials	- 4 -
Instructions to Complete the Certification Process for 2025–26	- 4 -
Additional Supports	- 5 -
Review Terminology	- 5 -
About the Qualtrics Survey	- 5 -
Certification 2025–26 Survey	- 6 -
Background Information	- 6 -
LEA Information	- 6 -
Reading Language Arts Certification	- 7 -
Scope and Sequence - All Grade Levels RLA	- 7 -
English Reading Language Arts K–5 TEKS Coverage Certification	- 7 -
English Reading Language Arts K–5 Instructional Materials	- 7 -
Spanish Reading Language Arts K–5 TEKS Coverage Certification	- 8 -
Spanish Reading Language Arts K–5 Instructional Materials	- 8 -
English Reading Language Arts 6–8 TEKS Coverage Certification	- 9 -
English Reading Language Arts 6–8 Instructional Materials	- 9 -
English Reading Language Arts 9–12 TEKS Coverage Certification	- 10 -
English Reading Language Arts 9–12 Instructional Materials	- 10 -
Mathematics Certification	- 12 -
Scope and Sequence - All Grade Levels Mathematics	- 12 -
Mathematics K–5 TEKS Coverage Certification	- 12 -
Mathematics K–5 Instructional Materials	- 12 -
Mathematics 6–8 TEKS Coverage Certification	- 13 -
Mathematics 6–8 Instructional Materials	- 13 -
Mathematics 9–12 TEKS Coverage Certification	- 14 -
Mathematics 9–12 Instructional Materials	- 14 -
Social Studies Certification	- 15 -
Scope and Sequence - All Grade Levels Social Studies	- 15 -
Social Studies K–5 TEKS Coverage Certification	- 15 -
Social Studies K–5 Instructional Materials	- 15 -
Social Studies 6–8 TEKS Coverage Certification	- 15 -
Social Studies 6–8 Instructional Materials	- 16 -
Social Studies 9–12 TEKS Coverage Certification	- 16 -
Social Studies 9–12 Instructional Materials	- 16 -

Science Certification	- 18 -
Scope and Sequence - All Grade Levels Science	- 18 -
Science K–5 TEKS Coverage Certification	- 18 -
Science K–5 Instructional Materials	- 18 -
Science 6–8 TEKS Coverage Certification	- 18 -
Science 6–8 Instructional Materials	- 19 -
Science 9–12 TEKS Coverage Certification	- 19 -
Science 9–12 Instructional Materials	- 19 -
Children’s Internet Protection Act	- 21 -
The Children's Internet Protection Act	- 21 -
Additional Informational Questions (Optional)*	- 22 -
Certification 2025-26 Survey Ratification [Printed and uploaded PDF]	- 24 -
Other Certified Subject Areas	- 25 -

Survey Pre-Work

2025–26 Certification of Provision of Instructional Materials

In accordance with [Texas Education Code 31.1011](#), local educational agencies (LEAs) are required to certify annually to the State Board of Education (SBOE) and the commissioner that students have access to instructional materials covering all Texas Essential Knowledge and Skills (TEKS) for all required subjects, except physical education.

Additionally, LEAs are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under (i) the Children's Internet Protection Act (Pub. L. No. 106-554); (ii) Section [28.0022](#); (iii) Section [43.22](#), Penal Code; and (iv) any other law or regulation that protects students from obscene or harmful content. The TEKS Certification 2025–26 Survey includes a section to allow LEAs to certify they meet this requirement.

Like last year's process, the agency will utilize the following tools:

Certification 2025–26 Form:

Printable, hard copy of the survey to be completed offline and presented to the board of trustees or governing body for ratification and signatures.

Certification 2025–26 Survey:

Web-based application where LEAs will submit their responses collected on the TEKS Certification 2025–26 Form, and where LEAs will upload the signature page of the Form.

This year's Certification Process requires:

- The completion of the Certification 2025–26 Form;
- Ratification by the LEA's board of trustees or governing body in an open, public-noticed meeting; and
- Submission of the Certification 2025–26 Survey and upload of the ratified Certification 2025–26 Form.

TEA recommends that LEAs complete these steps by **May 1, 2025**. The Certification 2025–26 Form can be accessed at the following link on the [Certification of Provision of Instructional Materials webpage](#).

The state online instructional materials ordering system, EMAT, will close for annual maintenance on March 28, 2025, and is scheduled to reopen on May 15, 2025. **Completion of the Certification Process is required to regain access to allotment funds when EMAT reopens in May of 2025.**

Certification 2025–26 Survey submissions received after May 15, 2025, will typically be processed within five business days, then access to EMAT provided.

Instructions to Complete the Certification Process for 2025–26

1. **Review the Certification 2025–26 Form:** Print the fillable TEKS Certification 2025–26 Form found on the [Certification of Provision of Instructional Materials webpage](#).
2. **Gather information:** The form may require consultation with content area leads or other LEA staff.
3. **Complete Certification 2025–26 Form:** Complete the TEKS Certification 2025–26 Form by hand or digitally.
4. **Obtain needed signatures:** Ratify the **Certification 2025–26 Form** by the LEA's board of trustees or governing body in an upcoming, open board meeting.

5. **Submit Certification 2025–26 Survey:** Complete the online Certification 2025–26 Survey by answering the questions. Inside the survey you will upload the signed Allotment and Certification 2025–26 Form from Step 4. The survey will be open for submissions beginning Monday, March 17, 2025, and will be located on the [Certification of Provision of Instructional Materials webpage](#).

Additional Supports

- TEA will be hosting a webinar to review the Certification 2025–26 Process on *Monday, March 24th, at 2:00 p.m. CDT*. [Registration](#) is required.
- TEA will host office hours to support LEAs with the Certification of Provision of Instructional Materials process; registration is required.
 - Monday, March 31st at 11:00 a.m. CDT | [Register on Zoom](#)
 - Thursday, April 3rd, at 11:00 a.m. CDT. | [Register on Zoom](#)
- To facilitate completion of this year’s submission, LEAs may request a copy of their previous year’s submission by submitting a [Help Desk Ticket](#).
- For questions about the Certification 2025–26 Form, Survey, or Process, please submit a [Help Desk Ticket](#).

Review Terminology

Additional Supports

- **Scope and Sequence:** A document that provides a brief outline of the standards and a recommended teaching order for a particular course/grade-level over the course of a school year.
- **Full-subject materials** (often referred to as Tier 1 or core materials): instructional material designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.
- **Supplemental materials** (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional material designed to assist in the instruction of one or more of the essential knowledge and skills
- **SBOE-Approved Instructional Materials:** SBOE-approved instructional materials are any materials that go through the IMRA process and receive approval by the SBOE. In Texas, SBOE-approved instructional materials are considered HQIM and qualify for the SBOE-Approved Instructional Materials Entitlement as outlined in Section 48.307.
- **State-Adopted Instructional Materials:** state-adopted instructional materials were reviewed and adopted in the preceding Proclamation process. These materials have not been reviewed in the IMRA process, are not considered HQIM (per the Texas definition), and are not eligible for additional HB 1605 funding entitlements.

About the Qualtrics Survey

Within the Qualtrics survey you will be given a list of commonly known publishers and products. Should your LEA use a LEA-developed product, or the product is not listed, you will be asked to write in the name of the publisher and product.

You can find a list instructional materials on the [Certification of Provision of Instructional Materials webpage](#).

Certification 2025–26 Survey

Background Information

QUESTION 1.0: Name of person completing this form

Katherine Baney

QUESTION 1.1: Your email address

Baneyk@ccisd.com

QUESTION 1.2: Select the role that best describes your position at your district or charter: [Single Select]

- Instructional Materials Coordinator
- Curriculum Director
- Principal
- Administrative Assistant
- Superintendent
- Other

LEA Information

QUESTION 2.0: Region #

ESC Region 12

QUESTION 2.1: LEA name and number

Copperas Cove ISD, 050910

QUESTION 2.2: Superintendent's name

Dr. Brent Hawkins

QUESTION 2.3: Superintendent's email address

hawkinsb@ccisd.com

QUESTION 2.4: School board president's or governing body's name

Joan Manning

QUESTION 2.5: School board president's or governing body's email address

manningj@ccisd.com

QUESTION 2.6: Date of the school board meeting at which the Certification Form was be presented and approved?

April 15, 2025

Reading Language Arts Certification

Scope and Sequence - All Grade Levels RLA

QUESTION 3.0:

Are instructional materials for English RLA and phonics managed at the LEA level and generally consistent across classrooms?

- Yes
 No

English Reading Language Arts K–5 TEKS Coverage Certification

QUESTION 4.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades K–5?** (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

- Yes
 No

English Reading Language Arts K–5 Instructional Materials

QUESTION 5.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your district will use regularly (once a week or more, on average) for **English RLA and/ or Phonics grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA and/ or Phonics grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw-Hill Division – Texas Wonders
Literacy Resources, Inc. – Heggerty
Heinemann – Interactive Read Aloud and Shared Reading
Wilson Language System – Foundations
UFLI Foundations
Voyager Sopris Learning – Rewards
Sopris West – The Six-Minute Solution: A Reading Fluency Program

QUESTION 5.1:

(If above answer includes SBOE-Approved Bluebonnet Learning instructional materials):

What is the estimated number of students in your LEA that are using *Bluebonnet Learning Reading Language Arts, Edition 1* (grades K–5) in their classroom on a regular basis?

0 students

QUESTION 5.2:

(If above answer includes SBOE-Approved Bluebonnet Learning instructional materials):

What is the estimated number of students in your LEA that are using *Bluebonnet Learning Foundational Skills, Edition 1* (grades K–3) in their classroom on a regular basis?

0 students

Spanish Reading Language Arts K–5 TEKS Coverage Certification

QUESTION 6.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **Spanish RLA TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials) [Single select]

Yes

No

Spanish Reading Language Arts K–5 Instructional Materials

QUESTION 7.0:

Share the **full subject and/or supplemental** publisher(s)/product(s) that teachers in your district will use regularly (once a week or more, on average) for **Spanish RLA and/or Phonics grades K–5** instruction to ensure coverage of 100% of the TEKS. [Single select for each grade band]

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): Instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Spanish RLA and/or Phonics grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw-Hill Division – Texas Maravillas
Literacy Resources Inc. – Heggerty Spanish
Estrellita, Inc. – Estrellita
Estrellita, Inc. – Lunita
Estrellita, Inc. – Escalera
Heinemann – Shared Reading
TEKS Resource System

QUESTION 7.1:

(If above answer includes *Aprendizaje Bluebonnet* pilot instructional materials instructional materials):

What is the estimated number of students in your LEA that are using *Aprendizaje Bluebonnet artes del lenguaje y lectura, piloto* (grados K–5) in their classroom on a regular basis?

0 students

QUESTION 7.2:

What is the estimated number of students in your LEA that are using *Aprendizaje Bluebonnet destrezas fundamentales, piloto* (grados K–2) in their classroom on a regular basis?

0 students

English Reading Language Arts (RLA) 6–8 TEKS Coverage Certification

QUESTION 8.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials) [Single select]

Yes

No

English Reading Language Arts (RLA) 6–8 Instructional Materials

QUESTION 9.0:

Share the **full subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **English RLA grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw-Hill School Division – Texas StudySync

Voyager Sopris Learning – Rewards

English Reading Language Arts (RLA) 9–12 TEKS Coverage Certification

QUESTION 10.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials.)

Yes

No

English Reading Language Arts (RLA) 9–12 Instructional Materials

QUESTION 11.0:

Are the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **English RLA grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

Mathematics Certification

Scope and Sequence - All Grade Levels Mathematics

QUESTION 12.0:

Are instructional materials for mathematics managed at the LEA level and generally consistent across classrooms? ?

Yes

No

Mathematics K–5 TEKS Coverage Certification

QUESTION 13.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics K–5 Instructional Materials

QUESTION 14.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **mathematics grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

Bluebonnet Learning, Elementary Mathematics

Zearn

Progress Learning, LLC – Progress Learning

QUESTION 14.1:

(If above answers include *Bluebonnet Learning* instructional materials instructional materials):

What is the estimated number of students in your LEA that are using Bluebonnet Learning, Edition 1 (grades K–5) in their classroom on a regular basis?

3,700 students

Mathematics 6–8 TEKS Coverage Certification

QUESTION 15.0

For school year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select “yes” even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics 6–8 Instructional Materials

QUESTION 16.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **mathematics grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

Maneuvering the Middle LLC – Maneuvering the Middle

Zearn

IXL

Progress Learning, LLC – Progress Learning

QUESTION 16.0B:

(If above answers include Bluebonnet Learning instructional materials instructional materials):

What is the estimated number of students in your LEA that are using Bluebonnet Learning Secondary Mathematics, Edition 1 (grades 6–8, Algebra I) in their classroom on a regular basis?

0 students

Mathematics 9–12 TEKS Coverage Certification

QUESTION 17.0:

For School Year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics 9–12 Instructional Materials

QUESTION 18.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **mathematics grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

The College Board – SpringBoard Mathematics
Bluebonnet Learning, Secondary Mathematics
All Things Algebra LLC, All Things Algebra
Maneuvering the Middle LLC – Maneuvering the Middle

Social Studies Certification

Scope and Sequence - All Grade Levels Social Studies

QUESTION 19.0:

Are instructional materials for social studies managed at the LEA level and generally consistent across classrooms?

- Yes
 No

Social Studies K–5 TEKS Coverage Certification

QUESTION 20.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

- Yes
 No

Social Studies K–5 Instructional Materials

QUESTION 21.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

Texas Studies Weekly

Social Studies 6–8 TEKS Coverage Certification

QUESTION 22.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Social Studies 6–8 Instructional Materials

QUESTION 23.0:

Select **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

Lowman Consulting, LLC – Lowman Education

Social Studies 9–12 TEKS Coverage Certification

QUESTION 24.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select “yes” even if not all classrooms use the same materials)

Yes

No

Social Studies 9–12 Instructional Materials

QUESTION 25.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH – The Americans: United States History, World Geography, World History
Lowman Consulting, LLC – Lowman Education

Science Certification

Scope and Sequence - All Grade Levels Science

QUESTION 26.0:

Are instructional materials for science managed at the LEA level and generally consistent across classrooms?

Yes

No

Science K–5 TEKS Coverage Certification

QUESTION 27.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Science K–5 Instructional Materials

QUESTION 28.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **science grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

Great Minds-PhD Science

Progress Learning, LLC – Progress Learning

Science 6–8 TEKS Coverage Certification

QUESTION 29.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Science 6–8 Instructional Materials

QUESTION 30.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **science grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

Savas Learning

Progress Learning, LLC – Progress Learning

Science 9–12 TEKS Coverage Certification

QUESTION 31.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Science 9–12 Instructional Materials

QUESTION 32.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your district or charter will regularly use (once a week or more, on average) for **science grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw Hill Science

Children's Internet Protection Act

The Children's Internet Protection Act

The Children's internet protection Act (CIPA) was enacted by Congress in 2000 to address concerns about children's access to obscene or harmful content over the Internet. (You may find more information on the FCC website.)

In accordance with Texas Administrative Code 19 TAC §66.105, school districts or charter schools are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C), Section [28.0022](#), [Section 43.22](#), Penal Code, and any other law or regulation that protects students from obscene or harmful content.

QUESTION 33.0: Does your district or charter school protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C), Section 28.0022, Penal Code, and any other law or regulation that protects students from obscene or harmful content?

Yes

No

Additional Informational Questions (Optional)*

QUESTION 35.0:

Has your LEA used, or do you plan to use, Instructional Materials Review and Approval (IMRA) Cycle 2024 reports to inform local decisions related to instructional materials adoption?

(Note: IMRA replaced the State Board of Education's Proclamation process and the Texas Resource Review (TRR))

Yes

No

QUESTION 35.1:

If "Yes" is selected: In which subject area(s) have you used the TRR to obtain information about the quality of products? *

English Reading Language Arts

Spanish Reading Language Arts

English Phonics

Spanish Phonics

Mathematics

QUESTION 35.2:

On a scale from 0 to 10, how effectively do you believe the IMRA reports support LEA adoption of high-quality instructional materials? 0 (Not at all) to 10 (Extremely effectively)*

0.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

QUESTION 36.0:

Assessment Platform: Select the assessment platform (if any) your LEA leverages for unit/module, diagnostic, or interim, and for which type of assessments.

Product	Interim	Diagnostic	Unit/Module Formatives
Eduphoria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DMCA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Texas Formative Assessment Resource	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
STAAR Interim	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text" value="Insert here"/>			
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text" value="Insert here"/>			
Other:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="text" value="Insert here"/>			

Certification 2025–26 Survey Ratification [Printed and uploaded PDF]

In accordance with [Texas Education Code §31.1011](#), school districts and open-enrollment charter schools are required to certify annually to the State Board of Education and the commissioner that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS) for the coming school year. Additionally, in accordance with Texas Administrative Code [19 TAC §66.105](#), school districts or charter schools are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C).

These certifications must be ratified by local school boards of trustees or governing bodies in public, noticed meetings. Districts and open-enrollment charter schools will be unable to order instructional materials through EMAT until the certifications have been received by the Texas Education Agency (TEA).

Other Certified Subject Areas

QUESTION 40.0:

Please select each subject in the required curriculum below for which your district provides each student with instructional materials that cover all elements of the essential knowledge and skills:
[multiple select]

- Career & Technical Education
- Fine Arts
- Health
- Technology Applications
- English Language Proficiency Standards
- Languages Other Than English
- None

District County Number (6-digit ID):

050910

District Name:

Copperas Cove ISD

Date of Ratification by Local School Board of Trustees or Governing Body:

April 15, 2025

Signature of the Board President and Secretary or Governing Board Officer

Board President

Date

Board Secretary

After ratification, please scan the last page of this form and submit to TEA through the electronic Certification of Provision of Instructional Materials Survey.



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



TPA TRANSFER NOTIFICATION

Districts within the Teacher Retirement System of Texas (TRS) are allowed to choose which vendor administers their benefit offerings. This form is required when a district moves to a new third-party administrator (TPA). This notification must occur once the Business Association Agreement with the new TPA has been signed.

If you are considering offering an electronic enrollment through a TPA you must contact your bswift BA Advocate by email at least 60 days prior to transfer/implementation. Send the email to TRSBAInquiries@bswift.com and be sure to include your signed agreement with your new TPA.

Your BA Advocate will submit documentation/notification form for review.

Region #: 12 District #: District Name: Copperas Cove ISD

Please check the appropriate box:

- Request to transfer from self-service on bswift enrollment portal to a TPA.
- Request to transfer from your current TPA to another TPA.
- Request to transfer from current TPA to self-service on the bswift enrollment portal.

REQUIRED INFORMATION	
Broker (if applicable):	
Current TPA:	U.S. Employee Benefits Services Group
Current TPA Contact Name:	Rusty Freeman
Current TPA Contact Email:	rffreeman@usebsg.com
Current TPA Contact Phone:	830.606.5100
New TPA: <small><i>This is NOT the broker – please enter the actual TPA here. Failure to do so may result in a delay in live date.</i></small>	The Baldwin Group
New TPA Contact Name:	Brady Scott
New TPA Contact Email:	brady.scott@baldwin.com
New TPA Contact Phone:	512.644.8226
Effective Date of Transfer*:	7/1/2025
District Contact (BA) Name:	
District Contact (BA) Email:	
District Contact (BA) Phone:	

*Note: If you are changing TPAs for September 1st the new TPA is required to take over ongoing administration and production file transfers no later than July 1st in order to support the TRS-ActiveCare Annual Enrollment period.

Verify the following documentation is complete and submit to the bswift BA Advocate group:

- Business Association Agreement (signed contract between District and TPA)

BENEFITS ADMINISTRATOR ELECTRONIC SIGNATURE	DATE
NEW THIRD PARTY ADMINISTRATOR ELECTRONIC SIGNATURE	DATE

Master Services Agreement

This Master Services Agreement (“Agreement”) is between **Copperas Cove ISD** (hereinafter the “Client”) and **The Baldwin Group Southwest, LLC** (hereinafter the “Firm”), collectively herein referred to as a “Party” or the “Parties.”

WHEREAS, Client wishes to obtain the assistance of the Firm with strategic benefit planning, design, funding, administration, and communication with respect to its employee benefit programs; and

WHEREAS, the Firm has superior knowledge and expertise in assisting employers with designing and servicing employee benefit plans; and

WHEREAS, the Parties wish to set forth their respective expectations; and

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which is hereby mutually acknowledged, the Parties hereby agree as follows:

1. Scope of Services to be Provided by the Firm

The Firm shall provide services and solutions for the benefit of the Client, as detailed in the Scope of Services, attached herewith as specifically incorporated as **Exhibit 1**.

From time to time, and to the extent the Scope of Services requires amendment, such amendment may be made by the attaching of an Amended Scope of Services herewith as a revised **Exhibit 1**. Any such written amendment of the Scope of Services will only occur upon the prior mutual consent of the Parties and shall supersede any prior agreed upon Scope of Services to this Agreement.

2. Disclosure and Record Keeping

- A. **Full Disclosure.** Client has the right to approve any arrangements and/or the utilization of any intermediaries in connection with, or arising out of, or in any way related to Client's insurance and risk management program(s). The Firm must seek approval from Client prior to utilization of any of the above in connection with the Client's insurance and risk management program.
- B. **Record Keeping.** The Firm will maintain accurate and current files including, but not limited to, insurance policies and correspondence with insurers and brokers, in accordance with industry standard record retention practices, or as otherwise directed by Client.

3. Term & Termination

- A. **Term.** This initial term of this Agreement shall be 36 months, commencing on **September 1, 2025** and ending **August 31, 2028** (“Initial Term”). Thereafter, this Agreement will automatically renew for subsequent and successive one-year term periods starting September 1, 2028 until such time as the Agreement may be terminated, as described below.
- B. **Termination.** This Agreement may be terminated by either party only as follows:
 - i. Effective upon ninety (90) days advance written notice to the other party stating that such other party is in breach of any of the provisions of this Agreement, provided such breach (if able to be cured) is not cured within thirty (30) days after the notice is received;
 - ii. Effective upon ninety (90) days advance written notice to the other party given with or without reason; provided such notice is given after the Initial Term; or
 - iii. By mutual written agreement of the parties.

4. Cost of Services

The Firm's professional services and consulting fees are based upon time expended by specific individuals. The fees do not include out-of-pocket expenses. Client agrees to pay the Firm's professional services and consulting fees as outlined in **Exhibit 2**, as attached herewith and specifically incorporated by reference. These fees are due and payable in quarterly installments and the Firm agrees to submit invoices to Client on a quarterly basis.

Additional programs and services will be offered and provided on a project basis for an additional fee to be disclosed in writing and shall be undertaken upon mutual written agreement between the Firm and Client. Such programs and services may include, without exclusion, advising on retiree medical plans, conducting special employee surveys, preparation of employee communication materials, and consulting on additional voluntary benefit programs.

5. Client's Responsibilities

Client agrees to provide the Firm with the necessary data, records and other information that the Firm requires in order to perform the services agreed to upon the term of this Agreement. Such data, records and other information shall include, without limitation: written plan materials and documents, contracts, policies, notices, enrollment data, disenrollment data, and employer census data. The data, records and other information shall be provided as of the effective date of this Agreement and shall be updated promptly and timely as necessary throughout the term of this Agreement. The Firm's ability to provide Client with the services provided for in this Agreement are specifically and unconditionally inured upon the Firm's receipt of accurate and timely information from Client. The Firm will not independently verify or authenticate data, records, and other information provided by or on behalf of Client. Client shall be solely responsible for the accuracy and completeness of such data, records and other information furnished to the Firm.

Client agrees to notify the Firm as soon as possible of any proposed amendments to the writings and legal documents governing Client's employee benefits programs and plans, to the extent that any such amendments would affect the Firm's performance of its obligations under this Agreement.

6. Records and Protected Health Information

All sensitive information is agreed to be handled in a manner consistent with State of Florida and any other applicable federal legal requirements, or any other United States jurisdictional law(s), in order to maintain the ability to perform its duties and obligations as provided for in this Agreement, such as those that may arise in connection with the operation of the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"). Furthermore, the Firm understands and specifically agrees to limit its use and disclosure of individually identifiable protected health information ("PHI") to the Minimum Required Standard, as such term is defined under HIPAA. Accordingly, a legally sufficient and binding Business Associate Agreement ("BAA") shall be executed between the parties.

7. Independent Contractor

It is understood and agreed that the specific individuals who are assigned by the Firm to perform the services contemplated hereunder are engaged by Client as independent contractors thereof. All employees and agents of the Firm performing such services shall use reasonable efforts to follow written, oral, or electronically transmitted (i.e., sent via facsimile or e-mail) instructions from Client as to the form of policy and procedure requirements.

8. Fiduciary Responsibility

Client understands and specifically acknowledges that:

- A. The Firm shall have no discretionary authority or discretionary control respecting the management of any of the employee benefit plans;
- B. The Firm shall exercise no authority or control with respect to management or disposition of the assets of Client's employee benefit plans; and
- C. The Firm shall perform services pursuant to this Agreement in a non-fiduciary capacity.

The Firm is solely an insurance broker and professional services consultant and exerts no discretionary control over plan assets; thus, in the event Client's employee welfare benefit plan or plans are deemed to be governed by the Employee Retirement Income Security Act of 1974 ("ERISA"), Client, and not the Firm, shall be, and is, the ERISA fiduciary for the plan or plans.

9. Legal Compliance

The Firm is not licensed to practice law and the services provided under the terms of this Agreement are not intended as a substitute for legal advice. Client, and not the Firm, shall be solely responsible for complying with, and consulting with legal counsel, respecting the legal obligations contemplated under the terms of this Agreement, as well as Client's compliance obligations arising under federal and state insurance, employee benefits, privacy and security, labor laws and regulations, and the like (including, without limitation, ERISA, HIPAA, COBRA, FMLA, MHPAEA and the Internal Revenue Code or "IRC"). Client is also solely responsible for determining, and consulting with legal counsel with respect to, the legal sufficiency of written documents, government filings, and other participant disclosures relating to Client's employee welfare benefit plans, including but not limited to plan documents, summary plan descriptions, insurance policies and contracts, notices, and communications materials (including annual and periodic notices), including those that may be provided by the Firm. The responsibilities of Client include, without limitation, meeting its reporting and disclosure obligations under ERISA, the filing of the annual Form 5500, conducting any discrimination testing that may be required under the IRC for its employee benefit plans and programs, and complying with federal and state privacy and security laws (including HIPAA). Client is encouraged to consult with appropriate and experienced legal counsel prior to entering any insurance policies, contracts, or other vendor arrangements.

The Firm shall maintain in effect all licenses it is required by the state of Florida, or any other United States jurisdictional law(s), to maintain its ability to perform its duties and obligations as provided for in this Agreement.

10. Confidentiality

Each party (in such capacity, "Recipient") will not access or use Confidential Information of the other (in such capacity, "Discloser") for any purpose other than performance of its obligations or receipt of benefits hereunder and shall maintain such information in the strictest confidence. Recipient may disclose the Discloser's Confidential Information to Recipient's employees, attorneys, advisors, and contractors who have a legitimate "need to know", provided that Recipient ensures that all such entities and persons are obligated to and do comply with confidentiality obligations consistent with (and no less restrictive than) this Section. The term "Confidential Information" means the provisions of this Agreement (which shall be the Confidential Information of both parties, subject to the following sentence), and any and all information, written or oral, provided or made available by or on behalf of one party or its affiliates, contractors, or vendors to the other party or its affiliates, contractors, or vendors in connection with this Agreement or the parties' relationship hereunder, whether or not designated as confidential. Burnham may disclose an accurate summary of the relationship formed hereunder, provided that the Firm does not reveal any associated pricing information, or other relationship details not included in prior disclosures that Client has previously and expressly designated as being excluded from such limited disclosure authorization. Information of a third party to whom a party owes a duty of confidentiality will be treated as Confidential Information of that party if it meets the description above. However, (a) Confidential Information does not include information that: (i) was or is publicly available other than as a result of breach of this Agreement by Recipient; (ii) was or

is lawfully received by the Recipient free of any other obligation of confidentiality, or is (iii) independently developed by or on behalf of the Recipient without the use of the Discloser's Confidential Information; and (b) Recipient may disclose the Discloser's Confidential Information to the extent such disclosure is necessary in connection with the enforcement of this Agreement; or necessary to comply with any legal, statutory, and federal and state-level regulatory requirements, provided that the Recipient gives the Discloser prompt notice (within thirty (30) days) of the compelled disclosure and cooperates with the Discloser in seeking a protective order or any other protections available to limit the disclosure of the Discloser's Confidential Information.

11. Insurance

During the term of this Agreement, the Firm shall procure and maintain for itself and its employees all insurance coverage as required by federal or state law.

12. Limitation of Liability

Except for liability of the parties under the Confidentiality and Indemnification Sections of this Agreement, neither the Firm's nor the Client's Company shall be liable for any lost profits or for any indirect, incidental, consequential, punitive or other special damages suffered by the Firm or the Client arising out of or related to this Agreement, even if advised of the possibility of such damages, except when such damages are caused by the gross negligence or willful misconduct of the parties to this Agreement, including, without limitation, its employees, agents, or its subcontractors.

13. Indemnity

- A. To the fullest extent permitted by law, the Firm and the Client agree to save, indemnify, defend and hold harmless each other, including the directors, officers, employees or agents of the Firm and the Client from any and all liability, claims, suits, actions, arbitration proceedings, administrative proceedings, and regulatory proceedings, losses, expenses, or any injury or damage of any kind whatsoever, whether actual, alleged or threatened, attorney fees, court costs, and any other costs of any nature without restriction incurred in relation to, as a consequence of, or arising out of, the performance of this Agreement, and attributable to the fault of the other. Following a determination of the percentage of fault and or liability by agreement between the Firm and the Client or in a court of competent jurisdiction, the party responsible for liability to the other will indemnify the other party to this Agreement for the percentage of liability determined.
- B. Nothing to the contrary withstanding, any limitation on liability and/or remedies set forth herein does not apply if the services performed under the Agreement results in injury or death to persons or damage to tangible property.

14. Disputes / Arbitration

In the event of a dispute between the parties arising out of, respecting, caused by, concerning, or relating to this Agreement, or the breach thereof, or the relationship or activities of the parties to this Agreement, or the Limitation of Liability and Indemnity provisions of this Agreement (the "Dispute"), and if the Dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the Dispute by mediation administered by the American Arbitration Association under its Commercial Mediation Rules before resorting to arbitration. Any such mediation shall be completed within sixty (60) days of the time notice of a Dispute is given by one party, unless the parties agree to extend the time limits.

If mediation does not resolve the Dispute, the parties shall arbitrate the Dispute. The arbitration shall be administered by the American Arbitration Association under its Commercial Arbitration Rules (except as modified herein), and judgment on the award rendered by the arbitrator may be entered in any court having jurisdiction thereof within the State of Texas. Arbitration shall take place in the Texas, or any other suitable and required United States geographic region, based upon the state residence of the specific contracting the Firm. The arbitrator shall provide a decision in writing stating his/her reason and rationale for the decision. Prior to the arbitration, the parties shall have the right to demand from one another the disclosure of relevant and discoverable documents, as well as a list of witnesses the

other party intends to call at the arbitration, and a summary of the issues to be raised, which information shall be provided two (2) weeks in advance of the arbitration date. Arbitration shall be the parties' exclusive remedy.

15. Miscellaneous

- A. This Agreement, together with all Exhibits & Attachments, constitutes the entire agreement between the parties, and any other warranties or agreements are hereby superseded. No amendment, modification, or waiver of any provision of this Agreement shall be binding unless in writing and signed by an appropriate officer or duly authorized employee of each party to the Agreement. To the extent subordinate or specific vendor services sub-agreements are adopted under the terms of this Agreement, such sub-agreements shall be included in the attached **Exhibit 4**, attached herewith and specifically incorporated by the herein reference to same.
- B. If any provision set forth in the Agreement is invalid or unenforceable under any law, the validity of the remainder of the Agreement shall not be affected and such provision shall be deemed modified to the minimum extent necessary to make it consistent with applicable law. The modified provision shall be enforceable and enforced, provided it does not impose on any party obligations or benefits that are materially greater than those provided under the original provision.
- C. Under no circumstances shall failure by either Party to insist upon compliance with any provision of this Agreement, or either Party's delay or failure to exercise of any right or remedy under this Agreement, operate to waive or modify any such provision, right or remedy or render it unenforceable as to any other time or occurrence.
- D. Neither Party may assign all or a portion of its rights or duties hereunder without the prior written consent of the other Party.
- E. In the event of any litigation or arbitration between the Parties arising out of, respecting, caused by, concerning, or relating to this Agreement, or the breach thereof, or the relationship or activities of the parties to this Agreement, the prevailing Party shall be entitled to recover reasonable attorneys' fees and costs.
- F. Any notice, demand, or request given in accordance with this Agreement shall be given by personal delivery; by messenger delivery; by facsimile transmission; by placing said notice in the United States mail, registered or first-class, postage prepaid; or by sending such notice via an overnight courier service. Notice shall be deemed given when delivered to a Party (personally, by messenger, or by an overnight courier service); when the facsimile transmission occurs; or two days after the date the notice is deposited in the United States mail, postage prepaid.]

Notice shall be given to the Firm as follows:

**The Baldwin Group Southwest, LLC
Attn: Brady D. Scott
5151 San Felipe, 24th Floor
Houston, TX 77056
713.541.7272**

Notice shall be given to Client as follows:

**Copperas Cove ISD
Attn: Tracie Phillips
408 S. Main Street
Copperas Cove, TX 76522
254.547.1227**

- G. Each Party to this Agreement has had the opportunity to consult with counsel of its choice as to the form and content of this Agreement and the advisability of executing it. The normal rules of construction shall prevail to the extent any ambiguities are to be resolved against the drafting party and shall not be employed in any interpretation of this Agreement.
- H. This Agreement shall inure to the benefit of the respective successor and permitted assigns of each Party and shall be binding upon the successors and permitted assigns of each Party.
- I. Neither Party will be responsible for any delay or failure in the performance of its duties caused by forces or events beyond its reasonable control.
- J. Nothing in this Agreement is intended to confer upon any other Party any rights or remedies hereunder, and no third party may claim to be a beneficiary of this Agreement.
- K. The validity and interpretation of the provisions of this Agreement will be governed by the laws of the State of Florida, or the laws of any other United States jurisdiction, to the extent the Firm's affiliate, partnership, or related organization engaging hereunder is geographically situated outside the boundaries of Florida, Without regard to any provisions governing conflict of laws, both parties agree that, subject to the provision entitled "Disputes/Arbitration," the exclusive jurisdiction and the proper venue for any action brought hereunder will be in the local courts if Florida or within the federal courts in Florida, or the home jurisdiction courts respecting the geographical domicile of the Firm or its affiliate, partnership, or related organization.

[Signature Page to Follow]

Copperas Cove ISD

Signature

Date

Title

The Baldwin Group Southwest, LLC

Brady Scott

Signature

Date

Partner, Employee Benefits

Title

Exhibit 1: Scope of Services

The following constitutes **The Baldwin Group Southwest, LLC's** (the "Firm's") Scope of Services (herein referred to as the "Scope"). The Scope may be modified from time to time by a mutual assent for the modification of this Scope of Service without the need for signing of a new Agreement; however, such amendment shall only occur upon the mutual assent of the Parties and to the extent that the specific solutions, services, and other resources provided by the Firm are replaced or are substantially modified.

- **Professional services and consultative guidance to be provided respecting the following benefit plans and programs:**
 - Dental Insurance
 - Vision Insurance
 - Hospital Indemnity Insurance
 - Accident Insurance
 - Critical Illness Insurance
 - Basic Life Insurance
 - Basic Dependent Life Insurance
 - Basic Accidental Death and Dismemberment Insurance
 - Supplemental Life Insurance
 - Supplemental Dependent Life Insurance
 - Supplemental AD&D Insurance
 - Permanent Life
 - Short Term Disability
 - Long Term Disability
 - Emergency Transportation
- **Strategic Benefit Planning:**

The Firm will assist in the development of overall plan benchmarks and targets to ensure that the plan meets the objectives of Client and its employees.
- **Benefit Design:**

The Firm will work to ensure that benefit designs are consistent with the strategic benchmarks and targets set forth in the strategic benefit planning process.
- **Administration:**

The Firm will identify core administrative services, assess vendor performance, and manage vendor relationships to provide appropriate program administration.
- **Funding:**

The Firm will advise and offer counsel regarding program funding alternatives, including review of fee proposals, recommending of budget rates and employee contribution rates; selection and procuring appropriate stop loss terms; and monitoring of program costs against Client expectations.
- **Communication:**

The Firm will assist in drafting employee communications including benefit summaries and shall assist in the review of plan documents and insurance certificates during the planning and enrollment process.
- **ERISA Consulting Services (if applicable):**

The Firm will offer advice and guidance respecting the following ERISA related obligations and requirements:

 - ERISA compliance review with a summary of compliance assuredness recommendations;
 - Recommending vendors and other third-party professional service provider partners to prepare and assist in the dissemination of ERISA required participant disclosures; gathering of carrier Certificates of Coverage and

Evidence as required to prepare the applicable Plan Document(s) and to submit to such vendor; providing of disclosure strategies respecting participant disclosure requirements following production of documents and other ERISA-required disclosures;

- Recommending vendors and other third-party professional services providers to prepare and submit, if required, the annual Health & Welfare Form 5500 (not including the 401(k)) to the US Department of Labor; gathering of Schedule A's and/ or C's required to prepare the 5500; transmittal to a vendor; providing corresponding Summary Annual Reports (SAR); and, offering disclosure strategies relative to dissemination of the SAR to plan participants; and
- Hosting of webinars, educational meetings and other learning and education forums, developing and disseminating educational resources and collateral, and developing and disseminating actionable compliance assuredness related resources and other collateral.

- **ACA Consulting Services:**

The Firm will offer professional advice and actionable consultative guidance respecting certain ACA-related obligations and requirements, as detailed below:

- Preparation ACA readiness analysis & financial modeling;
- Offering ACA compliance consultative support and related guidance as to the applicability and actionability of underlying individual employer requirements;
- Performance of actuarial value assessment modeling;
- Monitoring and reporting of forecasting and other solutions related to plan affordability;
- Assisting in the performance of full-time employee analysis and variable hour employee tracking;
- Providing guidance and other consultative support with respect to the annual ACA Employer Information Reporting requirements, as administered by the US Department of the Treasury;
- Preparing and communicating summaries of the Firm's compliance assuredness recommendations; and,
- Hosting webinars, educational meetings, and other learning presentations, as well as producing and disseminating of related collateral.

- **Regulatory and Legal Compliance Assuredness Resources:**

On an as needed and reoccurring basis, the Firm will offer learning and education support, including informational and educational collateral and other professional education resources explaining relevant legislative and regulatory activities which affect or otherwise impact Client's employee benefit plans. Representative learning and education support topics include the following: the ACA, COBRA, ERISA, PHSA, SCA, HIPAA, MHPAEA, FMLA, USERRA, certain sections of the Internal Revenue Code ("IRC"), including Sections 125 and 105(h), HIPAA Non-discrimination in the wellness programming context, employee benefits related state-level statutes, certain local ordinances, as well as other legally and regulatorily imposed employee benefit related mandates.

- **Meetings with Client and Vendors:**

Services offered by the Firm will include attendance at, and facilitation of, regular meetings with Client and vendors as needed to facilitate program management including day-to-day operations and planning program changes.

- The Firm shall meet with Client on a quarterly basis to review all activities performed by the Firm during the prior quarter. The meetings will include discussion of business concerns, including presentations of options and recommendations.
- The Firm shall meet with Client semi-annually to discuss and review Client's programs, plans and benefit features, the state of the individual and group marketplaces, any progress made toward achieving strategic planning, and developments within Client's organization.
- The Firm shall meet with Client annually to review the stewardship report for the preceding year, shall create a stewardship report outlining the goals and objectives for the upcoming year, and to discuss and agree upon BRP's fees respecting the subsequent twelve (12) month period.

- **Day-to-Day Administrative Issues:**

The Firm shall offer consultative guidance respecting the daily administration of plans and programs, including resolution of vendor service issues and addressing questions and concerns raised by Client's employees and management.

- **Stewardship Report:**

The Firm will develop and implement a detailed account stewardship plan, which should include, without limitation, the following information:

- Specific quantifiable and measurable goals and objectives for the Firm respecting Client's employee benefit programs and plans; and,
- As required, outlying of detailed work plans detailing account management plans, work schedules, areas of concentration, timing, and other related information requirements.

- **Data Analysis:**

Upon receipt of acceptable claims data, the Firm will provide Client with a summary health plan management dashboard analyzing health care claims paid during the previous of up to 24 months.

- **Personnel:**

The Firm will assign its personnel according to Client's needs and expectations, and according to the disciplines required to complete such appointed task(s), in a professional manner. The Firm retains the right to substitute personnel with reasonable cause.

The Account Management Team shall consist of the following individuals:

Primary Service Team:

Brady Scott – Partner, Employee Benefits

Chrissy Christeson – Senior Client Manager

Additional Key Resources:

Justin Elmore – Sr. Director, Client Experience

Bobby Ritter – Director of Actuary

Natashia Wright – Director of Compliance

Exhibit 2: Compensation Disclosure

Introduction

The Consolidated Appropriations Act of 2021 (CAA), requires ERISA plan fiduciaries to obtain disclosure of compensation that will be paid to brokerage and consulting services providers prior to entering, renewing, or extending a services contract or arrangement with the provider. The following **The Baldwin Group Southwest, LLC's** (the "Firm's") Broker Compensation Disclosure, herein referred to as "Disclosure," of direct and indirect compensation the Firm will receive or reasonably expects to receive for services the Firm will provide to **Copperas Cove ISD** ("Client") throughout Client's plan year.

A. Direct Compensation

The Firm reasonably expects to receive direct compensation for the placement of the below lines of coverage in the form of a commission paid by the carrier or vendor, in the amount indicated below:

Full-Service Consulting Fees

Service Description	Commissions
Benefits Consulting, Development & Cost Management <ul style="list-style-type: none"> ▪ Strategic plan development & management ▪ Renewal evaluation, marketing & negotiations ▪ Cost analysis, market study & carrier trend analysis ▪ Comprehensive plan design evaluation ▪ Network comparisons and utilization ▪ Benchmarking data research and reports ▪ Continual account stewardship reporting 	See below Compensation Chart for Details.
Affordable Care Act Compliance <ul style="list-style-type: none"> ▪ ACA readiness analysis & financial modeling, including: ▪ ACA compliance & applicability ▪ Actuarial value assessments ▪ Monitoring and reporting assistance solutions related to plan affordability ▪ Full-time employee analysis and variable hour tracking assessments ▪ ACA information reporting assessment & preparation assistance ▪ ACA reporting advice, counsel and recommendations for action Webinars, educational meetings, and presentations 	Included in above commissions
ERISA Compliance <ul style="list-style-type: none"> ▪ ERISA audit with a summary of compliance recommendations ▪ Prepare Plan Documents ▪ Prepare and file H&W Form 5500; prepare SAR ▪ Webinars, educational meetings, and presentations 	Included in above commissions
Other Compliance Services (State and Federal) <ul style="list-style-type: none"> ▪ In-house attorneys, compliance department (the Baldwin Regulatory Compliance Cooperative - BRCC) ▪ ACA, COBRA, HIPAA, ERISA, MHPAEA, FMLA, Internal Revenue Code, and state & federal legislative updates and educational materials specific to employee benefit plan and program compliance requirements ▪ Limited contract review & annual and periodic notice disclosures 	Included in above commissions

Communications <ul style="list-style-type: none"> ▪ In-House marketing & communications design team ▪ Onboarding - EE & open enrollment meetings - face-to-face / webinars ▪ Custom benefit enrollment brochures ▪ Employee surveys ▪ Total compensation statements, hidden paychecks ▪ Market ready collateral (ACA, wellness, financial tips, etc.) ▪ Benefit Service Center 	<p>Included in above commissions</p>
Innovation & Technology <ul style="list-style-type: none"> ▪ In-house or independent review of technology solutions ▪ EDI & systems management and integration ▪ Employee benefits portal 	<p>Included in above commissions</p>
Value Added Services <ul style="list-style-type: none"> ▪ Eligibility, claim, billing and access to care resolution ▪ COBRA administration ▪ Retirement Plan Administrator Consulting and Review 	<p>Included in above commissions</p>
Other Available Services <ul style="list-style-type: none"> ▪ Actuarial services ▪ Wellness total health & productivity needs assessment, planning & execution ▪ Dependent audit analysis 	<p>Additional fees apply with respect to other services</p>

Compensation Chart:

<p>September 1, 2025</p>	<p>The Baldwin Group Southwest will receive standard compensation based on commission schedules effective 9/1/2025 for all voluntary products listed in Exhibit 1.</p>
--------------------------	--

B. Indirect Compensation

The Firm may earn additional compensation from any of the above referenced insurers, vendors, or other third parties that cannot reasonably be calculated as of the time this disclosure is made, or prior to the date the Firm's executed, extended, or renewed contract with you is effective. For example, the Firm may receive additional compensation contingent upon certain conditions being met, including, but not limited to, profitability, growth, churn/retention, or the volume of services provided.

Compensation may also be in the form of additional commissions, bonuses or benefits ("compensation"). Furthermore, the Firm may receive corporate sponsorships for webinars, training and education related activities, or other programming we may deem appropriate and that we may provide to you and to our other clients, or for our own internal use, be it for learning and development, or otherwise. Whether, and to what extent, the Firm receives any compensation directly or indirectly related these types of activities (as well as respecting any disclosure of the actual value of any such activity), please remember that these specifics are impossible to discern at the time of contract signing because these types of compensation cannot be disclosed until such as time as the underlying activity is performed or has already occurred.

Should you have any questions about any of the above information or if you require any additional information, please don't hesitate to contact your service advisor. Also, the following link will navigate you to the Firm's Frequently Asked Questions document, detailing regulatory information and additional guidance related to our disclosure of compensation: <https://baldwin.com/transparency-disclosure/>.

Client hereby acknowledges they received the above referenced Disclosure from the Firm, and that they have read and understand the disclosures made. The Client understands that a dialogue is open for the discussion of any questions or concerns related to the information contained in this disclosure and that this information may be revisited for discussion at any time. Further, the Client understands that if they do not sign and return this acknowledgement within fifteen (15) business days from receipt of the agreement form, the Firm will deem the agreement to have been ratified and fully agreed upon by the Client.

The information listed in the Disclosure is accurate to the best of the Firm's knowledge as of **April 1, 2025**.

Copperas Cove ISD

The Baldwin Group Southwest, LLC

Signature: _____

Printed Name: _____

Date: _____

Exhibit 3: Business Associate Contract

This Business Associate Agreement (“BAA” or “Business Agreement”) is entered into by and between **Copperas Cove ISD** (“Covered Entity”) and **The Baldwin Group Southwest, LLC** (“Business Associate”), effective as of **July 1, 2025**.

WHEREAS, Covered Entity is a group health plan as defined in the administrative simplification provisions within the Health Insurance Portability and Accountability Act of 1996 (HIPAA Privacy and Security Rules).

WHEREAS, Business Associate is an insurance broker that provides consulting services to plan sponsors and group health plans on matters related to employee benefits.

WHEREAS, Business Associate has been retained by the Covered Entity to perform a function or activity on behalf of the Covered Entity that requires that the Business Associate have access to Protected Health Information (PHI).

WHEREAS, Covered Entity desires to receive satisfactory assurances from the Business Associate that it will comply with the obligations required of business associates by the HIPAA Privacy and Security Rules and the Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH Act).

WHEREAS, the parties wish to set forth their understandings with regard to the use and disclosure of PHI by the Business Associate in performance of its obligations.

NOW, **WHEREFORE**, in consideration of the mutual promises set forth below, the parties hereby agree as follows:

A. Definitions

Terms used, but not otherwise defined, in this Business Agreement shall have the same meaning as those terms in 45 CFR 160.103 and 164.501, as amended.

B. Use and Disclosure of PHI

Covered Entity hereby grants Business Associate permission to use, disclose, and request from third parties PHI on behalf of Covered Entity or an organized health care arrangement in which the Covered Entity is a member in order to:

1. Perform or assist in performing a function or activity regulated by the HIPAA Privacy or Security Rules, including, but not limited to, claims processing or administration, data analysis, utilization review, quality assurance, billing, benefit management, practice management, repricing, renewal or replacement of a contract, conducting planning-related analysis related to managing the employee benefit plans, and customer service.
2. Assist the Covered Entity's other business associates retained to provide legal advice, accounting, actuarial, consulting, data aggregation, management, administration, accreditation, or financial services to the Covered Entity or to an organized health care arrangement in which the Covered Entity participates.
3. Allow Business Associate to properly manage and administer the Business Associate's organization or to carry out the legal responsibilities of the Business Associate.
4. Perform functions, activities, or services for, or on behalf of, Covered Entity as specified above, except as otherwise limited by this Business Agreement, or if such use or disclosure would violate the HIPAA Privacy or Security Rules if done by the Covered Entity.

C. **Obligations and Activities of Business Associate**

1. **Use and Disclosure of PHI.** Business Associate shall not use or further disclose PHI other than as permitted by this Business Agreement or as required by applicable law. To the extent practicable, Business Associate shall limit its use or disclosure of PHI or requests for PHI to a limited data set, or if necessary, to the minimum necessary to accomplish the intended purpose of such use, disclosure or request.
2. **Safeguards.** Business Associate shall use appropriate safeguards to prevent the use or disclosure of PHI other than pursuant to the terms and conditions of this Business Agreement, including establishing procedures that limit access to PHI within its organization to those employees with a need to know the information. Business Associate agrees that it will implement reasonable administrative, physical, and technical safeguards to protect the confidentiality, integrity and availability of electronic PHI that it creates, receives, maintains or transmits on behalf of the Covered Entity, as required by the HIPAA Privacy Rule.

Business Associate acknowledges and agrees that the requirements of 45 C.F.R. Sections 164.308, 164.310 and 164.312 applicable to such administrative, physical and technical safeguards shall apply to Business Associate in the same manner that such sections apply to Covered Entity. Further, Business Associate shall implement, and maintain in written form, reasonable and appropriate policies and procedures to comply with the standards, implementation specifications or other requirements of the HIPAA Security Rule, in accordance with 45 C.F.R. Section 164.316, which shall apply to Business Associate in the same manner that such sections apply to Covered Entity.

3. **Unauthorized Disclosures of PHI.** Business Associate shall, within ten (10) business days of becoming aware of a disclosure of PHI in violation of this Business Agreement by Business Associate, its officers, directors, employees, contractors, or agents or by a third party to which Business Associate disclosed PHI, report to Covered Entity any such disclosure. Business Associate agrees to mitigate, to the extent practicable, any harmful effect of the unauthorized disclosure. Following investigation, supplemental reporting may be provided to the Covered Entity within thirty (30) days, including the results of any required risk assessment operations.

This section shall also apply to any breach of unsecured PHI, as defined by the applicable regulations. Notice of any such breach shall include the identification of any individual whose unsecured PHI has been, or is reasonably believed by Business Associate, to have been accessed, acquired or disclosed during such breach and any other information required by the applicable regulations.

4. **Security Incidents.** Business Associate shall promptly report to Covered Entity any Security Incident of which it becomes aware, in accordance with the HIPAA Security Rule, but in no instance shall such notification occur more than thirty (30) days following the identification and/or investigation of such incident.
5. **Agreements With Third Parties.** Business Associate agrees to ensure that any agent, including a subcontractor, to whom it provides PHI received from, or created or received by Business Associate on behalf of the Covered Entity, agrees to the same restrictions and conditions that apply through this Business Agreement to Business Associate with respect to such information.
6. **Access to Information.** Within ten (10) business days of a request by the Covered Entity for access to PHI about an individual contained in a Designated Record Set, Business Associate shall make available to the Covered Entity such PHI for so long as such information is maintained in a Designated Record Set. In the event any individual requests access to PHI directly from the Business Associate, Business Associate shall respond to the request for PHI within ten (10) business days. Any denials of access to the PHI requested shall be the responsibility of the Business Associate.
7. **Availability of PHI for Amendment.** Business Associate agrees to make any amendments to PHI in a Designated Record Set that the Covered Entity directs or agrees to pursuant to 45 CFR 164.526 at the request of the Covered Entity or an individual, and in the time and manner designated by Covered Entity.
8. **Inspection of Books and Records.** Business Associate agrees to make its internal practices, books, and records relating to the use and disclosure of PHI received from, or created or received by Business Associate on behalf of Covered Entity, available to the Covered Entity, or at the request of the Covered Entity, to the Secretary of the U.S. Department of Health and Human Services or its designee (the "Secretary"), in a time and manner designated by

the Covered Entity or the Secretary, for purposes of the Secretary determining Covered Entity's compliance with HIPAA.

9. **Accounting of Disclosures.** Business Associate agrees to maintain and make available to the Covered Entity an accounting of disclosures of PHI as would be required for Covered Entity to respond to a request by an individual made in accordance with 45 CFR 164.528. Business Associate shall provide an accounting of disclosures made during the six (6) years prior to the date on which the accounting is requested (or during the three (3) years prior to the date the accounting is requested for PHI maintained in an electronic health record, beginning on the applicable effective date pursuant to the American Recovery and Reinvestment Act of 2009). At a minimum, the accounting of disclosures shall include the following information:
 - a. Date of disclosure,
 - b. The name of the person or entity who received the PHI, and if known, the address of such entity or person,
 - c. A brief description of the PHI disclosed, and
 - d. A brief statement of the purpose of such disclosure which includes an explanation of the basis of such disclosure.

In the event the request for an accounting is delivered directly to the Business Associate, the Business Associate shall respond to the request within ten (10) business days. Any denials of a request for an accounting shall be the responsibility of the Business Associate. Business Associate agrees to implement an appropriate recordkeeping process to enable it to comply with the requirements of this Section.

10. **Remuneration in Exchange for PHI.** Effective six (6) months after the issuance of applicable final regulations pursuant to the American Recovery and Reinvestment Act of 2009, or on such other date as specified in the regulations, Business Associate shall not directly or indirectly receive remuneration in exchange for any PHI without a valid authorization permitting such remuneration, except as permitted by law.

D. Obligations of Covered Entity

1. Covered Entity shall comply with each applicable requirement of the HIPAA Privacy and Security Rules.
2. Covered Entity shall provide Business Associate with the notice of privacy practices that Covered Entity produces in accordance with 45 CFR 164.520, as well as any changes to such notice.
3. Covered Entity shall provide Business Associate with any changes in, or revocation of, permission by individual to use or disclose PHI, if such changes affect Business Associate's permitted or required uses and disclosures.
4. Covered Entity shall notify Business Associate of any restriction to the use or disclosure of PHI that Covered Entity has agreed to in accordance with 45 CFR 164.522.

E. Permissible Requests by Covered Entity

Covered Entity shall not request Business Associate to use or disclose PHI in any manner that would not be permissible under HIPAA if done by the Covered Entity.

F. Termination

1. **Term.** The term of this Business Agreement shall begin on the Effective Date and shall remain in effect until terminated under Section F(2) of this Business Agreement.
2. **Termination.** This Business Agreement shall be terminated only as follows:
 - a. **Termination For Cause by Covered Entity.** This Business Agreement may be terminated by the Covered Entity upon fifteen (15) business days written notice to the Business Associate in the event that the Business Associate breaches any provision contained in Paragraph C of this Business Agreement and such breach is not cured within such fifteen (15) day period; provided, however, that in the event that termination of this Business Agreement is not feasible in the Covered Entity's sole discretion, Business Associate hereby acknowledges that the Covered Entity shall have the right to report the breach to the Secretary, notwithstanding any other provision of this Business Agreement to the contrary.

- b. **Termination for Cause by Business Associate.** This Business Agreement may be terminated by the Business Associate upon fifteen (15) business days written notice to the Covered Entity in the event that the Covered Entity breaches any provision contained in Paragraphs D or E of this Business Agreement and such breach is not cured within such fifteen (15) day period; provided, however, that in the event that termination of this Business Agreement is not feasible in the Business Associate's sole discretion, Covered Entity hereby acknowledges that the Business Associate shall have the right to report the breach to the Secretary, notwithstanding any other provision of this Business Agreement to the contrary.
- c. **Termination Due To Change in Law.** Either party may terminate this Business Agreement effective upon thirty (30) days advance written notice to the other party in the event that the terminating party has sought amendment of this Business Agreement pursuant to Paragraph G(1) and no amendment has been agreed upon.
- d. **Termination Without Cause.** Either may terminate this Business Agreement effective upon ninety (90) days advance written notice to the other party given with or without any reason or upon termination of any applicable consulting agreement.

3. **Return or Destruction of PHI**

Upon termination of this Business Agreement, Business Associate shall return or destroy all PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity that the Business Associate maintains in any form. Except to the extent required by applicable law, Business Associate shall retain no copies of the PHI.

Notwithstanding the above, to the extent that the Business Associate determines that it is not feasible to return or destroy such PHI, the terms and provisions of Paragraphs A, B, C and D shall survive termination of this Business Agreement and such PHI shall be used or disclosed solely for such purpose or purposes which prevented the return or destruction of such PHI. When the PHI is no longer needed by the Business Associate, the Business associate shall return the PHI to Covered Entity or shall destroy it.

G. **General Provisions**

1. **Amendment.** This Business Agreement may be amended only by the mutual written agreement of the parties. The parties agree to take such action as is necessary to amend this Business Agreement from time to time as is necessary for the Covered Entity or Business Associate to comply with the requirements of HIPAA.
2. **Indemnification.** Business Associate shall release, indemnify and hold Covered Entity harmless from and against any claims, fees, and costs, including, without limitation, reasonable attorneys' fees and costs, which are related to Business Associate's failure to perform its obligations under this Business Agreement. Covered Entity shall release, indemnify and hold Business Associate harmless from and against any claims, fees, and costs, including without limitation, reasonable attorneys' fees and costs, which are related to Covered Entity's alleged improper use or disclosure of Protected Health Information or other breach of this Business Agreement.
3. **Remedies.** The parties acknowledge that breach of Paragraphs B, C, D or E of this Business Agreement may cause irreparable harm for which there is no adequate remedy at law. In the event of a material breach, or if either party has actual notice of an intended breach, such party shall be entitled to a remedy of specific performance and/or injunction enjoining the other party from violating or further violating this Business Agreement. The parties agree the election of the party to seek injunctive relief and or specific performance of this Business Agreement does not foreclose or have any effect on any right such party may have to recover damages.
4. **Survival.** Business Associate's obligation to limit its use and disclosure of PHI as set out in Paragraph C survive the termination of this Business Agreement so long as Business Associate has PHI received during the performance of its services as described in this Business Agreement.
5. **Governing Law.** This Business Agreement shall be construed and enforced in accordance with the laws of the State of Florida without regard to its conflict of law principles.
6. **Assigns.** Neither this Business Agreement nor any of the rights, benefits, duties, or obligations provided herein may be assigned by any party to this Agreement without the prior written consent of the other party.

7. **Third Party Beneficiaries.** Nothing in this Business Agreement shall be deemed to create any rights or remedies in any third party.
8. **Interpretation.** Any ambiguity in this Business Agreement shall be resolved in favor of a meaning that permits the Covered Entity and/or Business Associate, as applicable, to comply with HIPAA.
9. **Notices.** Any notice given under this Business Agreement must be in writing and delivered via first class mail, via reputable overnight courier service, or in person to the parties' respective addresses as first written above or to such other address as the parties may from time to time designate in writing.

IN WITNESS WHEREOF, the undersigned have executed this Business Agreement.

"Covered Entity"
Copperas Cove ISD

"Business Associate"
The Baldwin Group Southwest, LLC

Signature: _____

Printed Name: _____

Date: _____

Exhibit 4: Client-Specific Vendor Sub-Agreements Incorporated Within the Agreement

The following constitutes **The Baldwin Group Southwest, LLC** (the “Firm’s”) incorporation of client-specific sub-agreements to the Agreement. This **Exhibit 4** may be modified from time to time respecting the addition and incorporation of any vendor-specific sub-agreements to the Agreement without the need for signing of a new Agreement; however, such amendment shall only occur upon the prior mutual assent of the Parties.

None currently.



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

2024-2025 Resignations Instructional Support

NAME	TERM DATE	POSITION	CAMPUS	REASON
Adams, Brihanna	5/23/2025	Teacher, Special Education	CCJHS	Relocation
Alexander, Myles	3/25/2025	Teacher, PE/Coach	CCHS	Promotion
Alvarez, Simone	5/23/2025	Teacher, Social Studies	CCHS	Other opportunities
Beck, Janee	3/20/2025	RISE Instructional Intern	SC Lee	Deceased
Chapman II, George	5/23/2025	Teacher, 4th grade	HHE	Personal
Childers, Kianna	5/23/2025	Teacher, History/Coach	SC Lee	Personal
Cox, Alyssa	5/23/2025	Teacher, 3rd grade	CPE	Relocation
Cranfill, Debra	6/2/2025	Nurse	MSELA	Personal
Dann, Elizabeth	5/23/2025	Teacher, SPED Life Skills	HHE	Other opportunities
Davis, Debbie	5/23/2025	Teacher, Art	CCHS	Personal
Denton, Dixie	5/23/2025	Teacher, Kindergarten	WLE	Personal
Erickson, Lori	5/23/2025	Teacher, 7th Science	CCJHS	Relocation
Fogwell, Caroline	5/23/2025	Teacher, SPED	MWE	Personal
Fuller, Connolly	5/23/2025	Teacher, SPED/Coach	CCHS	Other opportunities
Jackson, Stephanie	6/4/2025	LSSP	SPED	Personal
Janecek, Dawn	5/23/2025	Teacher, 3rd grade	CPE	Relocation
Johns, Ashley	5/23/2025	Teacher, 7th Science	CCJHS	Relocation
Jones, Michael	5/23/2025	Teacher, SPED/Coach	CCHS	Personal
Justice, Lynn	5/23/2025	Interventionist	CPE	Retirement
Kelley, Tyler	5/23/2025	Teacher, CTE Health/Coach	CCHS	Other opportunities
Klepinger, Patricia	6/2/2025	Counselor	WLE	Retirement
Kraning, Gail	5/23/2025	Interventionist	WLE	Retirement
Laumb, Doris	5/23/2025	Teacher, 5th grade	CPE	Relocation
Lowery, Cari	6/27/2025	Athletic Director	Athletics	Retirement

2024-2025 Resignations Instructional Support

Miller, Adrian	4/4/2025	Athletic Coordinator (Offensive)	Athletics	Promotion
Miller, Leah	6/18/2025	Principal	MSELA	Retirement
Powell, Justin	5/23/2025	Teacher, English	CCHS	Personal
Samuel, Wenzel	5/23/2025	Occupational Therapist Assistant	SPED	Relocation
Seymour, Viktoria	5/23/2025	Coordinator of Assessment & Accountability	Curriculum/CCHS	Relocation
Shoemaker, Stacey	5/23/2025	Teacher, SPED	WLE	Personal
Smith, Stacy	3/5/2025	Teacher, 5th grade	CPE	Personal
Thomas, Tamara	3/28/2025	Teacher, SPED	SC Lee	Personal
Tinker, Serena	5/23/2025	Teacher, SPED	WLE	Personal
Tiscareno, Amy	5/23/2025	Teacher, 3rd grade	MWE	Other opportunities
Wells, Alyssa	5/23/2025	SLP Assistant	SPED	Other opportunities

2024-2025 Vacancies Instructional Support

Position	# of Vacancies	Campus/Department	as of Date	Notes
Instructional Coach	1	CCHS/Curriculum	2/6/2025	n/a
Aide, Instructional	1	Clements Parsons Elementary	3/24/2025	n/a
Director of Instrumental Music	1	Copperas Cove High School	1/8/2025	n/a
Aide, Credit Recovery	1	Copperas Cove High School	2/6/2025	n/a
Aide, SPED	1	Copperas Cove High School	2/6/2025	n/a
Associate Principal	1	Copperas Cove High School	2/28/2025	n/a
Teacher, CTE Cosmetology	1	Copperas Cove High School	8/14/2025	25-26 School Year
Teacher, CTE Masonry	1	Copperas Cove High School	8/14/2025	25-26 School Year
Teacher, CTE Construction	1	Copperas Cove High School	8/14/2025	25-26 School Year
Teacher, CTE Agribusiness	1	Copperas Cove High School	8/14/2025	25-26 School Year
Teacher, CTE Plant Science	1	Copperas Cove High School	8/14/2025	25-26 School Year
Teacher, Special Education	1	Copperas Cove High School	2/6/2025	n/a
Assistant Principal	1	Copperas Cove Junior High School	2/18/2025	n/a
Teacher, CTE	1	Copperas Cove Junior High School	8/14/2025	25-26 School Year
Librarian	1	Hettie Halstead Elementary	2/6/2025	n/a
Aide, SPED	1	House Creek Elementary	3/13/2025	n/a
Instructional Coach	1	House Creek Elementary	3/24/2025	n/a
Principal	1	Mae Stevens Early Learning Academy	6/18/2025	25-26 School Year
Aide, SPED	1	Mae Stevens Early Learning Academy	3/28/2025	
Aide, Pre-k	1	Mae Stevens Early Learning Academy	2/24/2025	n/a
Aide, SPED	1	Martin Walker Elementary	3/14/2025	n/a
Aide, ESL	1	William's Ledger Elementary	2/6/2025	n/a
Counselor	1	William's Ledger Elementary	6/2/2025	25-26 School Year
Interventionist	1	SC Lee Junior High	3/20/2025	n/a

2024-2025 Vacancies Instructional Support

Teacher, Special Education	1	SC Lee Junior High	3/28/2025	n/a
Teacher, CTE	1	SC Lee Junior High	8/14/2025	25-26 School Year
Diagnostician	1	Special Education Department	5/23/2025	25-26 School Year
Occupational Therapist Assistant	1	Special Education Department	5/23/2025	25-26 School Year
Speech Assistant	1	Special Education Department	n/a	n/a
Speech Pathologist	1	Special Education Department	n/a	n/a
Coordinator of Assessment & Accountability	1	Curriculum	5/23/2025	n/a
Telecommunications Manager	1	Technology	5/31/2025	25-26 School Year
Aide Total Vacancies -	8			
Teacher Total Vacancies -	10			
Professional Support Vacancies -	11			
Admin Total Vacancies -	4			



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

Transportation

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
HAIRE, MICHAEL	Director of Transportation				x					x	
IAMS, GILBERT	Assistant Director of Transportation				x					x	

Clements Parsons Elementary

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ACEVEDO BABILONIA, ZUHEILA	RISE Classroom Instructor							x			
AGUILERA-NWACHUKU, EDLEEN	Assistant Principal	x							x		
AREVALO, STEPHANIE ANGELA	Teacher		x					x			
BELL, KELSEY LYNN	Teacher	x						x			
BELLON, ALENA PAULINE	Teacher		x					x			
BIGFORD, PATRICIA ANNE	Teacher	x						x			
BOES, CAROL KAY	Teacher	x						x			
BOLDEN, KELLY WILLIS	Librarian	x						x			
BUSSELL, MELISSA MARIA	Teacher	x						x			
CASTILLO, JENNIFER YALINA	Teacher	x						x			
CATTLE-PERRY, SHANAY CAROLINE	Teacher	x						x			
CHAPPELL, FALEN MICHELLE	Teacher				x	x		x			
CUNNINGHAM, KRISTIN LEE	Teacher	x						x			
DE LOS SANTOS, REBECCA NICOLE	Teacher	x						x			
DEES, ALYSSA KATHERINE	Teacher	x						x			
DEES, DAVID GRANT	Teacher	x						x			
DEES, JANET KATHLEEN	Teacher	x						x			
DUBOIS, ANGELA MARY	Teacher		x					x			
GIRARD, KANIYA ANITRA	Social Emotional Learning Faciliator				x	x		x			
GONZALEZ, BEATRIZ	Teacher	x						x			
GRANTHAM, SHEILA W	Teacher	x						x			
GUTIERREZ, HEATHER ANN	Teacher	x						x			
HARMON, CASSIE ANNELIESE	Teacher	x						x			
HEAD, CHRISTY LYNN	Teacher	x						x			
HENNIG, CHRISTINA DENISE	Teacher	x						x			
HERNANDEZ, JOSE SALVADOR	Teacher	x						x			
KELLY, CANDICE LEIGH	Teacher		x					x			
KNOX JR, JOHN C	Teacher	x		x				x			
LANDRUM, REESE WHITAKER	Teacher		x					x			
LEITCH, JANET C	Teacher	x						x			
MELFI, KATRYN MARIE	Social Emotional Learning Faciliator				x	x		x			
MERCADO BONET, SUHEIL	RISE Classroom Instructor				x	x		x			
MONTEIRO, GLICIA RIOS	RISE Classroom Instructor				x	x		x			
MUNOZ, CHRISTOPHER G	Teacher		x			x		x			
NELSON, CARISSA REIANN	Teacher	x						x			
OATNEY, ELISHA ANN	Teacher	x						x			
OLAUGHLIN, BRANDI JEAN	RISE Classroom Instructor				x	x		x			
ORTIZ, MICHELLE KORENA	Teacher	x						x			
PARKER, MA-RITAZ DONZLEIGH	Teacher	x						x			
PAVELSKY, JENNIFER RAE	Teacher		x					x			
PETERSEN, GLEN	Teacher	x						x			
PHILLIPS, HALEY	RISE Classroom Instructor				x	x		x			
PICEK, VICTORIA ANN	Teacher		x					x			
RAOELINA, MARLA YORGASON	Teacher		x					x			
ROBINSON, CRYSTAL FAY	Teacher	x						x			
RODRIQUEZ, BRITTANY ALEXANDRA	Teacher	x						x			
SANCHEZ II, FAUSTINO CRUZ	Teacher	x						x			
SAWYER, FELICIA ANNE	Teacher		x					x			
SMITH, INDIRA JACKSON	Assistant Principal	x							x		
SNEED, ASHLEY NICOLE	Teacher		x					x			
TARVER, SABRINA LOUISE	Teacher	x						x			
THOMPSON, TRACY JUNE	Teacher	x						x			
WHITE, KATRINA LENOR	Teacher		x					x			
WORDEN, LEYDA MILAGROS	Teacher	x						x			

Mae Stevens Early Learning Academy

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ANDERSON, LEIDY MARLENE	RISE Classroom Instructor				x	x		x			
APONTE, BERTHA MARIETTA	Teacher	x						x			
BOTELLO, JUANA A	Counselor	x						x			
COLLIER, PAMELA	Teacher	x						x			
COOPER, BECKI LEANNE	Teacher	x						x			
CRAWFORD, PATRICIA ANN	Teacher	x						x			
DEAL, KAMIKA SUELLE	Teacher	x						x			
HUNT, MANDY ROCHELL	Teacher	x						x			
HUNTER, AUBREYANNA	Teacher	x						x			
HUNTER, PAULA MARIE	Teacher	x						x			
JANIDLO, SARA ANNE	Teacher		x					x			
JOHNSON, KRYSTAL LYNN	Teacher	x						x			
MCELROY, VONGPHACHAN	Teacher	x						x			
MOBLEY, JACLYNE ODETTE	Teacher	x						x			
PAPSON, MARY	Teacher	x						x			
PEACOCK, HEATHER MILLER	Assistant Principal	x							x		
PECK, SAMANTHA LOUISE	Teacher	x						x			
PETET, ROBYN LYNNE	Teacher	x						x			
REYNOLDS, JULIE FAYE	Teacher	x						x			
ROBERTS, KELLIE ROSE	Teacher	x						x			
ROJAS ESPITIA, FRANCES	Teacher				x	x		x			
SCHENK, MIRIAM	Teacher		x					x			
STRALEY, KRISTINA ROSE	Teacher	x						x			
WILKERSON, CORI RENEE	Teacher	x						x			
ZIMMER-CLARK, NANCY DENISE	Teacher	x						x			

Martin Walker Elementary

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
AKUI, KATHRYN LEILANI	Teacher	x						x			
BAKER, BRITTANY ELIZABETH	Teacher	x						x			
BOGER, MEANTHONY LEONA	Teacher		x					x			
BOSTIAN, BRITTNEE NICOLE	Teacher	x						x			
BRUNSON, RONNA ANN	Teacher	x						?			
BUTLER, WENDY ANN	Teacher	x						x			
CAVAZOS, KYRA LEIGH	Teacher		x					x			
GILBERT, SHEILA DAWN	Librarian	x						x			
GORRES, TERESA DANIELLA	Teacher	x						x			
GUIDICI-AKUI, ANN L	Teacher	x						x			
HIETT, ELIZABETH MARIE	Teacher	x						x			
JANUWATI, LUH	Teacher	x						x			
JOHNSON, JENNIFER JUNE	Teacher		x					x			
MILLER, ALISHA MICHELLE	Teacher	x						x			
MOORE, TIFFANY LATRICE	Teacher	x						x			
NEWTON, HILLARY E	Counselor	x						x			
PARKER, KATHRIN AIMY	Teacher	x						x			
PELLEGRINO, DIANNA MARIE	Teacher	x						x			
POVOLISH, CHRISTEN NOEL	Teacher		x					x			
RAMOS, STACY CORINNE	Teacher	x						x			
RIVAS, KELLY COLLEEN	Teacher	x						x			
SCHAEFER, BENNYCE DEANN	Teacher	x						x			
SMITH, KATHRYN ANN	Teacher	x						x			
SMITH, SHAWNA MARIE	Teacher	x						x			
SMITH, TERRI SUSANNE	Teacher	x						x			
STONE, WHITLEY QUIGG	Teacher	x						x			
SULLIVAN, KAITLYN ANN	RISE Classroom Instructor					x	x	x			
SWANK, EMILY LOUISE	Assistant Principal Intern		x				x		x		
WIEMER, APRIL-DAWN MICHELLE	Teacher	x						x			
WILSON, JENNIFER MARIE	Teacher	x						x			
YOKUBAITIS, SARAH MAUREEN	Teacher	x						x			

William's Ledger Elementary

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
BOISSONNEAULT, DANIELLE ALIX	RISE Classroom Instructor				x	x		x			
BROCK, HEATHER DYANNE	Teacher	x						x			
CAMERON, RACHELLE RENAE	Teacher		x					x			
CHACO, CRYSTAL YVONNE	Teacher	x						x			
CLAFLIN, VICTORIA SUE	Teacher		x					x			
COLLINS, MARK V	Teacher	x						x			
COLLINS, MELODY ANNETTE	RISE Classroom Instructor				x	x		x			
DEAN, JORDAN SHERE	RISE Classroom Instructor				x	x		x			
DELGADO RODRIGUEZ, NEYSA IVELISSE	Teacher				x	x		x			
DUBOIS, SAMANTHA ASHLEY	Teacher				x	x		x			
DUNLAP, ERICA ANN	RISE Classroom Instructor				x	x		x			
FOX, SCOTTIE SCHISLER	Teacher	x						x			
GALLEGOS, JACQUELINE	RISE Classroom Instructor				x	x		x			
GO, LOURDJEAN ANGELA TUGAS	Teacher	x						x			
GOLDEN, CATHERINE MICHELLE	Teacher	x						x			
GRANT, KRISTIAN L MERCEDES	Teacher	x						x			
HARDAWAY, HANNA SHI	Teacher		x					x			
HOGUE, BRYAN CARTER	Teacher	x						x			
JACKSON, RILEY NICOLE	Teacher		x				x	x			
JOHNSON, NANCY MICHAELA	RISE Classroom Instructor				x	x		x			
KUHN, KELCIE RENEE	Assistant Principal	x							x		
LAUTENSCHLAGER, LESLIE AILYN	Teacher	x						x			
LINNANE, REBECCA NICOLE	Assistant Principal	x							x		
LONES, JESSICA	Teacher	x						x			
LOPEZ, MIRA L	Teacher	x						x			
LUCAS, DARLEEN E	Teacher	x						x			
MARTIN, KESHA ANN	RISE Classroom Instructor				x	x		x			
MCLOUD, KAYLA SHAINEE	Social Emotional Learning Facilitator				x	x		x			
MCINTYRE, CAROLYN SERETA	Teacher				x	x		x			
MILLER, SHELBY LEE	Teacher		x				x	x			
MINUS, JYSSICA LYNN	Teacher		x					x			
MORENO, MARICELA	Nurse	x						x			
OWENS, JONATHAN MICHAEL	Teacher	x						x			
PFEIFER, MICHELE ANN	RISE Classroom Instructor				x	x		x			
SMITH, CHRISTINA ANN	Teacher	x						x			
SOLIS, MELISSA ANN	Teacher		x					x			
TANNER, ROSALIND M	Teacher	x						x			
TAYLOR, SAVANNAH KAY	Librarian	x						x			
VASQUEZ JR, LEE ANDREW	Teacher		x					x			
VASQUEZ, ELIDA HINOJOSA	Teacher		x				x	x			
WARREN, PAUL ALBERT	Teacher	x						x			
WHITFIELD, ANDREA MELINAE	RISE Classroom Instructor				x	x		x			
WILLIAMS, JESSIE M	Teacher	x						x			
WILLIAMS, STARELETT LEILANI	Teacher	x						x			

House Creek Elementary

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ARNETT, NICHOLE JILENE	Nurse		x					x			
AUSTIN, ERICA FRANCES	Teacher		x					x			
BISHOP, ANDREA	Teacher	x						x			
BOSTER, KRISTIE	Teacher				x	x		x			
BRYAN, MICHAEL ROBERT	Teacher	x						x			
COLSTON, KARA ELISA	Teacher	x						x			
DENNIS-IRVIN, COURTNEY SHANON	Teacher	x						x			
ELKINS, KANDIS MARIE	Teacher	x						x			
FARNUM, JENNIFER L	Teacher	x						x			
FLEET, ANETTE	Teacher	x						x			
FLOWER, ABBELEIGH	RISE Classroom Instructor				x	x		x			
HALLGARTH, COLLIN JAMES	Teacher				x	x		x			
HARGRAVE, ASHLEY SUE CORRINNE	Teacher	x						x			
HEBERT, MONIQUE A	Teacher	x						x			
HUNTER, CHRISTOPHER ERICK	Teacher		x					x			
HURLEY, ADELINE NICOLE	Teacher	x						x			
ISBELL, SONJA	Teacher	x						x			
VALDEZ, CHRISTINA MARIE	Counselor		x					x			
KIRKHAM, RACHEL RENE	RISE Classroom Instructor				x	x		x			
KUMPF, LISA M	Teacher	x						x			
LAGRIMAS, REGINE PEREZ	Teacher		x					x			
LEWIS, JESSICA CAROLYN	Teacher		x					x			
LORTZ, ILESIA BREANNA	Teacher		x					x			
MCCORMICK, DEE ANN	Teacher	x						x			
MCINTYRE, SAMANTHA NICOLE	Teacher		x			x		x			
MONDY, VANESSA	Teacher	x						x			
MOSS, SAMANTHA MARIE	Assistant Principal		x						x		
PEREZ, THERESA ELAINE	Teacher	x						x			
SAVOIE, MATTHEW MARK	Teacher	x						x			
SEAVER, STEFANIE SHANNON	Teacher	x						x			
SELUCKY, LAURA ANNE	Teacher		x					x			
SHUMAKER, SHEILA MARIE	Teacher	x						x			
SHUMAKER, THAD J	Teacher	x						x			
SIMECEK, ANGELA K	Teacher	x						x			
SLOAN, BRENDA LEE	Teacher		x					x			
STEELE, ARIANA VAUGHAN	Teacher		x					x			
STEVENS, DENISE MARIE	Teacher	x						x			
STICCA, PATRICK W	Teacher	x						x			
STUBBS, BETHANY COLLEEN	Assistant Principal	x							x		
TOWNSEND, SUSAN BARBARA	Teacher	x						x			
TURNER, CYNTHIA DIANNE	Teacher		x					x			
VELESKY, MELANIE RYAN	Teacher	x						x			
VOLKER, CHRISTINE LEE	Teacher	x						x			
WALWYN, JASON A	Teacher	x						x			
WANECK, CICILY GALE	Librarian		x					x			
WHITE, ADRIAN NICHELLE	Teacher		x					x			
WYRICK, MELISSA ANN	RISE Classroom Instructor				x	x		x			

Fairview Jewell Elementary

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ANGLIN, JEANYA YASICA	Teacher		x					x			
BOBBITT, KIMBERLY H	Teacher	x						x			
BROWN, AMANDA R	Counselor	x						x			
BROWN, SASHOI LATOYA	Teacher		x					x			
BUCKRAM, LAUREN OLIVIA	Teacher	x						x			
CARLTON, KASEY ERIN	Teacher	x						x			
CARROLL, KYNDALL BAYLEE	Teacher		x			x		x			
COLEMAN, BARBARA ROBY	Teacher	x						x			
DAY, ANGELA PEARL	Teacher	x						x			
EDWARDS, DOMONIQUE	Teacher				x	x		x			
EVANS, TABITHA ALICIA	Teacher		x					x			
GRAY, LEILANI RENEE	Teacher	x						x			
HARRIS, MARCUS JAMAL	Teacher		x					x			
HAWK, AMANDA GRACE	Teacher		x					x			
HERMANN, MEGAN KAY	Teacher		x					x			
HINE, TODD WAYNE	Teacher	x						x			
HIRSCHMANN, SHELLEY ARRIN	Teacher	x						x			
JOHNSON, ASHLEY ELAINE	Teacher		x					x			
JONES, MICHIKO TYNISHA	Teacher				x	x		x			
KING, JAMIE LYNN	Teacher	x						x			
KITTINGER, TARA MARIE	Teacher	x						x			
KODIS, JACQLYN ELISE	Teacher	x						x			
LIVERPOOL, COURTNEY J'VONNE	Teacher	x						x			
NATALE, KATELYNN ELIZABETH	Teacher		x					x			
ODUM, JULIE ANNE	Teacher	x						x			
OLSEN, DAIZJA SALOME	Teacher		x			x		x			
PHILLIPS, ALANNA CURRY	Teacher	x						x			
RAGLAND, CRISTINE EVELYN	Librarian	x						x			
SALVESON, ASTRID LYNNE MARIE	Teacher	x						x			
SMITH, KENNETH RUSSELL	Teacher	x						x			
STEPHENS, ALLISON NICOLE	Teacher		x					x			
STROUP, ROBERT SCOTT	Teacher	x						x			
SUPINSKI, MICHAEL EDWARD	Teacher	x						x			
SUTTON, LAUREN TERESA	Teacher	x						x			
THORNTON, LUCINDA M	Teacher	x						x			
VAZQUEZ, VANESSA SHARON	Assistant Principal	x							x		
ZACHOS, ANGELA LYNN	Teacher		x					x			

Hettie Halstead Elementary

NAME	POSITION	TYPE OF CONTRACT			ADDENDUM		LENGTH OF CONTRACT				
		Term	Probationary	Dual Assignment	Certification	Retiree	10 mo	11 mo	12 mo	Other	
ANDREWS, KENYA ELAINE	RISE Classroom Instructor				x	x			x		
BATTENFIELD, NIKKI ANNA	Teacher	x							x		
BISSELL, NICOLE KERSTIN	RISE Classroom Instructor				x	x			x		
BRIXIUS, WENDOLA LYN	Teacher	x							x		
BROWN, JACQUELINE ROSE	Assistant Principal Intern		x			x				x	
BURCH, LAURA LYNN	Teacher	x							x		
BURNELL, SHAUNITA LATRICE	Teacher	x							x		
CARAMANICA, LAUREN MARIE	Teacher	x							x		
CARDONA, JENNA BONET	RISE Classroom Instructor				x	x			x		
COLON CHAMORRO, NATASHA M	RISE Classroom Instructor				x	x			x		
CRABTREE, MICHELLE RENEE	Teacher	x							x		
DELEON, MIRANDA RENEE	Teacher	x							x		
DUCKWORTH, PAIGE ANDREA	Teacher	x							x		
FRANKENSTEIN, KAYLA JEAN	Teacher	x							x		
FREEMAN, NATALIE NICOLE	RISE Classroom Instructor				x	x			x		
FRICK, STEPHANIE GRZYMALA	Teacher	x							x		
GARNER, LANCE LADON	Teacher	x							x		
GILBERT, TYLER AUSTIN	Teacher	x							x		
KELLER, KRISTOPHER JAMES	RISE Classroom Instructor				x	x			x		
KENNEDY, AMBER DAWN	Teacher	x							x		
KINNEY, STEPHANIE LORAIN	Teacher	x							x		
KLEIN, STEPHANIE DANIELLE	Teacher	x							x		
KNOX, JENNIFER JILL	Teacher	x							x		
MARTINEZ, JOSEPH RAUL	Teacher	x							x		
PEOPLES, TIFFANI RAE	Social Emotional Learning Facilitator				x	x			x		
SCHOONOVER, SARAH CAROLINA	Teacher	x							x		
SKODA, JULIE A	Teacher	x							x		
SMART, KACEY RENAE	Teacher		x						x		
SMITH, TEEGAN ALEXA	Teacher		x						x		
SWANNER, MICHELLE L	Teacher	x							x		
TOLLETTE, DEMEKA S	RISE Classroom Instructor				x	x			x		
WILLIAMS, RENEE LYNN	Nurse	x							x		

Copperas Cove High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ALLEN, NATHAN GEORGE	Teacher	x						x			
ANDERSON, MICHAEL	Teacher/Coach	x		x				x			
ANDERSON, RAYMOND EDWIN	Teacher		x					x			
ANDREWS, ASHLEIGH ELIZABETH	Teacher/Coach	x		x				x			
BACHIE, CRISSY NICOLE	Teacher	x						x			
BAEZA, AARON NAJERA	Teacher				x	x		x			
BALDREE, AIMEE MICHELE	Teacher				x	x		x			
BANKS, MELVIN DREXAL	RISE Classroom Instructor				x	x		x			
BARKER, JAMES H	Teacher	x						x			
BARNES, HANNAH GUEST	Teacher	x						x			
BARNES, STUART ANDREW	Teacher				x	x		x			
BARNICLE, SANDRA GAIL	Teacher	x						x			
BERNAL, FRANCISCO JAVIER	Teacher				x	x		x			
BERRY, BRENNAN KATHLEEN	Teacher		x					x			
BIGFORD, MADISON CHEYNE	Teacher		x					x			
BLAIR, TONYA LEE	Librarian	x						x			
BOARDMAN, KARA MICHELLE	Teacher				x	x		x			
BOGER, BRANDAN COLBY	Teacher				x			x			
BOSTIAN, CAYLA CHRISTINE	RISE Classroom Instructor				x	x		x			
BOYCE JR, TRAVIS ETHAN	Teacher/Coach	x		x				x			
BOYCE, KEYLYNN FAYE	Teacher	x						x			
BROWN, RAYSHARON	Teacher	x						x			
BUCKRAM JR, DONALD R	Teacher/Coach	x		x				x			
BUTLER, ASHLEY RYAN	Teacher/Coach	x		x				x			
CALLISON, MACKENZIE LYNN	RISE Classroom Instructor				x	x		x			
CAMESE III, EDDIE	RISE Classroom Instructor				x	x		x			
CAMESE, MORGAN STACY	Teacher		x			x		x			
CARLTON, COOPER WARREN	Teacher/Coach	x		x				x			
CARTER, TINA G	Teacher	x						x			
CARVER, JAMES	Teacher				x	x		x			
CASSON, JANELLE DENISE	Teacher/Coach		x	x				x			
CASWELL, OLIVIA MARIE	RISE Classroom Instructor				x	x		x			
CHAPARRO, MARY BETH	Teacher	x						x			
CHAUVIN, ANNA VITUCCI	Teacher	x						x			
CHERIZARD, TARA DIANE	Teacher	x						x			
CIPOLLA, THOMAS W	Teacher/Coach	x		x				x			
CLAYTON, MICHAEL A	Teacher		x					x			
COCHRAN, JENNIFER ANNE	Teacher	x						x			
COOK, TY RAYBURN	Teacher				x	x		x			
COOKE, DAVID WILLIAM	RISE Classroom Instructor				x	x		x			
COONROD, ANDREW	Teacher				x	x		x			
CORMACK, CHRISTOPHER MARK	Teacher		x					x			
CRAWFORD, ALICIA NICOLE	Teacher/Coach	x		x				x			
CROSBY, JOSEPH E	Teacher				x	x		x			
CUMMINGS, ROBERT S	Teacher	x						x			
DAVIS, DEBBIE	Teacher	x						x			
DAVIS, KEESHA LATOYA	Teacher	x						x			
DE LOS SANTOS JR, RUDY	Teacher/Coach		x	x				x			
DEWALD, MELISSA ANN	Counselor Coordinator	x								x	
DIAZ, CHANDLER DIANE	Teacher	x						x			
DOUBLEDAY, ELLA MAY	Nurse	x						x			
ESPINAL, MARIA MARGARITA	Teacher				x	x		x			
FIGUEROA TORRES, LEISHA MARIE	Teacher	x						x			

Copperas Cove High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
FIGUEROA, GLADYS	Teacher	x						x			
FINNEY, YLIRIS	Teacher				x	x		x			
FITZGERALD, GREGORY R	Teacher	x						x			
GALLEGOS, SERENA ELAINE	Teacher				x	x		x			
GARBACKY, REBECCA MARIE	Student Activity Coordinator				x				x		
GATES, RICKY S	Teacher	x						x			
GILLIAM HICKS, MARQUINA ANN	Teacher/Coach	x		x				x			
GOMEZ, BRENDA LIZ	Counselor	x							x		
HALL, CAITLIN TAYLOR	Teacher	x						x			
HANCOCK, CHRISTOPHER	Teacher	x						x			
HARRIEL, ROCHELLE QUNETTE	Teacher		x					x			
HAWKINS, CAROL MCCUTCHEON	Teacher	x						x			
HAYWOOD, TRAMESIYA ARREANNA	RISE Classroom Instructor				x	x		x			
HERRERA, KYLE E	Teacher	x						x			
HERROD, NATHAN	Teacher		x					x			
HOLLADAY, MICHAEL DENNIS	Teacher	x						x			
HORDNES, TERRI	Teacher				x	x		x			
HORNADAY, JULIE LYNN	Teacher	x						x			
HUFFMAN, BARBARA M	Teacher	x						x			
HUSER, RITA LADEAN	RISE Classroom Instructor				x	x		x			
JACOBO, FRANK JOSUE	Teacher	x						x			
JALBERT, ARIN MELANIE	Teacher				x	x		x			
JOHNSON, MARY MARGARET	Teacher	x						x			
JONES, MICHAEL ALAN	Teacher/Coach		x	x				x			
JOST, JODIE L	Director of Dual Enrollment and CCMR	x								x	
KENOBBIE, MEGAN PEARL	Assistant Principal	x							x		
KNIGHT, BEUNKA JOLENE	Teacher		x					x			
LAPIERRE, LINDA SCHNEIDER	Teacher	x						x			
LAUTENSCHLAGER, RUTH ELLYN	Teacher		x					x			
LAVALLEE III, VINCENT J	Teacher/Coach	x		x				x			
LAVER, TAD A	Teacher	x						x			
LIKES, JUSTYN RYAN	Teacher	x						x			
LONG, JASON G	Teacher	x						x			
LOUBIERE, AMBER DAWN	Assistant Principal	x							x		
MARTIN, SHELBY LEE	Teacher	x						x			
MCKINNEY JR, LONNIE RAY	Assistant Principal	x							x		
MCKNIGHT III, JOHN LOUIS	Teacher/Coach	x		x				x			
MELGOZA-PEARSON, LORRAINE	Teacher		x					x			
MIETZNER MEYER, ANGELA PETRA	Teacher	x						x			
MILLS, MARLAINA SHAE	Teacher		x					x			
MOORE, JOSHUA COLE	Teacher				x	x		x			
MORRISON, ALISSA RUTH	Teacher	x						x			
MOTSENBOCKER, ANNALICIA MARIA	Teacher		x					x			
MULLEN, ANGELICA RENEE LEE	Teacher		x					x			
MUNN, THOMAS PATRICK	Teacher	x						x			
NIETO-SWEENEY, KAYLA MARIE	Teacher				x	x		x			
NORRIS, NANCY CAROL	Teacher	x						x			
OLIVARES, JENNIFER LEE	Teacher		x					x			
OWENS JR, JERRY ALAN	Teacher/Coach	x		x				x			
OWENS, HEATHER LEA ANN	Teacher		x					x			
PABON RAMOS, ARACELIS	RISE Classroom Instructor				x	x		x			
PARSONS, RANDALL ALLEN	Teacher	x						x			
PATI, JEANIEL T	Teacher/Coach		x	x				x			

Copperas Cove High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT				
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other	
PATTERSON, TRACY SUZANNE	Assistant Principal	x							x			
PAYNE, KRISTEN M	Teacher				x	x		x				
PAYNE, LAWRENCE ALFRED	Teacher/Coach	x		x				x				
PENDER, WILLIAM JOSEPH	Teacher	x						x				
PENNEY, MELISSA KAY	Teacher/Coach	x		x				x				
PLILER, JOSEPH PAUL	Teacher				x	x		x				
RAYSOR, CHELSIE MARIE	Teacher	x						x				
RILEY, CASSANDRA MAE	Teacher	x						x				
RILEY, JONNEE M	Teacher		x					x				
ROBBINS, RYAN PATRICK	Teacher/Coach	x		x				x				
RODRIGUEZ, MARIA ESPERANZA	Teacher		x					x				
ROSARIO-CRUZ, JAMIE LEE	Teacher	x						x				
ROSAS, TONYA SHAY	Teacher	x						x				
SALAZAR, JESSICA MARIE	Social Emotional Learning Facilitator				x	x			x			
SANCHEZ, JENNY ANN	Teacher	x						x				
SANSOM, MARIE LEE	Teacher				x	x		x				
SEIFERT, BENJAMIN WAYNE	Teacher				x	x		x				
SEIFERT, MADISON MARIE	Teacher				x	x		x				
SHORT, DERIK TODD	Teacher/Coach	x		x				x				
SHOTWELL, JOHN D	Teacher	x						x				
SIMMONS, JASMINE HAGHIGHATIAN	Teacher		x					x				
SIMPSON, EASTON	Teacher/Coach		x	x				x				
SINCLAIR, ALYSON RENAE	Teacher		x					x				
SMITH, TIMOTHY STEPHEN	Teacher	x						x				
STACK, JIMMIE MICHAEL	Teacher	x						x				
STARK, DANIEL JAMES	Teacher		x					x				
TABOR, MASON GRANT	Teacher	x						x				
TALBETT, PAUL W	Teacher	x						x				
TAYLOR, KATHRYN	Teacher	x						x				
THOMAS, MISTY D	Teacher	x						x				
THOMPSON, CHRISTINA A	Varsity Coordinator	x		x						x		
TODD, KARON ELAINE	Teacher				x	x		x				
TOLLESON, GRACE MARIE	Teacher	x						x				
TORRES, DHAYNELISSE	Teacher	x						x				
TRIMM, AMY JO	Counselor	x							x			
TURNER, ROBERT EDWARD	Director of CTE		x							x		
USCANGA, ALEJANDRA	Teacher	x						x				
VALENCIA, JOSEPH A	Teacher	x						x				
VARRA, DAWN RENEE	Teacher	x						x				
VASQUEZ-SOLIS, DAVID OLIVER	Teacher	x						x				
VELARDE, MARIA MARGARITA	Counselor	x							x			
VELASCO, ALEENA MERRISA	Teacher	x						x				
VILLANUEVA, LAURA VIOLETA	Teacher	x						x				
WALLER, BRYAN DAYNE	Teacher/Coach	x		x				x				
WARD JR, ARCHIE MORRIS	Teacher/Coach	x		x				x				
WEST, DANIEL ALLEN	Teacher				x	x		x				
WHEAT, VANESSA H	Teacher	x						x				
WHITLOW, QUANDESKI DEJUANDREE	Teacher				x	x		x				
WILLS, SHANICE TWANETTE	RISE Classroom Instructor				x	x		x				
WILSON, EARL ELISHA	Teacher		x					x				
WOODS, SHANIA KEA	Teacher				x	x		x				
WRIGHT, VANESSA	Teacher		x					x				
YATES, LISA JANE	Teacher	x						x				

Copperas Cove High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT				
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other	
YORK, MARLA	Teacher	x						x				
ZAPATA, NAOMI CHARITY	Teacher				x	x		x				

Crossroads High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ALANIZ III, FELIX	Assistant Principal	x							x		
DEVER, JOANNE MICHELLE	Teacher	x						x			
FRENCH, KIMBERLY THERESE	Teacher	x						x			
GARNER, NOO NOO	Teacher	x						x			
HOLLIDAY, MELVIN LEE	Teacher	x						x			
KILPATRICK, ERIN BETH	Teacher	x						x			
LOVE, RICHARD DEAN	Teacher	x						x			
MOORE, RENEE M	Teacher	x						x			
MORGAN, THERESA M	Teacher	x						x			
SMITH, MONICA DAWN	Teacher	x						x			
STEPHENS-WILSON, SABLE D	Teacher	x						x			
TRAHAN, AUDREY ANN	Counselor	x							x		

Copperas Cove Junior High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ABERCROMBIE, ELENA	Teacher	x						x			
ADAMS, JACQUELYN RENEE	Teacher		x					x			
ALANIZ-PEREZ, NELLIE S	Teacher				x	x		x			
ARMSTRONG, JULIE KAY	Counselor	x							x		
BATCHELOR, JERI LEE	Teacher	x						x			
BEAVER, SUSAN JUANITA	Teacher/Coach	x		x				x			
BECERRA, VICTOR MANUEL	Teacher	x						x			
BELL, DEVARIO ANTOINE	Teacher/Coach		x	x				x			
BOOKER, KASSANDRA AVA	RISE Classroom Instructor				x	x		x			
BRANCH, DESTINEE TAYLOR	Teacher				x	x		x			
BRIGGS, CLAUDIA DENISE	Teacher	x						x			
BRYAN, AMANDA NICOLE	Teacher		x					x			
BURKE, REX ALLAN	Teacher	x						x			
CLARK, DERYL L	Teacher		x	x				x			
COOK, BRYAN JOSEPH	Teacher				x	x		x			
CROW, PAYSEE PATRICE	Teacher				x	x		x			
DAVIS, MATTHEW ABEL	Teacher		x					x			
DEMARTIN, MICHELE LIN	Teacher		x					x			
DIXON, KAREN LYNNETTE	Teacher	x						x			
DUNN, LAUREN JUSTINE	Teacher	x						x			
EVANS, ALEXANDRA JUSTINE	Teacher		x					x			
FOX, ADRIANNA LAURA	RISE Classroom Instructor				x	x		x			
FOX, MARIE ANN	RISE Classroom Instructor				x	x		x			
FULLER, GUILMARIS	RISE Classroom Instructor				x	x		x			
GARDNER, NICHOLE M	Teacher	x						x			
HACKER, ANITA A	Teacher	x						x			
HAMMON, JENNIFER ANNE	Teacher		x					x			
HARRIS, YOSHENOBI D	Social Emotional Learning Facilitator				x	x			x		
HUCKABEE, STEPHANIE ROCHELLE	Teacher		x					x			
KELLEY, KATHRYN JEAN	Teacher	x						x			
KING, TONYA MAVREEN	Teacher		x					x			
LINK, CRISSA SHANTE'	Teacher	x						x			
LYLES, JERROLD E	Teacher/Coach	x		x				x			
MAGUIRE, BRIAN HUGH	Teacher		x					x			
MCWHORTER, ABIGAIL ELIZABETH	RISE Classroom Instructor				x	x		x			
MCWHORTER, MICHAEL RYAN	Teacher	x		x				x			
MELENDEZ VALLE, DINORAH	Teacher		x					x			
MILLER, MASON L	Teacher		x	x				x			
MOBLEY, MARY REBEKAH	Teacher	x						x			
MOLL, SARISSA MICHELLE	Teacher	x						x			
MONROE, CHRISTINA LEIGH	Teacher	x						x			
NGUYEN, LUCERO	Teacher		x					x			
NOBLE, CHARLES SCOT	Teacher				x	x		x			
NOTEBOOM, EMILY ELIZABETH	Teacher	x	x					x			
NOVOSAD, CATHERINE LEE	Teacher	x						x			
OGORMAN WHITE, TIMOTHY L	RISE Classroom Instructor				x	x		x			

Copperas Cove Junior High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
PEREZ RODRIGUEZ, DAMARIS ISABEL	Teacher				x	x		x			
RAMOS, CATHLEEN ROSE	Teacher	x						x			
ROBBINS, MADDISON GRACE	Teacher		x					x			
SHEON, MICHAEL PATRICK	Teacher	x						x			
SHEON, TOBI L	Teacher	x						x			
SHEON, VERONICA IRENE	Teacher	x						x			
STEWART, RYAN TYLER	Teacher	x						x			
THOMAS, LORRAINE FRENCH	Teacher	x						x			
THOMPSON, KELLY MARIE	Assistant Principal	x							x		
TIMMONS, ANGELA L	Teacher	x						x			
TIPPENS, JARROD DWAYNE	Teacher		x					x			
TRAVIS, JOLENE IDELE	Teacher	x						x			
WEIKUM, ALICIA MARIA	Teacher	x						x			
WIEMER, PATRICK BRYAN	Teacher	x						x			
WILKINSON, LARISSA AMBER	Teacher	x						x			
WISEMAN, PAMELA J	Teacher	x						x			
WOMACK, LAURIE ANN	Teacher	x						x			
ZIGLER, ANA GISELLE	Teacher	x		x				x			

S.C. Lee Junior High School

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ADAMS, HOLLY	Teacher	x						x			
AMAYA, STEPHANIE MICHELE	Teacher	x						x			
ARMS, LEASA GAYE	Teacher	x						x			
BARBA, CONNIE RAE	Teacher	x						x			
BARBA, JOSE ANTONIO MAYNARD	RISE Classroom Instructor				x	x		x			
BLISSETT, TERRY DEWAYNE	Teacher	x						x			
BOYD, CRYSTAL DYANE	Teacher	x						x			
BROWN, JOHNATHAN L	RISE Classroom Instructor				x	x		x			
BUROW, LAUREN LEE	Teacher		x					x			
BURSE, LYDIA ERICA	Assistant Principal Intern		x			x		x			
CAMPBELL, CRAIG DOUGLAS	Teacher	x						x			
CEPEDA, STEPHANIE	Teacher				x	x		x			
CHEW, LASHON SYLENE	Teacher		x	x				x			
CRYER, KERRY	Teacher	x						x			
DAVIDSMEYER, CHRISTOPHER RYAN	Teacher	x						x			
DAVIS, BRANDIE DORIS MARIE	Teacher				x	x		x			
FLEMING, CHARLES LOUIS	Teacher	x						x			
GARIBAY, ARACELI	Teacher	x						x			
GENTLE, RASHANN AUSTIN	Teacher/Coach		x	x				x			
GILLIAM, GEORGIE A	Teacher		x					x			
HERING, ALEXIS FAITH	RISE Classroom Instructor				x	x		x			
HOLT, BONNIE MELISSA	Teacher	x						x			
HOUGH, ZAYAH MCKENZIE	Teacher		x					x			
HUGHES, SABRINA TERESE	Teacher	x						x			
HUTSELL, MORGAN ELIZABETH	Teacher	x						x			
INGRAM, DENISE DIANE	Nurse	x						x			
KENNEY, SHARON LEE	Teacher		x					x			
KNUTSON, PAMELA A	Teacher	x						x			
KNUTSON, WAYNE B	Teacher	x						x			
KREMPIN, MELANIE JEAN	Teacher	x						x			
LANDERS, SUZANNA LYNNE	Teacher	x						x			
LEMIRE, KIM ELIZABETH	Teacher	x						x			
LIVENGOOD, KARIE ANN	Teacher	x						x			
MANRRIQUEZ, CARLOS	Teacher	x						x			
MARINA, KENNETH NEIL	Teacher	x						x			
MCCRAW, STEVEN R	Teacher	x						x			
MOORE, TIFFANY LA BANNA	Teacher		x					x			
MORALES, MICHAEL RYAN	Teacher/Coach		x	x				x			
MORGAN, NATASHA NICOLE	Teacher/Coach	x		x				x			
NELSON, KENDRA SAGE	Teacher	x						x			
ORR, BETSY JEAN	Assistant Principal	x								x	
PEREZ, CHRISTOPHER DANIEL	Counselor	x								x	
PONGER, ESTRELLA BONITA	Teacher	x						x			

S.C. Lee Junior High School

RAINEY, JAMIE LYNN		Teacher		x						x				
NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT						
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other			
RAMOS, PAULA MICHELLE-ANN	Teacher	x								x				
ROBBINS, HEATHER CLARISSA	Counselor	x								x				
SCHLEICHER, ROBERT D	Teacher	x								x				
SHAFER, DENISE K	Teacher				x	x				x				
SMITH, ABBY LINN	Teacher	x								x				
SMITH, JASMIN KARIN	Teacher	x								x				
STEVENSON, JASON	Teacher		x	x						x				
TATUM, JAMES D	Teacher		x							x				
TAYLOR, KASIE BLAIR	Teacher		x				x			x				
TERRY, JACQUELINE	Teacher	x								x				
THOMPSON, SHANNON NICOLE	Teacher	x								x				
TOMBLIN-WEAVER, STACY ANNE	RISE Classroom Instructor					x	x			x				
TUFFENTSAMER, LAURA	Teacher	x								x				
VALDEZ, CHRISTOPHER ROBERT	Teacher	x		x						x				
VALDEZ, PAMELA MICHELLE	Teacher				x	x				x				
VANGORDER, JESSICA KAROLINE	Teacher		x							x				
VAZQUEZ, RICKY PETER	Teacher				x	x				x				
WARREN, WANDA JO	Teacher	x								x				
WATSON, MICHAEL B	Teacher	x								x				
WINCHELL, CONNIE ALLISON	Teacher	x								x				
WISE, MICHELLE	Teacher		x							x				

Athletics

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
CLARK, SHELBY DAWN	Athletic Trainer				x			x			
DEL REAL MONTANEZ, AMAURY	Varsity Coordinator		x	x						x	
EVANS, MICHAEL DEWAGNE	Varsity Coordinator	x		x						x	
JOHNSON, FRED ANTHONY	Dean of Students	x								x	
SCHROEDER, SCOTT	Varsity Coordinator		x	x						x	
SMITH, SIERRA	Athletic Trainer				x			x			

Operations and Support

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ORTIZ, ADAM ROBERT	Assistant Director of Security				x					x	
SAINT, JAMES LEONARD	Director of Security				x					x	

Special Education Department

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ALAMO, KELSEA VICTORIA	SPEECH PATHOLOGIST				x			x			
BARTON, HANNAH-KATHERINE BROOKE	SPEECH PATHOLOGIST				x			x			
BERRY, NIKIE MAXWELL	DIAGNOSTICIAN	x						x			
BODDEN, SARAH KATHRYN ALLYSON	DIAGNOSTICIAN	x						x			
BOTTOMS, AMBER NICOLE	DIAGNOSTICIAN	X						x			
BRYAN, MARCYNE RENE	COMPLIANCE FACILITATOR				x			x			
BRYAN, MARCYNE RENE	DIAGNOSTICIAN INTERN				x			x			
BURCH, DAVID QUENTIN	TEACHER, ADAPTED PHYSICAL EDUC	x						x			
BURGESS, KELLY JEAN	DIAGNOSTICIAN	x						x			
CABRERA, ANGELA DENISE	DIAGNOSTICIAN INTERN				x			x			
CANTU-OTT, CHRISTINA MARIE	SPEECH ASSISTANT				x			x			
CARPENTER, SARAH ELIZABETH	OCCUPATIONAL THERAPIST				x			x			
CARTER, KAYLA	LSSP APPRENTICE				x			x			
CAZEE, CAMRENN JENNA	SPEECH ASSISTANT				x			x			
CINTRON-PASTRANA, MARIELISSE	SPEECH ASSISTANT				x			x			
COX, MICHELE L	DIAGNOSTICIAN	x						x			
DIAMOND, LISA MICHELLE	COORDINATOR SPECIAL ED	x								x	
DUKE, KAREN MICHELLE	SPEECH PATHOLOGIST				x			x			
FLETCHER, AMBER NICOLE	DIAGNOSTICIAN		x					x			
FRANKLIN, HANNAH CLAIRE	DIAGNOSTICIAN INTERN				x			x			
GARDNER, NATASHA	COMPLIANCE FACILITATOR				x			x			
GARRETT, MYRA LEEANN	COMPLIANCE FACILITATOR				x			x			
GASTON-HUDSON, LA' TOYA NARQUITA	LSSP INTERN				x			x			
GIROIR, GREGORY THOMAS	LSSP				x			x			
GORE, LISA HARRIS	SPEECH PATHOLOGIST				x			x			
HERNANDEZ, JADE ALYSSA	SPEECH ASSISTANT				x			x			
HILGENBERG, KELLY TERESE	LSSP				x			x			
HOBBS, EMILY PLOCH	LSSP				x			x			
HONESTO, TONI MARIE	COMPLIANCE FACILITATOR				x			x			
HUBBARD, CHERYL JEANNETTE	COMPLIANCE FACILITATOR				x			x			
JACKSON, STEPHANIE RENEE	LSSP				x			x			
JONES, ALISSA JENNIE	SPEECH ASSISTANT				x			x			
JONES, LEAH MARIE	SPEECH PATHOLOGY INTERN				x			x			
JOST, RACHEL ANNEMARIE	VOCATIONAL ADJ COORDINATOR		x							x	
KIM, SARAH JANE	DIAGNOSTICIAN	x						x			
KULHAVY, KALYNN BREITLING	SPEECH PATHOLOGIST				x			x			
LANDERS, MICHELLE DENISE	OCCUPATIONAL THERAPIST				x			x			
LAVALLEE, CYNTHIA DIANE	DIRECTOR SPECIAL EDUCATION	x								x	
LLOYD, KATHLEEN C	SPEECH PATHOLOGIST				x			x			
LOPEZ TORRES, SAYRA M	DIAGNOSTICIAN APPRENTICE				x			x			
LOPEZ, AHNALISIA	SPEECH PATHOLOGIST				x			x			
MOSES, PORTIA MEYERS	COMPLIANCE FACILITATOR				x			x			
OROZCO, LORENA ROSE	SPEECH ASSISTANT				x			x			
PARKER, MIKAYLA KENNEDY	COMPLIANCE FACILITATOR				x			x			
PARKER, REAJUAN MARIE	DIAGNOSTICIAN APPRENTICE				x			x			
PISCITELLO OLIVER, NOELLE MARIE	COMPLIANCE FACILITATOR				x			x			
ROEN, TAMMY JO	OCCUPATIONAL THERAPIST ASSISTA				x			x			
RYAN, AILEEN NAOMI	COMPLIANCE FACILITATOR				x			x			
SAMUEL, WENZEL	OCCUPATIONAL THERAPIST ASSISTA				x			x			
SHARP, ANGELA LYNN	ASSISTANT DIRECTOR OF SPECIAL	x								x	
SHEAFFER, TRICIA RENE	DEAF AND HARD OF HEARING	x						x			
SIMPSON, BRONWYN BLAIR	SPEECH ASSISTANT				x			x			
STEVENSON, JENNIFER DAWN	COORDINATOR SPECIAL ED	x						x			

Special Education Department

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
TEMPLES, DENISA LEA	COORDINATOR SPECIAL ED	x						x			
TERRELL, NEONISHA LENA	DIAGNOSTICIAN	x						x			
THORNTON, REBECCA ELLEN	COMPLIANCE FACILITATOR				x			x			
VANDIVER, ANH-THU NGUYEN	DIAGNOSTICIAN	x						x			
WADHWANI, NITU B	SPECIAL EDUCATION	x						x			
WASILONSKI, CARMEN SHERIE EMILIENN	COMPLIANCE FACILITATOR				x			x			
WELLS, ALYSSA ESPERENZA	SPEECH ASSISTANT				x			x			
WENDT, DIANIA MARIE	VISUALLY IMPAIRED	x						x			
WIDDER, MEGAN RAE	SPEECH PATHOLOGIST				x			x			
WILSON, AMBER MARIE	DIAGNOSTICIAN INTERN				x			x			
YAWN, SARAH ELAINE	PHYSICAL THERAPIST				x			x			
YOUNG PATTERSON, LAUREN AMINA	DIAGNOSTICIAN							x			

Technology

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
ARMSTRONG, STEVEN D	ASSOCIATE NETWORK ENGINEER				x					x	
BLAIR, HENRY DAVID	NETWORK ENGINEER				x					x	
DERY, VICTOR L	TECHNOLOGY OPERATIONS MGR				x					x	

Finance

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
CARTER, SHARON E	DIRECTOR FINANCE & ACCOUNTING				x					x	

Maintenance

NAME	POSITION	TYPE OF CONTRACT				ADDENDUM		LENGTH OF CONTRACT			
		Term	Probationary	Dual Assignment	Non Certified	Certification	Retiree	10 mo	11 mo	12 mo	Other
HAIRE, THOMAS E	Director of Maintenance				x					x	
RICHARD, CHRISTOPHER	Assistant Director of Maintenance				x					x	



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address

2025 Summer School Proposal

Written Report

Prepared by: Amanda Crawley

Deputy Superintendent of Instructional Services



Copperas Cove Elementary Summer School Summer School 2025

Elementary Summer Program (1st-5th grade):

Dates: June 3-27 (Teacher workday: June 2nd)

Time: 7:30 a.m. – 1:00 p.m.

Location: Elem.- Williams Ledger Elementary School

Summer School Director- Heather Peacock

Teachers – 20

Secretary/Nurse Aide- 1

Counselor - 1

Instructional Aides- 2

Students in grades 3-5 who have failing grades (STAAR scores not available until summer release)

Elementary ESL Summer Program (Pre-K 4 and Kinder):

Purpose: Address the needs of Pre-K 4 and Kindergarten ESL students (ratio of 18:1) with a focus on literacy; language-immersion model.

Teachers- 2

Aides- 2

Director: Rita Alaniz, Director of Emergent Bilingual and Dual Language

Location: Williams Ledger Elementary School

Dates: June 3-27 (Teacher workday: June 3rd)

Time: 7:30 a.m. – 3:30 p.m.

ESL Summer School is required if ten parents' express interest for their student entering either kindergarten or first grade. This session can be no less than 120 hours.

Purpose of Summer School:

To provide extended and intensive instruction in Reading and Math to first through fifth graders. Students qualified for summer school by failing math and/or reading for the school year. Students were provided instruction by district staff with proven TEKS-based curriculum and with the smallest teacher-student ratio possible. Students attend summer school for five hours, received breakfast and lunch, as well as physical activity/brain breaks.

Secretary/Nurse Aide: \$15 per hr. off contract

Aide: \$15 per hr.

Teacher: \$30 per hr.

Counselor/Testing Coordinator: \$30 per hr. off contract

Administrator: \$200 per day

**Copperas Cove Junior High, SC Lee Junior High
Summer School 2025**

Secondary Summer Program (6th-8th grade):

Location- S.C. Lee Junior High

Dates: June 3-27 (Teacher workday: June 2nd)

Time: 7:30 a.m. – 4:30 p.m.

Director – Lydia Burse

Junior High:

- Students will have face-to-face instruction for reading and math courses
- Students will utilize Edgenuity for Science and Social Studies

**Copperas Cove High School
Summer School 2025**

Secondary Summer Program (9th-12th grade):

Location: Copperas Cove High School

Dates: June 3-27 (Teacher workday: June 2nd)

Time: 7:30 a.m. – 4:30 p.m.

Director – Tracy Patterson

Teachers- 20* (8.5 hours per day)

**If enrollment is higher than anticipated, more staff will be hired.*

Credit Recovery (CCHS and XRHS students):

- Courses offered in face-to-face setting: Algebra I, Biology, US History, English I, English II
- For courses not taught face-to-face, Edgenuity will be offered to students.
- All other courses will be available if the course is available in Edgenuity.
- Students that are working to recover credit in summer school will also be receiving their accelerated instruction for HB 4545/1416

EOC Accelerated Instruction (CCHS and XRHS):

- Sessions Offered: Algebra I, Biology, English I, English II, US History
- Face-to-Face Instruction Model
- Students that are working to recover credit in summer school will also be receiving their accelerated instruction for HB 4545/1416

Credit for Acceleration (CCHS and XRHS):

- Students will use Edgenuity for all courses offered.
- The course must be the next course in the sequence (for example, if the student was in Chemistry, the student can only take Physics)
- Only available for non-EOC testable subjects.

The 2025 Summer School for 9th-12th grade students will be conducted both on campus and virtually using Edgenuity and face-to-face instruction for Credit Advancement, EOC Remediation, and Credit Recovery. Students working on Credit Advancement for initial credit may have the option to complete their courses remotely.

CCHS will provide initial credit courses through Edgenuity, including Intro to College Math, Intro to College English, Spanish I, Spanish II, Art I, and Professional Communications. Intro to College Math and Intro to College English courses will remain open through July 18, 2025.

Secretary/Nurse Aide: \$15 per hr. off contract

Aide: \$15 per hr.

Counselor/Testing Coordinator: \$30 per hr. off contract

Teacher: \$30 per hr. for direct instruction

Teacher: \$22 per hr. for Edgenuity facilitation/remote facilitation

Administrator: \$200 per day

Early College & Dual Credit Summer Offerings:

- Students may take a maximum of 2 college courses per session offered at CTC
- Prior approval was given by Carlin Grammer, CCHS Principal, or Jodie Jost, Director of Early College & Dual Credit, for any student who takes a course through another college or university. If prior approval is not granted, credit will not be added to the student transcript.



Copperas Cove High School

“A Foundation of Excellence – A Future of Success”



CCISD Board Report Copperas Cove High School April - 2025

<u>Enrollment</u>	<u>Bulldawgs on Campus</u>	<u>Attendance Rate (YTD)</u>
9th Grade	581	92.42%
10th Grade	559	93.34%
11th Grade	525	93.54%
12th Grade	515	93.36%
Total	2180	93.15%

Campus Happenings & Activities

Spring is here and as usual, it is very busy at CCHS! Extracurricular activities are well into their district and post-district seasons and students are working hard to balance their academic and extra-curricular schedules. Testing season also kicks into full gear in April. Teachers and students are working hard final preparations for these assessments and early indications are that our students will perform well.

April is Month of the Military Child! CCHS has multiple events planned to celebrate at CCHS. We are proud of our Copperas Cove military community and look forward to these celebrations!

Our students continue to accomplish great things. 3 students have qualified for the UIL Region Academics competition in Waco later in the month and several CCHS students received accolades at the district One-Act Play competition in Temple last month. Our choir students left for Washington D.C. on April 3rd for a performance at the Heritage Music Festival. They will then sing at the Capitol Bldg., the Martin Luther King Memorial, and the Lincoln Memorial

On the weekend of March 28th, I traveled to Arlington to the Texas Association of Student Councils conference for a meeting of the Board of Directors. I was able to stay for the opening general session and was fortunate to be able to see our fantastic CCHS STUCO members. They did a great job representing us at the conference. This is an amazing event and serves as a fantastic learning opportunity for these student leaders.



CCHS STUCO at TASC in Arlington

We are looking forward to all the great year end celebrations coming in the next couple of months culminating with graduation! As always...IT IS A GREAT DAY TO BE A BULLDAWG!

Upcoming Events

Event	Date	Time	Location
Copperette Tryouts	4/7	4:15 PM	Gym 2
VA Parent Night w/ Tarleton	4/8	5:30 PM	CCHS Cafeteria
English 1 EOC	4/9	All Day (Late Start)	CCHS
English 2 EOC	4/10	All Day (Late Start)	CCHS
CCHS Hosting UIL Band-Sight Reading Contest	4/10 – 4/11	7:00 AM – 6:30 PM	Lea Ledger Auditorium
Copperette Officer Tryouts	4/12	8:00 AM – 12:00 PM	Gym 2
Powder Puff Football	4/12	10:00 AM	Bulldawg Stadium
Theatre One-Act Play Performance	4/12	6 – 7:00 PM	Lea Ledger Auditorium
Wear Purple-Military Child Breakfast	4/15	7:30 AM	Gym 2
Scholarship Lady	4/15	5:30 – 7:30 PM	Lea Ledger Auditorium
Biology EOC	4/16	All Day	CCHS
US History EOC	4/17	All Day	CCHS
National Technical Honor Society Induction	4/17	6 – 8:00 PM	CCHS Cafeteria
Theater Improve Show	4/22	6 – 7:00 PM	Lea Ledger Auditorium
CCHS Blood Drive	4/23 – 4/24	8:00 AM – 4:00 PM	Lea Ledger Auditorium
CCHS Multicultural Night	4/24	5:30 – 7:30 PM	CCHS
Copperette Spring Show	4/25 – 4/26	6 – 8:00 PM	Lea Ledger Auditorium
Algebra 1 EOC	4/29	All Day	CCHS
Digital Media Film Club Short Film Night	4/29	6 – 8:30 PM	Lea Ledger Auditorium

On behalf of the Copperas Cove High School staff and students, thank you for supporting our campus.

Carlin D. Grammer
Copperas Cove High School Principal



CROSSROADS HIGH SCHOOL

Patrick Crawley, Principal
Felix Alaniz, Assistant Principal
Audrey Trahan, Counselor



Crossroads High School Report for April Board of Trustees Meeting:

Crossroads High School is proud to share that the implementation of the Capturing Kids' Hearts program has been a great success. This week alone, we received multiple expressions of appreciation from both students and parents who shared how much they value the positive culture on our campus. Parents specifically noted the warm and welcoming environment we've created, especially for new students, and expressed their gratitude for the ongoing support their children receive from our dedicated staff.

We also had a wonderful celebration of Paraprofessional Appreciation Week. Our staff enthusiastically came together to recognize the incredible contributions of our paraprofessionals, doing something special for each of them every day throughout the week. The paraprofessionals were deeply touched and expressed heartfelt thanks for the recognition and care.

Looking ahead, we are excited to report that we are on track to graduate approximately 50 students in May. Preparations for this milestone event are in full swing, and we look forward to celebrating our students' achievements with their families.



Copperas Cove Junior High

702 Joe Lombardi Way
Copperas Cove, TX 76522

Enrollment:	# of Bullpups	Attendance Rate
6 th Grade	285	95.48%
7 th Grade	254	94.82%
8 th Grade	<u>283</u>	94.79%
	Total 822	

CCJHS Culture

Vison # **T.R.U.E** **B.L.U.E**

Band

The CCJHS Symphonic band and Wind Ensemble traveled to Chapparell High School for their UIL Band Competition and masterfully earned Sweepstakes with a Superior Rating in Stage performance and Sight Reading. We are so proud of these students and thankful for the amazing Band Directors to include Ryan Stewart, Kathryn Kelley, and Jolene Travis.

Chess

The Copperas Cove Chess Team achieved remarkable success at a three-day event in Lewisville, TX, where they competed against over 300 participants. The team was crowned State Champions, securing the top position overall. Individual standout performances included Brandon Bielecki, who claimed 1st place as the overall champion, followed by Ryder Shannon in 2nd place as the runner-up. Aiden Litchford finished in 4th place, Sawyer Sewell earned 5th place, and Elijah Swaby secured 8th place, making a strong showing in a highly competitive field. The team's collective effort and outstanding individual performances highlighted their dominance in the tournament.

Pep Rally

CCJHS hosted its Spring Pep Rally on March 7, 2025. Spring sports were showcased to include golf, tennis, and track was announced on both the girls and boys side. Coaches and athletes all got to run out and be recognized for their hard work. The pep rally exhibited some fun activities for everyone's enjoyment to include a relay race where students competed against staff, and a head shoulders knees and toes last man standing tournament. Spirit stick shouting competition is always a highlight which ended with the 8th grade taking the top prize, reaching a decimal level of 115. Crazy loud!

Choir

On March 27 and 28, the choir showcased their talents under the exceptional direction of Victor Becerra. The boys' choir delivered an outstanding stage performance, earning a superior rating. Their sight-reading skills were also commendable, achieving a score of 2, which is notably challenging. The girls' varsity choir captivated the audience with their beautiful sound and similarly earned respectful ratings. Both choirs demonstrated remarkable skill and dedication, making the event a resounding success.

Adopt a Unit

I wanted to shout out our Culinary students for cooking a fabulous meal prepared for our deserving 2-8 Cavalry Battalion. They risk their lives for our country every day and we were pleased to share a breakfast with them. A shout out the to Sergeant Kubosh for being our liaison from Fort Cavazos.

CCJHS Recognitions

It was our pleasure to announce the recipients of our Paraprofessional, Rookie, and Teacher of the Year nominations at the March 26th CCJHS faculty meeting. Amber Snyder is our outstanding paraprofessional who keeps the wheels of our campus rolling with love and care for kids. She has been such a trooper and mentor to students and teachers alike. Tiffany Ropple has data that will shock you. She is an amazing educator and works so tirelessly to reach each child. Her latest assessment shows that 99% of her students mastered content. Mr. Mason Miller is our Teacher of the Year nominee who has worked to better our athletic program and ensure student athletes know how to set the bar high



both on the field and in the classroom.







S.C. Lee Jr. High School



Marshal Chauvin

Lydia Burse

Betsy Orr

Christopher Perez

Heather Robbins

Principal

Assistant Principal

Assistant Principal

Counselor

Counselor

Enrollment and Attendance Data

Grade Level Students on Campus Attendance Rate

6th Grade	309	94.66%
7th Grade	319	93.82%
8th Grade	292	94.81%

Campus Activities Report – SC Lee Middle School

I am excited to share the many events and accomplishments of our SC Lee Middle School students from the month of March. Our students have been actively engaged in a variety of academic, athletic, and extracurricular activities that showcase their talents, dedication, and school spirit.

Early in the month, students had the opportunity to refine their skills in preparation for upcoming tryouts. On **March 1st**, the **Cheer Clinic** provided a space for students to get ready for tryouts, which took place on March 5th and 6th. Similarly, on **March 25th**, students participated in a **Dance Clinic** before showcasing their talents at the **Dance Tryouts** on March 26th.

March also provided opportunities for creative expression and school spirit. On **March 3rd**, the **Military Student Art Competition** kicked off, offering military-connected students a platform to display their artistic talents. Later in the month, on **March 25th**, students and staff came together for a **Pep Rally**, boosting enthusiasm and motivation for the upcoming STAAR tests.

Academically, students continued to engage in enrichment activities. Throughout the month, the **JS2S (Junior Student to Student) organization** held meetings on **March 5th, 12th, and 26th** to discuss upcoming events and initiatives. Additionally, our **Library Club** met on **March 27th**, providing a welcoming space for students who enjoy literature and reading.

STEM opportunities remained a key focus as well. The **Robotics Club** met on **March 11th and 25th**, allowing students to engage in hands-on learning and problem-solving activities.

Our fine arts programs also shined in March. On **March 7th**, our band students represented S.C. Lee with PRIDE at the UIL Concert and Sight-Reading Evaluation at Chaparral High School! Both our Symphonic Band and Wind Ensemble earned straight 1st (Superior) ratings from every judge—an incredible achievement. This marks the 5th sweepstakes award in 6 years for the Symphonic Band and an astounding 18th consecutive sweepstakes for the Wind Ensemble.



S.C. Lee Jr. High School



Marshal Chauvin

Lydia Burse

Betsy Orr

Christopher Perez

Heather Robbins

Principal

Assistant Principal

Assistant Principal

Counselor

Counselor

Also on **March 7th**, our choir students performed in the **Spring Choir Concert**, and on **March 28th** the **Tenor Bass Choir earned a Superior Rating on stage, while the Varsity Treble Choir scored Superior in Sight-Reading—both bringing home trophies!** The month concluded with the **Spring Theatre Play on March 28th**, which was hosted in the cafeteria on the stage, showcasing the hard work and talent of our student performers.

Athletics were in full swing as students demonstrated their skills on the field. **Soccer tryouts** took place on **March 26th** for 7th graders and **March 28th** for 8th graders, allowing students to compete for a spot on the team.

We also took time to celebrate student achievements and generosity. On **March 6th**, winners of the **Food for Families Drive** were honored with a pizza party, recognizing their contributions to our school's efforts in giving back to the community.

Upcoming Events

April will be a busy and exciting month at SC Lee Middle School!

April 2: JS2S Meeting

April 4: Soccer Parent Meeting

April 7: Dance Parent Meeting

April 8: 8th grade Reading STAAR

Late start 6th and 7th grade

6th grade Math Review

April 9: 7th grade Reading STAAR

Late start 6th and 8th grade

8th grade Science Review

April 10: 6th grade Reading STAAR

Late start 7th and 8th grade

8th grade History Review

April 15: 8th grade Science STAAR

Late start 6th and 7th grade

6th grade Math Review



S.C. Lee Jr. High School



Marshal Chauvin

Lydia Burse

Betsy Orr

Christopher Perez

Heather Robbins

Principal

Assistant Principal

Assistant Principal

Counselor

Counselor

April 15: Solo and Ensemble Competition

April 16: 8th grade History STAAR

Late start 6th and 7th grade

6th and 7th grade Math Review

April 23: 6th grade Math STAAR

Late start 7th grade

April 23: JS2S Meeting

April 24: 7th grade Math STAAR

Late start 6th grade

April 29: 8th grade Algebra 1 STAAR

Late start 6th and 7th grade

April 29: Jazz Concert

We look forward to these upcoming activities and encourage students and families to stay involved! As we move into the final months of the school year, we are excited to continue celebrating student achievements and fostering a vibrant school community.



Copperas Cove Independent School District
408 South Main
Copperas Cove, Texas 76522

CCISD Board Report
Mae Stevens Early Learning Academy
March 31, 2025

Enrollment	Students on Campus	Attendance Rate (YTD)
Pre-K 4	288	87.4%
3 year olds (includes itinerant speech)	30	91.6%
Total	318	91.3%

Campus Happenings & Activities:

March was an exciting month at Mae Stevens Early Learning Academy, filled with engaging activities for teachers, students, and families alike. Even with Spring Break, we kept the momentum going as our four-year-olds made strides in preparing for a successful transition to kindergarten.

Throughout the month, we celebrated Read Across America in honor of Dr. Seuss's birthday, took students on memorable field trips, and hosted an inspiring Career Week on campus. In addition to these special events, numerous ongoing activities continued to thrive. Our students remained dedicated to the "Books and Beyond" program, and we're thrilled to announce that 11 students have earned a reading t-shirt after reading over 300 books at home with their families.

Meanwhile, our staff began our annual campus needs assessment, focused on refining and enhancing our successful initiatives and programs. Preparations are already underway for the exciting end-of-year celebrations that will take place during the final six weeks of school, including Pre-K Prom, Field Day, Water Day, and our beloved Superhero Send-Off to Kindergarten.

Read Across America provided a wonderful opportunity for both students and staff to dress up and celebrate the many exciting and inspiring books created by Dr. Seuss. Throughout the week, the campus was filled with familiar and beloved characters, from Thing 1 and Thing 2 to the Lorax, the Cat in the Hat, and so many more. But the fun didn't stop at costumes! We immersed ourselves in Dr. Seuss's world by reading his books, celebrating rhyming, trying green eggs and ham, pretending to run a zoo, and engaging in many other hands-on, age-appropriate activities that brought his stories to life for everyone on campus.

It was an exciting and interactive way to open the world of books even further for our young learners, sparking their imaginations and creating lasting memories.

This past month, all of our four-year-old students had the wonderful opportunity to visit Sweet Berry Farms in Marble Falls, where they gained invaluable real-world experiences that fostered their growth in many ways. During the trip, we practiced appropriate behaviors for public outings, explored the growth of plants and their importance to us, and embraced the fresh outdoors.

Students learned about farming, the life cycle of plants, and what is needed to ensure that food is grown fresh and nutritious. The hands-on experience provided a deeper understanding of how food reaches our tables and the essential role plants play in our lives.

Teachers and students returned to school feeling happy and refreshed, eager to continue learning for the remainder of the school year. As a campus, we cherish opportunities like this that bring learning to life in our community. These experiences help our students grow as whole individuals, complementing the academic focus on reading and math that we emphasize throughout the year.

This year, our counselor introduced a valuable change to our career education program. Rather than concentrating all career exploration into a single day, we decided to spread the celebration over an entire week. This approach allowed our young students to fully absorb and analyze the information without feeling overwhelmed, giving them a more meaningful learning experience.

Throughout the week, we were joined by a variety of volunteers, including parents, community members, and even high school students focused on CTE (Career and Technical Education) programs. These visitors worked with smaller groups in the classrooms, providing our students with a closer look at various jobs and career opportunities they can pursue as they grow older.

We are incredibly proud of the collaboration between our school and the high school CTE programs. It was amazing to tap into the knowledge and insights these high school students brought to the table, enriching our career week experience. We are excited to continue this partnership in future years and can't express enough gratitude for the teachers and students who contributed to making our career week a memorable and impactful event.

One final special event to highlight was our traditional Open House for families. While this event has become a beloved tradition, we decided to mix things up this year by combining it with an Art Night. Students had the opportunity to explore various forms of art, and teachers selected specific artists to introduce, teaching students about the unique styles and techniques those artists specialized in.

Prior to the evening, every student was able to create their own artwork—both in the art room and in their homerooms. This allowed parents to view a variety of art pieces displayed throughout the school. They also had the chance to connect with their child's homeroom teacher to discuss their individual student's progress and experiences so far this year.

Open House turned out to be a fun and memorable event, and we received positive feedback from all the families who attended. Both teachers and staff also enjoyed the evening, and we look forward to continuing this tradition in the future!

It's been a busy and exciting month, and we look forward to all the wonderful events ahead!

Mae Stevens Early Learning Center is dedicated to offering our youngest learners positive, high-quality educational experiences. We are deeply committed to working alongside families and the community to ensure that students start their educational journey with purposeful, playful, and thoughtfully designed learning opportunities.

Upcoming Events:

April 1: Family Math Night (4:30 pm – 6:00 pm)

April 11: Pre-K Prom

April 11 & April 14: 5th 6 weeks awards celebrations

April 14 -18: Military Child Appreciation Week (we are celebrating the month)

April 25: Field Day

We at Mae Stevens Early Learning Academy are grateful for the support that our campus receives from the district and the board. We appreciate the time you take investing our students and staff.

Leah Miller

Mae Stevens Early Learning Academy, Principal



C.R. Clements/Hollie Parsons Elementary

Copperas Cove Independent School District

Robin Grabitz, Principal

Indira Smith, Assistant Principal

Edleen Aguilera-Nwachuku, Assistant Principal

1115 Northern Dance Dr. Copperas Cove, TX 76522

Phone (254)547-2235, Fax (254)547-0845

Topic: Submission for CCISD Board Report (Clements/Parsons Elementary School)

Date: March 24th, 2025

Grade	Student Count	Attendance
Kindergarten	138	94.83%
1st	128	94.02%
2nd	139	92.61%
3rd	136	95.00%
4th	146	93.20%
5th	158	94.22%
	845-Total	93.97%

CPE March Happenings and Upcoming Events:

What's Making CPE The Place to Be!!!!

March has been a full month at CPE even with Spring Break! We kicked off the month celebrating Read Across America Day. If you were to visit, you might've tasted some green eggs and ham and noticed some "special" guests walking around. Many staff and students were dressed up as characters from Dr. Seuss's books. On April 7th, we celebrated our staff with a cereal bar for National Cereal Day, because we cereal-sy love them. My Parent Outreach Coordinator hosted some volunteer meetings and several parenting workshops. We hosted several family events (Second Grade Concert & Coffee with a Counselor). We have a few upcoming parent events to include our Honor Choir Concert and another parent workshop this week. Our Instructional Coach has started working hard with our Battle of the Books team. We are determined to win first in the district this year.

The Nitty Gritty

Our month has been filled with mandatory STAAR trainings for staff and continuing to refine our safety practices. We had a CCFD monitored fire drill and we passed our audit of the drill processes. All grades participated in grade level PLCS, LPAC meetings were conducted, teachers participated in their ongoing lesson internalization meetings, and Behavior RTI meetings were held.

Bonding Time between Campuses

We had some partnership events happen this month. We had band representatives visit our fifth graders to conduct instrument tryouts. Our counselor and AP visited Mae Stevens to learn about our incoming amazing Kindergarten students.

CPE Pride Time

We completed our round of March Benchmark testing. I am VERY proud to report that we are highest in the district in our 4th and 5th grade Math benchmark scores. Our 4th grade students ranked 2nd in the district in Reading Language Arts. There are always areas to grow, but my teachers and staff are working so hard!



C.R. Clements/Hollie Parsons Elementary

Copperas Cove Independent School District

Robin Grabitz, Principal

Indira Smith, Assistant Principal

Edleen Aguilera-Nwachuku, Assistant Principal

1115 Northern Dance Dr. Copperas Cove, TX 76522

Phone (254)547-2235, Fax (254)547-0845

CPE Pride Time Continued

Lastly, we recognized our CPE staff of the year!!! Our recipients include Janet Dees, CPE Teacher; Melissa Gatewood, CPE Paraprofessional; Martin Rosales, CPE Auxiliary; and Emily Johnson, CPE Rookie. We are so proud of our staff. They are the best!

April CPE Upcoming Events

Week of April 1st-4th Paraprofessional Week, CPE Book Fair, STAAR ALT 2 window

April 2nd – Autism Awareness Day

April 4th – End of 5th 6 weeks

Week of April 7th-11th – Assistant Principal Week, STAAR ALT 2 window

April 9th – Reading STAAR (3rd, 4th, 5th grades)

April 10th – First grade Concert 6 p.m., GT Showcase 5:00- 7:00 @ WLE

April 15th – Science STAAR (5th grade)

April 17th – Kindergarten Egg Hunt

April 22nd – Mclass Begins

April 23rd – Math STAAR (3rd, 4th, 5th grades)

April 28th – Coffee with the Counselors @ noon

April 29th – Woot Woot Cart Staff Appreciation!

Hettie Halstead Elementary
April 2025

Enrollment Grade	Student Enrollment	Attendance Rate
Kindergarten	89	94.66%
1 st Grade	75	95.23%
2 nd Grade	53	92.82%
3 rd Grade	59	94.31%
4 th Grade	59	95.44%
5 th Grade	54	51.38%
Total	389	94.61%

Campus Happenings & Activities:

A Month Full of Learning and Excitement!

March was a busy and exciting month for our students and families! We continue to provide extra academic support through afterschool tutorials for our 3rd, 4th, and 5th grade students. Our **Saturday School program** has provided students with extra opportunities to grow academically and build confidence in their learning. We are proud of their dedication and hard work, and we appreciate the families who support this initiative!

Our **Rhythmic Basketball, Robotics Clubs, StuCo, and eS2S** have continued to meet, allowing students to stay active and engaged in fun and educational activities.

Our Student Council, sponsored by Michelle Crabtree and Miranda DeLeon continue to make us proud. They were recently recognized as recipients for several 2024-2025 Youth Environmental Ambassador! awards for the Central Texas Region for:

- Sustained Excellence Award
- Lights Out Lunch Award
- Greater Fort Cavazos Recycle Bowl Award

Additionally, two Halstead students Harper Huff and Lilianna Fletcher were selected as winners for the Recycled Art and Texas Recycles Poster Contest.

During Career Week, students explored and learned about a variety of professions, gaining valuable insight into different career paths and opportunities.

In recognition of Music in Our School's Month, Halstead's Honor Choir represented us well at the District Choir concert. It is always a joy to see students enjoy the arts!

At Halstead, we take great joy in recognizing students who exemplify Bulldawg Pride by contributing to a positive and safe environment where everyone feels welcome. Each month, we honor students as their class Bulldawg of the Month, present Positive Office Referrals to students

from their teachers, and celebrate our grade level Top Dawg Classes for their outstanding behavior and dedication to our school community.

Spring is in full swing, and we have an exciting month ahead at Halstead Elementary! 🌸

We are proud to announce that our school has been named one of the **Best Elementary Schools** by *U.S. News & World Report!* 🏆 This recognition is a testament to the hard work and dedication of our students, staff, and community.

STAAR Testing (3rd-5th Grade)

We are preparing our 3rd-5th grade students for their upcoming STAAR tests. Your support in ensuring they are well-rested and ready to do their best is greatly appreciated!

- April 9th-3-5th Grade Reading STAAR
- April 16th -5th Grade Science STAAR
- April 23rd-3-5th Grade Math STAAR

Autism Awareness Month

April is **Autism Awareness Month**, and on April 2nd, we proudly wore blue to show our support and spread awareness. Thank you to everyone who participated!

Purple Up! For Military Kids

As a **Purple Star campus**, we proudly support military families. On April 15th, we will "**Purple Up!**" to honor and recognize the strength and resilience of military children.

April Field Trips

We have several **exciting field trips** planned this month! These experiences help our students expand their learning beyond the classroom. Stay tuned for details from your child's teacher.

We truly appreciate your support and engagement in our school community. Here's to a fantastic month ahead!

At Halstead Elementary, we remain committed to fostering academic, social, and behavioral growth in all our students. Thank you for your unwavering support in making our school a place where students thrive!

Dr. Tonya Sweeney
Hettie Halstead Elementary, Principal
#GrowingGreatness



COPPERAS COVE

A Foundation of Excellence • A Future of Success

408 South Main Street
Copperas Cove, TX 76522

CCISD Board Report
House Creek Elementary
March 28, 2025

Enrollment	Bulldawgs on Campus	Attendance Rate (YTD)
Kindergarten	105	92.61%
1 st Grade	95	94.31%
2 nd Grade	100	94.36%
3 rd Grade	125	94.19%
4 th Grade	110	95.07%
5 th Grade	108	94.68%
Total	643	94.20%

Campus Happenings & Activities:

I am pleased to share the exciting events and activities that have taken place at House Creek Elementary School in the last few weeks. This month our students participated in the Penny War and raised \$2,632.58 for our local animal shelter.

Our 2nd Grade classes took a field trip to Sweet Berry Farms on March 6th and learned about farming and growing fruit. Each student got to pick their own pint of strawberries to bring home to share with their families.

On March 7th we celebrated our students that earned A, A-B, and B honor roll in addition to our students with perfect attendance and outstanding character. This is the first time this year students have had an awards ceremony, and we had a large turnout of parents join the celebration.

House Creek Life Skills students took a trip to Addie's Petting Zoo in Kempner on March 13th and learned about different animals and the work the zoo does to preserve wildlife worldwide.

On March 14th students in grades K-5 participated in Career Day. Our presenters included the following: CTE Health Sciences, CTE Safety and Security, CTE Restaurant Management, CTE Culinary Arts, CTE 911 Dispatch, HEB Seafood Department, Tattoo Artist, Rocket Man, Park Ranger, HEB Jobs, HEB Pharmacy, HEB Bakery, Martial Arts, Message Therapist, Military Soldiers, Veterinarian, Orthodontist, 3-5 STEM, K-2 STEM, Zookeeper, Animal Control, and the Police Department. The students had a great time learning about each career path from the presenters.

Parents attended a training about STAAR testing and how they could help their students prepare for success which was presented by members of our 3rd, 4th, and 5th grade teaching teams and admin. Parents were very thankful for the information and ideas provided to help their students.

Recently House Creek Elementary earned "Best Elementary School" ranking from U.S. News and World Report ranking 367th out of more than 6,000 elementary schools in Texas with 68% of our students at or above proficient levels in both Math and Reading. In addition, House Creek Elementary

was also named to the Educational Results Partnership's 2024 Honor Roll list of top performing schools in Texas. We are proud of our students and the growth they have shown as well as the dedication of our teachers and their ability to fill students' learning gaps.

House Creek Elementary remains committed to building a foundation of excellence by providing high quality educational experiences and fostering a culture of support for our students and families.

Upcoming Events:

March 3rd – April 4th: House Creek will participate in the HEB Recycling Bag Challenge

April 1st – 30th – Month of the Military Child – our military students will be sharing the pledges with the campus on morning announcements

April 1st - Kindergarten Field Trip

April 1st – Behavior incentive kickoff!

April 2nd – Autism Awareness

April 7th – Orange Day/ Professional Development

April 8th – STAAR Pep Rally

April 9th – Grades 3- 5 Reading STAAR Test

April 10th – GT students will participate in the GT showcase at Williams Ledger Elementary School

April 10th – Kona Ice

April 14th – Pajama Day – We sleep peacefully because our military protects us.

April 15th – Purple Up Day! April is the month of the military child.

April 15th – 5th Grade Science STAAR Test

April 16th – Hat Day! Hats off to our military students.

April 17th – R. E. D. Day! Remember everyone deployed.

April 18th – Last Day for STAAR Alt 2

April 23rd – Grades 3-5 Math STAAR Test

April 25th – May 2nd – BOGO Book Fair

House Creek Elementary is continuously grateful for all the support you provide for our campus and the district.

Carolyn Jackson

Principal

House Creek Elementary

It's a great day to be a Bulldawg!

#One Team, One Dream



Fairview/Miss Jewell Elementary

710 South 5th Street · Copperas Cove, Texas 76522 · Phone (254)547-4530 · Fax (254)547-6378

Rebekah Shuck
Principal

Vanessa Vazquez
Assistant Principal

Amanda Brown
Counselor

CCISD Board Report Fairview/Miss Jewell Elementary School March 2025

Attendance Year To Date By Grade Level

Kindergarten	90.09%
1 st Grade	91.55%
2 nd Grade	92.72%
3 rd Grade	93.94%
4 th Grade	95.21%
5 th Grade	94.35%

Campus Happenings & Activities

Math & Science Night

On March 13th, we held our annual Math & Science Family night. Each grade level prepared a math and science activity for this event and had the activities for parents and students to participate in. Students were so excited to make lava lamps, slime, and various other fun science experiments. Families were able to participate together and had a blast doing activities as a family and with teachers. Student leaders led the activities under the direction of the grade level teachers. Student leaders also created flyers for the family night for each grade level.

K-5 STUDENTS ILLUSTRATED THE ACTIVITIES THAT WILL BE AT
MATH & SCIENCE NIGHT



Students & pledges at board meeting

Student leaders led the pledges at the school board meeting. Students were able to present the pledges and the FJE creed for the community and staff.



March madness attendance competition

In the month of March, we implemented a competition among the classes to see which class could win the March Madness attendance bracket. Classes were excited to be the best class on campus. Below is the most recent results for the brackets.



We also did our March celebration for all students that met the All Day Everyday criteria for attendance. At FJE, we have high rigor and expectations for student attendance. In order for our students to be recognized for perfect attendance, they must be in attendance all day everyday. That includes not having any tardies and not getting picked up early. Our most recent celebration on March 27th, was a fun activity called “Tatt the teacher”. Students were able to put temporary tattoos on their teachers arms. Students were so excited and had a great time decorating their teachers for the day.



State archery tournament

Two of our students competed in the state archery tournament at the Expo Center in Belton on March 26th. Victoria Fajardo placed 5th in the state among 4th grade girls. Sophia Pineda placed 127th among 5th grade girls in the state.



Art tutorials

Once per grading period, the high school art club comes to FJE to do art tutorials with the students. Parents send a small fee to pay for the supplies and students have lots of fun learning art concepts. The tutorials run from 3:30 to 5:00 pm on a Friday at the end of the grading period. Our last art tutorial was on March 14th. See pictures below for students enjoying the activities.



Upcoming Events:

April 9th: RLA STAAR 3rd-5th

April 15th: Science STAAR 5th

April 23rd: Math STAAR 3rd-5th

April 10th: GT Showcase

April 8th: Orange Day

April 24th: State of the District

April 28th: Archery Exhibition (Killeen schools will come to our campus for a competition)

April 29th & 30th: Putters and Gutters field trip for STAAR growth



Copperas Cove Independent School District

Martin Walker Elementary

“Where Kids Come First”

Principal	Assistant Principal	Counselor	Principal’s Secretary
Breanne Turner	Emily Swank	Hillary Newton	Peggy Schuster

Copperas Cove ISD School Board Report

Martin Walker Elementary

April 2025

Enrollment	Students	Attendance Rate (YTD)
Kindergarten	62	92.8%
1 st Grade	55	94.7%
2 nd Grade	69	95.1%
3 rd Grade	60	96.3%
4 th Grade	62	94.9%
5 th Grade	55	95.7%
Total	369	94.8%

Campus Happenings and Activities:

March was an eventful month at Martin Walker Elementary, filled with learning, excitement, and community engagement!

Early in the month, we hosted Career Day, where students explored a variety of professions through presentations from community members, Martin Walker families, and the CCHS CTE program. Students were introduced to careers in welding, emergency response, culinary arts, healthcare, and more. They enthusiastically tried on police gear and proudly wore sheriff stickers throughout the hallways. It was a fantastic day of hands-on learning, and we are deeply grateful to our wonderful volunteers for making it possible.

March also provided numerous opportunities for family involvement on campus. The PTA’s annual Spring Fling was a huge success, as students and families danced the night away, showcased their moves in a dance battle, and competed in an exciting round of “freeze dance.” Another highlight was our Annual Blacklight Math Night, a fan-favorite event where students and families engaged in math activities and games—completely in the dark! With all windows covered and blacklights illuminating the halls, families had a blast learning together through glowing math activities. Additionally, we welcomed

Copperas Cove ISD does not discriminate against any person because of race, color, religion, sex, national origin, disability, age or any other basis prohibited by law. El Distrito escolar de Copperas Cove no discrimina contra ninguna persona por razón de raza, color, religión, sexo, origen nacional, discapacidad, edad, o cualquier otro prejuicio, prohibido, por la ley.

Phone (254) 547-2283 Fax (254) 547-5984 100 FM 3046 Copperas Cove, Texas 76522 Website ccisd.com

families to enjoy a musical performance by our talented 2nd graders, featuring harmonious singing, instrumental music, and choreography.

We also celebrated the success of our kindness fundraiser, which raised an impressive \$8,880 and produced 551 Random Acts of Kindness! The overwhelming support from our community continues to amaze us. As part of the celebration, students and staff enjoyed fun incentive prizes, including a Bean Boozled challenge for teachers, Mrs. Turner kissing a pig, and exciting silly string and painting parties.

Student celebrations didn't stop there! We hosted two major Honey Money events—Bingo and a Staff vs. Student Kickball game. We were thrilled to have high school student-athletes join us, making these events even more memorable for our students.

In addition to student achievements, we proudly recognized our outstanding staff members. Congratulations to Ms. Brittany Baker, our Teacher of the Year; Ms. Kyra Cavazos, our Rookie Teacher of the Year; and Ms. Stephanie Horsley, our Paraprofessional of the Year. With such an extraordinary team at Martin Walker, these recognitions are truly an honor!

Throughout the month, students focused on the campus value of “courage,” earning spots on our “Values Wall” and receiving Positive Office Referrals for kindness, respect, and hard work. We take great pride in celebrating students who make positive choices every day.

As STAAR season approaches, we are eager for our students to showcase all they have learned this year. Following practice tests last month, our dedicated teachers have been analyzing data and collaborating to provide targeted support to all of our students. Our staff and students have worked diligently all year, and we have no doubt they will achieve great success in April!

Every month at Martin Walker is filled with remarkable moments, and March was no exception. We look forward to many more exciting events and achievements in April and throughout the rest of the 2024-2025 school year!

Upcoming Events:

April 7th-Student Holiday/Staff PD Day

April 8th-Morning Mentor Meeting

April 9th-Reading STAAR Test (3rd-5th)

April 10th-Grade Level Honey Money Event

April 10th-GT Showcase

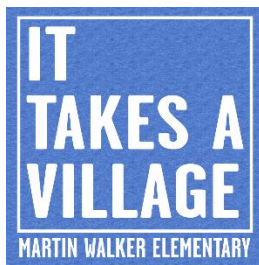
April 15th-Purple Up Day for Military Kids

April 15th-1st Grade Music Performance

April 16th-Science STAAR Test (5th)

April 17th-Top Dawg Awards
April 17th-PTA Meeting
April 18th-Student/Staff Holiday
April 21st-Student/Staff Holiday
April 23rd-Campus Honey Money Event-Foam Party
April 25th-2nd Grade Field Trip
April 30th-Math STAAR Test (3rd-5th)

Martin Walker is continuously appreciative for all the support given to our amazing campus. We do truly believe that “It Takes A Village” to make a profound impact on our students.



Breanne Turner, Principal
Martin Walker Elementary



J.L. Williams/Lovett Ledger Elementary

Every Student, Every Day... that's the Williams Ledger Way!

Principal: Jenny Cresswell

Assistant Principal: Kelcie Kuhn

Assistant Principal: Rebecca Linnane

Principal's Secretary: Stacey Stark

Counselor: Patricia Klepinger

SEL Facilitator: Kayla McCloud

Copperas Cove ISD School Board Report

Williams Ledger Elementary, April 2025

Grade Level	Enrollment	YTD Attendance
Kindergarten	83	91.72%
1 st Grade	89	93.58%
2 nd Grade	100	94.10%
3 rd Grade	108	94.77%
4 th Grade	111	94.59%
5 th Grade	114	94.80%
Total	636	94.00%

Campus Happenings and Activities

Spring has sprung at Williams Ledger Elementary, bringing fresh opportunities for growth, learning, and celebration! March was a month filled with vibrant activities that engaged our students, staff, and families in meaningful ways. From showcasing student work to rewarding positive behavior, we embraced the season of renewal with excitement and enthusiasm.

In honor of Read Across America Week, our kindergarteners brought stories to life with a Book Character Parade. Students dressed as their favorite book characters and paraded through the hallways, spreading the joy of reading to their peers. It was a wonderful way to celebrate literacy, and our older students enjoyed cheering on our youngest readers.

To reward students for their positive behavior, we hosted a special PBIS event featuring a petting zoo and an exciting teacher versus student dodgeball game. Students had the chance to interact with friendly farm animals, reinforcing our campus theme of growth while fostering curiosity and joy in our young learners. The dodgeball showdown brought out the competitive spirit in our staff and students, creating an afternoon full of laughter and teamwork.

Before Spring Break, families joined us for our second annual "Nacho Average Open House," where we proudly displayed student work across all grade levels. From science projects to writing samples, our students were eager to share their progress and achievements. Families also engaged in reading, math, and science activities at stations set up all over campus. From 80's style arcade games to glow in the dark

CONFIDENTIALITY NOTICE: This email & attached documents may contain confidential information. All information is intended only for the use of the named recipient. If you are not the named recipient, you are not authorized to read, disclose, copy, distribute or take any action in reliance on the information and any action other than immediate delivery to the named recipient is strictly prohibited. If you have received this email in error, do not read the information and please immediately notify sender by telephone to arrange for a return of the original documents. If you are the named recipient, you are not authorized to reveal any of this information to any other unauthorized person. If you did not receive all pages listed or if pages are not legible, please immediately notify sender by phone.

.909 Courtney Lane • Copperas Cove, TX 76522 • Phone: 254-542-3070 • Fax: 254-542-3348/254-542-2794

rooms, our teachers went all out to make the event fun and memorable. For each station families visited, they collected a stamp on a BINGO card and redeemed the cards for nachos. Our PTO hosted a snow cone sale and basket raffle while our Garden Club profited from a plant sale. This event strengthened the home-school connection and gave families an inside look at the incredible learning happening in our classrooms every day.

We held our third Strong Fathers event of the year, this time focusing on math. Fathers and male role models joined their students for hands-on math activities designed to build problem-solving skills and confidence. The turnout was fantastic, and we continue to see the positive impact of these events on student engagement and family involvement.

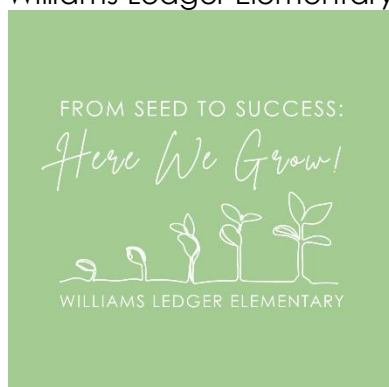
Our talented students took the stage at the District Music Performance, representing Williams Ledger with pride. They showcased their hard work and dedication through song and movement, impressing the audience with their enthusiasm and skill as they belted out Benson Boone's "Beautiful Things." The collaboration across the district was really touching. Music is so uniting!

As we look ahead, we remain committed to fostering a school environment where students thrive academically, socially, and emotionally. Thank you for your continued support of Williams Ledger Elementary and the opportunities you help provide for our students.

Upcoming Events

- 4/7 Orange Professional Development Day
- 4/9 STAAR Pep Rally
- 4/10 RLA STAAR Test
- 4/10 GT Showcase
- 4/14 5th Six Weeks Paw Pride Awards (K, 2, 4)
- 4/15 5th Six Weeks Paw Pride Awards (1, 3, 5)
- 4/15 Purple Up Day
- 4/16 Science STAAR Test
- 4/29 Math STAAR Test

Jenny Cresswell, Proud Principal
Williams Ledger Elementary





Special Education Department

Total Sped Population as of 3-24-25	2,048 (26.4%)
Total Student Population	7,761

	Referrals	Re-Evals	Totals
CCHS/Crossroads	28	37	65
S.C. Lee	17	28	45
Copperas Cove Junior	16	25	41
C.R. Clements/Hollie Parsons	56	20	76
Fairview/Miss Jewell	37	4	41
Hettie Halstead	16	5	21
House Creek	54	9	63
J.L. Williams/Lovett Ledger	39	11	50
Mae Stevens	54	0	54
Martin Walker	29	7	36
TOTALS	346	146	492

Evals Assigned to Educational Diagnosticians (16)	
Evals completed	503
Referrals	346
Re-Evals	146
DNQ	40
Withdrawn (post-eval)	28
Qualified Not Enrolled	7
Seniors (Dyslexia for college)	18
TOTAL	1,088

Historical Growth	
Year	Snapshot
19-20	987
20-21	1,039
21-22	1,209
22-23	1,360
23-24	1,503
24-25	1,881
As of 1-15-25	1,967
As of 2-18-25	2,016

Training and Support for March 2025

- Special education team lead collaborative meeting
- Training special education staff on Prior Written Notice
- 18 Plus Training over Transition in ARDs
- Weekly meetings and Diag Academy for new educational diagnosticians

Campus/Classroom Support

- PLC with 18 Plus
- BSC training for the HS
- 4 individualized sessions with teachers
- HWC verbal refresher with teachers and paras at MSELA
- District-wide campus lead meeting facilitated by Special Education Coordinator
- Weekly walkthroughs with individualized feedback provided to teachers on every campus
- Monthly data tracking provided to campus administration

Team Highlights

- The Program Compliance Coordinator and Assistant Director attended Bastrop ISD to gain insight into their implementation of the Star curriculum. This curriculum is new to CCISD this year.
- The Navigating Behaviors and Autism (NBA) newsletter continues to provide parents with valuable information. The NBA Schoology group can be accessed using the following access code: 2D55-TWB8-97KPW. The next parent meeting will be on Wednesday, April 9, 2025 from 5:30pm to 6:30pm at the DTF.

BULLDAWG ATHLETICS

MARCH 2025

Girls Soccer The Lady Dawgs are finished 4th in District play and made the first back-to-back playoff appearance in program history. They lost to a tough Mesquite Horn team in the BiDistrict playoffs at Mexia High School

Girls Powerlifting Our Lady Dawgs finished 13th in the State. Jolina Toala was the state runner up in the 220LB class. Nathalie Clay placed 5th in the 242LB class. Courtney Addy 9th in the 181 LB division. Annabelle Ruppert placed 12th in the 105B division and Ryhanna Leyva 15th in the 165LB class.

Three Senior lifters also received Academic All-State honors. Ryhanna Leyva, Jolina Toala, and Nathalie Clay.

Boys Powerlifting Our Dawgs had three athletes qualify for State. Tristan Pettit finished in the top 30 with a total lift of 1210LBS.

Softball At the end of the first half of district play our Lady Dawgs are currently in 2nd place with only one loss to Midway.

Baseball The Bulldawgs are currently in 3rd in District play, one game behind Harker Heights who sits in first place.

Golf The Lady Dawgs finished as District Runner Ups this week, qualifying the team for the Regional tournament in April. Allison Crawley placed 4th, Maggie Crawley placed 6th, and Kyleigh Mata finished in 8th place.

Allison Crawley was also selected 1st team All District and Maggie Crawley and Kyleigh Mata were selected 2nd team All District.

The Bulldawg golf team finished in 5th place and Cooper Ferrell and qualified individually for Regional competition.

The entire JH and HS athletic department has been collecting beginning reader books for their annual book drive to help the Retired Teachers Association of Copperas Cove. Over the last 2 years the athletic department has collected and distributed over 4200 books to the elementary students and teachers in our elementary schools. This year's book drive will end next in April. We are excited to see how many books are collected this year.



Transportation Presentation
April 2025
by Michael Haire





During the freezing early morning, in March, our department had a few individuals to come in at 5 am to start ALL the buses, get the heaters going. Fixing stuck air lines and recovering several break downs last month.

THANK YOU and
GOOD JOB!

**Congratulation to
“Employees! of the Month for March”.**

Mechanics

Navi Ray

ED

Don



The image features a light blue background with several stylized autumn leaves scattered around the edges. The leaves are in various colors, including green, yellow, and orange. At the bottom of the image, there are rolling green hills. The text is centered and reads:

**“OUT WITH
THE OLD IN
WITH THE
NEW!”**

Old
2000



New
2025



SPECIAL NEEDS



Old

New

2011

2025



Copperas Cove ISD Child Nutrition Department and Warehouse Department

The Child Nutrition Department March 2025 Nutrition Nibbles:

New Spotlight Item of Month:

**National School Breakfast Week Yogurt
Banana Split- The Split was a HIT!**



Kara Hall gives a thumb up to Whole Grain Alpha Cheese Pizza

Child Nutrition Data: March 2025

Breakfast Served: 38,152

Lunch Served: 63,300

District Free & Reduced 58.60%

*Mae Stevens ELA Cafeteria Staff were recognized by the staff at
Halstead in the teachers' lounge*



Copperas Cove ISD...A Foundation of Excellence – A Future of Success

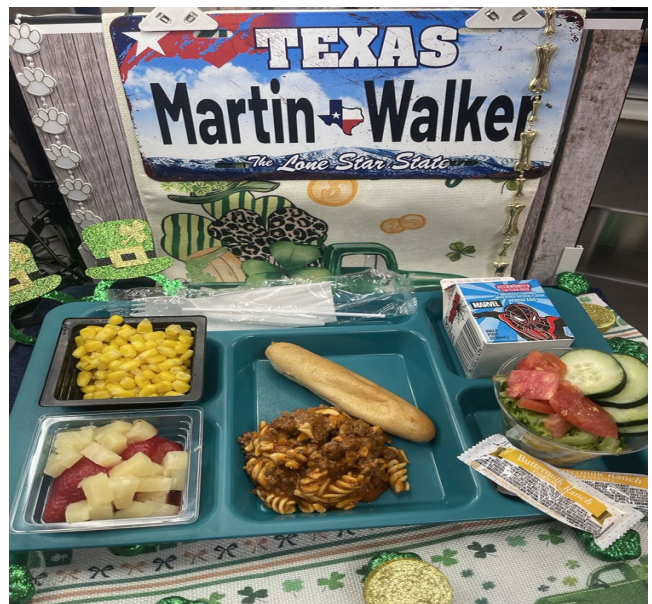


Copperas Cove ISD Child Nutrition Department and Warehouse Department

We continue to hold our Monthly “Around the World on your Lunch Tray” for all the schools spotlighting our Cultural Flavor Profile Menu items chosen by our CCISD Students. Each month we have visiting a different part of the World.

March 12, 2025, we spotlighted Italian Cuisine with Pasta Carbonara and Beefy Pasta!

***Around the World Spotlight Trays: High School Pasta Carbonara Lunch Tray and
Martin Walker Beefy Rotini Pasta Lunch Tray***



AROUND THE WORLD ON YOUR LUNCH TRAY



CELEBRATING THE FLAVOR PROFILES FROM A DIFFERENT PART OF THE WORLD EACH MONTH

**April 2025 we are
traveling to
Jamaica**

**The menu items we
are spotlighting are:
Jerk Chicken served
with
Rice and Peas**

**Be sure to watch the
map in each cafeteria
as we travel around
the world on our
lunch tray this
school year!**



Copperas Cove ISD Child Nutrition Department and Warehouse Department



A big thank you to all the teachers from across the district who signed up to be a part of solving the clues during National School Breakfast Week! You truly made a difference ... and it showed in the breakfast counts rising.

We had 24 teachers sign up from different schools across Copperas Cove ISD!

National School Breakfast Week Classroom Participation Contest Results:

The winning Teacher who had an increase of 51.3% in Breakfast Participation by students in their class was:

**Wendola Brixius at Hettie Halstead Elementary!
Congratulations! You and your class have won a Popcorn
Party with A Police Detective!**



Jaksyn Rivera gives us a big ORANGE smile today!



Mrs. Katie Wiley always has a smile ready for the kids who come through her line for breakfast and lunch!

Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD Child Nutrition Department and Warehouse Department



Upcoming CN Events:

April 4, 2025 is the TEXAS Fruits & Vegetables Day!

The first Friday in April is designated Texas Fruit and Vegetable Day in public schools. This designation will be used to promote awareness of the health benefits of fruits and vegetables and encourage students to consume more fruits and vegetables.

This year we will be celebrating the first Texas Fruit and Vegetable Day on Friday, April 4. Join us in educating students on the importance of fruit and vegetables and encouraging them to enjoy fresh, local produce!

April 12, 2025 Around the Word on Your Lunch Tray Continues with Jamaican Food.

April 17, 2024 Hop Along Easter Celebration Cake!

April 22, 2025 Celebrating Earth Day with a Special Dirt Dessert!

Please check out the menus online at www.ccisd.com for any changes due to testing schedules.



**All CCISD
Elementary
Cafeterias
received new
digital menu
boards for the
2025-2026 School
year that light up
to catch the kid's
attention!**

Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD Child Nutrition Department and Warehouse Department

The CCISD Warehouse Department March 2025

1. Custodial Deliveries to schools: 27 Deliveries
2. Office Supplies deliveries: 30 Deliveries
3. Textbooks/consumables deliveries to schools: 85
4. Transcripts ordered/picked up by former CCISD Students: 61 total transcripts. 13 were picked up in-person and 48 mailed.
5. Average Mail delivery per day in March 185 pieces at CCISD.



CCISD Warehouse Staff: Yolanda Pitts

Mary Sanchez

Matt Boyce

James Welling

Ryan Miner

Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD

Child Nutrition Department and Warehouse Department

Warehouse Spotlight Staff:

In My Words...How my job impacts Students:

My name is Mary Sanchez and I have worked in the Copperas Cove School District for a total of 21 years. I now work for the district warehouse where I wear many hats. I supervise the district mail courier and when he is not here, I jump in and run the district mail. Jim and I work well as a team to get the mail where it needs to go. We also get transcripts prepared for past, current and future students. Another one of the hats Jim and I wear are student records. When students leave our district, their records go to the warehouse where they are stored for 7 years unless the student returns. The campus record clerks (Registrars) will request records from the warehouse where we keep them and deliver them to the records clerks. When students go to college and request their transcript's we prepare them for the student to pick them up or we send them off to their preferred college.

I also handle the textbooks for the district. When a campus needs textbooks, and we have them in the warehouse they are delivered to the campus. I also inventory and tag the instructional material that comes in for our students.

During the summer I hire and supervisor 4 to 5 High School students. Students help with anything from washing district vehicles, picking up books that are no longer needed on the campuses and tagging books. During the summer when we get new adopted curriculum, it stays busy at the warehouse from sorting boxes to counting books. The summer hires also learn how to inventory books on all the campuses.

Another responsibility I have in the district is surplus. I make sure that when campuses request student desk, chairs and/or shelves I submit the work orders to the maintenance dept. We have a building where we keep student and office furniture. When a request is emailed to me, I check our surplus building and/or look on my inventory list. If we have what the campus needs, I submit a work order. When a campus does not need an item anymore, I go to the campus and tag the items they don't need any more and I submit a work order.

When the district has items that no one needs anymore I get them ready for non-profits to look at. Once our non-profits look at the items, I then get them ready to go on our auction site. I submit the item on govdeals.com and they are posted for 7-14 days. I also do the purchasing for our district office supplies. We order a variety of items that our campuses use. Examples of those items are copy paper, folders, pens, pencils, markers and other miscellaneous items that a used in our district. I enjoy my job very much. I am a hard worker and a team player. I believe that in all the jobs that I do for the district I make an enormous impact for students and the staff as well. I attend workshops and training with the Texas State Library and Archive Commission (TSLAC), and I keep up with the updates of the State and Local Records Management (SLRM). I also conduct the trainings for various titles for which I am responsible.



Copperas Cove ISD...A Foundation of Excellence – A Future of Success

Student Services

Current

- In District and Out of District Transfer Applications for 2025-2026
- CCISD Transfer Process for 2025-2026 school year for current students

Up and Coming

- 2025-2026 Enrollment and Registration
- Student Handbooks
- DAEP Forms
- PEIMS Coding Process
- Data Validation

Student Services

Transfers Approved

- 15 In District
- 3 Out of District

Truancy & Court

- Parent Contributing Cases – 4
- Truant Conduct - 10

Enrollment

2/26/2025 – 3/26/2025

Grade	2/26/2025	+/-	3/5/2025	+/-	3/12/2025	+/-	3/26/2025	+/-
Early Education	9	0	9	0	9	0	9	0
Pre-Kindergarten	274	-2	272	-2	276	+4	277	+1
Kindergarten	536	+1	536	0	535	-1	532	-3
1 st	501	-1	502	+1	503	+1	497	-6
2 nd	516	-1	515	-1	514	-1	513	-1
3 rd	540	+2	542	+2	540	-2	537	-3
4 th	555	-1	555	0	553	-2	551	-2
5 th	557	-2	556	-1	556	0	550	-6
6 th	591	-3	595	+4	592	-3	593	+1
7 th	575	+1	575	0	574	-1	572	-2
8 th	570	-1	568	-2	569	+1	572	+3
9 th	579	-5	579	0	579	0	581	+2
10 th	569	-2	573	+4	570	-3	568	-2
11 th	577	-1	575	-2	572	-3	577	+5
12 th	592	+5	583	-9	587	+4	586	-1
DAEP	25	+4	26	+1	27	+1	31	+4
Self-Contained	205	0	207	+2	207	0	209	+2
Total	7,771	-6	7,768	-3	7,763	-5	7,755	-8

Attendance

March 3rd – April 1st

Campus	Percent for March 3 rd – April 1 st
Copperas Cove High School	93.63%
Crossroads High School	69.91%
Copperas Cove Junior High	94.85%
S.C. Lee Junior High	94.317%
Fairview Jewell Elementary	93.65%
Hettie Halstead Elementary	94.68%
Clements Parson Elementary	94.58%
Mae Stevens Early Learning	92.17%
Martin Walker Elementary	95.36%
Williams Ledger Elementary	94.80%
House Creek Elementary	93.96%



SAFETY AND SECURITY

+

○

●

MARSHALS

- 17 Total Positions
- 13 Certified
- 1 Attended March TCOLE course (Waiting on license)

MARSHALS

- Currently working to get Marshals Level III certified between hire date and time they can attend TCOLE training
- 2 have been Level III certified

MARSHALS UP COMING TRAINING.

- April 7th Active Shooter drills with CCSO SWAT
- 2 trained with CCPD on active shooter response during spring break
- 3 campus administrators also joined the training with CCPD

UPCOMING PROJECTS

- Mapping services with CRG completing walkthroughs April 21
- Monitoring film installation and door renumbering
- Working with radio vendor to improve district radios



COPPERAS COVE ISD

MONTHLY REPORT

APRIL 2025

LEADERSHIP



Thomas Haire
Director



Robert Ramos
Custodial & Crossing Guard Supervisor



Christopher Richard
Assistant Director



D'Andre Bacon
Administrative Assistant

CUSTODIAL OVERVIEW

- **12 Vacancies out of 92**
- **3 new applicants have been interviewed and recommended for hire.**

3 new employees have start dates coming up within the next two weeks.

All new members have been fully trained on custodial duties

Continue to assist with replacing ceiling tiles and lights.

Crossing Guards

Crossing Guard: 3 Vacancies

Work Order Summary

Active/Completed

Date Printed: 04/03/2025

Page 1 of 1

Work Order Summary - PM WOs:

# of Active Late WOs	0
# of Active On-Time WOs	41
Total # of Active WOs	41
# of Completed Late WOs	0
# of Completed On-Time WOs	2
Total # of Completed WOs	2
Percent of Active PM WOs	95.35%

Work Order Summary - Non-PM WOs:

# of Active Late WOs	0
# of Active On-Time WOs	115
Total # of Active WOs	115
# of Completed Late WOs	5
# of Completed On-Time WOs	396
Total # of Completed WOs	401
Percent of Active Non-PM WOs	22.29%

CARPENTRY / LOCK SMITH

- **Fully staffed at 4**
- **Cabinets at transportation are completed production of 2 more in progress.**
- **Two desk completed.**
- **Cabinets for Child Nutrition completed.**
- **Cabinets for the new offices at Administration completed.**

ELECTRICAL

- **Fully staffed at 3**
- **Installed power for the new fire alarm at CPE.**
- **New security lighting under the awing at FJE.**
- **Relighting of film room and dark room at CCHS is completed.**
- **Band hall interior lights are about 90% done.**
- **Security light at the HS main entrance awing is done.**

GENERAL MAINTENANCE

- Fully staffed at 10
- Wall at HCE is completed.
- Wall at Maintenance is completed.
- Hammocks at Halstead are installed.
- Demoed out ceiling for new curtain at DTF.
- Continued demo of new cosmetology project.

GROUNDS

- Fully staffed at 7
- Continued winter beautification, trimming trees, red tips and shrubs.
- Now spraying pesticide and herbicide.
- Started Spring/Summer routine mowing schedule.

HVAC

- **Fully staffed at 8**
- **Attended to on call issues as needed.**
- **Replaced all the duct work at Child Nutrition.**
- **Serviced ice machines district wide.**

PLUMBING

- **Fully staffed at 3.**
- **Installed new interceptor at the AG Barn.**
- **In process of replacing automatic flush valves district wide.**
- **Installed plumbing at the new cosmetology building.**

Major Projects

- Security film install still in progress.
- Getting quotes for bleacher removal HS Gym 1.
- Fairview Jewell lighting upgrade is completed.



**OUR TEAM IS
PROUD TO
SERVE
CCISD!**

The Technology Department continues to make strong progress across key initiatives, all grounded in our goal of providing seamless, reliable support so that technology becomes something staff and students don't have to think about—because it just works.

Key Projects & Focus Areas:

- **Chromebook Transition:** We're deep into our transition to Chromebooks for students, with continued use of iPads in lower grades. Preparing for a full CTE student program for next year that will be doing most of the Chromebook repairs, along with aligning teacher training with the rollout of Google Classroom and a teacher management for teachers to manage devices in the classroom.
- **Access Control & Camera System Upgrades:** We're finalizing the RFP for major upgrades to door access and camera coverage. This project, supported by a \$500,000 COPS grant, focuses on safety, visibility, and staff ease-of-use. The system will significantly reduce the number of physical keys and improve real-time monitoring.
- **Cybersecurity & Email Protection:** With phishing attempts on the rise, we've implemented stronger internal filters, MFA, ongoing user training, and system-wide password updates. Our focus is on protecting staff and student data without disrupting workflow.
- **New Technology Work Order System:** This platform allows for more efficient ticket tracking, faster response times, and better communication between techs and campus staff. We are working with Maintenance to adopt the same system so that we can simplify the work order system and create a better process for everyone
- **Network & Infrastructure Planning:** We're working closely with our ISP to build more resilient network pathways, reduce single points of failure, and support future instructional and security needs. One of those needs we are focusing on is the upgrade to the Elementary campuses' wireless and switching environment.

Customer Service & Vision

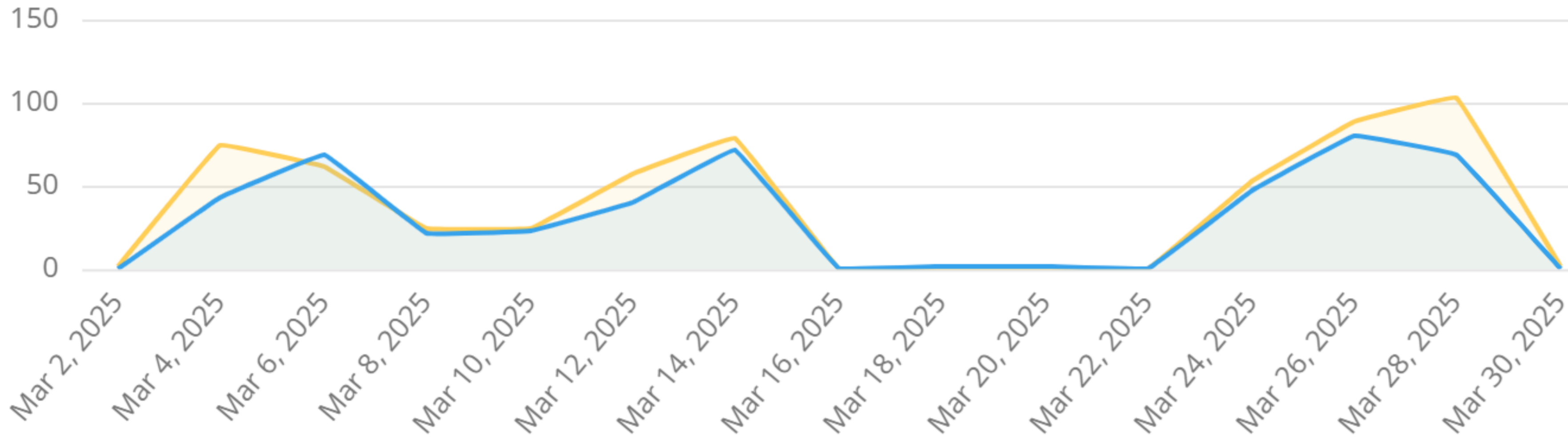
Above all, we're prioritizing customer service. We're not just fixing issues—we're asking the deeper questions:

Why is this happening? How do we prevent it? How can we simplify it for staff and students?

Our aim is to remove technology as a daily barrier so educators can focus on teaching and students on learning. When tech works the way it should, it fades into the background—and that's exactly where we want it.

Ticket Resolution Over Time (closed tickets vs. newly submitted)

● Closed tickets ● New tickets



🗨️ 4.5 hours

Response time (avg)
for all ticket statuses

📄 591

Tickets now closed
out of 610 submitted

🗨️ 1.5 days

Resolution time (avg)

👤 19

Tickets still open
1 waiting on requestor

Ticket Pipeline Analysis (shows time spent in each status, along with ticket routing for all workflows)

Submitted

In Progress

Closed

📍 4.3 hrs

Avg. response time
• 610 submitted

🕒 1.2 days

Avg. in progress time
• 604 in progress

All Tickets

(please note tickets may be represented in multiple statuses below)

➔ 1.2 days

• 568 tickets

In Progress Only

✅ 1.7 days

Avg. resolution time
• 579 resolved
• 12 cancelled
• 19 still open



Copperas Cove ISD Golden Dawgs Report

April 9, 2025

Copperas Cove ISD's communications department launched the Golden Dawgs program for those who are age 60 or older in the school community to have a home and learn what is happening in their community's schools.

On Dec. 18, 2024, the district announced this group to the community. With it, a website redirect was set up for www.CCISD.com/GoldenDawgs and an interest form for those in the community who wanted to join the group. The group was advertised in the Copperas Cove Leader-Press weekly between announcement & launch event, as well as regularly on social media.

On Jan. 28, 2025, this group launched. Between the December announcement and January launch event, 13 people expressed interest in the program and 18 showed up to our kickoff breakfast, held in the Board Room.

On Feb. 12, 2025, we held a question & answer session with Dr. Hawkins, allowing Golden Dawgs members to ask him questions regarding his vision for the district and his experience as a superintendent. We saw 12 members attend this event.

At each of the first two meetings, we provided a questionnaire for members to share with us what they were most interested in learning about the district and who they most wanted to talk to.

On March 24, 2025, we held a three-part event with the Golden Dawgs at Copperas Cove HS. It started with a presentation on academic programs from our Instructional Services team, which was the most-requested information with the group. They also attended a small tailgate with the Copperas Cove HS BBQ Club for them to ask questions which came up during the academic programs presentation and interact with a program funded by Army Youth Programs in Your Neighborhood. Finally, that night, members of the group were invited to attend a CCHS varsity baseball game as a group. We had 12 members who attended at least one event in the evening.

The total Golden Dawgs roster sits at 34 members, as of this report. We are working on scheduling the group's next two events, one on the district's Career & Technical Education programs and another on the district's Fine Arts programs.

We are also continuing to review areas of interest to schedule other future events.

-Kurtis Quillin, Director of Communications

April 2025

April 2025							May 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 30	31	Apr 1 6:45pm 7:00pm Softball vs. Bryan (Home Game) 7:00pm 8:00pm Baseball vs. Harker Heights (Away)	2	3	4 7:00pm 8:00pm Baseball vs. Shoemaker (Away)	5 6:00pm 8:00pm Annual Boots & Buckles Gala (Copperas Cove Civic Center)
6	7	8 12:00pm 12:30pm Board Goal Setting Workshop 6:45pm 7:00pm Softball vs. Harker Heights 7:00pm 8:00pm Baseball	9	10 1:00pm 1:30pm UIL CCHS Concert Band (Director) 3:30pm 4:00pm UIL Symphonic Band (5:00pm 7:00pm Gifted &	11 4:40pm 5:40pm UIL Wind Ensemble (Director - 6:00pm 10:00pm CCHS 6:45pm 7:00pm Softball 7:00pm 8:00pm Baseball	12 6:00pm 7:00pm Theatre - Once Act Play Performance (Lea 7:00pm 8:00pm Baseball vs. Troy (Away)
13	14 12:00pm 3:30pm SB Workshop (Board Room) 6:00pm 7:00pm Boys Soccer Banquet	15 8:30am Regional Golf Tournament - Girls (Eagles:8:30am 6:45pm 7:00pm Softball vs. Temple (Away) 6:30pm 8:00pm School 7:00pm 8:00pm Baseball	16 8:30am Regional Golf Tournament - Boys (Eagles:8:30am	17 6:00pm 8:00pm Copy: 6:45pm 7:00pm Softball vs. Midway (Home 7:00pm 8:00pm Baseball	18 CCISD Offices Closed	19
20	21 CCISD Offices Closed - Easter Monday 6:00pm 7:00pm Girls and Boys Track Banquet (Copperas Cove Civic	22 6:00pm 7:00pm Employee of the Year Banquet (Copperas Cove Civic 7:00pm 8:00pm Baseball vs. Midway (@ Home)	23 7:30am 9:00am Copy: Blood Drive (Lea Ledger) - CCHS Calendar	24 11:30am 1:00pm Copy: State of the District (1206 W Avenue B, 5:30pm 7:30pm Copy: Multicultural Night -	25 6:00pm 8:00pm Copy: Copperette Spring Show - Lea Ledger, LL 7:00pm 8:00pm Baseball vs. Killeen (Away)	26 6:00pm 8:00pm Copy: Copperette Spring Show - Lea Ledger, LL Lobby, Choir Room,
27	28 5:30pm 6:30pm Girls Soccer Banquet (Copperas Cove Civic 6:30pm 8:30pm SC Lee IHS Spring Concert &	29 6:00pm 8:30pm Copy: Digital Media Film Club Short Films - Lea Ledger - CCHS Calendar	30	May 1	2	3

May 2025

May 2025							June 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28
25	26	27	28	29	30	31	29	30					

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Apr 27	28	29	30	May 1 6:00pm 7:00pm Dance Banquet (Copperas Cove Civic Center)	2	3 2025 CCHS PROM 10:00am 12:00pm Lemonade Day Tour 2:00pm 3:00pm Piano Recital - Lea Ledger -
4	5 6:00pm 7:00pm CCJHS Spring Concert & Award Night (Lea) 6:30pm 7:30pm Softball Banquet (Copperas)	6 6:00pm 7:00pm Golf Banquet (Copperas Cove Civic Center) 6:30pm 8:00pm CCHS Senior Awards - Lea	7	8 John Gallen BD 5:30pm 7:30pm Copy: CTSO Banquet/Awards - Rms. 336, 337, 332, 316, 311, 341, 327, 402,	9 6:30pm 9:00pm Cove IFFA Banquet (Copperas Cove Civic Center)	10 Band Banquet (time & location TBD)
11	12 12:00pm 3:30pm SB Workshop (Board) 6:00pm 8:00pm CCHS Band Concert (Lea) 6:00pm 7:00pm Tennis	13 6:30pm 8:00pm School Board Meeting (CCISD Board Room)	14	15 6:30pm 8:30pm CCHS 9th - 11th Achievement Night - Lea Ledger - CCHS Calendar	16 6:00pm 8:00pm Copy: Health Science Pinning Ceremony (Lea Ledger Auditorium (400 S 25th	17 5:00pm 7:00pm Theatre Banquet (Lea Ledger Auditorium (400 S 25th St, Copperas Cove, TX
18 3:00pm 4:30pm Baccalaureate (Lea Ledger Auditorium (400 S 25th St,	19	20 6:30pm 9:00pm Copy: Choir State Solo Recital - Lea Ledger - CCHS Calendar	21	22 6:00pm 7:30pm Copy: Crossroads high Graduation - Lea Ledger - CCHS	23	24
25	26 CCISD Offices Closed - Memorial Day	27	28	29	30	31

June 2025

June 2025							July 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7	6	7	8	9	10	11	12
8	9	10	11	12	13	14	13	14	15	16	17	18	19
15	16	17	18	19	20	21	20	21	22	23	24	25	26
22	23	24	25	26	27	28	27	28	29	30	31		
29	30												

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
Jun 1	2	3	4	5	6	7	
8	9	10	11 3:00pm 4:30pm Quarterly Summit Meeting (Hosted by the City) (Council Chambers - 508 S. 2nd Street) -	12	13	14	
15	16 12:00pm 3:30pm SB Workshop (Board Room)	17 6:30pm 8:00pm School Board Meeting (CCISD Board Room)	18 Summer Leadership Institute (SLI) (Fort Worth, TX)				21
22	23	24	25	26	27	28	
29	30	Jul 1	2	3	4	5	



Board of Trustees

Date of Meeting

Item Type

Item Name

District Goal

Summary
(Purpose/
Objective)

Fiscal Impact

Administrative
Recommendation

Attachments

Contact Person

E-Mail Address



Status Report to
COPPERAS COVE INDEPENDENT SCHOOL DISTRICT
Concerning the Collection of Delinquent Property Taxes

April 11, 2025

Sergio Garcia, Partner
sgarcia@pbfcm.com
512-610-0713
Adam Dockery, Associate Attorney
adockey@pbfcm.com
512-610-0741
3301 Northland Drive, Ste. 505
Austin, Texas 78731



April 11, 2025

Dr. Brent Hawkins, Superintendent
Mr. Clifton Heath, CFO
Copperas Cove Independent School District
408 S. Main St.
Copperas Cove, TX 76522

RE: Status Report on Delinquent Property Tax Collections – March 2025

Dear Dr. Hawkins and Mr. Heath:

Enclosed, you will find our latest status report including:

- A. Monthly Delinquent Collections Overview
- B. Collection Highlights
- C. 5-year Turnover Collections Summary
- D. Upcoming Court Setting

Our team remains committed to representing the district with the utmost professionalism and respect for your district and taxpayers, and we welcome any questions you may have regarding the report or our process.

We truly value our relationship with Copperas Cove ISD and will continue to provide you with monthly updates. Please do not hesitate to contact us if we can be of assistance in any way.

Sincerely,

Sergio Garcia

A. MONTHLY DELINQUENT COLLECTIONS

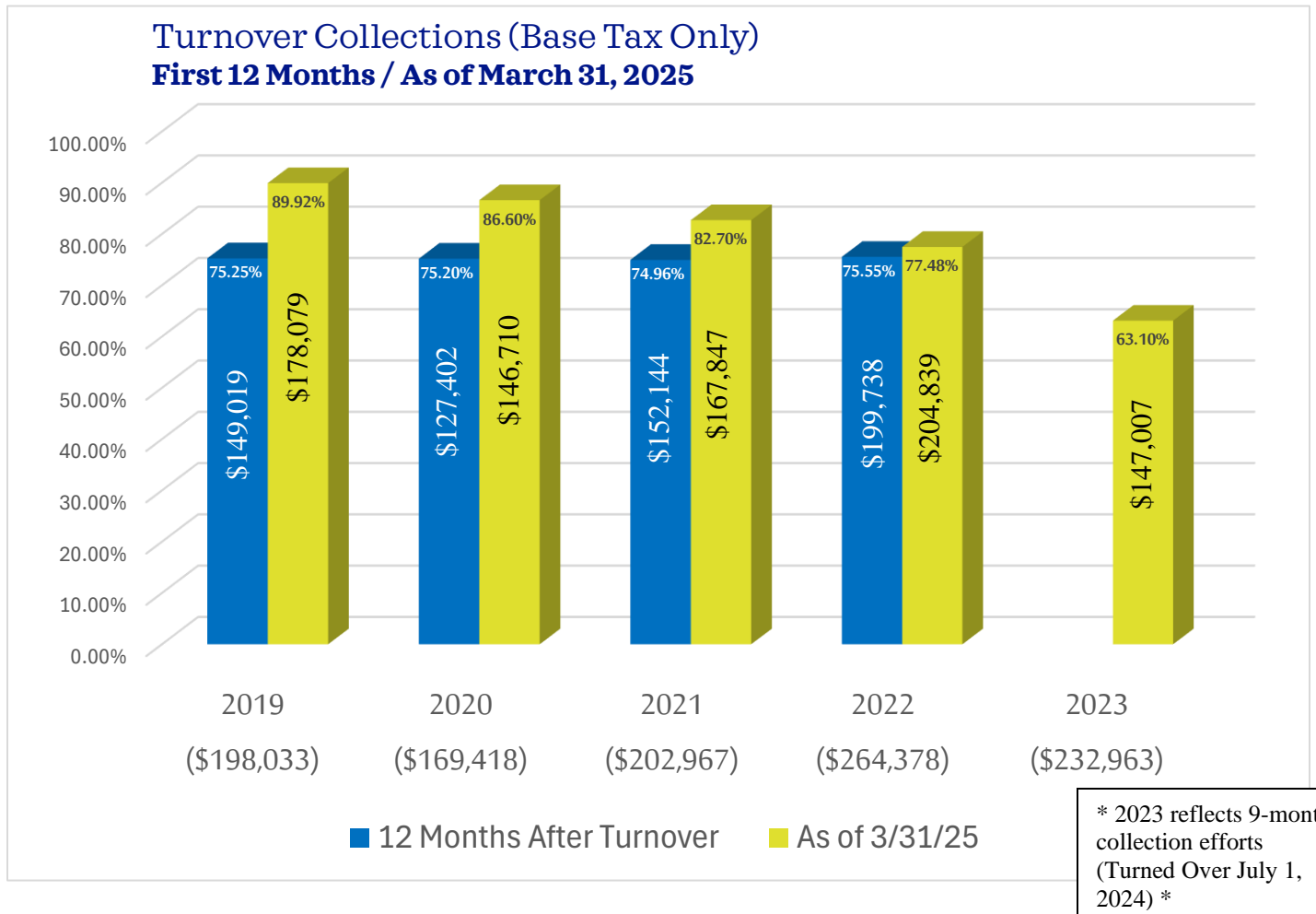
Tax Roll Collections March 2025	
Total Delinquent Collections	\$10,593.70
Base Tax Collections	\$8,181.22
Penalty & Interest	\$2,412.48

B. COLLECTION HIGHLIGHTS

Suits Filed	5 (\$20,967.27)
Suits Set for Trial	6 (\$121,286.30)
Telephone Contacts	22
Research (New Addresses Found)	91

C. TURNOVER COLLECTIONS SUMMARY

Tax Year	Levy	Turnover (July 1)	Balance (3/31/25)	Turnover % Collected (3/31/25)
2019	\$15,316,226	\$198,033 (1.29%)	\$19,954	89.92%
2020	\$15,644,050	\$169,418 (1.08%)	\$22,708	86.60%
2021	\$16,128,798	\$202,967 (1.26%)	\$35,120	82.70%
2022	\$18,459,681	\$264,378 (1.43%)	\$59,539	77.48%
2023	\$14,710,208	\$232,963 (1.58%)	\$85,956	63.10%



D. UPCOMING COURT SETTING – MAY 27, 2025

CAUSE NUMBER	STYLE	AMOUNT OWED
CTX-24-03912	CCISD V. UNKNOWN HEIRS TO THE ESTATE OF CAROL L. SNOW, ET AL	\$2,337.10
CTX-24-03883	CCISD V. LORETO FIGUEROA, ET AL	\$1,756.45
CTX-24-03882	CCISD V. KARLA RAE WILLIAMS	\$9,241.90
CTX-23-03868	CCISD V. DAVID JEROME DAVIS	11,063.57
CTX-22-03796	CCISD V. AMANDA HEMPEL RAINE, ET AL	\$79,618.01
CTX-15-03199	CCISD V. HORACE WILLARD DELONG, ET AL	\$17,269.27
		\$121,286.30