

**Notice of Public Meeting
The Board of Trustees
Granbury ISD
Monday, July 21, 2025
4:00 PM**

A Public Meeting of the Board of Trustees of Granbury ISD will be held Monday, July 21, 2025, beginning at 4:00 PM in the Granbury ISD Board Room, 217 N. Jones St., Granbury, Texas 76048.

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

1. CALL TO ORDER & ESTABLISH QUORUM
2. BUDGET WORKSHOP
3. CONVENE IN CLOSED SESSION
 - a. Personnel
To deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee.
(Texas Government Code 551.074)
 1. Staff Recommendations
 - b. Consultation with Attorney if needed
To consult with its attorney when the Board seeks advice about pending or contemplated litigation or a settlement offer, or when the attorney will have an ethical duty of confidentiality
(Texas Government Code 551.071)
 - c. Real Property
To deliberate the purchase, exchange, lease of real property if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.
(Texas Government Code 551.072)
 1. Discuss the Decker Gym complex located at 301 N Hannaford and 600 W Bridge St., Granbury TX 76048.
 2. Discuss school property located at 1301 James Rd, Granbury, TX 76049.
 3. Discuss property at 1300 Meadows Dr. Granbury TX 76048.
4. RECONVENE IN OPEN SESSION - 6:00 PM
5. INVOCATION
6. PLEDGES - U.S. Flag & Texas Flag
7. ACHIEVEMENT SPOTLIGHT
 - a. Lemonade Day Winners of Top Entrepreneur of the Year "Sunshine Sips" from Brawner Elementary School
 - b. Community Donations
8. BOARD COMMITTEES UPDATE
9. SUPERINTENDENT'S REPORT
10. PUBLIC COMMENTS
Patrons who have duly registered per policy BED (LOCAL) may address the board regarding matters of concern/interest to the district. The board may not act upon any matter that is not listed under the action item portion of the agenda.
11. Consider ACTION on ITEMS DISCUSSED IN CLOSED SESSION
 - a. Consider Staff Recommendations
 - b. Discuss the Decker Gym complex located at 301 N Hannaford and 600 W Bridge St., Granbury TX 76048.
 - c. Discuss school property located at 1301 James Rd, Granbury, TX 76049.
 - d. Discuss property at 1300 Meadows Dr. Granbury TX 76048.
12. CONSENT AGENDA ITEMS
 - a. Previous Meeting Minutes: June monthly board meeting and July work session
 - b. Board Operating Procedures
 - c. Approve an Order of Election for the Board of Trustee places 5, 6 and 7 as well as contracts with counties for the November 4, 2025 Election.
 - d. Consider revisions to local policies :

3

4

28

59

1

98

• BDAA and BDB	
• CSA	
• DCE	
• EI	
• FD, FDE, FEC, FM and FNCE	
e. Board Review of the 2025-26 Attendance School start times	119
f. Staff salary and stipend schedules	120
g. Budget Amendments	140
h. Consider Approval of MRO Maintenance Repair and Operation Supplies CSP 2025-22	143
i. Consider Approval of Band, Choir, and Cheer Contracted Services CSP 2025-23	147
j. Consider Approval of CTE Instructional Supplies and Equipment CSP 2025-24	149
k. Consider Approval of Drug & Alcohol Testing Screening CSP 2025-25	154
l. Consider Approval of Facilities and Maintenance Contracted Services CSP 2025-28	157
13. DISCUSSION/ACTION	
a. Discuss for Approval the 2025-2026 Compensation Plan	160
b. Discuss for Approval the District Scorecard and Objectives	162
c. Child Nutrition Report, Meal Prices for 2025-26 and August meals approval request	164
14. REPORTS	
a. Academic Update: Summer School	175
b. Libraries Update: Report and First Look at local policy update	184
c. Foreign Trade Zones discussion	204
d. Financial Statements for period ending June 30, 2025	212
e. Cash Flow and Investments Report for period ending June 30, 2025	215
f. Categorical Spending Report	217
15. ADJOURN	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

On this notice was faxed or mailed to the news media who have previously requested such notice, posted on the GISD web page at www.granburyisd.org, and an original was posted on an outside door at 3:00 p.m. at the School District Administration Building at 217 N. Jones St., Granbury, Texas.

Superintendent or Designee (For the Board of Trustees)

Community Donations

Other Donations from Community:

Donation from GHS Basketball Booster Club to the boys basketball campus activity account for locker room renovations	2,483.96
Donation from Granbury Optimist Club to the GHS Children's Charity fund for lunches	123.00
Donation from Granbury Art Alliance to the GMS campus activity fund for a mural painting	300.00
Total Donations from Community	2,906.96



For:	Board of Trustees
Date:	July 14, 2025
Action:	Consent

To: Board of Trustees

From: Board Secretary

RE: Previous Board Meeting Minutes for Approval

SUMMARY:

Previous Board Meeting Minutes for your approval:

June Regular Board meeting and a July Board work session

RECOMMENDATION:

The recommendation is to approve all as presented.

Respectfully,

Billy Wimberly
Board Secretary

Public Meeting
Monday, June 23, 2025 5:00 PM Central

Granbury ISD Board Room
217 N. Jones St.
Granbury, Texas 76048

Nancy Alana: Present
Tim Bolton: Present
Courtney Gore: Present
Karen Lowery: Present
Mike Moore: Absent
Barbara Townsend: Present
Billy Wimberly: Present
Present: 6, Absent: 1.

CALL TO ORDER- Pres. Gore called the meeting to order at 5pm.

CONVENE IN CLOSED SESSION- The Board went into closed session at 5:02pm.

Personnel

To deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee.

(Texas Government Code 551.074)

- Staff Recommendations

1st Sgt Jose Guerra, New JROTC Marine Instructor

- Superintendent Evaluation

Real Property

To deliberate the purchase, exchange, lease of real property if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.

(Texas Government Code 551.072)

- Discuss sale of real property consisting of 3.5 acres, more or less, of unimproved property in Hood County, described as Lot 2, Block 1, Acton Elementary School Addition, located at 2850 Acton School Road, Granbury TX 76049
- Discuss real property consisting of 86 acres, more or less, of unimproved property in Hood County, located at 1301 James Road in Granbury, TX 76049.

Consultation with Attorney

To consult with its attorney when the Board seeks advice about pending or contemplated litigation or a settlement offer, or when the attorney will have an ethical duty of confidentiality

(Texas Government Code 551.071)

RECONVENED IN OPEN SESSION -Courtney Gore called open meeting to order at 6:05pm

INVOCATION- _given by Trustee N. Alana & PLEDGES - led by President C. Gore

ACHIEVEMENT SPOTLIGHT

- UIL Social Studies, Second in State – introduced by Cindy Leatherman the team UIL sponsor.

- Community Partners-donations received totaling \$17,113.88 from the following: GHS Volleyball Booster Club, Pinnacle Bank, Anastasia Monce, World's Finest Chocolate, Texas Cowboy Symposium, Matthew Carlton, Dustin Turnbown, Civilian Marksmanship and Granbury Door & Window.

BOARD COMMITTEES UPDATE

Barbara Townsend: Policy Committee reviews current policies, compliance with legal policy and review local policies that may need to be amended; Policy committee is made up of admin, Directors, Principals & other GISD staff members and board members.

SUPERINTENDENTS REPORT

Dr. Morawski Updates:

- approval of our low attendance waiver request
- legislation updates coming soon
- official approval from TEA for our Teacher Incentive allotment application
- community newsletter sign-ups
- officially hired First Sergeant Jose A. Guerra, new Marine MCJROTC instructor

PUBLIC COMMENTS

No one signed up for Public Comments

Consider ACTION ON ITEMS DISCUSSED IN CLOSED SESSION

- Consider Staff Recommendations
- 1st Sgt Jose Guerra, New JROTC Marine Instructor

This motion, made by Barbara Townsend and seconded by Tim Bolton, Passed.
Mike Moore: Absent, Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 6, Nay: 0, Absent: 1

- Discussion and possible action, including adoption of a resolution, to approve the sale of real property (only surface) consisting of 3.5 acres, more or less, of unimproved property in Hood County, described as Lot 2, Block 1, Acton Elementary School Addition, located at 2850 Acton School Road, Granbury TX 76049

This motion, made by Nancy Alana and seconded by Karen Lowery, Passed.
Mike Moore: Absent, Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 6, Nay: 0, Absent: 1

CONSENT AGENDA ITEMS

All consent agenda items were voted on together.

This motion, made by Tim Bolton and seconded by Nancy Alana, Passed.

Mike Moore: Absent, Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen

Lowery: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea

Yea: 6, Nay: 0, Absent: 1

- Previous Board Meeting Minutes: May regular monthly meeting, a Level III grievance, and Community engagement meeting
- Region 11 ESC Contract for 2025-26
- Out of State Travel Request: GHS Ag Science staff trip to Iowa
- Budget Amendments
- J1 VISA Host School Agreement with the International Alliance Group-Wes Jones, HR Director, presented this item *pulled from consent agenda for open discussion.

DISCUSSION/ACTION

- United Way of Hood County Proposal Discussion

Dr. Morawski introduced Crystal Moore, Director of United Way.

Two options proposed are: to deed the property over to the United Way or to extend a 99-year lease to the non-profit organization.

No action today, just discussion.

- Preliminary Budget Discussion
- Preliminary Discussion led by Emmett Whitefield, CFO
- Taxable values have increased districtwide
- Expect fund balance to grow
- CKH 2025 Update, Discussion and Approval

This motion, made by Tim Bolton and seconded by Karen Lowery, Passed.

Mike Moore: Absent, Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen

Lowery: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea

Yea: 6, Nay: 0, Absent: 1

CKH Presentation, including proposal and agreement presented by Karla Willmeth.

CKH offered GISD a grant for staff development.

13. REPORTS

- Communities in Schools – report/presentation was given by Lindsey Garner, President of CIS
- Financial Statements for period ending May 31, 2025 & Cash Flow and Investment Reports for the same time period were given by Emmett Whitefield, CFO.

14. ADJOURN- Pres. Gore adjourned the meeting at 7:37pm.

Goal Setting Work Session
Monday, July 7, 2025 3:00 PM Central

Granbury ISD Administration Building 217
N. Jones St., Granbury, TX 76048
217 N Jones St
Granbury, TX 76048

Nancy Alana:	Present
Tim Bolton:	Present
Courtney Gore:	Present
Karen Lowery:	Present
Mike Moore:	Present
Barbara Townsend:	Present
Billy Wimberly:	Present

CALL TO ORDER-Courtney Gore called the board work session to order at 3:05pm.

INVOCATION & PLEDGES-Mrs. Gore gave the invocation.

PUBLIC COMMENTS- No one signed up for public comments.

STRATEGIC PLAN GOAL SETTING FOR IMPROVING STUDENT OUTCOMES

Greg Gibson with Moak Casey facilitated discussion with the Board of Trustees, Superintendent and several others from the GISD Executive Leadership Team. The focus was performance management structure, naming three roles: strategic, tactical and operational.

Strategic (the Board), Tactical (Superintendent & ELT) and Operational (all other staff).

Goal: Isolate the strategic objective to set long-term outcomes or begin speaking about long-term outcomes.

Within a group discussion atmosphere, the group spoke on the key components in the strategic plan.

*attached is the presentation

ADJOURN-strategic plan work session adjourned at 5:12pm.



MOAKCASEY

PROVEN LEADERS ADVANCING TEXAS SCHOOLS

Building a Collaborative Leadership Ecosystem to Drive Continuous Improvement

2025

1

9

Richard Elmore
Harvard Professor

“No amount of external
accountability will be¹⁰
effective in the absence of
internal accountability.”

STRATEGY EXECUTION BEST PRACTICES

Why Strategy Unravels and 5 Myths that Create It

01

Execution=Alignment

Reality: Misguided efforts

Solution: Ensure coordination across units with team trust

02

Execution Means Sticking to the Plan

Reality: Best plans have agility

Solution: Consistently monitor progress and assign resources appropriately

03

Communication=Understanding

Reality: Leaders tend to focus on amount of communication vs. understanding the message

Solution: Keep message simple and consistent

04

A Performance Culture Drives Execution

Reality: Performance culture can lead to short cuts, playing it safe, and undermining others

Solution: Build safety into systems to get to root cause and collaboratively solve problems

05

Execution Should Be Driven from the Top

Reality: Overreach of leadership setting objectives, outcomes, and every step of process in between

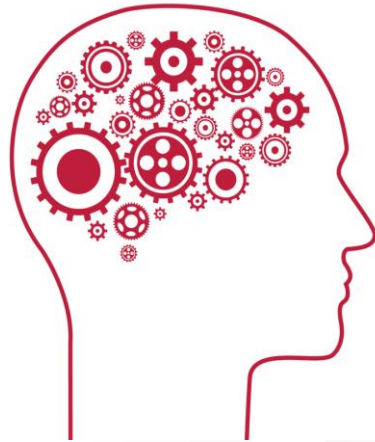
Solution: Leadership gets out of the middle and focuses on objectives and outcomes

School Board, Superintendent, Leadership Team

Collaborative Leadership Ecosystem Defined



“...a structured and intentional environment¹² where leaders across different roles work together interdependently to achieve share goals, particularly those related to student success and district improvement.”



Mindset

Foundation/Alignment

Team Trust

- Sets the Foundation



Three Essential Roles

- Alignment, Clarity, and Efficacy



Continuous Improvement

- Plan-Do-Check-Act (PDCA)



Strategic Alignment

- Silo Busting

● Team **TRUST**

WHY: It is important to identify and respond to group self-perception of potential trust barriers. Quality work will move at the “speed of trust.” It is best to recognize potential trust barriers and underlying issues early in the process and address them accordingly.

WHAT: The **TEAM TRUST** Self-Analysis is a simple, easy to use way to quantify four critical components of institutional trust. The four components are:

Ability

- Demonstrate Competence



Believability

- Acting with Integrity



Connectedness

- Showing Care & Concern for Others



Dependability

- Maintaining Reliability



Three **Essential Roles**

Refer to Handout

Strategic

Overlooks entire system and sees how the parts relate to the whole



Tactical

Coordinates and overlooks the component parts of the organization



Operational

Boots on the Ground executing day-to day operations



Everyone
In the system
Has a role, but
everyone is not
In every role.

Trait:	Mean Score-Team Self-Assessment:	How Does the Board (Strategic Role) Help Strengthen This Trait?	How Does the Admin Team (Tactical Role) Help Strengthen This Trait?
Accessibility: Capable of being reached.			
Accuracy: Freedom from mistake or error.			
Attitude: A feeling or emotion toward an action, fact or relationship.			
Efficiency: Producing desired results with little or no waste.			
Effectiveness: Success in producing the desired results.			
Timeliness: Coming early or at the right time.			

Kaufman ISD Strategic Balanced Scorecard 2025-2030 DRAFT

In Kaufman ISD, We Believe...

- Students are servant leaders with unlimited futures who will impact our community and the world.
- Parents and Families take pride in our schools and are actively engaged as true partners in their children's growth and development.
- Campus Administrators are inspirational leaders who demonstrate empathy and excel through collaboration.
- The Superintendent and Central Office Staff are dedicated professionals who lead with innovation, integrity, and a supportive heart.
- The Board of Trustees is a highly knowledgeable team deeply committed to our schools and unwavering in their support.

Mission:

Vision:

PRIORITIES	STRATEGIC OBJECTIVES	KEY TACTICAL ACTIONS	PROGRESS MEASURES	LONG TERM OUTCOMES
P1: Excellent Student Performance (Students)	1. Improve Academic Achievement and Growth at All Levels	1. Align written, taught, and tested curriculum 2. Implement Math RBI's-Tier 1 Instruction 3. Revise and expand MTSS/Win Time 4. Implement PLCs	PK): BOY/MOY Circle (K-2): DRA, Waggle, iXL (3-8): BOY/MOY MAP, iXL, Interim Assessment (9-12): Common Assessments, Interim Assessments	3rd Grade Reading Meets: From 38% to 50% by 2030 3rd Grade Math Meets: From 35% to 50% by 2030
	1.2 Maintain College and/or Career and/or Military Ready Levels for Students	College: 1. Increase Boot Camp Opportunities for TSI/ACT/SAT 2. Increase the number of students that are CCMR without College Prep Class 3. Increase the percentage of students meeting CCMR standards for TSI, ACT, and SAT Career: 4. Increase exposure and access to trade schools with career day presentations and trade school visits 5. Increase the number of new Industry-based Certifications	1. Attendance in Boot Camps/Planning docs for ACT/SAT/TSI 2. Track retests throughout the year 3. Attendance at Dual Credit/AP Credit/Advanced Academic Evening Event for Parents in the Spring for Underclassmen 1. Student Interest Surveys and attendance to trade school visits 2. BOY/MOY Certification Tracking	The percentage of students graduating CCM Ready will stay at or over 88% through 2030. 17 CCMR status without College Bridge Prep Class: From 48% to 55% by 2030. Students meeting CCMR standards for TSIA2 from 26.6% to 55% by 2030.
	1.3 Ensure the Safety and Well-Being of Students	1. Implement Character Strong K-8 for Social Emotional Learning 2. Conduct Fentanyl/Drug/Vape Education by IMPACT 3. Increase awareness and participation in Hazel Health 4. Implement a Mentorship Program	1. Administrator/Counselor Feedback 2. Track Student Attendance for IMPACT Presentation 3. Track student usage with Hazel Health	Reduce the number of Students with Disciplinary Placements from 3.7% to 1.9% by 2030. Increase the number of families enrolled in Hazel Health from XX to XX by 2030 Implement and align a Social- Emotional Learning curriculum for all campuses (PK-12) by 2030.

P2: Capacity Building & Exceptional Service (Faculty and Staff)	1. Recruit & Retain High Quality Professional Educators	1. Create district-wide growth opportunities 2. Provide intentional professional development and planning opportunities 3. Recognize staff monthly	1. Assistant Principals Academy and Tuition Reimbursement 2. Provide Professional Development 3. Increase Teaching staff to reflect the diversity of the student population	Increase the Teacher Retention Rate from 85% to 90% by 2030.
	2.2 Increase the Competitive Compensation for the district	1. Conduct annual market analysis 2. Grow upon approval of Teacher Incentive Allotment 3. Research other incentives and benefits	1. Increase Equitable and competitive compensation plans 2. Increase the Growth Numbers within Teacher Incentive Allotment 3. Increase the retention percentages for high-quality staff 4. Shift the KISD compensation pay plan to reflect pay categories that are in the top four paid tiers for Kaufman County by 2030.	The percentage of Teachers meeting the Teacher Incentive Allotment goal will increase from 0% to 20% by 2030.
	2.3 Improve the Faculty-Staff Satisfaction, Engagement, & Well- Being	1. Provide opportunities for staff engagement 2. Create systemic campus plans for staff celebrations 3. Increases staff feedback opportunities	1. Create Multiple opportunities for staff to attend district, campus, and student activities 2. Increase Campus and board meeting recognitions 3. Conduct Staff engagement surveys	Staff engagement surveys will demonstrate a satisfaction rate of increase from XXX to 90% by 2030.
P3: Strong Financial Integrity and Efficient, Effective Operations	1. Promote Operational Efficiency and Streamlined Maintenance Procedures	1. Revise and streamline the Work Order System and Integrate it into all departments. 2. Track Maintenance Requests and Completion Percentage / Time to Complete	1. Reduced number of pending work orders 2. Consistently lower time to complete work orders 3. Create an operation department 3-tiered staffing model implemented in 100% of operational departments.	% of Work Orders completed within 5 working days
	3.2 Create Systematic, Long- Range Facility Planning	1. Contract with TASB Facility Planning 2. Implement Transcend Attendance Boundary Committee 3. Monitor Demographic Study	1. Maintenance Plan & Budget Implications 2. Balanced Elementary School Enrollment Numbers 3. Plan for Future growth projections and impact on facility needs. 4. Create a written document outlining Long-Range Maintenance Plan along with a 5-year cycle.	90% Completion Rate of yearly targeted maintenance priorities
	3.3 Ensure Strong Financial Stewardship and Open Two-Way Communication Regarding District's Financial Position	1. Present Monthly Financial Reports to the Board 2. Hold Budget Meetings with Principals and Directors 3. Conduct Budget Workshop with Board	1. Track Monthly Revenue / Expense Percentages and Tax Collections 2. Review Current Year Review (Percentage of Budget Expended) and Future Year Planning (Adjust Functional Areas as Needed) 3. Prepare Preliminary Revenue Projections and Tax Rate for Future Year 4. Maintain a Balanced Budget with a Healthy Fund Balance (3 Month Operational, 1 Month Additional, 1 Month Emergency).	Superior Rating on FIRST (90 to 100 points earned each year)
P4: Engaged Community	1. Improve Parent and Family Engagement & Satisfaction	1. Build trust through consistent and accurate communication across multiple platforms 2. Plan and execute opportunities to build on community engagement through district initiatives 3. Provide avenues for communication/ feedback with parents and families	1. Use Skyward, social media, and Website to streamline communication with our families 2. Increase Events throughout the year that include parents/families to promote student success 3. Conduct Parent and Family Engagement Surveys 4. Increase engagement "clicks" on our district website.	Family engagement surveys will demonstrate a satisfaction rate of increase from XXX to 90% by 2030.
	4.2 Promote Community Engagement	1. Provide opportunities for Community involvement at campus and district levels 2. Collaborate with the community on student programs and initiatives 3. Engage the community by promoting student successes on social media, website, etc.	1. Increase Campus and District-Level Events 2. Involve the community in decision-making processes and problem-solving 3. Share positive stories, highlight student successes 4. Increase the number of career & technical programs and life skill education events	Increase the number of positive engagements on social media from TBD in 2025 to TBD in 2030.
	4.3 Expand Community Partnerships	1. Create and launch a new Community Partnership program 2. Increase opportunities for businesses/ community organizations to join the district 3. Connect community with students to enhance learning experiences	1. Grow the Lion Leaders program - provide opportunities for partnership with the district 2. Build on existing events (Fiesta, CTE, Homecoming, Toys for Tots) 3. Partner with businesses to provide opportunities for students to be interactive/get hands-on experience	Increase the number of "Lion Leaders" Community Partners from 2 in 2025 to 12 in 2030.

KAUFMAN ISD				2022	STAAR 2.0 Redesign	2023	Artificial Intelligence Grading Implemented	2024	2025	Status (End of Year) MET Met or Exceeded 5 On Track Towards Goal Year Goal Imp Did Not Achieve Suggested Goal- Suggested Did Not Achieve Goal- Improvement Improvement Required						
Overall District Rating				A		NR		NR								
Student Achievement Domain Rating				B		NR		NR								
School Progress Domain Rating				A		NR		NR								
Part A (Academic Growth) Rating				B		NR		NR								
Part B (Relative Performance) Rating				A		NR		NR								
Closing the Gaps Domain Rating				B		NR		NR								
Overall, Campus Ratings				2022	2023	2024	2025									
Kaufman High School				A	NR	NR										
OP Norman JH				B	NR	NR										
Monday EL				B	NR	NR										
Nash EL				B	NR	NR										
Phillips EL				C	NR	NR										
5-Year Strategic Plan - 2030				Pre-COVID	2022	2023	2024	5- Year Goal	Base Line 24-25	Actual Data						
Excellent Student Performance				HB-3						25-26	26-27	27-28	28-29	29-30	Status	
1.1.1 3rd Grade Reading				60%	55%	46%	45%	55%	TBD							
1.1.2 3rd Grade Math				60%	40%	44%	38%	55%	TBD							
1.2 CCMR				60%	90%	94%	97%	88%	TBD						19	
1.3.1 SEL- %Families participating in Hazel Health								TBD	TBD							
1.3.1 SEL- Reduce Discipline Placement below the State						2.6%	3.7%	1.9%	TBD							
Capacity Building & Exceptional Service				5- Year Goal	Base Line 24-25		Actual Data									
						25-26	25-26	26-27	27-28	28-29	29-30	Status				
2.1 Increase Teacher Retention				90%	TBD											
2.2 %Teachers receving TIA				20%	0%											
2.3 Staff Satisfaction Survey				90%	TBD											
Strong Financial Integrity and Efficient, Effective Operations				5- Year Goal	Base Line 24-25		Actual Data									
						25-26	25-26	26-27	27-28	28-29	29-30	Status				
3.1 % of Work Orders completed within 5 Business Days				90%	TBD											
3.2 % Completion of Priority Maintenance Projects				90%	TBD											
3.3 Highest rating on F.I.R.S.T.				Superior	Superior											
Engaged Community				5- Year Goal	Base Line 24-25		Actual Data									
						25-26	25-26	26-27	27-28	28-29	29-30	Status				
4.1 Family Satisfaction Survey				90%	TBD											
4.2 # Positive Publicity Media Hits					TBD											
4.3 Increase Community Partners				12	2											

Collaborative Ecosystem: **Strategies for Success**

**Regular joint planning sessions
(strategic roundtables)**



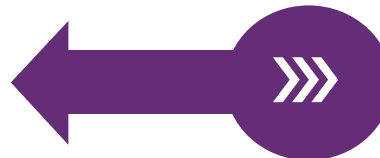
**Use of data to drive shared
accountability**

**Norms for communication and
conflict resolution**



**Collaborative goal-setting
aligned with strategic plans**

Celebrating shared successes



3 Essential Roles

Continuous Improvement Model

Everyone in the system has a role, but everyone is not in every role.

Plan

- Key strategic actions
- Key work & key support plans
- Tactical Role gathers feedback from Strategic and Operational Roles

Do

- Execution of key strategic actions
- Tactical and Operational Roles



Act

- Tactical Role adjusts key strategic actions as appropriate
- Adjustments reported to Strategic and Operational Roles

Check

- Outputs/interim measures
- Tactical Role reports to Strategic/Operational Roles and Community Advisory Committee

Strategic Alignment of Systems

STAGE 1

- Reacting to Problems

STAGE 2

- Early Systematic Approaches

STAGE 3

- Aligned Approaches

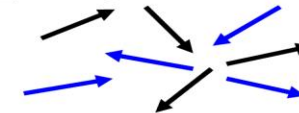
STAGE 4

- Integrated Approaches

Aligning Sub-Systems In A Continuous Improvement Environment:

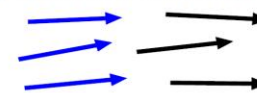
Steps toward Mature Process

STAGE 1: Reacting to Problems



Work is characterized by activities rather than by processes, and they are largely responsive to immediate needs or problems. Goals are poorly defined.

STAGE 2: Early Systematic Approaches



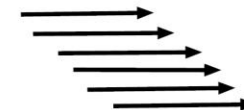
The organization is beginning to carry out repeatable processes, evaluation, and improvement, and there is some early coordination among organizational units. Strategy and quantitative goals are being defined.

STAGE 3: Aligned Approaches



Processes are characterized by repeatable steps that are regularly evaluated for improvement. Learnings are shared, and there is coordination among organizational units. Processes address key strategies and goals.

STAGE 4: Integrated Approaches



Processes are characterized by repeatable steps that are regularly evaluated for change and improvement in collaboration with other affected units. The organization seeks and achieves efficiencies across units through analysis, innovation, and the sharing of information and knowledge. Processes and measures track progress on key strategic and sustainable goals.

Stage 1: Reacting to Problems	Strategic Goals, Day-to-Day Operations, <u>and</u> Results are Poorly Aligned	Work is characterized by activities rather than by processes, and they are largely responsive to immediate needs or problems.	Results that are important to the organization's ongoing success are missing, not used, or randomly reported.
Stage 2: Early Systematic Approaches	Strategic Goals, Day-to-Day Operations, <u>and</u> Results are Beginning to Show Alignment	The organization is beginning to carry out repeatable processes, evaluation, and improvement, and there is some early coordination among organizational units. Strategy and quantitative goals are being defined.	Results that are important to the organization's ongoing success are reported, tracked over time, and improving.
Stage 3: Aligned Approaches	Strategic Goals, Day-to-Day Operations, <u>and</u> Results are Aligned and Cycles of Improvement are Underway	Processes are characterized by repeatable steps that are evaluated for improvement. Learnings are shared, and there is coordination among organizational units. Processes address key strategies and goals.	Results that are important to the organization's ongoing success are trending in the right direction and doing well relative to competitors or other relevant organizations.
Stage 4: Integrated Approaches	Strategic Goals, Day-to-Day Operations, <u>and</u> Results are Aligned and Multiple Cycles of Improvement Have Been Accomplished	Processes are characterized by repeatable steps that are regularly evaluated for change and improvement in collaboration with other affected units. The organization seeks and achieves efficiencies across units through analysis, innovation, and the sharing of information and knowledge. Processes and measures track progress on key strategic and sustainable goals.	The full array of results that are important to the organization's ongoing success are reported and trended over time, indicating top performance relative to other organizations.

Assessing Internal Performance Capabilities



Capability and Driving Question(s)

- **Talent:** Do employees have the will and skill to deliver desired strategies?
- **Speed:** Can we move quickly to make important things happen?
- **Shared Mindset/Brand Identity:** Do we have a culture/identity that reflects what we stand for and how we work? Is it shared?
- **Accountability:** Does high performance matter to ensure execution of strategy?
- **Collaboration:** How well do we collaborate to gain efficiency/effectiveness?
- **Learning/Innovation:** How well do we generate new ideas/innovations that aligns with overarching key strategies?
- **Leadership:** What is our leadership brand, and does it provide defined autonomy?
- **Connections to Customers:** Do we form relationships with all stakeholders?
- **Strategic Unity:** Do our employees know our most important strategy components?
- **Efficiency:** Do we reduce costs by closely monitoring implementation strategy?



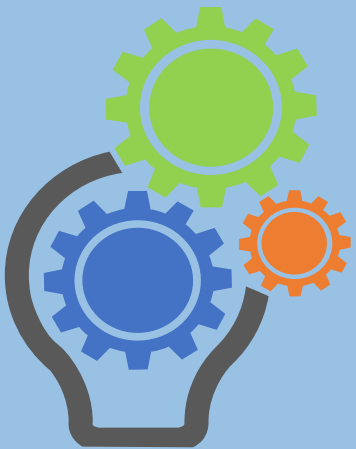
MOAKCASEY

PROVEN LEADERS ADVANCING TEXAS SCHOOLS

PERFORMANCE MGT CALENDAR

Month	Community Advisory Committee	Staff Advisory Committee	Monthly Quick Reports	Strategic Roundtables-3x Annual	Board Walks/Rounding	Team Trust and Good Governance Check-ins
Aug						
Sept						
Oct						
Nov						
Dec						
Jan						
Feb						
March						
April						
May						
June						
July						

Final Thoughts



“A system is only as effective as the²⁶ communication and collaboration within it.”

-Peter Senge

Handouts

Three Essential Roles in an
Aligned System



Plan-Do-Check-Act Model



Aligned Arrows



Myths and Performance
Capabilities



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OFFICE OF SUPERINTENDENT

For:	Board of Trustees
Date:	July 21, 2025
Action:	Review

TO: Board of Trustees

From: Dr. Courtney Morawski

RE: Board Operating Procedures Handbook

SUMMARY:

Board Operating Procedures Handbook for your review after revisions during the annual review at Team of 8 training.

Respectfully submitted,

Dr. Courtney Morawski
Superintendent

GRANBURY ISD



SCHOOL BOARD PROCEDURES HANDBOOK

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OPERATING PROTOCOL – TEAM COMMITMENT

We, the members of the Board of Trustees (School Board) of the Granbury Independent School District (GISD or the District), are committed to serving the children, staff, and citizens of this school district. We strive to provide a high quality public education to meet the needs of our students and our community.

We believe the success of the District depends upon a shared vision held by the school board, GISD staff, parents, and community, and we will strive, to the best of our ability, to uphold these aspirations.

Written and agreed upon team procedures provide a common framework and shared understanding, and serve to:

- Clarify expectations;
- Minimize confusion and discord;
- Maximize efficiency and effectiveness;
- Tell the who, what, when, where, and how of various situations and practices;
- Improve working relationships;
- Ease new members' transition;
- Keep agreements clear to all;
- Identify best practices for effective teamwork;
- Share procedures with community and staff; and
- Align Board operations with district policy, and local, state, and national law.

We adopt these operating procedures to guide our actions and assist us in our role as trustees. We further commit to review these operating procedures annually and to update, adopt or reaffirm them, as appropriate, at or near the annual Board reorganization. These procedures are intended to align with the local policies adopted by the Board to govern District operations. In the event of a conflict between these procedures and any legal or local Board policy, the applicable rule of law and/or Board policy shall control.

Policy Ref: BBE (Local)

BOARD GOVERNANCE

The Board of Trustees is the corporate body elected by the voters of the Granbury ISD to govern and oversee the management of the District.

All decisions made by the Board of Trustees shall be guided by:

- Local, state, and national laws;
- Best educational and governance practices; and
- District policy as adopted by the Board;
- District Vision, Beliefs, and Goals;
- Board Operating Procedures;
- Board Continuing Education efforts;
- Active communications with Superintendent and staff;
- Community standards and expectations determined through active community engagement;
- Commitment to Team of Eight concept.

Policy Ref: BA (Local), BBE(Legal), BBE (Local)

BOARD VISION, BELIEFS, AND GOALS

- The Board ensures creation and adoption of a shared vision that promotes enhanced student achievement.
- The Board keeps the district focus on the educational welfare of all children.
- The Board ensures that the vision supports the state's mission, objectives and goals for education established by law.
- The Board ensures that the district vision expresses the present and future needs of the children and community
- The Board demonstrates its commitment to the vision by using the vision to guide all board deliberations, decisions, and action.
- The Board annually reviews and reaffirms or revises the Vision, Mission and Goals.

BOARD MEETINGS

All Board meetings are held for the purpose of conducting the business of the District in public. Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, as provided by law. While meetings are held in public, they are not public forums for the purpose of engaging in interactions with the public. To allow for meaningful public participation in Board meetings, the Board provides a public comment section on the agenda for each regular business meeting. Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three (3) minutes. When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring

public comment on non agenda items, continuing agenda items to a later meeting providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comment. The Board intends that all meetings shall be conducted in compliance with the Texas Open Meetings Act and all applicable law. *Policy Ref: BE(Legal), BE(Local), BBE(Legal), BBE(Local).*

Developing the Board Agenda

- To ensure that the agenda for each Board meeting includes topics that are necessary for the operations of the District and to assist the Board and Administration in preparing for Board meetings, the district will maintain an annual Board Planning Calendar that includes not only recurring matters the Board may consider, but also matters that are anticipated to come before the Board and other topics that the Board has requested.
- In consultation with the Board President, the Superintendent shall prepare a draft agenda for all Board meetings.
- The draft agenda will include those items reflected on the Board Planning Calendar, any items required by law, routine items and other items necessary for District operations, and any other items requested in accordance with operational procedures. Trustees requesting discussion or action on a topic listed on the Board Planning Calendar will have their request heard during that regular meeting.
- Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the President's approval.
- When two or more members of the Board of Trustees agree that a subject be included on the agenda, the President shall ensure that any topics the Trustees have requested be addressed on that agenda or scheduled for deliberation at an appropriate time in the near future. That request shall be forwarded to the Superintendent and President of the Board as soon as possible. Trustees requesting an agenda item will fill out the appropriate form (*See Appendix*) and be responsible for providing all the necessary information for the entire board to have an informed discussion or take appropriate action. The board president will place the item on a future agenda once all information has been submitted.
- The deadline for submitting items for inclusion on the agenda is noon on Friday, ten calendar days before regular meetings and noon the third calendar day before special called meetings. Items submitted for inclusion after the deadline or that require preparation time may, at the discretion of the Board President, be deferred to a later meeting. This decision is based on the time needed to prepare supporting information and to abide by legal posting requirements. In reviewing the preliminary agenda, the President shall ensure that any topics the Board or Trustees have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by the Trustees without the two Trustees' specific authorization.
- Use of the consent agenda to present items for a single vote without discussion will conform to the following guidelines:
 - Placement of items on the consent agenda will be at the discretion of the Board President and Superintendent

- Any individual Trustee may ask questions or discuss an item on the consent agenda by identifying it and asking those questions prior to the vote or any Trustee may request for individual consideration before the consent agenda is call for a vote.
- Following action on the consent agenda, the Board President will call for discussion and action on any item(s) that were removed for individual consideration.
- Examples of items routinely included on the consent agenda:
 - Minutes of regular and special Board meetings
 - Budget amendments
 - Regular bid and purchase items
 - Acceptance of financial reports

Policy Ref: BE(Legal); BE(Local); BJA(Legal); BJA(Local)

Notification of Board Meetings

- Trustees will be notified at least 72 hours prior to a regular or special Board meeting and at least two hours prior to an emergency meeting.
- The Texas Open Meetings Act requires the District to post the agenda at least 72 hours in advance of any meeting. In an emergency, a meeting may be posted on two hours' notice.
- The Superintendent or designee shall forward the meeting agenda and any Board Agenda Packet of supporting information by Wednesday prior to the meeting to each Trustee.
- Items appearing on the Agenda should be supported by an Executive Summary containing Background Information about the item and the Superintendent's or Designee's recommendation regarding the agenda item.
- The Board Meeting calendar prepared in July of each year shall serve as notice to Trustees of the dates of regular meetings and work sessions over the course of the upcoming year. The President of the Board shall call special meetings at the President's discretion or on request by three members of the Board.

Policy Ref: BE (Local)

Conducting Board Meetings

- A quorum (four or more members) is required before a Board meeting may be convened.
- The Texas Education Code requires a school board to hold its meetings within the boundaries of the school district except in limited circumstances.
- The Board expects that Trustees will attend every meeting except where unavoidable conflict prevents a member's attendance.
- The Superintendent shall attend all Board meetings unless his/her attendance has been excused in advance by the Board President or presiding officer.
- Parliamentary Procedure

- The Board President serves as the Presiding Officer at Board Meetings. In the absence of the President, the Vice President will preside. If both are absent, the Secretary/Parliamentarian shall preside.
- The Board shall be guided by the procedures detailed in *Roberts Rules of Order for Small Assemblies* (or as identified in adopted procedures).
- The Presiding Officer has the responsibility to keep the discussion to the matter at hand and shall restrain discussion that is not pertinent to the business presently before the Board. The Secretary/Parliamentarian shall assist the presiding officer with restraining discussion that is no pertinent to the business presently before the Board.
- Open and Closed (Executive) Session Format
 - The Open Session of every meeting shall begin at the time designated on the Agenda.
 - The Board may meet in Closed Session to address agenda items as allowed by the Texas Open Meetings Act.
 - Prior to entering a Closed Session, the Presiding Officer shall announce in Open Session that a Closed Session will occur and cite the applicable provisions of the Texas Open Meetings Act that authorize the Closed Session.
 - No action will be taken in closed session.
 - The Superintendent shall attend all Closed Sessions except when the Board is deliberating the Superintendent's performance or as otherwise requested by the Board.
 - The Board has the option to either keep a certified agenda or make a tape recording of the proceedings of each closed meeting, except for private consultation with the District's attorney which cannot be recorded, by law.
 - It is the responsibility of each person who attends a Closed Session to maintain the information discussed in Closed Session in strict confidence.
 - No person other than Trustees, the superintendent and those persons invited by the Board President and Superintendent, grievant and their representatives is entitled to attend or participate in Closed Sessions.
 - The Board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer, or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
- Transacting Business:
 - When an agenda item is presented for consideration, the Board shall deliberate as necessary before a vote is called.
 - The Board should work toward a consensus model of decision-making, which may not always be possible.
 - Once a decision has been made by the majority of the Board, all Trustees should respect the majority vote, recognizing that it carries the full authority of the Board, and respect that decision.
- *Policy Ref: (BE (Local))*

- **Trustee Participation in Board Meetings**

- The Superintendent will supply each Trustee with supporting information required for informed decision-making via the Board Meeting Agenda Packet.
- All participants will be prepared to address items on the Agenda.
 - Trustees will read Agenda Packet materials before each Board meeting and be prepared to ask agenda-related questions and to deliberate the items as needed.
 - Trustees may ask additional questions about agenda items in the meeting. However, the right to question should not serve as an excuse for lack of preparation.
 - Voting shall be by a show of hands, as directed by the President. Any member may abstain from voting and a member's vote or failure to vote shall be recorded.
 - Trustees are encouraged to ask for information from the Superintendent or designee before the board meeting so that the administration is prepared with data-driven information that will address those questions. If the information requested is readily available, the Superintendent or designee will provide it to the requesting members and report it to the board at the meeting. If the requested information cannot be gathered prior to the meeting, the Superintendent or designee will make every attempt to provide the answers or requested information at the meeting
 - If a written report is provided in response to the request, all members will receive a copy.
 - Trustees shall not comment on or disclose personally identifiable information about any student in public session except when announcing student awards or recognition, unless the parent has requested that the discussion be held in public pursuant to the Texas Open Meetings Act.
 - Secretary Officer will keep and maintain a running record of all questions asked at the Board meeting on Google Docs to ensure it doesn't get lost and documents when it was answered.

Exclusion From a Meeting

- Any Trustee that has a legal conflict of interest will be prohibited from participation in a closed meeting (deliberating or voting) but may still attend a closed session regarding the matter. However, it is strongly advised they choose not to attend in order to avoid the appearance of impropriety (Tex Att'y Gen. Op. No. GA-0334 (2005)).
- Any Trustee that has information regarding a complaint and/or has questioned employees, students, community members or engaged in other investigatory activities will be prohibited from participation in a closed meeting (deliberating or voting) and must state their reason for recusal in open session voting. However, it is strongly advised they choose not to attend the closed meeting in order to avoid the appearance of impropriety (Tex Att'y Gen. Op. No. GA-0334 (2005)). (Ref. (LOCAL) policies at BBE, DGBA, FNG, and GF)
- Any Trustee that has made public statements expressing an opinion on pending matters (eg: grievances, employee contracts, personnel matters, complaints, student discipline, appeals and other contested matters) will be prohibited from participation in a closed meeting (deliberating or voting)

and must state their reason for recusal in open session voting. However, it is strongly advised they choose not to attend the closed meeting in order to avoid the appearance of impropriety (Tex Att’y Gen. Op. No. GA-0334 (2005)).

- Any Trustee that has taken a legal position adverse to the school district on the subject of the closed meeting and disclosure of the deliberation would compromise the district’s position as to that matter will be excluded from that portion of the meeting (Tex Att’y Gen. Op. No. JM-1004 (1984)). (ref. (LOCAL) policies at BBE, DGBA, FNG, and GF).

Visitor Participation at Board Meetings

- Every meeting of the Board shall be open to the public.
- Public comment opportunity will be included on all Board meeting agendas. A copy of policy BED(LOCAL) will be available for public review at the posted meeting site and on the district’s website.
- Persons wishing to address the Board during open public comment will comply with provisions of policy BED(LOCAL) that outline the specific times and procedures applicable to public comments during Board meetings.
- Persons who wish to participate in this portion of the meeting shall sign up on the district website by noon the day of a called meeting. No presentation shall exceed 3 minutes unless there are 10 or more persons, the Board President will then set a reasonable limit. The district will ensure there is a computer available at the administration building for the public to use for public comment signups.
- The Board president will have the authority to set reasonable time limits during all open forums.
- Public comment at meetings will only be allowed for items on the agenda. A special meeting will be called at least quarterly to hear non-agenda item topics. BED (LOCAL)
- During a special called meeting for public comment on non-agenda items, any member of the public who lives within the district will be given priority to speak first. All out of district visitors will speak at the end of each public comment section. The Board President can set reasonable restrictions on the length of a special called meeting to hear public comment on non-agenda items. BED (LOCAL)
- Public comment for all agenda items will be before any action is taken by the school board.
- During the public comment section of the meeting, Trustees will listen to comments but, as the designated spokesperson, only the presiding officer may respond if a response to the speaker is required. Those responses are limited to:
 - Correcting misstatements of fact presented by the speaker
 - Referring the speaker to applicable Board policy.
 - Placing the item on a future Board agenda for discussion if not listed on the current board agenda.
 - Ask a question for clarification purposes.

- Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with the notice of the meeting.
- The presiding officer or designee shall determine whether a person addressing the Board has attempted to solve a matter of complaint or concern through resolution channels established by policy. If not, with the approval of the Board, the presiding officer will refer the person to the appropriate policy to seek resolution.
- If a member of the public has been afforded an opportunity to speak and his or her comments reflect a complaint about an individual district staff or Trustee, the presiding officer will refer the speaker to the appropriate formal grievance policy.
- The Board must bear in mind that persons who speak during public comments have First Amendment rights. The Board should seek legal advice before disallowing a person's contribution to public comment based solely on the content of the speaker's comments.
- Audience participation at a Board meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board meeting, the audience shall not enter into discussions or debate on matters being considered by the Board, unless requested by the presiding officer. The Secretary/Parliamentarian shall assist the President in ensuring the audience participation is limited.

Policy Ref: BE(Legal); BE(Local); BED(Legal); BED(Local)

Closed Session Record

- The Board will keep a certified agenda of the proceedings of each closed meeting, except for private consultation with the District's attorney, which cannot be recorded.
- Closed meetings may not be recorded by an individual trustee, nor may any Trustee record a closed session by using a personal recording device or cell phone. Policy Ref to TX Penal Code 39.06 - Misuse of Official Information and Chapter 552 Government Code. (Ref. BBE Legal, BBE Local, GBA Legal)

PERSONNEL

Superintendent

- Hiring a Superintendent
 - The Superintendent is the only District employee that the Board directly hires.
 - If a vacancy for the Superintendent occurs or is anticipated, the Board will determine the process it desires to follow to fill the vacancy.
 - The Board will follow all applicable law in the hiring process.
- Evaluating the Superintendent (*Policy Ref: BJCD (Local)*)
 - The Board will evaluate the performance of the Superintendent at least annually. Goals shall be reviews/set in September. A formative evaluation shall be conducted in January of each year. The summative evaluation shall be conducted in June. The evaluation shall be discussed during a Closed Meeting using the evaluation instrument that the Board has developed or adopted.
 - The Board, or a subcommittee designated by the Board President, will regularly review the Superintendent's evaluation instrument to ensure it continues to be appropriate.
 - Prior to the annual evaluation in June, each Trustee should complete an approved written instrument to independently evaluate the Superintendent's performance. A Trustee must provide the individual assessment to the Board President (or President's designee) by an agreed-upon date before the scheduled evaluation or provide the data in a closed session in which the evaluation is discussed so the ratings and comments may be consolidated into a single evaluation document to be provided to the Superintendent regarding the evaluation. Copies of the consolidated evaluation shall be distributed to all Trustees follow the summative conference in which the evaluation is presented to the Superintendent.
 - Interim performance evaluations may be conducted at such times as the Board determines will be beneficial. The Board shall provide the Superintendent with adequate notice of any evaluation and the Superintendent and Board President shall confer to develop the format.
 - A Trustee who has a concern about the professional performance of the Superintendent shall discuss such concern with the Board President who shall determine the most appropriate manner to bring the concern to the Superintendent's and the Board's attention.
 - Out of state school-related travel by the Superintendent shall be approved by the Board prior to such travel.

Other Personnel (*Policy Ref: DC (Local)*)

- The Board reserves the right to approve or disapprove the hiring, discharge, or nonrenewal of personnel who are employed under Chapter 21 contracts.
- The Board has delegated to the Superintendent the authority to hire and discharge non-certified, at-will personnel.

- Trustees may serve as ambassadors to educate potential employees about employment with the District, but should refrain from lobbying the Superintendent or other Trustees for the employment of specific individuals.
- A Trustee may not disparage, defame or slander any employee of the district.
- Censured Trustees are not eligible to hold an Officer position on the Board, for the remainder of their current term in office. (Ref. BDAA Local)

ELECTIONS

Trustees serve three-year terms that expire on a rotating basis. Trustee election is held each November, or as otherwise required by law, to fill seats that are or will become vacant. If all seats are uncontested, the election may be cancelled.

Trustees strive to govern the District in a nonpartisan manner and to work with all elected officials in the other governmental entities with which the District interacts. To support that goal, the Board will not endorse any candidate running for public office. Individual Trustees may participate in the electoral process according to their individual consciences but should refrain from using their influence as a Trustee as a forum for endorsing candidates.

Policy Ref: BBB (Local)

Trustees Seeking Reelection

- Trustees shall follow applicable law in all campaign activities.
- Candidates shall not solicit District employees during District work hours for endorsement.
- Neither Trustees nor employees may use any District resources, materials, or systems for any campaign activities or political advertising. (Ref: Tex. Educ. Code § 11.168; Tex. Election Code §§ 255.003, 255.0031)

Board Officer Elections

- The Board shall elect officers at the meeting in which a new Board is seated.
- The Board elects officers to facilitate effective operations and governance. Officer designations are not intended to single out members for special recognition except as necessary for operational purposes.
- First year Trustees may not be elected to office.
- At least two business days prior to the meeting at which Board officers are to be elected, each Trustee interested in being considered for one or more officer positions should provide a written statement to the other Trustees through the Superintendent's secretary which reflect the member's credentials and willingness to serve. Failure to provide such a statement, however, does not disqualify a member from serving as an officer.
- Trustees shall not solicit votes or otherwise seek commitments from other Trustees outside of a called meeting. Trustees should informally discuss the qualifications of all members interested in each office before any nominations are made. To the extent permitted by law, all discussions should be held in executive session and should remain confidential.

- A candidate for Board President should have served at least two years as a Trustee and received, or commit to receiving as soon as possible, formal training in the duties of a Board President.
- The Board elects the following officers each year at the first regular meeting following Board elections:
 - President
 - Vice President
 - Secretary/Parliamentarian
- The Board also elects members to fill the following responsibilities each year:
 - TASB Delegate
 - TASB Delegate Alternate

Policy Ref: BDAA (Local)

Board Vacancies

If a Board vacancy occurs, the remaining Trustees will determine whether to fill the vacancy immediately by appointment or special election or leave the vacancy open until the next scheduled election. The Board will follow all applicable law in its decision making regarding a Board vacancy.

Policy Ref: BBC (Legal)

Board Committees

- The Board President shall appoint up to three Trustees to a special committee created by the Board to fulfill specific assignments or work collaboratively to address a particular area and to prepare draft documents or other work products for the Board's review and adoption. These committees shall make reports and recommendations to the Board but have no other authority, unless otherwise provided by action. The committees may include District personnel and citizens. The function of committees shall be fact-finding, deliberative, and advisory. Special committees shall report their findings to the Board and shall be dissolved upon completion of the assigned task or vote of the Board. Committees may transact business only within the specific authority granted by the Board. To be binding, all such business must be reported to the Board at the next regular or special meeting for approval and entry into the minutes as a public record.

Policy Ref: BDB (Local)

DISTRICT COMMITTEE REPRESENTATION

Trustees shall represent the Board of Trustees on various District committees and at District events, including but not limited to:

- District Advisory Committee (*Policy REF: BQA (Local)*).
- District Student Health Advisory Committee (SHAC).
- Granbury ISD Education Foundation Board (annual).
- Other special committees or events as assigned.

Policy Ref: BDB (Local)

COMPLIANCE WITH STANDARDS OF PROFESSIONAL PRACTICE

- Trustees are expected to comply with these Standards and other best practices to serve the best interests of the District.
- During Open Meetings deliberations, a Trustee may consult with a fellow Trustee or the Superintendent for clarification but shall not solicit or receive input or advice from any individual or group during the deliberation process. (This includes but is not limited to text messages being exchanged.)
- A Trustee who believes another Trustee repeatedly has failed to comply with these procedures shall first discuss the concern personally with the Trustee.
- If personal discussion between the individual Trustees fails to satisfactorily resolve the concern, the concerned Trustee should seek assistance from the Board President who will engage in further discussions with the Trustees or attempt other informal measures to assist the members in resolving the concern.
- Cellphones are prohibited at the board dais while a board meeting is being conducted. Trustees or the superintendent expecting a call should make arrangements with staff before the meeting. The Director of Communication will provide his/her number upon request for trustees to share in the event an emergency occurs during a meeting and they need to be contacted.

COMMUNICATIONS

Trustees are the leaders of the Granbury ISD and must always strive to serve the best interests of the District in their actions and communications. In fulfilling this important role, Trustees must always be mindful of their actions and words. A Trustee shall take no action that would impugn the reputation of the District, its employees, or other trustees in any manner. When communicating, orally or in writing, or otherwise in representing the District in any activity, Trustees are expected to:

- Interact in a positive and professional manner and serve as ambassadors for the District;
- Promote understanding of the District's vision, beliefs, and goals;
- Understand that no comment or statement is "off the record";
- Treat employees, students, and community members in a polite and respectful manner;
- Avoid criticism of fellow Trustees, employees, students, and community members;
- Avoid disclosing any confidential information about District operations, employees, or students;
- Respect all Board decisions;
- Align communications with District and Board official positions and Board decisions;
- Disclose only accurate information and refer questions that he or she is unable to accurately answer to the Superintendent for further response;
- Clarify the Trustee's authority, limitations, responsibilities, and obligations when speaking or acting as a member of the Board.

COMMUNICATING WITH TRUSTEES BETWEEN MEETINGS

- Trustees may communicate with other individual Trustees for purposes of asking questions, clarifying factual information, attending approved training, or socializing under circumstances that do not conflict with or circumvent the requirements of the Texas Open Meetings Act. (*Ref: Tex. Gov't Code, Ch. 551*)
- Trustees may not and shall not communicate with any other Trustees for purposes of soliciting votes with respect to items of business that may come before the Board.
- Trustees who wish to share information relevant to District business will relay the information to the Superintendent's office for distribution to all members or distribute to Trustees via voice mail or e-mail.
- The Superintendent will communicate with Trustees regularly and on an as-needed basis to inform Trustees of all pertinent District information, including such items as:
 - District events.
 - District operational matters related to students, personnel, or facilities.
 - Progress reports on directives.

- Follow-up reports in answer to Trustee questions.
- Updates on administrative matters or District operations.
- Other matters as may be required to ensure that Trustees remain well-informed.
- The Superintendent will meet with the Board President as needed, or communicate by telephone, fax, and/or email to inform him/her of District issues that may need to come before the Board for information or action.
- The Board President may direct the Superintendent to distribute copies of documents to each Trustee for information. Email is the preferred method of distribution unless unusual circumstances dictate an alternate method.
- The Superintendent will promptly communicate information requested by a Trustee to all Trustees. If requested information is not readily available, the Superintendent shall respond to the Trustee within the five business day period informing the Trustee that the information is not readily available and will be provided in as timely manner as possible without interfering with the regular conduct of district business.

REQUESTING INFORMATION NOT RELATED TO AGENDA ITEMS:

- Members should request information not related to a meeting agenda item directly from the Superintendent with a copy of the request to the Board President. Members normally should not seek such information directly from other staff members.
- The Superintendent will determine if the information requested is available from existing sources or records or if it requires that a special, one-time-only report be developed by the District.
- If the requested information can be provided from readily available data with no diversion of staff time, then it normally will be provided within five business days after the request.
- If the request requires a special report that will divert staff time from established priorities, the Superintendent will notify the requestor and the Board President and commit to a time frame for providing the information.
- The Board President may elect to place the request for information on the next meeting agenda to determine if a majority of the Board agrees the requested information is important for its future decision-making.
- If the Board agrees that the information is important for future decision-making, then the Superintendent will direct that a report be developed and provided as requested by the Board and commit to a time frame for providing the information.
- All Trustees will receive a copy of any report generated by a Trustee's request in accordance with this procedure.

Policy Reference: BE (LEGAL), BBE (Local), BJA(LOCAL)

RESPONDING TO COMMUNITY OR EMPLOYEE COMPLAINTS OR CONCERNS

From time to time, employees or community members may seek out a Trustee to discuss a concern or complaint. While a Trustee, understandably, desires to be responsive to a constituent, the member must not lose sight of his/her role and authority when receiving such communications. The following guidelines are intended to assist the community and Trustees in handling these communications in an appropriate manner:

- Listen briefly and respectfully. Remind the complainant of the Board's responsibility to remain impartial and noncommittal because complaints may ultimately be brought to the Board on appeal. It is not a Trustee's role to seek out or investigate the information by questioning employees, students, or community members, or to engage in other investigatory activities, and it is improper for a Trustee to do so. Any Trustee who has information regarding a complaint shall recuse himself/herself from deliberations and vote if the grievance is brought to the Board.
- Determine if the complainant wishes only to express dissatisfaction or if she/he desires some action be taken to resolve the issue.
- Ask if the complainant has followed the process outlined in district's applicable complaint policy and refer complainant back to the process as the first-line approach to solving problems or addressing concerns.
- Complainants who desire some action be taken should be directed or referred to the appropriate policy outlining grievance procedures and informed that the steps listed in policy are necessary to protect everyone's rights while following an orderly process.
- If the complainant is not familiar with the District's process for resolving concerns, provide the following information:
 - The complainant should first discuss the problem with the person in authority closest to the problem.
 - If not satisfied with the resolution of the problem, the complainant should go to the administrative supervisor of the person closest to authority.
 - The administrative supervisor will help the complainant initiate any correspondence or forms required in policy and attempt to resolve the complaint.
 - If still not satisfied, the complainant may appeal to the superintendent or designee for resolution.
 - If the Superintendent is unable to resolve the issue or the complainant is still not satisfied, the formal complaint is brought to the Board following local policy.
(Policy Ref: DGBA (Local)(employee complaints), FNG (student/parent complaints), GF (public complaints))
- A Trustee may assure a complainant that he/she will pass on the complaint or concern as appropriate, but a Trustee must avoid promising a complainant, either directly or indirectly, that a particular result will occur or that particular action will be taken in response to the complaint or concern.

- Trustees will inform the Superintendent of complaints that might eventually reach his/her office from staff and community but will not direct the superintendent to take specific actions.
- Trustees will inform the Board President of complaints and concerns they have passed on to the Superintendent or which the complainant has referred to the appropriate administrator after speaking with the Trustee.
- The Superintendent shall inform the Board of the resolution of complaints referred by Trustees if the complaint requires Superintendent intervention.

Related Policies DGBA(Legal), DGBA(Local)-Pertains to employees; FNG(LEGAL), FNG(LOCAL) – Pertains to parents and students; GF(LOCAL) – Pertains to public complaints.

TRUSTEE COMMUNICATIONS WITH THE MEDIA

Regarding Executive Session Items

- The Board President or designee will serve as the Board's spokesperson to the media on issues regarding board actions.
- The Superintendent or, in his or her absence, a specified designee shall be the official District spokesperson to the media on issues of District operations or activities.
- Any Trustee who receives a call from the media requesting information, comments, or an interview will direct the media representative to the Superintendent (or Superintendent's communications department designee) for District business and to the Board President for Board-specific issues.
- Trustees shall be bound by all provisions of the open government laws concerning discussion during any closed session and the confidential nature of those discussions.

Regarding Non-Executive Session Items

- A Trustee who chooses to speak to a media representative should clarify at the beginning of the interview that he or she is speaking only as an individual and not as an authorized representative of the Board of Trustees. Along with the Trustee's personal comments, the Trustee will remind media representatives of any official position or action already taken on the issue by the Board of Trustees and refer media to the spokesperson for further information. In fact, any statement made by a Trustee is perceived by others as a Board opinion/statement.
- Written communications dealing with school district issues submitted for media publication (such as letters to the editor, magazines, blogs, etc.), with the exception of Trustee campaign material, should be coordinated with the Board President and then communicated to other Trustees. Often Trustees find that an email or printed statement serves as to document the statement which prevents misquoting the Trustee.
- It is inappropriate for a Trustee to state an opinion on an upcoming issue that is scheduled for discussion at a board meeting.

Related Policies BBF(LOCAL); BDAB(LOCAL, BJA(LOCAL), and GBB(LOCAL)

TRUSTEE COMMUNICATIONS WITH THE COMMUNITY

- Trustees are encouraged to participate in community activities as liaisons between the public and the District. When doing so, Trustees are expected to:
 - Accurately relay information about District vision, beliefs, and goals.
 - Clarify a Trustee's limitations, obligations, and responsibilities as a member of the Board.
 - Support Board decisions.
 - Interact in a positive manner.
 - Listen politely and respectfully to comments.
 - Make no commitment on behalf of the Board or District.
 - Avoid criticism of District personnel and fellow Trustees.
 - Refer questions about specific District activities to the appropriate staff person if he/she does not know the answers.
 - Be cognizant that the Trustee is seen and perceived as a Trustee. Comments or statements are not made "off the record."
- While the Board of Trustees encourages community input, it will not take action on the basis of anonymous calls or letters.
- Signed communications received by the Board or a Trustee will be forwarded to the President or Superintendent for inclusion in the board information packet.
- Written information, including the Agenda which may include confidential information, may not be shared with members of the community. Redacted Agendas are available to community members through the Superintendent.

MEMBER-TO-MEMBER COMMUNICATIONS

- General Communications
 - Trustees are expected to communicate with each other and with District staff in a professional and collegial manner to support the mission of the District.
 - Trustees should be respectful of fellow Trustees' opinions offered during deliberations.
 - Trustees may communicate information to one another provided all such communications are consistent with the member's obligations under the Texas Open Meetings Act (*Ref: Tex. Gov't Code, Ch. 551*).
 - A Trustee commits an offense if the Trustee knowingly engages in at least one communication among a series of communications that each occur outside the of a meeting authorized by the Open Meetings Act and that concern an issue within the jurisdiction of the board in which the members engaging in the individual communications constitute fewer than a quorum of members but the members engaging in the series of communications constitute a quorum of members; and
 - A Trustee commits an offense if the member knew at the time the member engaged in the communication that the series of communications involved or would involve a quorum. This would constitute a deliberation once a quorum of members engaged in the

series of communications. **All written communications dealing with the business of the District constitute public information under the Texas Public Information Act and may be subject to disclosure upon request (Ref: Tex. Gov't Code, Ch. 552).**

- Conflict Resolution
 - It is expected that Trustees will attempt to informally work out any personal or professional conflicts with each other such that the members continue to work in a collaborative and effective manner to serve the best interests of the District.
 - If conflicts arise between Trustees related to Board business that cannot be resolved through personal communications between the members, the Board President will attempt to informally mediate the conflict and achieve resolution.
- Expressing Concern about Another Member's Performance
 - Individual Trustees are encouraged to express their concerns about another member's performance.
 - If addressing the issue directly with the member does not resolve the concern, then discussion with the Board President is appropriate.
 - The Board President shall discuss the concern with the individual in question on behalf of the reporting Trustee or shall moderate a discussion between the members. If a quorum of the board is involved, the meeting must be posted and conducted in accordance with the Texas Open Meetings Act.
 - The President shall remind the Trustee whose behavior is in question about the adopted code of ethics and discuss how the questionable behavior does not comply with the code. The discussion also will identify more appropriate alternatives to the questionable behavior or refer the Trustee to policies or procedures that outline questionable behavior or refer the Trustee to policies or procedures that outline approved ways in which to deal with the issue that prompted the questionable behavior.
 - If the Trustee in question does not believe his or her behavior is in conflict with the Board's code of ethics, an agenda item specifying "evaluation of individual Trustees' performance" may be listed on the agenda for an upcoming Board meeting.
 - The matter will be discussed by the full board in closed session in an attempt to clearly identify behavior that may be inappropriate and discuss possible solutions or alternative approaches that may have a more positive impact on team cohesion and effectiveness.
 - If the concern involves the Board President, a member shall discuss his or her concerns with the Board Vice-President.
 - Members will not speak negatively about another Trustee, Superintendent, or staff in the community.
 - *Related Policies: BBFA(LEGAL), BBF(LOCAL)*

TRUSTEE VISITS TO CAMPUSES OR DISTRICT FACILITIES

- Trustees are encouraged to attend as many school events or to accept any invitations as their time permits.
- Trustees may visit any campus(outside of regularly scheduled events) after checking with the principal regarding the best time to visit, as long as the visit does not disrupt the learning process.
- Trustees shall check in with the principal's office upon arrival and follow all campus guidelines for visitors. Trustees shall display their badge identifying them as a Trustee at all times.
- Trustees may not give any direction to any staff or students, except when safety or liability is immediately at risk.
- When visiting with teachers or administrators of their own children, Trustees will make it clear that they are acting as parents rather than as Trustees.
- Trustees will not request or accept extraordinary consideration or "favors" from any District employee.

Policy Ref: GKC (Local)

BOARD DEVELOPMENT AND ADVOCACY

CONTINUING EDUCATION

- The Board places a high priority on continuing education and continuously seeks to improve Board and individual member effectiveness through intentional and deliberate participation in continuing education programs.
- Each Trustee commits to completing all legal requirements for continuing education. (see exhibit for Continuing Education Requirements).
- Board Training Hours shall be announced, in accordance with state law, at the October Board Meeting.
- The Board shall determine priority areas for continuing education for each member during the upcoming year with the use of an Annual Continuing Education Calendar. Considerations should include:
 - Training for the Board of Trustees as a Team;
 - Trustee individual growth; and
 - Financial constraints and travel required for various programs
- The Granbury ISD Board of Trustees can attend any training approved by the Texas Education Agency with permission of the school board president; Including but not limited to:
 - On-line Training
 - Team Building (conducted in district)
 - Region Service Center Workshops
 - Cross Timbers Training
 - North Texas Area Association of School Boards (NTAASB) Training
 - In-house educational updates provided by staff or invited guests
 - Education Code Update
- The Board will strive to attend a minimum of one of the following events each year as a team:
 - TASB/TASA Convention
 - TASB Summer Leadership Institute
- To ensure the most effective use of District funds, the Board President will coordinate the training activities that Trustees will attend where travel or large enrollment fees are required. Trainings not approved by the Board President will not be reimbursed.
- Trustees desiring to attend other workshops or conventions should have the request placed on a Board Agenda for approval by the Board.
- Great value is placed on Trustee participation in Continuing Education Opportunities.

Policy Ref: BBD (Local)

BOARD TRAVEL EXPENSES

Expenses incurred by Trustees related to these activities are generally reimbursable by the District. Such reimbursable expenses would include:

- Basic travel in accordance with standard district employee travel including standard fares on a commercial carrier or mileage based on the current District mileage rates; receipts required.
- Lodging in accordance with Texas State Comptroller's travel regulations.
- Per Diem of \$72.00.
- Registration and memberships – cost of registration for directly related activities are reimbursable. Cost of membership in organizations directly related to district activities is reimbursable.
- Spouse/guest – if a spouse travels with a Trustee, the District will only reimburse those costs which would have been incurred for the Trustee alone. An exception may be made for events where the Trustee and spouse/guest are expected and invited to represent the District.

NEW TRUSTEE ORIENTATION

- Local district orientation will be scheduled to take place within two weeks of the date a new Trustee takes the oath of office, but no later than four weeks.
- The Superintendent and at least one incumbent Trustee will participate in the orientation. Additional administrative staff members may also be included to present specific information about the district.
- Orientation will include, but is not limited to:
 - General district information such as:
 - Geographic area included and number of square miles
 - Campus attendance boundaries
 - Number of students, teachers, and other employees
 - Number of campuses and their enrollments.
 - Student demographics.
 - Administrative structure and director of key personnel.
 - Ongoing issues of interest to patrons.
 - Overview of district programs and operations such as:
 - District vision, mission, goals, and plans including:
 - District planning and evaluation process and calendar
 - Most recent AEIS report, campus report cards, and district annual report.
 - District budget overview including:
 - Current adopted budget summary
 - Recent trends in revenue, appropriations, tax rates, property values.
 - Annual financial audit.
 - Development process and calendar.
 - Policy development and review process and location of manuals.

- Personnel hiring practices and salary schedule.
- Superintendent performance goals, current Superintendent evaluation instrument, process and calendar.
- Team operations, including:
 - Overview of roles and responsibilities of the Board and Superintendent.
 - Required continuing education and calendar of training opportunities.
 - Current team improvement goals and continuing education targets.
 - Annual board agenda calendar.
 - Calendar of district and board events.
 - Current team operating procedures.

Related Policies: BBD(LEGAL)

BOARD ADVOCACY

The Board places a high priority on advocacy at the local, state and national level for the specific interests of the District and for public education in general.

- The Board shall create District Legislative Priorities prior to the opening of the bi-annual session of the Texas Legislature and communicate those priorities to area legislators. Those priorities may be updated as necessary to remain current and responsive.
- The Board shall annually determine a process for organized engagement between Trustees and local, state, and federal community and elected leaders.
- The Board will coordinate advocacy efforts with the District's Director of Communications and Public Affairs.
- Trustees are encouraged to maintain membership in a School Board Advocacy Network.

APPENDIX

MISSION, BELIEFS, AND DISTRICT GOALS

TRUSTEES: ETHICS (BBF LOCAL)

TEAM OPERATING PROCEDURES OVERVIEW

BOARD ACTIVITY CALENDAR

CONTINUING EDUCATION REQUIREMENT FOR TRUSTEES

TRUSTEE REQUEST FOR AGENDA ITEM FORM

VISION, BELIEFS, AND DISTRICT GOALS G2030 STRATEGIC PLAN

Granbury ISD inspires excellence and empowers all students to be future ready and positive contributors to their community.

We Believe That . . .

In partnership with our students, staff, families, and community, Granbury ISD is committed to empowering all learners to achieve academic excellence. We provide a safe, supportive learning environment based upon positive relationships, respect, integrity, and a sense of belonging. Our innovative, relevant instruction promotes critical thinking, so students become life-long learners who are future ready.

District Goals – G2030 Strategic Plan

- Goal 1** **Student Achievement:** Academic Improvement with main emphasis being student achievement at all GISD campuses.
- Goal 2** **Granbury Culture:** GISD students, staff, families, and community will be connected, supported, respected, and value the educational experience.
- Goal 3** **Human Capital:** GISD staff will be highly effective, well supported, and valued both personally and professionally.
- Goal 4** **Facilities:** Facilities will be well maintained, secure, and prepared for future growth.

Policy Ref: BQ (Local)

TRUSTEES: ETHICS (BBF LOCAL)

EQUITY IN ATTITUDE

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

TRUSTWORTHINESS IN STEWARDSHIP

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by responding positively to their concerns regarding in District affairs and by communicating the District's priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.

HONOR IN CONDUCT

- I will make no personal promise or take private action that may compromise my performance or my responsibilities.
- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.

INTEGRITY OF CHARACTER

- I will base my decisions on fact rather than supposition, opinion, or public favor.
- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.

COMMITMENT TO SERVICE

- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed. (A person commits an offense if he/she distributes information considered confidential under Government Code 552.)
- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.

STUDENT-CENTERED FOCUS

- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.
- I will be continuously guided by what is best for all students of the District.

TEAM OPERATING PROCEDURES OVERVIEW

Definition

A set of agreed upon steps or statements which define how the team will accomplish an important activity.

Benefits of Having Written Team Procedures

- Clarify expectations
- Minimize confusion and upsets
- Maximize efficiency and effectiveness
- Tell who, what when, where, and how of various situations and practices
- Improve working relationships
- Ease new members' transition
- Revise easily
- Keep agreements clear to all

Essential Characteristics of Effective Procedures

1. Statements of specific behaviors with the same meaning for all
2. Enough detail to provide the same understanding by all (who, what, when, where, why, to whom, how much, etc.)
3. Aligned with adopted policy
4. Written
5. Discussed and agreed upon by all
6. Reviewed periodically
7. Revised as needed

Tips for Developing Team Operating Procedures

- Agree as a team to develop team operating procedures
- Prioritize
- Agree on the best teamwork process
- Agree on work timelines
- Strive for shared understanding and agreement on each procedure
- Share procedures with community
- Review procedures annually or any time the team changes

CONTINUING EDUCATION REQUIREMENT FOR TRUSTEES

What board training am I required to have each year?

The answer depends on how long you've been in office. If you're a newly elected or appointed trustee, *having served fewer than 12 months*, you're required to complete training on a variety of topics, including:

- Local orientation
- Introduction to the Texas Education Code (TEC)
- Texas Open Meetings Act
- Cybersecurity
- Child Abuse Prevention
- Evaluating and Improving Student Outcomes (EISO), formerly known as Senate Bill (SB) 1566
- Team building
- An additional 10 hours of continuing education in topics of your choice

If you are an experienced trustee, *having served more than one year*, you are required to receive the following training:

- Update to the TEC following a legislative session
- Cybersecurity
- Child Abuse Prevention
- EISO (Evaluating and Improving Student Outcomes) training
- Team building
- An additional five hours of continuing education in topics of your choice

Board Training Hours are reported at the October Board Meeting.

The Granbury ISD Board has approved the following Board Trainings:

- TASB On-line Training
- Team Building (Conducted in District)
- Region Service Center Workshops
- North Texas Area Association of School Boards (NTAASB) Training
- Cross Timbers
- Education Code Update

In addition, the Board will strive to attend one of the following workshops as a team:

- TASB/TASA Convention
- Summer Leadership Institute



BOARD OF EDUCATION AGENDA ITEM REQUEST FORM

Granbury I.S.D. inspires excellence and empowers all students to be future-ready and positive contributors to their community.

*THE DEADLINE FOR SUBMITTING ITEMS FOR INCLUSION ON THE AGENDA IS NOON ON FRIDAY, TEN CALENDAR DAYS BEFORE REGULAR MEETINGS AND NOON THE THIRD CALENDAR DAY BEFORE SPECIAL CALLED MEETINGS. *BOARD PRESIDENT RESERVES THE RIGHT TO MOVE THE AGENDA ITEM TO A LATER DATE.

BOARD MEETING DATE: _____ **BOARD AGENDA ITEM:** _____

ADMINISTRATIVE AFFILIATION

- ☐ ADMINISTRATION ☐ BUSINESS OFFICE & FACILITIES ☐ CURRICULUM & INSTRUCTION ☐ COMMUNICATIONS
☐ HUMAN RESOURCES ☐ TECHNOLOGY ☐ OTHER: _____

AGENDA LOCATION/TYPE

- ☐ ADMINISTRATION ☐ BUSINESS OFFICE & FACILITIES ☐ CURRICULUM & INSTRUCTION ☐ COMMUNICATIONS
☐ HUMAN RESOURCES ☐ TECHNOLOGY ☐ OTHER: _____

STRATEGIC PLANNING GOALS: CHECK THE GOAL(S) YOUR AGENDA ITEMS APPLIES TO.

- | | | | |
|--|---|---|---|
| ☐ ACHIEVEMENT SPOTLIGHT | ☐ SUPERINTENDENTS REPORT | ☐ ADMINISTRATIVE SERVICES | ☐ HUMAN RESOURCES |
| ☐ CONSENT ITEMS | ☐ UNFINISHED BUSINESS | ☐ BUSINESS AND OPERATIONS | ☐ STUDENT SERVICES |
| ☐ ACTION ITEMS | ☐ NEW BUSINESS | ☐ CURRICULUM AND INSTRUCTION | ☐ SUPERINTENDENT |
| ☐ DISCUSSION | | ☐ COMMUNICATIONS | ☐ OTHER |

STRATEGIC PRIORITIES: CHECK THE STRATEGIC PRIORITY YOUR AGENDA ITEM APPLIES TO.

☐	☐	☐	☐
STUDENT ACHIEVEMENT Granbury ISD students will demonstrate or exceed grade-level proficiency and will be equipped with individualized future-ready skills by: 1. Strengthening the district-wide system in which all students engage daily at appropriate levels of rigor. 2. Committing to the district-wide system where teachers are provided job-embedded professional development and access to the time and data needed to meet the needs of all students.	GRANBURY CULTURE Granbury I.S.D. students, staff, families, and community will be connected, supported, respected, and value the educational experience by: 1. Establishing, refining and executing district-wide systems and structures for family and community engagement and intentional partnerships. 2. Coordinate and provide district-wide services, programs, and resources to proactively implement universal supports for all students and staff.	HUMAN CAPITAL Granbury I.S.D. staff will be highly effective, well supported, and valued both personally and professionally by: 1. Establishing a district-wide human capital strategy and execute aligned performance management practices. 2. Establishing district-wide systems for professional growth and retention.	FACILITIES Granbury I.S.D. facilities will be well maintained, secure, and prepared for future growth by: 1. Developing a district-wide system to meet and communicate facility-related needs to the community. 2. Expanding district-wide systems to ensure well-maintained and secure facilities.

RECOMMENDATION & ATTACHMENTS :

(Please attach appropriate documentation needed for other trustees to have an informed discussion or take appropriate action.)

IMPLICATIONS AND/OR FINANCIAL IMPACT:

REQUESTED BY BOARD MEMBER:

PRINTED NAME _____

SIGNATURE _____



OFFICE OF SUPERINTENDENT

For:	Board of Trustees
Date:	July 21, 2025
Action:	Approval

To:	Board of Trustees
RE:	Order of Election

SUMMARY:

Attached is a draft of the Order of Election for GISD for Trustees places 5, 6 and 7.

RECOMMENDATION:

It is recommended that the board approve this Order of Election for the November 4, 2025, General election.

Respectfully,

Dr. Courtney Morawski
Superintendent

ORDER OF ELECTION
(Orden para una Elección)

An election is hereby ordered to be held on November 4, 2025, for the purpose of electing candidates to fill Places 5, 6, and 7 Expired Terms, Board of Trustees for the Granbury Independent School District.

(Por la presente se ordena que se celebre una elección el 4 de noviembre de 2025, con el propósito de elegir candidatos para ocupar los puestos 3 y 4, plazo vencido, en la Junta de Fideicomisarios del Distrito Escolar Independiente de Granbury.)

Early voting by personal appearance will be conducted as follows:
(La votación temprana en persona se llevarán a cabo de la siguiente manera)

Voters in Hood County

Main Early Voting Site (Sitio Principal de Votacion)

Hood County Annex 1
1410 W Pearl St.
Granbury, TX. 76048

Regular Early Voting Hours and Days (Horas y días regulares de votacion anticipada)

Monday October 20, 2025	Lunes 20 de octubre de 2025	8:00 AM-5:00 PM
Tuesday October 21, 2025	Martes 21 de octubre de 2025	8:00 AM-5:00 PM
Wednesday October 22, 2025	Miercoles 22 de octubre de 2025	8:00 AM-5:00 PM
Thursday October 23, 2025	Jueves 23 de octubre de 2025	8:00 AM-5:00 PM
Friday October 24, 2025	Viernes 24 de octubre de 2025	8:00 AM-5:00 PM
Saturday October 25, 2025	Sabado 25 de octubre de 2025	7:00 AM-7:00 PM
Sunday October 26, 2025	Domingo 26 de octubre de 2025	12:00 PM-6:00 PM
Monday October 27, 2025	Lunes 27 de octubre de 2025	7:00 AM-7:00 PM
Tuesday October 28, 2025	Martes 28 de octubre de 2025	7:00 AM-7:00 PM
Wednesday October 29, 2025	Miercoles 29 de octubre de 2025	7:00 AM-7:00 PM
Thursday October 30, 2025	Jueves 30 de octubre de 2025	7:00 AM-7:00 PM
Friday October 31, 2025	Viernes 31 de octubre de 2025	7:00 AM-7:00 PM

Voters in Parker County

Main Early Voting Sites (Sitio Principal de Votacion)

Parker County Election Building
801 Santa Fe Dr
Weatherford, 76086

Branch Voting Sites (Sitios de votacion de sucursales)

Springtown Courthouse Annex
Council Chambers
200 N Main
Springtown, 76082

Peaster ISD Rock Gym
Back Room of Gym
8512 FM RD 920
Peaster, 76088

Aledo ISD Admin Building
Louden Room
1008 Bailey Ranch Rd
Aledo, 76008

Hudson Oaks Public Safety Building
Training Room
150 N. Oakridge Dr
Hudson Oaks, 76087

Azle City Hall
Community Room
505 W Main St
Azle, 76020

Willow Park Public Safety Building
Training Room
101 Stagecoach
Willow Park, 76087

Olive Branch Masonic Lodge

201 Grindstone Rd.
Brock, 76087

Millsap City Hall
Council Chambers
208 Fannin St
Millsap, 76066

Regular Early Voting Hours and Days (Horas y dias regulares de votacion anticipada)

Monday October 20, 2025	Lunes 20 de octubre de 2025	8:00 AM-5:00 PM
Tuesday October 21, 2025	Martes 21 de octubre de 2025	8:00 AM-5:00 PM
Wednesday October 22, 2025	Miercoles 22 de octubre de 2025	8:00 AM-5:00 PM
Thursday October 23, 2025	Jueves 23 de octubre de 2025	8:00 AM-5:00 PM
Friday October 24, 2025	Viernes 24 de octubre de 2025	8:00 AM-5:00 PM
Saturday October 25, 2025	Sabado 25 de octubre de 2025	7:00 AM-7:00 PM
Sunday October 26, 2025	Domingo 26 de octubre de 2025	10:00 AM-4:00 PM
Monday October 27, 2025	Lunes 27 de octubre de 2025	7:00 AM-7:00 PM
Tuesday October 28, 2025	Martes 28 de octubre de 2025	7:00 AM-7:00 PM
Wednesday October 29, 2025	Miercoles 29 de octubre de 2025	7:00 AM-7:00 PM
Thursday October 30, 2025	Jueves 30 de octubre de 2025	7:00 AM-7:00 PM
Friday October 31, 2025	Viernes 31 de octubre de 2025	7:00 AM-7:00 PM

Voters in Somervell County

Main Early Voting Site (Sitio Principal de Votacion)

County Annex, Conference Room

206 Elm St. Glen Rose, TX

Monday, October 20, 2025 – Friday, October 31, 2025

HOURS: 8:00am – 5:00pm

Saturday, October 25, 2025

HOURS: 7:00am – 7:00pm

Sunday, October 26, 2025

HOURS: 9:00am – 3:00pm

Voters in Johnson County

Main Early Voting Site (Sitio Principal de Votacion)

Johnson County Elections

103 S. Walnut St.

Cleburne, Texas 76033

Early voting by personal appearance will be conducted at the following location:

Monday, October 20, 2025 - Friday, October 24, 2025, hours: 8:00 am until 5:00 pm

Monday, October 27, 2025 - Friday, October 31, 2025, hours: 7:00 am until 7:00 pm

Saturday, October 25, 2025, 7:00 am to 7:00 pm & Sunday, October 26, 2025, 10:00 am to 4:00 pm

Applications for ballot by mail shall be mailed to:

(Las solicitudes para las boletas electorales por correo deben ser enviadas a:)

Johnson County Elections
103 S. Walnut St
Cleburne, Texas 76033

Hood County Elections
1410 West Pearl St
Granbury, Texas 76048

Parker County Elections
PO Box 639
Weatherford 76086

Somervell County
PO Box 1355
Glen Rose, TX 76043

Issued this _____ day of _____, 20 _____. (day) (month) (year)

Signature of Presiding Officer
(Firma del Dirigente que Preside)

Signature of Board Member
(Firma del Dirigente que Preside)

Signature of Board Member
(Firma del Dirigente que Preside)

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(Firma del Dirigente que Preside)

Authorized Signature
(Firma Authorized)

ELECTION AGREEMENT
FOR JOHNSON COUNTY AND GRANBURY INDEPENDENT SCHOOL DISTRICT
NOVEMBER 4, 2025

THIS AGREEMENT is made and entered into this ____ day of _____ 2025, by and between the COUNTY OF JOHNSON, TEXAS, acting by and through the Johnson County Elections Administrator (hereinafter referred to as "COUNTY") and GRANBURY INDEPENDENT SCHOOL DISTRICT, acting by and through its superintendent or his designee (hereinafter referred to as "ISD").

WHEREAS, the COUNTY will be conducting the ISD General/Special Election on November 4, 2025, for registered voters of Johnson County, Texas residing within ISD; and

WHEREAS, pursuant to Sec. 31.093, Texas Elections November 4, the County Elections Administrator is required to enter a contract with ISD to conduct and furnish election services for this November 4, 2025, General/Special Election of ISD; and

WHEREAS, ISD desires that the Johnson County Elections Administrator conduct and coordinate this election; NOW THEREFORE,

FOR AND IN CONSIDERATION of the mutual project referenced herein, the parties hereto agree to hold an election on November 4, 2025, from 7:00 a.m. until 7:00 p.m., in accordance with Section 271.002, Texas Election, and that said election to be conducted pursuant to the terms of this agreement.

I. AGREEMENT

GENERAL TERMS:

- 1.01 On November 4, 2025, the election shall be held from 7:00 AM until 7:00 PM, that day, at the location listed on Exhibit B.**
- 1.02 The political subdivision participating in the election on November 4, 2025, shall have and use the election Judges and ES&S Express Vote voting equipment.**

II. JOHNSON COUNTY

- 2.01 The COUNTY agrees to coordinate, supervise, and conduct the Election, pursuant to the provisions of the Texas Election unless specifically provided otherwise in this Agreement with the understanding that the Election is only for the registered voters of Johnson County, Texas residing within the ISD.
- 2.02 The Elections Administrator shall perform the following duties:
- a. Designate voting locations and contact the owners or custodians of public (or if unavailable, private) buildings and arrange for their use. Such voting locations shall be furnished to ISD as soon as possible.
 - b. Appoint, notify with the writ of election, and train the presiding judges and alternate judges and clerks.
 - c. Compensate election judges, alternate judges and clerks.
 - d. Transport voting equipment to and from each polling location.
 - e. Rent, if necessary, voting locations.
 - f. Provide the election judges with lists of registered voters.
 - g. Preparation of programs and test materials for tabulation of the ballots to be used with electronic voting equipment in accordance with the provisions of the Texas Election and of this Agreement.
 - h. Publish notice of the date, time, and place of the testing of the electronic tabulation equipment and conduct such testing.

III. EARLY VOTING AND ELECTION DAY VOTING

- 3.01 Early Voting by Personal Appearance
- a. The Elections Administrator, Joy Adams, shall serve as Early Voting Judge for the ISD General/Special Election and other judges and clerks shall be appointed by her as needed.
 - b. Early Voting by personal appearance shall be conducted at the locations listed on Exhibit A.

- c. Early Voting by personal appearance will begin on October 20, 2025, and will end on October 31, 2025, there will be early voting on Saturday. There will be no early voting on Sunday, or legal holidays, unless otherwise agreed to by the parties.
- d. Temporary extended hours at those sites listed as in sec: 85.005 of the Election.

3.02 Early Voting by Mail:

- a. The COUNTY shall be responsible for early voting ballot requests by mail.
- b. ISD shall forward any requests by mail applications to the COUNTY.
- c. The COUNTY shall be responsible for all preparation of mail ballots including mailing ballots to voters.

3.03 The Ballot Board Judge for the ISD shall be designated by the COUNTY. The Early Voting Ballot Board's duties will include:

- (1) Serve as Signature Verification Committee
- (2) Prepare the mail ballots for tabulation.
- (3) Convene to count provisional ballots and late ballots from out of the country, if any. (9th day after Election Day).

3.04 Election Day Voting:

The COUNTY shall be responsible for the following:

- a. Procure, prepare, and distribute supplies and the ES&S Express Vote and other election equipment for personal appearance on Election Day.
- b. Procure, prepare, and distribute Election Day supplies, tables, chairs if needed, and equipment, including ballots.
- c. Supervise the handling and disposition of election returns, tabulate unofficial returns, and assist in preparing the tabulation for the official canvass.
- d. Prepare the canvass report after all precincts have been counted and make available a copy of the appropriate part of the tabulation report.
- e. Conduct the manual count.

- 3.05 Serve as custodian of election records and store election records as provided by Section 66.058 of the Texas Election for a period of 22 months.

IV. ISD

ISD shall have the following responsibilities in conducting this election on November 4, 2025.

- 4.01 Prepare any election orders, resolutions, notices, and other pertinent documents for adoption for execution by the appropriate officer; and take all actions required by law for calling the election, handling contests, canvassing the returns, and declaring the results of the election.
- 4.02 Prepare and publish information for the required election notice.
- 4.03 Deliver to the Elections Administrator the official wording, including Spanish translation, to be printed on the optical scan ballot. All documents must be delivered to the County Elections office by the 18th day of August 2025
- 4.04 Approve final optical scan ballot wording for content, form, and spelling.
- 4.05 Prepare and publish the Notice of Election, which is the required and described method of giving notice in accordance with the Texas Election (Sec 4.003(a) (1).
- 4.06 Provide maps and other reference guides.
- 4.07 Assist the Election Administrator with providing Election Personnel.
- 4.08 Pursuant to Texas Election Sec. 67.003, canvass the official results between the 3rd and 11th day following the election.

V. PAYMENT FOR SERVICES

- 5.01 In consideration for the services and expenses provided by the County for conducting this election, the County shall be reimbursed for the optical scan ballots, ballot layout, media, coding the ES&S Express Vote equipment, DS950 tabulator, voting supplies, Election Judges, Clerks, Central Count, Ballot Board, a 10 % administration fee, and any other expenses listed on Exhibit C.
- 5.02 Should a recount be required, those costs associated with the recount, if any, shall be in accordance with the provisions of the Texas Election.
- 5.03 The official for parties to contact for all purposes shall be listed at the end of the Agreement. All notices and other deliveries under the Agreement shall be delivered to said individual so listed.

VI. RUN-OFF ELECTION

- 6.01 In the event there is a run-off election, this Agreement shall be extended for the time necessary to conduct the run-off election and the ISD and COUNTY agree to continue to perform their respective responsibilities as set forth in this Agreement as are applicable to a run-off election. ISD will be responsible for all additional costs associated with the run-off election incurred by COUNTY. Any additional costs owed to COUNTY by ISD will be invoiced by COUNTY and ISD agrees to pay said invoiced amount within thirty (30) days of receipt of the invoice from COUNTY.

VII. TERMINATION IF ELECTION IS CANCELED

- 7.01 In the event that the election is canceled due to all candidates being unopposed, County and ISD agree that this Agreement will be terminated, and ISD will owe a cancellation fee of \$75.00 to be paid by ISD within thirty (30) days of said cancellation.

ACCEPTANCE:

On behalf of Johnson County Elections Administration, I hereby accept the terms of the Agreement. Signed the ____ day of _____, 2025.

Joy Adams
Elections Administrator
Johnson County, Texas

On behalf of Granbury Independent School District, I hereby accept the terms of this Agreement. Signed the ____ day of _____, 2025.

Dr. Courtney Morawski, Granbury ISD
Superintendent

IN WITNESS WHEREOF, the above Agreement was adopted at a meeting of the Commissioner's Court of Johnson County on the ____ day of _____, 2025

COUNTY OF JOHNSON

County Judge
Johnson County Commissioners
Court

Officials for notice:
Joy Adams
Elections Administrator
Johnson County
P.O. Box 895
Cleburne, Texas 76033

Dr. Courtney Morawski
Superintendent
Granbury Independent School District
217 N. Jones St.
Granbury, Texas 76048

Grandbury ISD General Election
November 4, 2025
Early Voting Locations
(Elecciones generales de la isd de Granbury
4 de noviembre del 2025 ubicaciones de votación anticipada)

October 20, 2025, through October 31, 2025, is the period for early voting by personal appearance (Sec. 85.001). Any voter qualified to vote in November 4, 2025, Granbury ISD General Election is eligible for early voting by personal appearance.
Monday, October 20, 2025 - Friday, October 24, 2025; hours: 8:00 am until 5:00 pm
Monday, October 27, 2025 - Wednesday, October 29, 2025; hours: 8:00 am until 5:00 pm
Thursday, October 30, 2025 – Friday, October 31, 2025; hours: 7:00 am until 7:00 pm
(Del 23 de octubre del 2025 al 31 de octubre del 2025 es el periodo para la votación anticipada por apariencia personal (Sec. 85.001). Cualquier votante calificado para votar en las elecciones generales de la isd de Granbury del 4 de noviembre del 2025 es elegible para la votación anticipada en apariencia personal.
lunes, 20 de octubre del 2025 – viernes, 24 de octubre, del 2025; horas: de 8:00 am a 5:00 pm
lunes, 27 de octubre del 2025 – miércoles, 29 de octubre, del 2025; horas: de 8:00 am a 5:00 pm
jueves, 30 de octubre del 2025 - viernes, 31 de octubre, del 2025; horas: 7:00 am a 7:00 pm)

Hours for additional weekend early voting will be extended at all early voting locations to include:

Saturday October 25, 2025, 8:00 am to 4:00 pm

(Las horas adicionales para la votación adelantada durante el fin de semana serán extendidas en todas las ocho ubicaciones para votación adelantada incluyendo:
sábado, 25 de octubre del 2025, 8:00 am hasta 4:00 pm)

Voters may choose to vote in any one of the below locations regardless of where they reside in Johnson County.

(Los votantes pueden elegir votar en cualquiera de los siguientes lugares, independientemente de dónde residan en el condado de Johnson).

Comm. Pct. 1: Main: (Comisario, Recinto 1) (Primario)	Johnson County Elections (Elecciones del condado de Johnson) 103 S. Walnut St. Cleburne, Texas 76033
Comm. Pct. 2: (Comisario, Recinto 2)	Burleson Sub-Courthouse (Tribunal secundario de Burleson) 247 Elk Dr. Rm. 212 Burleson, Texas 76028
Comm. Pct. 3: (Comisario, Recinto 3)	Alvarado Sub-Courthouse (Tribunal secundario de Alvarado) 206 N. Baugh St. Alvarado, Texas 76009
Comm. Pct. 3: (Comisario, Recinto 3)	Pct. 3 Maintenance Facility (Instalación de mantenimiento del Pct. 3) 10420 E. FM 917 Alvarado, Texas 76009
Comm. Pct. 4: (Comisario, Recinto 4)	Keene City Hall (Ayuntamiento de Keene) 1000 N. Old Betsy Rd. Cleburne, Texas 76031

Sec. 85.062 Texas Election Code

(2)The Commissioners court of a county with a population of 120,000 or more but less than 400,000 shall establish one or more early voting polling places other than the main early voting polling place in each Commissioners precinct containing territory covered by the election.

Granbury ISD General Election
November 4, 2025 7:00 am-7:00 pm
Election Day Locations
*(Elecciones generales de la isd de Granbury
4 de noviembre del 2025 7:00 a.m. a 7:00 p.m. lugares de votación)*

Voting Pct.	Name & Address
1	Chisholm Summit Community Church <i>(Iglesia Comunitaria Chisholm Summit)</i> 9705 CR 1016 Burleson, Texas 76028
15	Bono Baptist Church <i>(Iglesia Bautista Bono)</i> 6349 Bono Rd. Godley, Texas 76044
30	City Park Pavilion of Godley <i>(Pabellón del parque de la ciudad de Godley)</i> 104 E. Allen Ave. Godley, Texas 76044

Exhibit C

COST OF SERVICE. Granbury ISD shall pay for services, supplies, and equipment in accordance with the following estimated cost schedule. Granbury ISD will be liable to pay all the expense that have endured; and a 10% administration fee.

GRANBURY ISD : 2025 NOVEMBER 4TH

Contracted Election with Johnson County/Shared Ballot 5 EV & 3 ED Location.

Pct. 1, 15, & 30

1. VOTING EQUIPMENT, TABULATION NOTICE, AND BUILDING RENTAL		Estimated Cost
<u>(X) Rental ES&S DS950 Tabulator</u>		\$500.00
<u>(X) Rental ES&S Express Vote for HAVA</u>		\$500.00
<u>(X) Programming Charges/Coding/Media/ shipping for DS950 Central Count & Express Vote</u>		\$2,000.00
<u>(X) Printing Ballots/Layout/Spanish Coding/Shipping</u>		\$3,000.00
<u>(X) Publish Notice of Tabulation Test</u>		\$75.00
<u>(X) Building Rental/Mileage Reimbursement</u>		\$200.00
2. CENTRAL COUNT EXPENSES		
<u>(X) CCS Personnel</u>		\$750.00
<u>(X) Early Voting Ballot Board Personnel</u>		\$500.00
<u>(X) Provisional/Late Ballot Board Personnel</u>		\$100.00
<u>(X) Security</u>		\$400.00
3. ESTIMATED EARLY VOTING COSTS		
<u>(X) Ballot by Mail GBS</u>		\$100.00
<u>(X) Early Voting Personnel</u>		\$6,000.00
<u>(X) Early Voting Supplies</u>		\$200.00
4. ESTIMATED ELECTION DAY COSTS		
<u>(X) Election Day Personnel</u>		\$600.00
<u>(X) Election Day Supplies</u>		\$300.00
Subtotal		\$15,225.00
5. CONTRACT ADMINISTRATIVE FEE & TOTAL COST		
10% of Subtotal		\$1,522.50
TOTAL COST		\$16,747.50

*Please note that the cost provided is an estimate and may vary based on final services rendered.



THE STATE OF TEXAS
COUNTY OF PARKER

JOINT ELECTION AGREEMENT AND CONTRACT FOR ELECTION SERVICES

THIS CONTRACT for election services is made by and between Parker County
Elections Administrator and the following political subdivisions.

Independent School Districts

ALEDO
AZLE
BROCK
GARNER
GRANBURY
LIPAN
MILLSAP
MINERAL WELLS
PEASTER
POOLVILLE
PERRIN-WHITT
SPRINGTOWN
WEATHERFORD

Cities

ALEDO
ANNETTA
ANNETTA NORTH
ANNETTA SOUTH
AZLE
BROCK
COOL
CRESSON
DENNIS
FORT WORTH
HUDSON OAKS
MILLSAP
MINERAL WELLS
PEASTER
RENO
SANCTUARY
SPRINGTOWN
WEATHERFORD
WILLOW PARK



Emergency Service Districts

No. 1
No. 3
No. 6
No. 7
No. 8
No. 9

College

WEATHERFORD COLLEGE

Hospital

PARKER COUNTY HOSPITAL DISTRICT

MUD

CRESSON CROSSROADS MUD #2

SUD

WALNUT CREEK SPECIAL UTILITU DISTRICT

APPRAISAL DISTRICT

PARKER COUNTY



This contract is made pursuant to Texas Election Code Sections 31.092 and 271.002 and Texas Education Code Section 11.0581 for a joint **NOVEMBER 4, 2025** election to be administered by Jenise “Crickett” Miller, Parker County Elections Administrator, hereinafter referred to as “Elections Administrator.”

RECITALS

Each participating authority listed above plans to hold a special or general election **NOVEMBER 4, 2025**.

The county owns an electronic voting system, the HART InterCivic Verity DUO Voting System (Version 2.3.1), which has been duly approved by the Secretary of State pursuant to Texas Election Code Chapter 122 as amended, and is compliant with the accessibility requirements for persons with disabilities set forth by Texas Election Code Section 61.012. The contracting political subdivisions desire to use the County’s electronic voting system and compensate the County for such use and to share in certain other expenses connected with joint elections in accordance with the applicable provisions of Chapters 31 and 271 of the Texas Election Code, as amended.

NOW THEREFORE, in consideration of the mutual, agreements, and benefits to the parties, IT IS AGREED as follows:

I: ADMINISTRATION

The parties agree to hold a “Joint election” with Parker County and each other in accordance with chapter 271 of the Texas Election Code and this agreement. The Parker County Elections Administrator shall coordinate, supervise, and handle all aspects of administering the joint Election as provided in this agreement. Each participating authority agrees to pay the Parker County Elections Administrator for equipment, supplies, services, and administrative costs as provided in this agreement. The Parker County Elections Administrator shall serve as the administrator for the Joint Election; however, each participating authority shall remain responsible for the decisions and actions of its officers necessary for the lawful conduct of its election. The Elections Administrator shall provide advisory services in connection with decisions to be made and actions to be taken by the officers of each participating authority as necessary.

It is understood that other political subdivisions may wish to participate in the use of the County’s electronic voting system and polling places, and it is agreed that the Elections Administrator may enter into other contracts for election services for those purposes on terms and conditions generally similar to those set forth in this contract. In such cases, costs shall be pro-rated among the participants according to Section XI of this contract.

At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The participating parties shall share a mutual ballot in those polling locations where jurisdictions overlap. However, in no instance shall a voter be permitted to receive a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. Multiple ballot styles shall be available in those shared polling locations where jurisdictions do not overlap.



II: LEGAL DOCUMENTS

Each participating authority shall be responsible for the preparation, adoption, and publication of all required election orders, resolutions, and other pertinent documents required by the Texas Election Code and/or the participating authority's governing body, charter, or ordinances, except that the Elections Administrator shall be responsible for the preparation and publication of all voting system testing notices and election notice's that are required by the Texas Election Code.

Preparation of the necessary materials for the notices and the official ballot shall be the responsibility of each participating authority, including translation to Spanish. Each participating authority shall provide a copy of their respective election orders and notices to Parker County Elections Administrator.

The Elections Administrator shall prepare a submission, on behalf of all participating authorities, to the United States Department of Justice for preclearance of the joint election procedures and polling locations, pursuant to the Voting rights Act of 1965, as amended. The Elections Administrator will provide to each participating authority a photocopy of the joint submission and correspondence from the Department of Justice. (If Required)

The joint submission prepared by the Elections Administrator will NOT include submissions of information for any special elections held by the participating authorities. Participating authorities are hereby notified and encouraged to prepare their own submissions to the United States Department of Justice for special election procedure, or any changes that are specific to their own political subdivision.

By signing this agreement each participating authority certifies that it has no unresolved preclearance or voting rights issues known to it that would preclude or delay approval by the Department of Justice for the joint election.

The Elections Administrator will file an amended submission to the United States Department of Justice in the event that any polling location is changed after the original submission is filed, including changes resulting from the withdrawal of one or more participating authorities pursuant to Section XII of this contract.

III: POLLING LOCATIONS

The Elections Administrator shall select and arrange for the use of and payment for all Election Day polling locations. Polling locations will be, whenever possible, the usual polling location for each election precinct in elections conducted by the county, and shall be compliant with the accessibility requirements established by Texas Election Code Section 43.034 and the Americans with Disabilities act (ADA). The proposed EARLY VOITNG polling locations are listed in Exhibit A of this Agreement. In the event that a polling location is not available or appropriate, the Elections Administrator will arrange for use of an alternate location with the approval of the affected participating authorities. The Elections Administrator shall notify the participating authorities of any changes from the polling locations listed in Exhibit A.

If polling locations for the **MAY 3, 2025** joint election are different from the polling locations used by a participating authority in its most recent election, the Elections Administrator agrees to post a notice no later than **APRIL 17, 2025** at the entrance to any previous polling places in the jurisdiction stating that the polling location has changed and stating the political subdivisions' polling location name and address in affect for the **NOVEMBER 4, 2025**. This notice shall be written in both English and Spanish languages.



IV: ELECTION JUDGES, CLERKS, AND OTHER PERSONNEL

Parker County shall be responsible for the appointment of the presiding judge and alternate judge for each polling location. The Elections Administrator shall make emergency appointments of the election officials if necessary.

Upon request by the Elections Administrator, each participating authority agrees to assist in recruiting polling location officials who are bilingual (fluent in both English and Spanish). In compliance with the Federal Voting Rights Act of 1965, as amended, each polling location containing more than 5% Hispanic populations as determined by the 2010 Census shall have one or more election officials who are fluent in both English and Spanish languages. If a presiding judge is not bilingual, and is unable to appoint a bilingual clerk, the Elections Administrator may recommend a bilingual worker for the polling location. If the Elections Administrator is unable to recommend or recruit a bilingual worker, the participating authority or authorities served by the polling location shall be responsible for recruiting a bilingual worker for translation services at that polling location.

The Elections Administrator shall notify all election judges of the eligibility requirements of Subchapter C of Chapter 32 of the Texas Election Code, and will take the necessary steps to ensure that all judges appointed for the Joint Election are eligible to serve.

The Elections Administrator shall arrange for the training and compensation of all election judges and clerks. The Elections Administrator shall arrange for the date, time, and place for presiding judges to pick up their election supplies. Each presiding election judge will be sent a letter from the Elections Administrator notifying him of his/her appointment, the time and location of training and distribution of election supplies, and the number of election clerks that the presiding judge may appoint.

Each election judge and clerk will receive compensation at the hourly rate established by Parker County pursuant to Texas Election Code Section 32.091. The election judge will receive an additional sum of \$25.00 for picking up the election supplies prior to the Election Day and for returning the supplies and equipment to the central counting station after the polls close.

Election judges and clerks who attend voting equipment training and/or procedures training shall be compensated at the same hourly rate that they are to be paid on election Day.

The Election Administrator may employ other personnel necessary for the proper administration of the election, including such part time help as is necessary to prepare for the election to ensure the timely delivery of supplies during early voting and on Election Day, and for the efficient tabulation of ballots at the central counting station. Part Time personnel working as members of the Early Voting Ballot Board and/or central counting station on election night will be compensated at the hourly rate set by Parker County in accordance with election Code Sections 87.005, 127.004, and 127.006.

V: PREPARATION OF SUPPLIES AND VOTING EQUIPMENT

The Elections Administrator shall arrange for all election supplies and voting equipment including, but not limited to, official ballots, sample ballots, voter registration lists, and all forms, signs, maps, and other materials used by the election judge at the polling locations. The Elections Administrator shall ensure availability of tables, and chairs at each polling place and shall procure rented tables and chairs for those polling locations that do not have tables or chairs.



At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The participating parties shall share a mutual ballot in those precincts where jurisdictions overlap. However, in no instance shall a voter be permitted to receive a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. Multiple ballot styles shall be available in those shared polling locations where jurisdictions do not overlap. The Elections Administrator shall provide the necessary voter registration information, instructions, and other information needed to enable the election judges in the polling locations that have more than one ballot style to conduct proper elections.

Each participating authority shall furnish the Elections Administrator a list of candidates and/or propositions showing the order and the exact manner in which the candidate name and/or propositions are to appear on the official ballot (including titles and text in each language in which the authority's ballot is to be printed). Each participating authority shall be responsible for proofreading and approving the ballot insofar as it pertains to that authority's candidates and/or propositions.

The Elections Administrator shall be responsible for the preparation, testing and delivery of the voting equipment for the election as required by election Code.

The Elections Administrator shall conduct criminal background checks on relevant employees upon hiring as required by Texas Election Code Section 129.051(g).

IV: EARLY VOTING

The participating authorities agree to conduct joint early voting and to appoint the Elections Administrator as the Early Voting clerk in accordance with Sections 31.097 and 271.006 of the Texas Election Code. Each participating authority agrees to appoint the Elections Administrator's permanent county employees as deputy early voting clerks. The participating authorities further agree that the Elections Administrator may appoint other deputy early voting clerks to assist in the conduct of early voting necessary, and that these additional deputy early voting clerks shall be compensated at an hourly rate set by Parker County pursuant to Section 83.052 of the Texas Election Code. Deputy early voting clerks who are permanent employees of the Parker County Elections Administrator or any participating authority shall serve in that capacity without additional compensation.

Early Voting by personal appearance will be held at the polling locations, dates, and times listed in Exhibit "A" of this document and shall be the Early Voting sites to be used in the Parker County GENERAL/SPECIAL ELECTION to be held on **NOVEMBER 4, 2025**. Any qualified voter of the Joint Election may vote early by personal appearance at any of the joint early voting locations.

As Early Voting Clerk, the Elections Administrator shall receive applications for early voting ballots to be voted by mail in accordance with Chapters 31 and 86 of the Texas Election Code. Any requests for early voting ballots to be voted by mail received by the participating authorities shall be forwarded immediately by fax or courier to the Elections Administrator for processing.

The Elections Administrator shall provide each participating authority a copy of the early voting report on a daily basis and a cumulative final early voting report following the election. In accordance with Section 87.121 (g) of the Texas Election Code, the daily reports showing the previous day's early voting activity will be distributed to each authority no later than 5pm each business day if requested in writing.



VII: EARLY VOTING BALLOT BOARD

Parker County shall appoint an Early Voting Ballot Board (EVBB) to process early voting results from the Joint Election. The Presiding Judge, with the assistance of the Elections Administrator, shall appoint two or more additional members to constitute the EVBB. The Elections Administrator shall determine the number of EVBB members required to efficiently process the early voting ballots.

VIII: CENTRAL COUNTING STATION AND ELECTION RETURNS

The elections Administrator shall be responsible for establishing and operating the central counting station to receive and tabulate the voted ballots in accordance with the provisions of the Texas Election Code and of this agreement.

Parker County hereby in accordance with Sections 127.002, 127.003 and 127.005 of the Texas Election Code, appoint the following central counting station officials:

Early Voting Clerk:	Jenise "Crickett" Miller
Central Counting Station Manager/Tabulation:	Debbie Braudaway
Assistant Tabulation Supervisor:	Stacey Bryan
Central Count Assistants:	Lori Williams
	Angie Hudson

The counting station manager or his/her representative shall deliver timely cumulative reports of the election results as precincts report to the central count station. The manager shall be responsible for releasing unofficial cumulative totals and precinct returns from the election to the joint participants, candidates, press, and general public on the Parker County Elections Website (www.parkercountytexas.com/482/Election-Results). To ensure the accuracy of reported election returns, results printed on the tapes produced by Parker County's voting equipment will not be released to the participating authorities at the remote collection sites or by phone from individual polling locations.

The Elections Administrator will prepare OFFICIAL canvass reports that are necessary for the compliance with Texas Election Code Section 67.004 after all precincts have been counted and will deliver a copy of these OFFICIAL canvass reports to each participating authority as soon as possible after all returns have been tabulated. Each participating authority shall be responsible for the official canvass of its respective election(s).

The Elections Administrator will prepare the electronic precinct by precinct results for uploading to the Secretary of State as required by section 67.017 of the Texas Election Code.

The Elections Administrator shall be responsible for conducting the post-election manual recount required by Section 127.201 of the Texas Election Code unless a waiver is granted by the Secretary of State. Notification and copies of the recount, if waiver is denied, will be provided to each participating authority and the Secretary of State's Office.



IX: PARTICIPATING AUTHORITIES WITH TERRITORY OUTSIDE PARKER COUNTY

Each participating authority must contract with every county their territory falls within according to the Texas Election Code.

X: RUN-OFF ELECTIONS

Each participating authority shall have the option of extending the terms of this agreement through its run-off election, if applicable. In the event of such run-off election, the terms of the agreement shall automatically extend unless the participating authority notifies the Elections administrator in writing within 3 business days of the original election.

Each participating authority shall reserve the right to reduce the number of early voting and /or Election Day polling locations in a run-off election. If necessary, any voting changes (polling locations) made by a participating authority between the original election and the run-off election shall be submitted by the authority making the change to the United States Department of Justice for the preclearance required by the Federal Voting Rights Act of 1965, as amended.

Each participating authority agrees to order any run-off election(s) at or before its meeting for canvassing the votes from the **MAY 3, 2025** election and to conduct its drawing for ballot positions at or immediately following such meeting in order to expedite preparations for its run-off election. Runoff date will be **JUNE 7, 2025**, if runoff is needed.

Each participating authority eligible to hold run-off elections agrees that the date of the run-off election, if necessary, shall be determined jointly by the participating authority (ies) and the Elections Administrator.

XI: ELECTION EXPENSE AND ALLOCATION OF COSTS

The participating authorities agree to share the costs of administering the Joint Election. Allocation of costs will be estimated and where multiple participants are utilizing polling location, costs will be shared. Costs for Early Voting by Personal Appearance, Early Voting by Mail, and ballot programming shall be allocated based upon the fees agreed to by the participating authorities.

Costs for Early Voting by Mail shall be allocated according to the actual number of ballots mailed to each participating authority's voters.

Each participating authority agrees to pay the Parker County Elections Administrator an administrative fee equal to ten percent (10%) of its total billable costs in accordance with Section 31.100(d) of the Texas Election Code.

The Parker County Elections Administrator shall deposit all funds payable under this contract into the appropriate fund(s) within the county treasurer in accordance with election Code Section 31.100.

XII: WITHDRAWAL FROM CONTRACT DUE TO CANCELLATION OF ELECTION

Any participating authority may withdraw from this agreement and the Joint Election should it cancel its election in accordance with Sections 2.051-2.053 of the Texas Election Code. The withdrawing authority is fully liable for any expenses incurred by the Parker County Elections Administrator on behalf of the authority plus an administrative fee of ten percent



(10%) of such expenses. The minimum fee shall be \$75.00. Any monies over the \$75.00 minimum fee will be due within thirty days of the withdrawal from the contract.

XII: RECORDS OF THE ELECTION

The Elections Administrator is hereby appointed general custodian of the voted ballots and all records of the Joint Election as authorized by Section 271.010 of the Texas Election Code.

Access to the election records shall be available to each participating authority as well as to the public in accordance with applicable provisions of the Texas Election Code and the Texas Public Information Act. The election records shall be stored at the offices of the Elections Administrator or at an alternate facility used for storage of county records. The Elections Administrator shall ensure that the records are maintained in an orderly manner so that the records are clearly identifiable and retrievable.

Records of the election shall be retained and disposed of in accordance with the provisions of Section 66.058 of the Texas Election Code. If records of the election are involved in any pending election contest, investigation, litigation, or open records request, the Elections Administrator shall maintain the records until final resolution or until final judgement, whichever is applicable. It is the responsibility of each participating authority to bring to the attention of the Elections Administrator any notice of pending election contest, investigation, litigation, or open records request which may be filed with the authority.

XIV: RECOUNTS

A recount may be obtained as provided by Title 13 of the Texas Election Code. By signing this document, the presiding officer of the contracting participating authority agrees that any recount shall take place at the offices of the Elections Administrator, and that the Elections Administrator shall serve as Recount Supervisor, and the participating authority's official or employee who performs the duties of the secretary under the Texas Election Code shall serve as Recount Coordinator.

The Elections Administrator agrees to provide advisory services to each participating authority as necessary to conduct a proper recount.

XV: MISCELLANEOUS PROVISIONS

1. Each participating entity shall be solely responsible for providing the Elections Administrator with a street index along with the ranges for their entity's district for the **NOVEMBER 4, 2025** election by **JULY 21, 2025**.
2. It is understood that to the extent space is available, other districts and political subdivisions may wish to participate in the use of the county's election equipment and polling locations, and it is agreed that the Elections Administrator may contract with such other districts or political subdivisions for such purposes, and that in such event there may be an adjustment of the pro-rata share to be paid to the County by the participating authorities.
3. The Elections Administrator shall file copies of this document within the Parker County Elections Administrator Office, Parker County Auditor, and the Parker County Treasurer in accordance with Section 31.099 of the Texas Election Code.



4. Nothing in this contract prevents any party from taking appropriate legal action against any other party and/or other election personnel for a breach of this contract or a violation of the Texas Election Code.
5. This agreement shall be constructed under and in accordance with the laws of the State of Texas, and all obligations of the parties created hereunder and performable in Parker County, Texas.
6. In the event that one or more of the provisions contained in this agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this agreement shall be constructed as if such invalid, illegal, or unenforceable provision had never been contained herein.
7. All parties shall comply with all applicable laws, ordinances, and codes of the State of Texas, all local governments, and other entities with local jurisdiction.
8. The waiver by any party of a breach of any provision of this agreement shall not operate as or be construed as a waiver of any subsequent breach.
9. Any amendments of this agreement shall be of no effect unless in writing and signed by all parties hereto.

XVI: COSTS ESTIMATES AND DEPOSIT OF FUNDS

Each participating authority agrees to pay the Parker County Elections Administrator 75% due with the signed contract. The exact amount of each participating authority's obligation under the terms of this agreement shall be calculated after the **NOVEMBER 4, 2025** election (or run-off election, if applicable), and the authority shall pay to the Elections Administrator the balance due within 30 days after the receipt of the invoice from the Parker County Treasurer's Office.

The total estimated obligation and required deposit for each participating authority under the terms of this agreement are attached in Exhibit B. Deposit is due by **AUGUST 20, 2025.**



XVII: JOINT CONTRACT ACCEPTANCE AND APPROVAL

IN TESTIMONY HEREOF, this Agreement has been executed on behalf of the Parties hereto as follows, to wit:

1. It has on the _____ day of _____, _____ been executed on behalf of the PARTICIPATING AUTHORITY, TEXAS PURSUANT TO AN ACTION OF THE PARTICIPATING AUTHORITY so authorizing;

ACCEPTED AND AGREED TO BY THE PARTICIPATING AUTHORITY

ALEDO INDEPENDENT SCHOOL DISTRICT

TITLE: _____

AZLE INDEPENDENT SCHOOL DISTRICT

TITLE: _____

BROCK INDEPENDENT SCHOOL DISTRICT

TITLE: _____

GARNER INDEPENDENT SCHOOL DISTRICT

TITLE: _____



GRANBURY INDEPENDENT SCHOOL DISTRICT

TITLE: _____

LIPAN INDEPENDENT SCHOOL DISTRICT

TITLE: _____

MILLSAP INDEPENDENT SCHOOL DISTRICT

TITLE: _____

MINERAL WELLS INDEPENDENT SCHOOL DISTRICT

TITLE: _____

PEASTER INDEPENDENT SCHOOL DISTRICT

TITLE: _____

POOLVILLE INDEPENDENT SCHOOL DISTRICT

TITLE: _____

PERRIN-WHITT INDEPENDENT SCHOOL DISTRICT

TITLE: _____



SPRINGTOWN INDEPENDENT SCHOOL DISTRICT
TITLE: _____

WEATHERFORD INDEPENDENT SCHOOL DISTRICT
TITLE: _____

CITY OF ALEDO
TITLE: _____

TOWN OF ANNETTA
TITLE: _____

TOWN OF ANNETTA NORTH
TITLE: _____

TOWN OF ANNETTA SOUTH
TITLE: _____



CITY OF AZLE

TITLE: _____

TOWN OF BROCK

TITLE: _____

CITY OF COOL

TITLE: _____

CITY OF CRESSON

TITLE: _____

TOWN OF DENNIS

TITLE: _____

CITY OF FORT WORTH

TITLE: _____

CITY OF HUDSON OAKS

TITLE: _____



CITY OF MILLSAP

TITLE: _____

CITY OF MINERAL WELLS

TITLE: _____

TOWN OF PEASTER

TITLE: _____

CITY OF SANCTUARY

TITLE: _____

CITY OF RENO

TITLE: _____

CITY OF SPRINGTOWN

TITLE: _____

CITY OF WEATHERFORD

TITLE: _____



CITY OF WILLOW PARK

TITLE: _____

ESD NO. 1

TITLE: _____

ESD NO. 3

TITLE: _____

ESD NO. 6

TITLE: _____

ESD NO. 7

TITLE: _____

ESD NO. 8

TITLE: _____

ESD NO. 9

TITLE: _____



WEATHERFORD COLLEGE

TITLE: _____

WALNUT CREEK SPECIAL UTILITY DISTRICT

TITLE: _____

PARKER COUNTY HOSPITAL DISTRICT

TITLE: _____

CRESSON CROSSROADS MUD #2

TITLE: _____

2. It has on the **9** day of **July, 2025** been executed by the Parker County Elections Administrator pursuant to the Texas Elections code so authorizing;



JENISE "CRICKETT" MILLER
PARKER COUNTY ELECTIONS ADMINISTRATOR

3. It has on the _____ day of _____, _____ been executed on behalf of the Parker County Attorney pursuant to the Texas Elections code so authorizing;

JOHN FORREST, COUNTY ATTORNEY
PARKER COUNTY, TEXAS



EXHIBIT A: ELECTION DATE AND TIMES
EARLY VOTING

Main Early Voting Location (sitio principal de votación adelantada)

Location (sitio)	Hours (horas)
Parker County Election Office 801 Santa Fe Dr, Weatherford, 76086	Monday, October 20, 2025 - Saturday, October 25, 2025 8:00 am – 5:00 pm
	Monday, October 27, 2025 - Wednesday, October 29, 2025 8:00 am – 5:00 pm
	Thursday, October 30, 2025 - Friday, November 31, 2025 7:00 am – 7:00 pm

Branch Early Voting Locations (sucursal sitios de votación adelantada)

Location (sitio)	Hours (horas)
Springtown Senior Center 1070 N Main St, Springtown, 76082	Monday, October 20, 2025 - Saturday, October 25, 2025 8:00 am – 5:00 pm Monday, October 27, 2025 - Wednesday, October 29, 2025 8:00 am – 5:00 pm Thursday, October 30, 2025 7:00 am – 7:00 pm Friday, November 31, 2025 8:00 am – 5:00 pm
Peaster ISD Rock Gym 8512 FM RD 920, Peaster, 76088	
Aledo ISD Admin Building 1008 Bailey Ranch Rd, Aledo, 76008	
Hudson Oaks Public Safety Building 150 N Oakridge Dr, Hudson Oaks, 76087	
Azle City Hall 505 W Main St, Azle, 76020	
Olive Branch Masonic Lodge #792 201 Grindstone Rd, Brock, 76087	



EXHIBIT B: COST ESTIMATE FOR ELECTION

NOVEMBER 4, 2025 GENERAL ELECTION

	ESTIMATE
PROGRAMMING	\$1,500.00
SHIPPING	\$10.00
SHIPPING OF V DRIVES TO HART	\$5.00
TEST BALLOTS	\$10.00
COPIES FOR BOND TO POLL SITES	
EARLY VOTING SUPPLIES	\$15.00
ELECTION DAY SUPPLIES	\$15.00
Additional Election Kits for Extra Voting Locations	
ELECTION WORKER TRAINING	
EARLY VOTING PAYROLL	\$500.00
Additional EV Locations	
Additional ED Location	
ELECTION DAY PAYROLL (ED, Staff and Helpers)	\$300.00
CENTRAL COUNT/BALLOT BOARD/LA Test	\$50.00
EARLY VOTING BY MAIL (based upon how many voters request ballot by mail)	\$5.00
EARLY VOTING BY MAIL (Office Payroll Help)	\$0.00
BALLOT PAPER (based on how many voters actually vote)	\$5.00
MILEAGE DURING EARLY VOTING AND ELECTION DAY	\$0.00
PREPARATION AND DISTRIBUTION OF EARLY VOTING SUPPLIES	\$25.00
PREPARATION AND DISTRIBUTION OF ELECTION DAY SUPPLIES	\$25.00
VERIZON MIFI (TOTAL DIVIDED BY # ENTITIES INVOLVED (\$721.81))	\$115.00
LAT NOTICE	\$15.00
NOTICE OF ELECTION WEATHERFORD DEMOCRAT	\$80.00
Licensed Peace Officer (TX Elec Code 127.1232(a))	
TOTAL	\$2,675.00
10% ADMINISTRATIVE	\$267.50
EQUIPMENT RENTAL - \$1,000 per entity flat fee	\$1,000.00
TOTAL	\$3,942.50
DOWN PAYMENT (75% of Total Due) Due on August 20, 2025	\$2,956.88

CONTRACT FOR ELECTION SERVICES
BETWEEN
THE ELECTIONS ADMINISTRATOR OF HOOD COUNTY
AND
GRANBURY INDEPENDENT SCHOOL DISTRICT
FOR THE NOVEMBER 4, 2025, ELECTION

THIS CONTRACT IS ENTERED INTO BETWEEN THE HOOD COUNTY ELECTIONS ADMINISTRATOR, HEREINAFTER REFERRED TO AS E.A., AND THE FOLLOWING POLITICAL SUBDIVISIONS, HEREINAFTER REFERRED TO JOINTLY AS ENTITIES;

CITY OF DECORDOVA, ACTING BY AND THROUGH ITS MAYOR AND ALDERMEN,
CITY OF GRANBURY, ACTING BY AND THROUGH ITS MAYOR AND ALDERMEN,
CITY OF TOLAR, ACTING BY AND THROUGH ITS MAYOR AND ALDERMEN,
GRANBURY INDEPENDENT SCHOOL DISTRICT (GISD), ACTING BY AND THROUGH ITS BOARD OF TRUSTEES
TOLAR INDEPENDENT SCHOOL DISTRICT (TISD), ACTING BY AND THROUGH ITS BOARD OF TRUSTEES

ENTITIES AND E.A. HAVE DETERMINED THAT IT IS IN THE PUBLIC INTEREST OF THE INHABITANTS OF ENTITIES THAT THE FOLLOWING CONTRACT BE MADE AND ENTERED INTO TO SECURE ELECTION SERVICES FROM THE HOOD COUNTY E.A. FOR AN ELECTION TO BE CONDUCTED BY THE ENTITIES ON NOVEMBER 4, 2025, AND IN CONNECTION THEREWITH DO HERBY AGREE AS FOLLOWS:

I. THE HOOD COUNTY ELECTION ADMINISTRATOR SHALL BE RESPONSIBLE FOR PROVIDING THE FOLLOWING SERVICES:

A. PROCURING, ALLOCATING, AND DISTRIBUTING ALL ELECTION SUPPLIES, INCLUDING PREPARING AND PRINTING OF BALLOTS FOR VOTING BY MAIL, AND PROGRAMMING BALLOTS FOR USE WITH THE COUNTY'S ELECTION MACHINES (HART VERITY). ENTITIES MUST TURN IN THEIR BALLOT STYLE AND ISSUES TO COUNTY ELECTION ADMINISTRATOR IN **ENGLISH AND SPANISH**.

B. EMPLOYING ALL ELECTION OFFICERS AS APPOINTED BY THE ENTITIES AND PERSONNEL NECESSARY TO CONDUCT THE JOINT ELECTION ON NOVEMBER 4, 2025, TRAINING SUCH OFFICERS AND PERSONNEL, FIGURING AND REPORTING THE PAYROLL FOR THOSE EMPLOYED.

C. AS THE EARLY VOTING CLERK FOR THE JOINT ELECTION, HANDLING VOTING BY PERSONAL APPEARANCE AT THE COUNTY E.A. OFFICE LOCATED AT COUNTY ANNEX 1, 1410 W. PEARL STREET, GRANBURY, TEXAS, 76048 AND PROCESSING ALL APPLICATIONS FOR VOTING BY MAIL. EARLY VOTE CALENDAR (EXHIBIT A).

D. SECURING ALL POLLING LOCATIONS AND PROVIDING THE APPROPRIATE

NUMBER OF VOTING MACHINES FOR EACH POLLING LOCATION.

E. PROVIDING ALL VOTING MACHINES, FOR WHICH BILLING SHALL BE APPORTIONED EQUALLY BETWEEN ALL ENTITIES SHARING THE SAME POLLING LOCATION.

F. PUBLISHING AGREED UPON NOTICES FOR THE ELECTION, EXCEPT THAT REQUIRED FOR DRAWING FOR PLACES ON THE BALLOT.

G. KEEPING THE ELECTION ADMINISTRATOR'S OFFICE OPEN ON ELECTION DAY FROM 7:00 AM UNTIL ALL WORK IS COMPLETED, PROVIDING FOR EMERGENCY VOTING AND PROVIDING ASSISTANCE TO ELECTION OFFICERS AT THE POLLING LOCATIONS AND THE PUBLIC.

H. RECEIVING ALL ELECTION RETURNS AND TABULATE UNOFFICIAL RETURNS AND PROVIDING ALL DOCUMENTS FOR THE OFFICIAL CANVASS TO EACH ENTITY.

I. ACTING AS THE GENERAL CUSTODIAN OF THE OFFICIAL BALLOTS AND ACCOMPANYING DOCUMENTS FOR THE PERIOD REQUIRED BY LAW.

J. PROVIDING EACH ENTITY WITH A LIST OF THE JUDGES AND ALTERNATE JUDGES AS SOON AS SECURED.

K. SENDING TO EACH ENTITY A STATEMENT OF COSTS PAYABLE BY THAT ENTITY BASED ON THE FOLLOWING SCHEDULE FOR APPORTIONING THE ELECTION COST (EXHIBIT B):

(1) COSTS FOR THE PERSONNEL AT EACH POLLING LOCATION, FOR WHICH BILLING SHALL BE APPORTIONED EQUALLY BETWEEN ALL ENTITIES SHARING THE POLLING LOCATION.

(2) COSTS FOR PAPER BALLOTS, PROGRAMMING OF ELECTION MACHINES, OTHER ELECTION SUPPLIES, NOTICES, EARLY VOTING, AND ANY OTHER COSTS THAT MAY OCCUR SHALL BE APPORTIONED ACCORDING TO THE FOLLOWING FORMULA BASED ON THE BALLOT ORDERS:

(a) ACTUAL COST TO EACH OR SHARED AND SHARE ALIKE FUNCTIONS DIVIDED.

(b) COSTS OF EARLY VOTING WILL BE SHARED BY ALL ENTITIES.

(3) COSTS OF OVERALL SUPERVISION FEE NOT TO EXCEED TEN (10%) PERCENT OF EACH ENTITY'S COST FOR SAID JOINT ELECTION. SAID FEE IS PAYABLE TO HOOD COUNTY. IT IS ALSO UNDERSTOOD BY ALL ENTITIES THAT NONE OF SAID FEES PAID UNDER THIS AGREEMENT SHALL BE USED AS PERSONAL COMPENSATION TO THE ELECTION ADMINISTRATOR.

II. THE ENTITIES SHALL BE RESPONSIBLE FOR THE FOLLOWING ACTIONS:

A. PREPARING AND PROVIDING TO THE COUNTY E.A. ALL ELECTION ORDERS, NOTICES, AND ANY OTHER DOCUMENTS REQUIRED BY LAW IN **ENGLISH AND SPANISH**.

B. AUTHORIZING BY THE ACTION OF THEIR GOVERNING BODIES THE COUNTY E.A. TO CONTACT ELECTION JUDGES AND ALTERNATE JUDGES.

C. PREPARING AND SUBMITTING FOR PRECLEARANCE TO THE U.S. DEPARTMENT OF JUSTICE ANY CHANGES TO VOTING PRACTICES, EXCEPT THE E.A. SHALL ASSIST IN SAID PREPARATION TO THE EXTENT FEASIBLE.

D. APPOINTING THE COUNTY E.A. AS THE EARLY VOTING CLERK FOR THE JOINT ELECTION.

E. APPOINTING THE COUNTY E.A. AS THE GENERAL CUSTODIAN OF THE ELECTION MATERIALS UNTIL THE TIME PERIOD REQUIRED BY LAW HAS LAPSED.

F. DELIVERING TO THE COUNTY E.A. THE NAMES OF ALL CANDIDATES FOR THE OFFICES IN THE ORDER THAT THEY ARE TO APPEAR ON THE BALLOT, AS SOON AS POSSIBLE AFTER THE DEADLINE FOR FILING FOR A POSITION ON THE BALLOT, AND ANY ISSUES THAT ARE TO APPEAR ON THE BALLOT WITH THE EXACT FORM, WORDING AND SPELLING THAT ARE TO BE USED IN **ENGLISH AND SPANISH**.

G. REVIEWING ALL MATERIALS SUBMITTED TO THEM BY THE CLERK AND RESPONDING TO ALL REQUESTS FOR APPROVAL OF INFORMATION IN A TIMELY MANNER.

H. PAYING THE COST OF CONDUCTING THE JOINT ELECTION WITHIN **30 DAYS** FROM THE DATE OF RECEIVING THE STATEMENT OF COSTS PAYABLE TO THE ELECTION ADMINISTRATOR

I. PAYING ANY ADDITIONAL COSTS INCURRED BY THE COUNTY E.A. IF A RECOUNT FOR SAID ELECTIONS IS REQUIRED, OR THE ELECTIONS ARE CONTESTED IN ANY MANNER.

J. PAYING ANY ADDITIONAL COSTS INCURRED BY THE COUNTY E.A. IF A RUNOFF ELECTION FOR SAID ELECTIONS IS REQUIRED.

K. POSTING NOTICE AND CONDUCTING THE OFFICIAL CANVASS OF ELECTIONS OF ENTITIES.

III. IN CONNECTION WITH THE PERFORMANCE OF THIS CONTRACT NEITHER HOOD COUNTY NOR THE COUNTY ELECTIONS ADMINISTRATOR SHALL BE LIABLE TO THIRD PARTIES FOR ANY DEFAULT OF THE ENTITIES IN CONNECTION WITH THE HOLDING OF THE JOINT ELECTION, INCLUDING THE FAILURE BY SUCH ENTITIES TO PAY ANY EXPENSES HEREUNDER, AND SUCH ENTITIES SHALL NOT BE LIABLE TO THIRD PARTIES FOR ANY DEFAULT OF THE COUNTY ELECTIONS ADMINISTRATOR IN CONNECTION WITH THE HOLDING OF THE JOINT ELECTION.

IV. THIS CONTRACT SHALL BE CONSTRUED UNDER AND IN ACCORDANCE WITH THE LAWS OF THE STATE OF TEXAS, AND ALL OBLIGATIONS OF THE PARTIES CREATED HEREUNDER ARE PERFORMABLE IN HOOD COUNTY, TEXAS.

V. IN CASE ANY OF THE ENTITIES SHALL CANCEL THEIR ELECTION UNDER SECTION 2.051 OF THE ELECTION CODE, (ELECTION OF UNOPPOSED CANDIDATE), SAID CONTRACT SHALL BECOME NULL AND VOID AS IT PERTAINS TO THAT ENTITY, AND SHALL BECOME ONLY A CONTRACT FOR ELECTION SERVICES BETWEEN THE COUNTY E.A. AND THE SURVIVING ENTITIES.

VI. IN CASE ANY ONE OR MORE OF THE PROVISIONS CONTAINED IN THE CONTRACT SHALL FOR ANY REASON BE HELD TO BE INVALID, ILLEGAL OR UNENFORCEABLE IN ANY RESPECT, SUCH INVALIDITY, ILLEGALITY OR UNENFORCEABILITY SHALL NOT AFFECT ANY OTHER PROVISION THEREOF, AND THIS CONTRACT SHALL BE CONSTRUED AS IF SUCH INVALID, ILLEGAL OR UNENFORCEABLE PROVISION HAD NEVER BEEN CONTAINED HEREIN.

VII. NO AMENDMENT, MODIFICATION OR ALTERATION OF THE TERMS HEREOF SHALL BE BINDING UNLESS THE SAME IS IN WRITING, DATED SUBSEQUENT TO THE DATE OF THIS CONTRACT AND DULY EXECUTED BY THE PARTIES HEREOF.

EXECUTED THIS THE _____ DAY OF _____ 20____

ATTESTED:	CITY OF DECORDOVA MAYOR
_____	_____

ATTESTED:	CITY OF GRANBURY MAYOR
_____	_____

ATTESTED:	CITY OF TOLAR MAYOR
_____	_____

ATTESTED:	GRANBURY ISD SUPERINTENDENT
_____	_____

ATTESTED:	TOLAR ISD SUPERINTENDENT
_____	_____

SEAL	HOOD COUNTY ELECTIONS ADMINISTRATOR STEPHANIE COOPER

EXHIBIT A: EARLY VOTING SCHEDULE

MAIN EARLY VOTING SITE: HOOD COUNTY ANNEX 1
1410 WEST PEARL ST
GRANBURY, TX 76048

October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	20 8:00 am – 5:00 pm	21 8:00 am – 5:00 pm	22 8:00 am – 5:00 pm	23 8:00 am – 5:00 pm	24 8:00 am – 5:00 pm	25 7:00 am – 7:00 pm

October

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27 7:00 am – 7:00 pm	28 7:00 am – 7:00 pm	29 7:00 am – 7:00 pm	30 7:00 am – 7:00 pm	31 7:00 am – 7:00 pm	

VOTING BY MAIL:

Stephanie Cooper, Hood County Elections, 1410 W Pearl St, Granbury TX, 76048

EXHIBIT B: ESTIMATED COST OF ELECTION *(SUBJECT TO CHANGE)*

Each participating Authority's share of election cost will be a prorated share of the total costs incurred by the Elections Administrator in connection with the administration of elections of other entities held at the same time as the election. Each Participating Authority's share of the costs will be determined as follows: The number of registered voters in each individual Participating Authority will be divided by the number of all registered voters of all Participating Authorities to determine each entity's pro rata share expressed as a percentage, which will then be multiplied against each of the allocated costs as itemized on the final Total Cost report/invoice submitted to each Participating Authority after the election.

If the County acquires additional equipment, different equipment, or upgrades existing equipment during the term of this contract, the charge for the use of the equipment may be reset by the Hood County Commissioners Court.

Early voting and Election Day personnel: \$14-\$15/hr

Early voting ballot board: \$14/hr

Election supplies:

11 polling locations (1 early voting, 10 Election Day) X \$15.00 each (Divided between entities)

Publication of notices: \$300-500

Programming/Printing: \$1000-5000

Absentee Ballots Mailed: \$50-250

Wifi: \$80-200

Uhaul fee: \$250-400

Administrative fee: 10%



OFFICE OF SUPERINTENDENT

For:	Board of Trustees
Date:	July 21, 2025
Action:	Consent

TO: Board of Trustees

From: Dr. Courtney Morawski

RE: Local Policies

Revisions are recommended in the following local policies:

- **BDAA- Officers and Officials: Duties and Requirements of Board Officers**
At Board Officers, the sentence indicating that the board may assign a district employee to provide clerical assistance is recommended for deletion since the superintendent, rather than the board, manages staff assignments, including providing support to the board. Under Terms and Duties — Vice President, the revised language clarifies that when the vice president automatically becomes president due to a vacancy, they then serve as president until the board reorganizes.
- **BDB- Board Internal Organization: Board Committees**
To clarify the difference between board committees and advisory committees. Accordingly, the subtopic of this code has been changed from In-ternal Committees to Board Committees, and new provisions are recommended to establish how board committees are formed and outline their purpose.
- **CSA- Facility Standards Safety and Security**
To clarify the use of multiple-occupancy bathrooms and changing facilities based on a person's biological sex as identified on the person's official birth certificate to align with state law.
- **DCE- Employment Practices: Other Types of Contracts**
This new local policy addresses "Non-Chapter 21 contracts" that are used for certain jobs approved by the school board. These contracts are not covered by the rules in Chapter 21 of the Texas Education Code, which usually apply to teachers and other certified educators.
- **EI- Academic Achievement**
At Partial Credit, recommended revisions replace the phrase "combined grade for" with "average of" to more accurately reflect the determination of awarding credit when a student earns a passing grade in only half of a course.
- **FD -Admissions**
Admissions policy indicates students enrolled in private schools or homeschools are not eligible for concurrent enrollment nor eligible for participation in any GISD curricular or extracurricular activities.



- **FDE- Admissions: School Safety Transfers**
At Safe Schools Data, “bullying” is recommended for inclusion as an offense for which the district must collect and maintain data. The revision aligns with the Unsafe School Choice Option Guidance Handbook.
- **FEC- Attendance: Attendance for Credit**
Revisions throughout this policy are recommended for clarity.
- **FM- Student Activities**
To clarify eligibility of extracurricular activities and does not limit the number of extracurricular absences for an eligible student.
- **FNCE- Personal Communication Devices**
Revisions to align with state law based on HB 1481.

Respectfully submitted,

Dr. Courtney Morawski
Superintendent

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. Officers shall be elected by majority vote of the members present and voting. In accordance with Board operating procedures, a censured Board member shall not be eligible to serve as a Board officer for the remainder of their current term in office.
Vacancy	A vacancy among officers of the Board, other than the President, shall be filled by majority action of the Board.
Term and Duties	Board officers shall serve for a term of one year or until a successor is elected. The President may not succeed himself or herself in office for more than two terms. Each officer shall perform any legal duties of the office and other duties, as required by the Board.
President	In addition to the duties required by law, the President of the Board shall: 1. Preside at all Board meetings unless unable to attend. 2. Have the right to discuss, make motions, propose resolutions, and vote on all matters coming before the Board.
Vice President	The Vice President of the Board shall: 1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President. 2. Automatically become President of the Board if a vacancy in that office occurs and serve in this role until the Board reorganizes.
Secretary	The Secretary of the Board shall: 1. Ensure that an accurate record is kept of the proceedings of each Board meeting, including any questions that are asked and documentation of when they are answered. 2. Ensure that notices of Board meetings are posted and sent as required by law. 3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer. 4. Sign or countersign documents as directed by action of the Board.

BOARD INTERNAL ORGANIZATION
BOARD COMMITTEES

BDB
(LOCAL)

Note: For advisory committees that include staff, parents, community members, or students, see BDF.

Board Committees

For purposes of this policy, a Board committee is a committee composed only of current Board members.

Formation of a Board committee shall be by Board action. When establishing a Board committee, the Board action shall, at a minimum, specify the:

- Number of Board members on the committee;
- Process to appoint Board members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

A Board committee shall be fact-finding, deliberative, and advisory, and shall make recommendations in the areas of their responsibility. Board committees shall report their findings and recommendations to the Board and shall not assume administrative duties or responsibilities.

Transacting
Business

Unless specified by the Board, a Board committee shall not have final decision-making authority. Board committee recommendations must be reported to the Board at a regular or special meeting. The Board shall not accept a Board committee's recommendation without due consideration of the matter.

Dissolution

A Board committee shall be dissolved upon Board action.

ACADEMIC ACHIEVEMENT

EI
(LOCAL)

**Certificate of
Coursework
Completion**

The District shall not issue a certificate of coursework completion to a student who fails to meet all state and local requirements for graduation. [See EIF, FMH]

Partial Credit

When a student earns a passing grade in only half of a course and the average of both halves is lower than 70, the District shall award the student credit for the half with the passing grade.

Safe Schools Data

The Superintendent shall ensure that the District complies with Texas Education Agency (TEA) guidelines for the collection and maintenance of data regarding:

1. Mandatory expellable offenses committed at school or at a school-related or school-sponsored activity, on or off school property [see FOD]; and
2. Any student who becomes a victim of one of the following violent criminal offenses while on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property:
 - a. Attempted murder;
 - b. Indecency with a child;
 - c. Aggravated kidnapping;
 - d. Aggravated assault on someone other than a District employee or volunteer;
 - e. Sexual assault or aggravated sexual assault against someone other than a District employee or volunteer;
 - f. Aggravated robbery;
 - g. Continuous sexual abuse of a young child or disabled individual; or
 - h. Bullying.

**School Safety
Transfers**

The parent of a student who becomes a victim of a violent criminal offense as described in the state guidance for unsafe school choice options or who is assigned to a campus identified by TEA as persistently dangerous shall be offered a transfer to a safe public or charter school within the District.

For each transfer requested, the District shall explore transfer options, as appropriate. Options may include a transfer agreement with another school district.

**From a Persistently
Dangerous School**

The parent of a student attending a school identified as persistently dangerous shall be provided notification of his or her right to request a transfer. Notification shall occur at least 14 days prior to the start of the school year or, for a student enrolling subsequently, upon the student's enrollment.

The parent must submit to the Superintendent an application for transfer. The Superintendent shall complete the transfer prior to the beginning of the school year, if applicable, or within 14 calendar days of the request for a subsequently enrolling student.

ADMISSIONS
SCHOOL SAFETY TRANSFERS

FDE
(LOCAL)

Any transfer arranged for a student from a campus identified by TEA as persistently dangerous shall be renewed so long as the campus from which the student transferred retains that designation.

The District shall maintain, in accordance with the District's record retention schedule, documentation of notification to parents of the transfer option, transfer applications submitted, and action taken.

**For a Victim of a
Violent Criminal
Offense**

Within 14 calendar days after a violent criminal offense described above occurs in or on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property, the District shall notify the parent of a student who is a victim of the offense of the parent's right to request a transfer. The parent must submit to the Superintendent an application for transfer. The Superintendent shall approve or disapprove the request within 14 calendar days of its submission.

Any transfer arranged for a student who was a victim of a violent crime as described above shall be renewed so long as the threat to the student exists at the campus to which the student would typically be assigned.

For each offense, the District shall maintain for at least five years documentation of the nature and date of the offense, notification to the parent of the transfer option, transfer applications submitted, action taken, and other relevant information regarding the offense.

**Additional Transfer
Options**

In circumstances described by Education Code 25.0341, a parent of a student who has been the victim of a sexual assault, regardless of whether the offense occurred on or off school property, may request a transfer of the parent's child or the student assailant from the same campus.

[For other transfer provisions, see also FDA and FDB.]

ATTENDANCE
ATTENDANCE FOR CREDIT

FEC
(LOCAL)

**Absences
Considered**

Except as otherwise provided by law, all absences incurred while enrolled in the District shall be considered in determining whether a student has been in attendance for 90 percent of the days the class is offered.

**Attendance
Committees**

The Board authorizes the establishment of an attendance committee or as many attendance committees as necessary for efficient implementation of state law.

The Superintendent is authorized to make the specific appointments in accordance with legal requirements.

**Parental Notice of
Excessive Absences**

A student and the student's parent or guardian shall be given written notice prior to and at such time when a student's attendance in any class drops below 90 percent of the days the class is offered.

**Methods for
Regaining Credit or
Awarding a Final
Grade**

When a student's attendance drops below 90 percent but remains at least at 75 percent of the days the class is offered, the student may earn credit for the class or a final grade by completing a plan approved by the principal. This plan must provide for the student to meet the instructional requirements of the class as determined by the principal.

If the student fails to successfully complete the plan, or when a student's attendance drops below 75 percent of the days the class is offered, the student, parent, or representative may request award of credit or a final grade by submitting a written petition to the appropriate attendance committee.

A petition for credit or a final grade may be filed in accordance with administrative regulations. The attendance committee shall review the student's entire attendance record and the reasons for absences and shall determine whether to award credit or a final grade. [See Imposing Conditions for Awarding Credit or a Final Grade, below]

Regardless of whether a petition is filed, the attendance committee may also review the records of all students whose attendance drops below 90 percent of the days the class is offered.

A student who has lost credit or has not received a final grade because of excessive absences may regain credit or be awarded a final grade by fulfilling the requirements established by the attendance committee.

Personal Illness

The principal or attendance committee may require verification from a health-care provider in accordance with administrative regulations as a condition of classifying an absence for personal illness as one for which there are extenuating circumstances.

ATTENDANCE
ATTENDANCE FOR CREDIT

FEC
(LOCAL)

**Best Interest
Standard**

In reaching consensus regarding a student's absences and how the student can be awarded credit or a final grade, the attendance committee shall attempt to ensure that its decision is in the best interest of the student. The Superintendent shall develop administrative regulations to document the attendance committee's decision.

**Guidelines on
Extenuating
Circumstances**

The attendance committee shall consider whether a student has mastered the essential knowledge and skills and maintained passing grades in the course or subject.

When makeup work is completed satisfactorily, the attendance committee shall consider extracurricular absences and other excused absences as days of attendance for award of credit or a final grade. [See FEA]

The attendance committee shall consider whether the reasons for the absences were out of the parent's or student's control and whether documentation for the absence is acceptable.

The student or parent shall be given an opportunity to present any information to the committee about the absences and to discuss ways to earn or regain credit or be awarded a final grade.

**Imposing Conditions
for Awarding Credit
or a Final Grade**

The attendance committee or principal, as applicable, is not required to assign a student to attend a specified program for an amount of time equivalent to the student's absences (i.e., "seat time").

The attendance committee or principal, as applicable, shall consider the student's unique circumstances and, if necessary, shall impose other conditions for awarding credit or a final grade that permit the student to meet the instructional requirements of the class. Conditions may include:

1. Maintaining attendance standards for the rest of the semester.
2. Completing additional assignments, as specified by the committee or teacher.
3. Attending tutorial sessions as scheduled.
4. Completing other instructional programs, as specified by the committee.
5. Taking an examination to earn credit. [See EHDB]

In all cases, the student must earn a passing grade in order to receive credit.

Appeal Process

A parent or student may appeal the decision of the attendance committee in accordance with FNG(LOCAL).

DISTRICT REQUESTED REVISIONS

Building Access Control

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

Use of Bathrooms and Changing Facilities

To the extent permitted by law, each multiple-occupancy bathroom or changing facility owned or operated by the District shall be designated for and used only by persons based on the person's biological sex. This policy does not prohibit the District from providing reasonable accommodations upon request.

In accordance with state law, a person's biological sex is identified on the person's official birth certificate provided the statement was:

1. Entered at or near the time of the person's birth; or
2. Modified only to the extent necessary to correct any type of scrivener or clerical error in the person's biological sex.

[See Birth Certificate Statement in FM(LEGAL)]

For the purposes of this policy, "bathroom or changing facility" means a location where a person may reasonably be in a state of undress, including a restroom, locker room or shower room. Also for purposes of this policy, "multiple-occupancy bathroom or changing facility" means a location designed or designated for use by more than one person at a time, where a person may be in a state of undress in the presence of another person, regardless of whether the facility provides curtains or partial walls for privacy.

The term includes a restroom, locker room, changing room, or a shower room.

ADD POLICY

**Non-Chapter 21
Contracts**

Non-Chapter 21 contracts shall be provided for positions included on the list approved by the Board. A non-Chapter 21 contract shall not be governed by Chapter 21 of the Education Code.

**Termination During
Contract Term**

In accordance with DCE(LEGAL), an employee may request a hearing before the Board to appeal discharge during the contract period.

An employee whose contract is not reissued at the end of the contract period may appeal in accordance with DGBA(LOCAL).

PROPOSED REVISIONS

Persons Age 21 and Over	The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.
Registration Forms	The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency. The District may investigate stated residency as necessary.
Minor Living Apart	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
<u>Students Not Enrolled</u>	<u>A student enrolled in a private school, including a homeschool, shall not be eligible for concurrent enrollment in the District nor for participation in curricular or extracurricular activities. [See EEL and FM]</u>
Nonresident Student in Grandparent's After-School Care	The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent. The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.
"Accredited" Defined	For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an

ADMISSIONS

FD
(LOCAL)

accrediting association recognized by the commissioner of education.

**Grade-Level
Placement**

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited
Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

Transfer of Credit

Accredited Texas
Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or
Nonaccredited
Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition
Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ensure credit, including proportionate credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

**Foreign Exchange
Students**

The area representative of any exchange student program shall contact the appropriate school official at the central administration building prior to making a commitment to the student or final arrangements with the host family for approval of placement in the District. The host family for a foreign exchange student shall reside within the geographical boundaries of the District.

An exchange student's records and related paperwork shall be initially submitted to the office of the appropriate central administration official who shall in turn communicate necessary information to the principal and/or registrar of the receiving school.

Withdrawal

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

PROPOSED REVISIONS

Extracurricular Activity Absences

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board.

The District shall not limit A-an eligible student's shall be allowed unlimited absences for related to participation in extracurricular activities. [See Record of Absences in FM(LEGAL)].

[For eligibility of a private school student, including a homeschool student, to participate in extracurricular activities, see FD(LOCAL).]

Use of District Facilities

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

PROPOSED REVISIONS

Note: For searches of personal ~~tele~~communications ~~s~~ devices or other personal electronic devices, see FNF.

Personal Communication Devices

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee shall confiscate a student's personal communication device that is used in violation of this policy or any applicable regulations.

If a personal communication device is not retrieved, the District shall dispose of the device after providing the notice required by law.

Exceptions

A student shall be authorized to possess and use a personal communication device on school property during the school day only under the following circumstances:

1. The student's possession and use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's possession or use is required due to a documented need based on a directive from a qualified physician; or
3. The student's possession or use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.

Implementation

The Superintendent shall develop regulations to implement this policy.

Compliance

Annually, the Superintendent shall report to the Board on the implementation and compliance of this policy.

Personal Use

~~Telecommunications Devices~~

~~An authorized District employee may confiscate a personal telecommunications device, including a mobile telephone, used in violation of applicable campus rules.~~

~~A confiscated personal telecommunications device shall be released for a fee determined by the Board. In accordance with the~~

	~~student handbook, the student or the student's parents may retrieve the device after paying the fee.~~
	~~If a personal telecommunications device is not retrieved, the District shall dispose of the device after providing notice required by law.~~
~~Other Electronic Devices~~	~~Guidelines regarding other personal electronic devices shall be addressed in the student handbook.~~
Instructional Use	~~A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]~~



OFFICE OF PEIMS

For:	Board of Trustees
Date:	July 14, 2025
Action:	Report

TO: Board of Trustees
From: Deanne Nettik
Date: July 14, 2025
RE: GISD Campus Official Attendance Taking Times

SUMMARY:

In Accordance with the Student Attendance Accounting Handbook 3.6.2

- Each campus must determine attendance for all grades by the absences recorded at the one point in time the campus has chosen for roll to be taken (a snapshot, for example, 9:45 a.m.). The selected time may vary from campus to campus within your district. Once a time is selected, a campus must not change during the school year.
- Each campus may select *an alternate* official attendance-taking time that is not during the official attendance-taking time selected *if* the school board has adopted a local district policy allowing for recording absences in an alternative hour, or *if* the superintendent has established documented procedures allowing for recording absences in an alternative hour after having been delegated authority to do so by the board.
- Campus principals within Granbury ISD have provided the following schedule outlining the official attendance time for Foundation School Program (FSP) for the 2025-2026 school year. All public schools in Texas are required to maintain accurate records of average daily attendance to ensure proper allocation of funds and resources by the Texas Education Agency (TEA).

Granbury High School	9:53 am
STARS Accelerated High School	9:50 am
Granbury Middle School	9:35 am
Acton Middle School	9:35 am
Acton Elementary School	9:00 am
Roberson Early Learning Academy	9:00 am/ Afternoon EE 12:00 pm
Nettie Baccus Elementary	9:00 am
Oak Woods School	9:00 am
Mambrino STEAM Academy	9:00 am
John & Lynn Brawner Elementary	9:00 am

Respectfully submitted,

Deanne Nettik
District PEIMS Coordinator

Director of Human Resources

For:	Board of Trustees
Date:	July 9, 2025
Action:	Discussion/Action

To: Dr. Courtney Morawski, Superintendent
--

From: Wes Jones
Date: July 21, 2025
RE: Salary/Stipend Schedules

SUMMARY:

Salary schedules were adjusted to accommodate House Bill 2. The changes are highlighted in yellow.

RECOMMENDATION:

Approval of Salary/Stipend Schedules for the 2025-2026 school year as presented.

Respectfully submitted,

Wes Jones
Director of Human Resources

Staff Responsible: Wes Jones
Emmett Whitefield
Dr. Courtney Morawski

GRANBURY INDEPENDENT SCHOOL DISTRICT

AUXILIARY - NON EXEMPT

2025 - 2026 Pay Ranges

DRAFT

Pay Grade / Job Title		Calendar # of Days	Minimum	Midpoint	Maximum
PAY GRADE AUX 1					
		Hourly Rate	15.00	17.11	19.23
		Daily Rate	120.00	136.88	153.84
Transportation: Bus Attendant	172	172 days	20,640	23,543	26,460
Transportation: Bus Driver Trainee	172	176 days	21,120	24,091	27,076
Child Nutrition: Food Service Worker/Cook	176	240 days	28,800	32,851	36,922
Custodial - Custodians	240				
PAY GRADE AUX 2					
		Hourly Rate	16.00	18.11	20.23
		Daily Rate	128.00	144.88	161.84
Transportation: Bus Driver & Utility Bus Driver	172	172 days	22,016	24,919	27,836
Child Nutrition: Cafeteria Mgr - ES	181	181 days	23,168	26,223	29,293
Maintenance: Groundskeeper	240	240 days	30,720	34,771	38,842
PAY GRADE AUX 3					
		Hourly Rate	17.00	19.11	21.23
		Daily Rate	136.00	152.88	169.84
Security Guard - L1 - High School	175	175 days	23,800	26,754	29,722
Child Nutrition: Cafeteria Mgr - MS	181	181 days	24,616	27,671	30,741
Transportation: Bus Driver - Lead	185	185 days	25,160	28,283	31,420
Maintenance: General Worker	240	240 days	32,640	36,691	40,762
Maintenance: HVAC Assistant	240				
Maintenance: Irrigation Specialist	240				
Custodial - Custodians - Lead	240				
Transportation: Mechanic Assistant	240				
PAY GRADE AUX 4					
		Hourly Rate	19.12	23.32	27.53
		Daily Rate	152.97	186.60	220.22
Child Nutrition: Cafeteria Mgr - HS	181	181 days	27,688	33,775	39,860
Technology: Computer Technician	226	226 days	34,571	42,172	49,770
Maintenance: Carpenter	240	240 days	36,713	44,784	52,853
Maintenance: Lead - General Workers	240				
Maintenance: Lead - Grounds/Athletics Grounds	240				
Custodial: Night- Lead	240				
PAY GRADE AUX 5					
		Hourly Rate	20.85	25.43	30.00
		Daily Rate	166.82	203.41	240.00
Transportation: Mechanic	240	240 days	40,037	48,818	57,600
PAY GRADE AUX 6					
		Hourly Rate	22.73	27.71	32.70
		Daily Rate	181.82	221.71	261.60
Facilities & Safety: Technician	226	226 days	41,091	50,106	59,122
Technology: Computer Support Specialist	226	240 days	43,637	53,210	62,784
Maintenance: Electrician	240				
Maintenance: HVAC/Refrigeration Technician	240				
Maintenance: Licensed Plumber	240				
PAY GRADE AUX 7					
		Hourly Rate	27.27	33.25	39.24
		Daily Rate	218.16	266.04	313.93
Technology: Computer Support Specialist, Sr	226	226 days	49,304	60,125	70,948
Maintenance: Lead - HVAC	240	240 days	52,358	63,850	75,343
Transportation: Supervisor - Mechanic/Operations	240				

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

**GRANBURY INDEPENDENT SCHOOL DISTRICT
CLERICAL / PARAPROFESSIONAL - NON EXEMPT
2025 - 2026 Pay Ranges**

DRAFT

Pay Grade / Job Title		Calendar # of Days	Minimum	Midpoint	Maximum	
PAY GRADE C/P 1			Hourly Rate Daily Rate	15.00 120.00	17.11 136.88	19.23 153.84
Aide: Extended School Day (3.75 Hours per Day)	180	180 days	21,600	24,638	27,691	
Assistant - Childcare Center Provider (6 Hours per Day)	190	190 days	22,800	26,007	29,230	
Childcare Center Provider (8 Hours per Day)	190					
PAY GRADE C/P 2			Hourly Rate Daily Rate	15.25 122.00	17.36 138.88	19.48 155.84
Admin Assistant - JROTC	187	187 days	22,814	25,971	29,142	
Aide - Band/Perucssion	187					
Aide: Bilingual	187					
Aide: ESL	187					
Aide: ISS	187					
Aide: Instructional (not SPED)	187					
Aide: PE	187					
Aide: Pre-K	187					
PAY GRADE C/P 3			Hourly Rate Daily Rate	15.50 124.00	17.61 140.88	19.73 157.84
Aide: Special Education/Special Education Bilingual	187	187 days	23,188	26,345	29,516	
Clerk: Office/Receptionist - Elementary School	187					
Clerk: Receptionist - Middle School	187					
PAY GRADE C/P 4			Hourly Rate Daily Rate	15.75 126.00	17.86 142.88	21.02 168.17
Aide: Accelerated Instructional	187	187 days	23,562	26,719	31,448	
Aide: Leveled Literacy Intervention (LLI - Reading)	187	196 days	24,696	28,004	32,961	
Clerk: Receptionist - HS	187, 226	202 days	25,452	28,862	33,970	
Specialist - ESL Intervention	187	207 days	26,082	29,576	34,811	
Specialist - Math Intervention	187	217 days	27,342	31,005	36,493	
Clerk: Attendance - Middle School	196	226 days	28,476	32,291	38,006	
Secretary: Assistant Principal - HS	202					
Clerk: Special Ed Data	207					
Clerk: PEIMS - Middle School	217					
Secretary: Counselor - HS	217					
PAY GRADE C/P 5			Hourly Rate Daily Rate	16.00 128.00	19.06 152.49	22.49 179.94
Aide: Art	187	187 days	23,936	28,516	33,649	
Aide: Library	187	190 days	24,320	28,973	34,189	
Aide: Music	187	196 days	25,088	29,888	35,268	
Bilingual Interpreter	198, 226	198 days	25,344	30,193	35,628	
Site Leader: Extended School Day	187	207 days	26,496	31,565	37,248	
Assistant Director - Childcare Center	190	217 days	27,776	33,090	39,047	
Clerk: Attendance - High School	196	226 days	28,928	34,463	40,666	
Clerk: PEIMS - Special Education	207					
Clerk: PEIMS/Scheduling - HS	217					
PAY GRADE C/P 6			Hourly Rate Daily Rate	16.97 135.75	20.70 165.58	24.43 195.42
Media Relations	187	187 days	25,385	30,963	36,544	
Clerk: Bookkeeper/GHS Activity Fund - HS	191	191 days	25,928	31,626	37,325	
Communications - Assistant	191	217 days	29,458	35,931	42,406	
Coordinator - PEIMS Assistant	217	226 days	30,680	37,421	44,165	
Secretary: Campus	217, 226					
Clerk: Transportation	226					
Generalist - HR	226					
Purchasing Assistant - Business Office	226					
Specialist - Inventory & Food Commodity	226					

PAY GRADE C/P 7		Hourly Rate	18.67	22.77	26.87
		Daily Rate	149.34	182.14	214.95
Security Guard - L2	187	187 days	27,927	34,060	40,196
School Nurse (LVN)	187	226 days	33,751	41,164	48,579
Catering Manager/Child Nutrition Business Assistant	226				
Clerk: Purchasing - Technology	226				
Clerk: Route Clerk - Transportation	226				
Digital Systems & Translations - Curriculum	226				
Payroll Assistant - Business Office	226				
Specialist - Communications Assistant	226				
Secretary: Communications/Front Desk Receptionist	191				
Secretary: Director	226				
Secretary/Mail Application Specialist: Child Nutrition	226				
Secretary: Principal - High School	226				
Specialist - Accounts Payable: Business Office	226				
Specialist - Benefits/Leave: Human Resources	226				
Trainer/Menu Planner: Child Nutrition	226				

PAY GRADE C/P 8		Hourly Rate	21.47	26.19	30.91
		Daily Rate	171.76	209.51	247.25
Occupational Therapist Assistant (OTA)	187	187 days	32,119	39,178	46,236
Security Guard - L3 & L4	187	226 days	38,818	47,349	55,879
Coordinator: Business Services - Business Office	226				
Secretary: Chief Financial Officer	226				
Secretary: Asst Superintendent -CA Adm Services	226				

PAY GRADE C/P 9		Hourly Rate	26.63	32.47	38.32
		Daily Rate	213.05	259.78	306.51
Administrative Assistant - Superintendent//Board	226	226 days	48,149	58,710	69,271
Specialist - Certification - Human Resources	226	187 days	39,840	48,579	57,317
Security Guard - L5	187, 196	196 days	41,758	50,917	60,076

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GRANBURY INDEPENDENT SCHOOL DISTRICT

Teacher / Teacher Librarian
2025 - 2026 Hiring Schedule**DRAFT**

YEARS OF CREDITABLE EXPERIENCE	Bachelor Schedule	Bachelor Daily Rate	Master Schedule	Master Daily Rate
0	\$61,000.00	326.20	\$63,160.00	337.75
1	\$61,042.00	326.43	\$63,202.00	337.98
2	\$61,085.00	326.66	\$63,245.00	338.21
3	\$62,585.00	334.68	\$64,745.00	346.23
4	\$63,585.00	340.03	\$65,745.00	351.58
5	\$66,935.00	357.94	\$69,095.00	369.49
6	\$67,185.00	359.28	\$69,345.00	370.83
7	\$67,435.00	360.61	\$69,595.00	372.17
8	\$67,635.00	361.68	\$69,795.00	373.24
9	\$68,635.00	367.03	\$70,795.00	378.58
10	\$69,085.00	369.44	\$71,245.00	380.99
11	\$70,919.00	379.25	\$73,079.00	390.80
12	\$71,344.00	381.52	\$73,504.00	393.07
13	\$71,596.00	382.87	\$73,756.00	394.42
14	\$71,869.00	384.33	\$74,029.00	395.88
15	\$72,132.00	385.73	\$74,292.00	397.28
16	\$72,395.00	387.14	\$74,555.00	398.69
17	\$72,658.00	388.55	\$74,818.00	400.10
18	\$72,921.00	389.95	\$75,081.00	401.50
19	\$73,184.00	391.36	\$75,344.00	402.91
20	\$73,447.00	392.76	\$75,607.00	404.32
21	\$73,709.00	394.17	\$75,869.00	405.72
22	\$73,972.00	395.57	\$76,132.00	407.12
23	\$74,195.00	396.76	\$76,355.00	408.32
24	\$74,458.00	398.17	\$76,618.00	409.72
25	\$75,307.00	402.71	\$77,467.00	414.26
26	\$76,156.00	407.25	\$78,316.00	418.80
27	\$77,005.00	411.79	\$79,165.00	423.34
28	\$77,854.00	416.33	\$80,014.00	427.88
29	\$78,704.00	420.88	\$80,864.00	432.43
30	\$79,553.00	425.42	\$81,713.00	436.97
31	\$80,402.00	429.96	\$82,562.00	441.51
32	\$81,272.00	434.61	\$83,432.00	446.16
33	\$82,212.00	439.64	\$84,372.00	451.19
34	\$82,818.00	442.88	\$84,978.00	454.43
35	\$83,557.00	446.83	\$85,717.00	458.38
36	\$84,113.00	449.80	\$86,273.00	461.35
37	\$84,679.00	452.83	\$86,839.00	464.38
38	\$85,235.00	455.80	\$87,395.00	467.35
39	\$85,801.00	458.83	\$87,961.00	470.38
40+	\$86,357.00	461.80	\$88,517.00	473.35

Doctorate

D - DR

\$64,160.00	\$343.10
\$64,202.00	\$343.33
\$64,245.00	\$343.56
\$65,745.00	\$351.58
\$66,745.00	\$356.93
\$70,095.00	\$374.84
\$70,345.00	\$376.18
\$70,595.00	\$377.51
\$70,795.00	\$378.58
\$71,795.00	\$383.93
\$72,245.00	\$386.34
\$74,079.00	\$396.14
\$74,504.00	\$398.42
\$74,756.00	\$399.76
\$75,029.00	\$401.22
\$75,292.00	\$402.63
\$75,555.00	\$404.04
\$75,818.00	\$405.44
\$76,081.00	\$406.85
\$76,344.00	\$408.26
\$76,607.00	\$409.66
\$76,869.00	\$411.06
\$77,132.00	\$412.47
\$77,355.00	\$413.66
\$77,618.00	\$415.07
\$78,467.00	\$419.61
\$79,316.00	\$424.15
\$80,165.00	\$428.69
\$81,014.00	\$433.23
\$81,864.00	\$437.78
\$82,713.00	\$442.32
\$83,562.00	\$446.86
\$84,432.00	\$451.51
\$85,372.00	\$456.53
\$85,978.00	\$459.78
\$86,717.00	\$463.73
\$87,273.00	\$466.70
\$87,839.00	\$469.73
\$88,395.00	\$472.70
\$88,961.00	\$475.73
\$89,517.00	\$478.70

RATES LISTED ARE BASED UPON A 187 DAY CALENDAR

EMPLOYMENT CONTRACTS EXCEEDING 187 DAYS ARE SUPPLEMENTED BY MULTIPLYING THE ADDITIONAL DAYS BY THE DAILY RATE AT THE APPROPRIATE EXPERIENCE LEVEL

This Hiring Schedule is for the 2025/2026 School Year. The GISD Board of Trustees adopts a new compensation plan each year, and future salaries cannot be assumed or predicted.

***Texas Education Code 5.0001 defines a "Classroom teacher" as an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator."*

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DRAFT



**EXTRA DUTY
PAY SCHEDULES
2024/2025**

DEPARTMENT HEADS:

GRANBURY HIGH SCHOOL

***\$1,000 Plus \$100 per Teacher Over 10**

English	1	2,500
Foreign Language	1	2,500
Mathematics	1	2,500
Science	1	2,500
Social Studies	1	2,500
CTE	1	2,500
Fine Arts	1	2,500
Special Education - ALL	1	3,000
Special Education - Life Skills	1	1,500

MIDDLE SCHOOLS

\$1,000 Plus \$100 per Teacher Over 10

English/LA	1	1,000
Mathematics	1	1,000
Science / PE	1	1,000
Social Studies	1	1,000
CTE/Technology/Foreign Language	1	1,000
Fine Arts	1	1,000
Special Education	1	1,500

*Teachers who were previously employed and held this position prior to the 23/24 year will be grandfathered in for this stipend



ELEMENTARY CAMPUSES GRADE LEVEL CHAIRS

\$1,000 Plus \$100 per Teacher Over 10			
Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs: (SPED, Music, PE, 504 & Library)	1	1,000	
UIL Coordinator	1	500	PAY AFTER EVENT



GRANBURY HIGH SCHOOL

All stipends are based upon full district representation in all contests and in any District meet where a complete entry is not fielded, the stipend will be subject to reduction accordingly.

Event		Extra Pay	
UIL Campus Coordinator	1	1,500	
Host District Meet Coordinator	1	825	PAY AFTER EVENT
Accounting	1	825	PAY AFTER EVENT
Calculator Applications	1	825	PAY AFTER EVENT
Computer Science	1	825	PAY AFTER EVENT
Copy Editing	1	825	PAY AFTER EVENT
Current Issues and Events	1	825	PAY AFTER EVENT
Copy, Editorial, Feature, Headline, News Writing	1	825	PAY AFTER EVENT
Film Festival	1	825	PAY AFTER EVENT
Literary Criticism	1	825	PAY AFTER EVENT
Mathematics	1	825	PAY AFTER EVENT
Number Sense	1	825	PAY AFTER EVENT
Poetry Interpretation	1	825	PAY AFTER EVENT
Prose Interpretation	1	825	PAY AFTER EVENT
Ready Writing	1	825	PAY AFTER EVENT
Robotics	1	825	PAY AFTER EVENT
Science	1	825	PAY AFTER EVENT
Social Studies	1	825	PAY AFTER EVENT
Spelling and Vocabulary	1	825	PAY AFTER EVENT
One-Act Play	1	1,575	

\$75.00 Paid Per Weekend Day for Attendance at Meet ABOVE District UIL Level (effective 15/16)



Competing in Lone Star 8 County Middle School District

Event		Extra Pay	
District Meet Director	1	400	PAY AFTER EVENT
Campus Coordinator	1	200	PAY AFTER EVENT
Art	1	450	PAY AFTER EVENT
Calculator Applications	1	450	PAY AFTER EVENT
Chess Puzzle	1	450	PAY AFTER EVENT
Dictionary Skills	1	450	PAY AFTER EVENT
Earth & Life Science	1	450	PAY AFTER EVENT
Impromptu Speaking	1	450	PAY AFTER EVENT
Listening	1	450	PAY AFTER EVENT
Maps, Graphs & Charts	1	450	PAY AFTER EVENT
Mathematics	1	450	PAY AFTER EVENT
Modern Oratory	1	450	PAY AFTER EVENT
Number Sense	1	450	PAY AFTER EVENT
One-Act Play (+100)	1	550	PAY AFTER EVENT
Oral Reading	1	450	PAY AFTER EVENT
Ready Writing	1	450	PAY AFTER EVENT
Social Studies	1	450	PAY AFTER EVENT
Spelling	1	450	PAY AFTER EVENT
Art History	1	450	PAY AFTER EVENT
(Available)	1	450	PAY AFTER EVENT

* Lone Star 8 County Meet Events not in UIL C&CR



GRANBURY ISD

OTHER EXTRA DUTY PAY SCHEDULE 2024/2025

GRANBURY HIGH SCHOOL

1st Assistant Band Director	3	13,331	
2nd Asst Band Director (MS/HS Ensemble)	0	2,320	
Auditorium Manager	1	5,464	
Cheerleader Sponsor - Varsity	1	6,376	
Cheerleader Sponsor - 9th	1	3,477	
Cheerleader Sponsor - Jr.Varsity	1	4,637	
Choral Director/District Coordinator	1	12,000	
1st Assistant Choral Director	1	7,878	
Color Guard Instructor FALL, WINTER, SUMMER	1	7,210	
Culinary	2	4,000 & 2,000	
PAY AFTER EVENT - DECA Sponsor	2	3,000 & 1,000	
Drama/Theater Arts Sponsor	1	2,320	
Asst. Drama/Theater Arts Sponsor	1	1,739	
Drill Team Sponsor	1	12,500	
Asst. Drill Team Sponsor	1	2,026	
EMT	1	1,500	
PAY AFTER EVENT - FCCLA Sponsor	2	1,000	
			1,000 if team advances (Pay After)
PAY ATER EVENT - F1 Sponsor	1	*1,000	
PAY AFTER EVENT - HOSA Sponsor	4	1,000	
ROBOTICS Sponsor	1	2,500	
Asst. ROBOTICS Sponsor	1	1,500	
National Honor Society	1	1,500	
Speech/Debate Sponsor	1	3,500	
Student Council Sponsor	1	2,250	
Yearbook Sponsor	1	5,000	
PAY AFTER EVENT - History Fair Coordinator	1	400	
PAY AFTER EVENT - LEFSA (Law Enforcement)	3	1,000	
PAY AFTER EVENT - Science Fair Coordinator	1	400	
PAY AFTER EVENT - Skills USA	1	1,000	
PAY AFTER EVENT - TSA Sponsor	1	1,000	



MIDDLE SCHOOL CAMPUSES

Middle School Band Director	2	8,723
Middle School Assistant Band Director	2	7,878
Cheerleader Sponsor	2	2,814
Middle School Choir Director	2	3,939
Middle School Choir Director	2	3,939
National Junior Honor Society	2	500
Student Council Sponsor	2	500
Yearbook Sponsor	2	1,000
PAY AFTER EVENT - Spelling Bee Sponsor	2	400
PAY AFTER EVENT - History Fair Coordinator	2	400

SPECIAL ASSIGNMENTS

Automotive Tech Teacher - GHS (NA for New Hires after 22/23)	4	3,500
Athletics Website - Graphics/Schedule	1	1,000
Audio Visual - GHS	1	7,500
Bilingual Support Specialist- Baccus/GHS	3	3,500
Bilingual Teachers - Baccus/Brawner/Roberson	22	3,500
CN Café Mgr Summer Conference (Pay After Event)	9	300
CN Café Mgr Stipend(Pay After Event)	9	500
Counselor - Lead (GHS)	1	2,500
Elementary District UIL Coordinator (Pay After Event)	0	400
Health Coordinator	1	2,000
IPM Coordinator - Maintenance	1	1,500
JROTC	2	12,000
Occupational Therapists - SPED	2	6,000
P&FE (Parent & Family Campus Liaison) (Pay After Event)	10	500
Professional Development (in District Training - paid per hour)*	0	\$25 - \$75
*Payment After Required Training is Completed		
Project Lead the Way Leader	1	1,500
Project Lead the Way Instructor Training*	0	1,500
*Payment After Required Training is Completed		
Security - Teacher Marshalls	0	1,500
Speech Language Pathologists - SPED	9	6,000
Speech Language Pathologists Supervisor - SPED	4	1,500
Visual Impairment Specialist - SPED	1	6,000
Visual Impairment Specialist and O & M	1	6,000
*TCC-Teachers (\$640 per class/prorated by student \$64 up to 10 students)	0	640
Teacher Residents	26	3,250
Teacher Resident Mentor	26	1,000
Travel Expense - Asst. Supt, CFO	3	3,000
Tutors - Paid Hourly (hourly rate varies)		\$12 or \$25
WIT/WIT Jr Sponsors (Pay After Event - Paid by A&M)	2	3,000

*Teachers who were previously employed with Weatherford College will receive the additional GISD Stipend

Board Approved _____

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GRANBURY ISD

ATHLETIC STIPEND SCHEDULE

DRAFT

GRANBURY HIGH SCHOOL		2025-2026
	TEAM	STIPEND

Campus Coordinator of Mens' Athletics

NEGOTIATED

Campus Coordinator of Womens' Athletics

NEGOTIATED

FOOTBALL

Head Coach	Varsity / JV / 9th	NEGOTIATED
Asst Head Coach/Offensive Coordinator	Varsity / JV	15,140
Defensive Coordinator	Varsity / JV	10,129
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160
Assistant Coach	Varsity	8,160

VOLLEYBALL

Head Coach	Varsity / JV / 9th	9,568
Assistant Coach	Varsity/JV	6,515
Assistant Coach	Varsity/JV	5,065
Assistant Coach	9th	5,065
Assistant Coach	9th	5,065

BASKETBALL - MEN

Head Coach	Varsity / JV / 9th	9,568
Assistant Coach 1	Varsity / JV	6,515
Assistant Coach	JV	5,177
Assistant Coach	9th	5,177
Assistant Coach	9th	5,177

BASKETBALL - WOMEN

Head Coach	Varsity / JV / 9th	9,568
Assistant Coach 1	Varsity / JV	6,515
Assistant Coach	JV	5,177
Assistant Coach	9th	5,177

GRANBURY HIGH SCHOOL	TEAM	2025-2026 STIPEND
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SOCCER - MEN

Head Coach	Varsity / JV/ 9th	9,004
Assistant Coach 1	JV	5,402
Assistant Coach	9th	4,502

SOCCER - WOMEN

Head Coach	Varsity / JV/ 9th	9,004
Assistant Coach	JV	5,402
Assistant Coach	9th	4,502

TRACK - MEN

Head Coach	Varsity/JV	9,004
Assistant Coach	Varsity/JV	5,065
Assistant Coach	Varsity/JV	5,065
Assistant Coach	Varsity/JV	5,065

TRACK - WOMEN

Head Coach	Varsity/JV	9,004
Assistant Coach	Varsity/JV	5,065
Assistant Coach	Varsity/JV	5,065
Assistant Coach	Varsity/JV	5,065

TRACK - WOMEN & MEN

Assistant Coach	Varsity/JV	5,065
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~~CROSS COUNTRY -- MEN~~

~~Head Coach~~	~~Varsity/JV~~	~~8,316~~
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~~CROSS COUNTRY -- WOMEN~~

~~Head Coach~~	~~Varsity/JV~~	~~8,316~~
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CROSS COUNTRY - WOMEN & MEN

Head Coach	Varsity/JV	8,316
Assistant Coach	Varsity/JV	3,939

GOLF - WOMEN

Head Coach	Varsity/JV	9,004
Varsity / JV	Varsity/JV	2,701

GOLF - MEN

Head Coach	Varsity/JV	9,004
Varsity / JV	Varsity/JV	2,701

GRANBURY HIGH SCHOOL		TEAM	2025-2026 STIPEND
BASEBALL			
	Head Coach	Varsity	9,568
	Assistant Coach	Varsity/ JV	5,515
	Assistant Coach	JV / 9th	5,177
	Assistant Coach	JV / 9th	5,177
SOFTBALL			
	Head Coach	Varsity	9,568
	Assistant Coach	Varsity/JV	5,515
	Assistant Coach	JV	5,177
TENNIS			
	Head Coach	Varsity/JV	9,004
	Assistant Coach	Varsity/JV	5,628
SWIMMING			
	Head Coach	Varsity/JV	9,004
	Assistant Coach	Varsity/JV	5,628
POWER LIFTING			
	Head Coach	Varsity / JV	5,000
	Assistant Coach	Varsity / JV	3,500
	Assistant Coach	Varsity / JV	3,500

ACTON MIDDLE SCHOOL		2025-2026	
	TEAM	STIPEND	
Campus Coordinator of Boy's Athletics			1,688
Campus Coordinator of Girl's Athletics			1,688
FOOTBALL			
	Coach	8th	4,164
	Coach	8th	4,164
	Coach	8th	4,164
	Coach	7th	4,164
	Coach	7th	4,164
	Coach	7th	4,164
VOLLEYBALL			
	Coach	8th	3,039
	Coach	8th	3,039
	Coach	7th	3,039
	Coach	7th	3,039
BASKETBALL - BOYS			
	Coach	8th	2,252
	Coach	8th	2,252
	Coach	7th	2,252
	Coach	7th	2,252
BASKETBALL - GIRLS			
	Coach	8th	2,252
	Coach	8th	2,252
	Coach	7th	2,252
	Coach	7th	2,252
TRACK - BOYS			
	Coach	8th	2,026
	Coach	8th	2,026
	Coach	7th	2,026
	Coach	7th	2,026
TRACK - GIRLS			
	Coach	8th	2,026
	Coach	8th	2,026
	Coach	7th	2,026
	Coach	7th	2,026
*CROSS COUNTRY - BOYS			
	Coach	7th/8th	1,000
*CROSS COUNTRY - GIRLS			
	Coach	7th/8th	1,000
*SOCCER - BOYS			
	Coach	8th	1,000
	Coach	7th	1,000
*SOCCER - GIRLS			
	Coach	8th	1,000
	Coach	7th	1,000
*TENNIS - BOYS			
	Coach	8th	1,000
	Coach	7th	1,000
*TENNIS - GIRLS			
	Coach	8th	1,000
	Coach	7th	1,000

GRANBURY MIDDLE SCHOOL		2025-2026	
	TEAM	STIPEND	
Campus Coordinator of Boy's Athletics			1,688
Campus Coordinator of Girl's Athletics			1,688
FOOTBALL			
	Coach	8th	4,164
	Coach	8th	4,164
	Coach	8th	4,164
	Coach	7th	4,164
	Coach	7th	4,164
	Coach	7th	4,164
VOLLEYBALL			
	Coach	8th	3,039
	Coach	8th	3,039
	Coach	7th	3,039
	Coach	7th	3,039
BASKETBALL - BOYS			
	Coach	8th	2,252
	Coach	8th	2,252
	Coach	7th	2,252
	Coach	7th	2,252
BASKETBALL - GIRLS			
	Coach	8th	2,252
	Coach	8th	2,252
	Coach	7th	2,252
	Coach	7th	2,252
TRACK - BOYS			
	Coach	8th	2,026
	Coach	8th	2,026
	Coach	7th	2,026
	Coach	7th	2,026
TRACK - GIRLS			
	Coach	8th	2,026
	Coach	8th	2,026
	Coach	7th	2,026
	Coach	7th	2,026
*CROSS COUNTRY - BOYS			
	Coach	7th/8th	1,000
*CROSS COUNTRY - GIRLS			
	Coach	7th/8th	1,000
*SOCCER - BOYS			
	Coach	8th	1,000
	Coach	7th	1,000
*SOCCER - GIRLS			
	Coach	8th	1,000
	Coach	7th	1,000
*TENNIS - BOYS			
	Coach	8th	1,000
	Coach	7th	1,000
*TENNIS - GIRLS			
	Coach	8th	1,000
	Coach	7th	1,000

*Pay at end of Season. If 7th & 8th combined there will only be one stipend given

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**GRANBURY INDEPENDENT SCHOOL DISTRICT
PROFESSIONAL SUPPORT & ADMINISTRATION - EXEMPT
2025 - 2026 Pay Ranges**

DRAFT

		Calendar			
Pay Grade / Job Title	# of Days		Minimum	Midpoint	Maximum
PAY GRADE A1		Daily Rate	229.79	280.22	330.66
Director - Child Care	196	196 days	45,039	54,923	64,809
Technology: Network Engineer	226	226 days	51,933	63,330	74,729
Technology: Software Support Specialist	226				
PAY GRADE A2		Daily Rate	248.16	302.64	357.12
Assistant - Chief of Safety & Security	217	206 days	51,121	62,344	73,567
Coordinator - Child Care/Supervisor-Extd School Day Prgm	206	207 days	51,369	62,646	73,924
Employee Management Coordinator	226	217 days	53,851	65,673	77,495
Transportation: Transportation Manager	226	226 days	56,084	68,397	80,709
Maintenance: Maintenance Manager	240	240 days	59,558	72,634	85,709
PAY GRADE A3		Daily Rate	290.35	354.09	417.82
Special Education: ARD Manager	187	187 days	54,295	66,215	78,132
Special Education: Transition Specialist	187	188 days	54,586	66,569	78,550
Special Education: Occupational Therapist	187	191 days	55,457	67,631	79,804
Special Education: Occupational Therapist/Assistive Tech	198	198 days	57,489	70,110	82,728
Special Education: Speech Language Pathologist/SLP Assistant	188	207 days	60,102	73,297	86,489
Special Education: Visually Impaired	188	226 days	65,619	80,024	94,427
Special Education: Visually Impaired/Orientation & Mobility	188				
Special Education: Behavior Intervention Specialist	198				
Special Education: LSSP/LSSP Intern (187 Days)	198				
Special Education: Diagnostician	207				
Counselor: Elementary	191				
Counselor: Middle School/STARS & BTC	198				
Counselor: High School	207, 226				
Counselor: LPC	207				
Business Office: Coordinator PEIMS	226				
Curriculum: Coordinator	207, 226				
Curriculum: Instructional Technology Specialist	226				
Instructional Specialist	198				
Librarian - Non Instructional Certified	191				
Registered Nurse (RN)	187				
Special Programs: Coordinator	226				
PAY GRADE A4		Daily Rate	310.67	378.88	447.08
Assistant Principal: Elementary	207	187 days	58,095	70,851	83,604
Assistant Principal: Intern	187	198 days	61,513	75,018	88,522
Assistant Principal/STEAM Coordinator: Elementary	207	207 days	64,309	78,428	92,546
Coordinator - Special Programs/504 Special Programs	198, 207	226 days	70,211	85,627	101,040
Assistant Principal: Middle School	207				
Business Office: Purchasing Manager	226				
Business Office: Payroll Supervisor	226				
Human Resources: HR Manager	226				
Dean of Instruction (207 Days MS - 226 Days GHS)	207, 226				
Instructional Coach - CTE	196				
Technology: Network Administrator	226				
Technology: Network Services Manager	226				
PAY GRADE A5		Daily Rate	329.32	401.62	473.90
Assistant Principal: High School	207	207 days	68,169	83,135	98,097
Associate Principal: High School	226	226 days	74,426	90,766	107,101
Business Manager	226				
PAY GRADE A6		Daily Rate	368.84	449.81	530.77
Principal: Elementary	217	217 days	80,038	97,609	115,177
Principal: STARS/BTC	217	226 days	83,358	101,657	119,954
Assistant Director - Finance	226				
Assistant Director - Curriculum & Instruction	226				
Assistant Director - Special Education	226				
Boy's Athletic Coordinator/Head Football Coach	226				
Chief of Safety & Security	226				
Director - Communications	226				
Director - Community Relations	226				
Director - Facilities/Maintenance	226				
Director - Child Nutrition	226				
Director - Support Services - Custodial	226				
Director - Transportation	226				

PAY GRADE A7		Daily Rate	413.09	503.79	594.47
Principal: Middle School	226	226 days	93,358	113,857	134,350
Director - Athletics	226				
PAY GRADE A8		Daily Rate	437.89	534.01	630.12
Director - C.T.E.	226	226 days	98,963	120,686	142,407
Director - Curriculum & Instruction	226				
Director - Human Resources	226				
Director - Special Education	226				
Director - Technology	226				
Principal: High School	226				
PAY GRADE A9		Daily Rate	547.36	667.51	787.67
Chief Financial Officer	226	226 days	123,703	150,857	178,013
Assistant Superintendent	226				

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**2024-2025
Budget Amendment #10
General Operating**

	July 21, 2025 Meeting Proposed Budget Amendment #10	Increase	Decrease	Net Effect
Object	Revenue			
5700	Revenue Generated	0	0	
5800		0	0	
5900		0	0	
	Total	0	0	0
Function	Expenses			
11	Overall effect on Function 11	0	0	0
12	Overall effect on Function 12	0	0	0
13	Overall effect on Function 13	0	0	0
21	SPED - Amend funds for TCASE memberships	0	190	
	Overall effect on Function 21	0	190	(190)
23	Overall effect on Function 23	0	0	0
31	SPED - Amend funds for TCASE memberships	190	0	
	Overall effect on Function 31	190	0	190
32	Overall effect on Function 32	0	0	0
33	Overall effect on Function 33	0	0	0
34	Finance - Amend funds for software reclassification	10,130	0	
	Overall effect on Function 34	10,130	0	10,130
36	Overall effect on Function 36	0	0	0
41	Overall effect on Function 41	0	0	0
51	Finance - Amend funds for software reclassification	0	26,166	
	Overall effect on Function 51	0	26,166	(26,166)
52	Finance - Amend funds for facility usage salaries	0	4,000	
	Overall effect on Function 52	0	4,000	(4,000)
53	Overall effect on Function 53	0	0	0
61	Finance - Amend funds for facility usage salaries	4,000	0	
	Overall effect on Function 61	4,000	0	4,000
71	Finance - Amend funds for software reclassification	16,036	0	
	Overall effect on Function 71	16,036	0	16,036
81	Overall effect on Function 81	0	0	0
91	Overall effect on Function 91	0	0	0
93	Overall effect on Function 93	0	0	0
99	Overall effect on Function 99	0	0	0
	Total	30,356	30,356	0

Granbury Independent School District

Fiscal Year 2024-2025

	Adopted Budget	Prior Budget Amendments	Budget Amendment 7/21/2025	Revised Budget
REVENUE				
5700 Local Revenue	76,026,730	-	-	76,026,730
5800 State Revenue	16,002,246	16,100,000	-	32,102,246
59/7900 Federal Programs/Other Sources	1,872,965	-	-	1,872,965
Total	93,901,941	16,100,000	-	110,001,941
EXPENDITURES				
11 Instruction & Instr. Related Services	56,019,573	(1,654,838)	-	54,364,735
12 Instructional Resources & Media Serve	814,295	(1,000)	-	813,295
13 Curriculum & Instr. Staff Development	810,677	(33,054)	-	777,623
21 Instructional Leadership	1,168,517	(79,275)	(190)	1,089,052
23 School Leadership	4,425,860	(15,204)	-	4,410,656
31 Guidance, Counseling & Evaluation Serve	2,604,355	4,728	190	2,609,273
32 Social Work Services	-	0	-	-
33 Health Services	571,762	0	-	571,762
34 Student (Pupil) Transportation	4,113,609	1,602,954	10,130	5,726,693
35 Food Service	-	0	-	-
36 Co curricular/Extracurricular Activities	2,229,788	(3,685)	-	2,226,103
41 General Administration	3,135,945	77,511	-	3,213,456
51 Plant Maintenance and Operations	9,050,561	756,627	(26,166)	9,781,022
52 Security & Monitoring Services	1,688,178	(5,022)	(4,000)	1,679,156
53 Data Processing Services	1,629,021	104,099	-	1,733,120
61 Community Services	52,911	0	4,000	56,911
71 Debt Service (M&O)	39,158	177,006	16,036	232,200
81 Facilities Acquisition	57,500	1,276,818	-	1,334,318
91 Contracted Instruction Services - Chapter 41	3,740,231	0	-	3,740,231
93 Shared Services Arrangement	-	0	-	-
99 Other Governmental Charges	1,750,000	0	-	1,750,000
00 Other Uses	-	0	-	-
Total Budgeted Expenditures	93,901,941	2,207,665	-	96,109,606
Excess Revenue over (Under) Expenditures	-	13,892,335	-	13,892,335

**GRANBURY INDEPENDENT SCHOOL DISTRICT
INTEROFFICE MEMO
FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: July 21 2025
For: Approval

TO: Dr. Courtney Morawski
Superintendent

FROM: Houcine Chraibi
DATE: July 9, 2025
RE: MRO Supplies & Equipment CSP 2025-22

SUMMARY:

A proposal was let to provide a pool of vendors for the purchase of supplies and equipment for the maintenance department on an as needed basis. In the past, individual proposals were processed to cover the areas of plumbing, electrical, building materials, general maintenance and paint. Those needs have been combined into one proposal under MRO (maintenance, repair and operations) supplies and equipment. Bradee Drake, Purchasing Assistant has provided the specifications for the proposal. All vendors that have been awarded in the past, were notified, in addition to new suppliers that are deemed of interest to the maintenance and facilities department. The proposal was also advertised in the Hood County News.

RECOMMENDATION:

It is recommended to award Granbury ISD CSP 2025-22 for MRO Supplies & Equipment, for the period of, through July 31st, 2028 with options to auto-renew with up to three additional years.

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Bradee Drake

Date Submitted: July 9th, 2025

BID/PROPOSAL FOR BOARD APPROVAL

Board Meeting Date: July 21, 2025

Bid Number: CSP 2025-22

1. **Item, material or service (specific or classification):** MRO Supplies and Equipment
2. **Brief description:** A proposal was let to provide vendors for the purchase of maintenance supplies and equipment to include plumbing, electrical, building materials, general maintenance supplies and paint to be purchased on an as needed basis.
3. **Period of time bid covers:** Date of award from award through July 31, 2028, with options to auto-renew with up to three additional years.
4. **Person and title responsible for the expenditure:** Hailey Veron, Director of Facilities and Maintenance.
5. **Number of bids notification letters sent to vendors:** 1380
6. **Number of bids received from vendors:** 15
7. **Listing of recommended vendors and total prices:** Estimated annual expenditures under this proposal are between \$125,000 and \$175,000. Recommendation for award is to the following vendors:

ABC Commercial Services	Lewisville	TX
Blackmon Mooring - BMS CAT	Arlington	TX
Morrison Supply	GRANBURY	TX
Pioneer Manufacturing Company	Cleveland	OH
Temperature Control Systems	Dallas	TX
Tractor Supply Company	Brentwood	TN
henson building materials	cresson	TX
Greens Welding Supply, INC	Granbury	TX
Facility Solutions Group	Dallas	TX
Texas Paint and Wallpaper (Helm Paint and Supply)	Granbury	TX
Hi-Line, Inc. (Hi-Line Electric Company, Inc.)	Dallas	TX
Parts Town, LLC	Addison	IL
North Texas Winsupply	Fort Worth	TX
JOHN W. GASPARINI, INC DBA MARKS PLUMBING PARTS	FORT WORTH	TX
Woodard Builders Supply	Fort Worth	TX

8. **Explanation of other than low recommendations:** N/A
9. **Last bid date (bid of comparable nature within last 5 years):** This proposal is replacing multiple individual proposals that were let at different times.
10. **Percentage increase or decrease from last bid:** A cost comparison cannot be made as the scope of the proposal has changed.
11. **Budget information:** Expenditures for MRO supplies and equipment will be from the following account code(s):

199.E.51.6316.00.951.0.99.xxx (530, 540, 550, 560, 580)
199.E.51.6316.00.001.0.99.xxx (580, 360)
199.E.51.6631.00.951.0.99.000
199.E.51.6639.00.951.0.99.xxx (010, 500)
199.E.51.6649.00.951.0.99.xxx (000, 010)

Event Number	2025-22 Addendum 1	Organization	Granbury ISD
Event Title	MRO Maintenance Repair and Operations S	Workgroup	Purchasing
Event Description	This proposal is to provide a pool of vendor	Event Owner	Bradee Drake
Event Type	CSP	Email	bradee.drake@granburyisd.org
Issue Date	4/24/2025 08:47:05 AM (CT)	Phone	(817) 408-4087
Close Date	6/30/2025 02:00:00 PM (CT)	Fax	Unit

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
ABC Commercial Services	Lewisville	TX	4/29/2025 08:24:07 PM (CT)	1	\$0.00
Blackmon Mooring - BMS CAT	Arlington	TX	6/25/2025 08:35:31 PM (CT)	0	\$0.00
Morrison Supply	GRANBURY	TX	6/24/2025 11:57:12 AM (CT)	0	\$0.00
Pioneer Manufacturing Compan	Cleveland	OH	5/2/2025 10:14:36 AM (CT)	2	\$0.00
Temperature Control Systems	Dallas	TX	6/11/2025 08:26:30 AM (CT)	1	\$0.00
Tractor Supply Company	Brentwood	TN	6/24/2025 11:10:34 AM (CT)	1	\$0.00
henson building materials	cresson	TX	6/24/2025 09:54:13 AM (CT)	1	\$2.00
Greens Welding Supply, INC	Granbury	TX	6/23/2025 11:09:25 AM (CT)	4	\$125.50
Facility Solutions Group	Dallas	TX	6/23/2025 01:18:23 PM (CT)	24	\$595.34
Texas Paint and Wallpaper (Helr	Granbury	TX	6/23/2025 09:28:03 AM (CT)	14	\$645.72
Hi-Line, Inc. (Hi-Line Electric Cor	Dallas	TX	4/29/2025 09:13:43 AM (CT)	23	\$785.71
Parts Town, LLC	Addison	IL	6/16/2025 03:27:54 PM (CT)	4	\$975.56
North Texas Winsupply	Fort Worth	TX	4/24/2025 12:23:53 PM (CT)	24	\$1,029.45
JOHN W. GASPARINI, INC DBA M	FORT WORTH	TX	6/12/2025 10:21:28 AM (CT)	23	\$1,254.36
Woodard Builders Supply	Fort Worth	TX	6/16/2025 10:57:15 AM (CT)	6	\$2,134.52

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Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees Date: July 21 2025 For: Approval
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TO: Dr. Courtney Morawski, Superintendent

FROM: Houcine Chraibi

DATE: July 9, 2025

RE: 2025-23 Band, Choir, and Cheer
Contracted Services

SUMMARY:

A bid was let on April 25th, 2025, to establish vendors for the purchase of music, band and choir related services on an as needed basis. Vendors were asked to quote a percentage discount off prices for the period from written notification of award through July 31, 2029

A summation of the process and outcome, as well as a copy of the tabulation, is attached for your review.

RECOMMENDATION:

It is recommended the Board approve the following vendor Houghton Bland Low brass, LLC, for purchases on an as needed basis, for the period from notification of award through July 31, 2028, Approximate annual expenditure is \$ 55,000 to \$85,000.

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Bradee Drake

Date Submitted: July 9, 2025

Event Number	2025-23 Addendum 1	Organization	Granbury ISD
Event Title	Band, Choir, and Cheer Contracted Services	Workgroup	Purchasing
Event Description	Granbury Independent School District ("GISD")	Event Owner	Bradee Drake
Event Type	RFP	Email	bradee.drake@granburyisd.org
Issue Date	4/25/2025 04:58:33 PM (CT)	Phone	(817) 408-4087
Close Date	6/30/2025 02:00:00 PM (CT)	Fax	Unit

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
Houghton Bland Low Brass, LLC	Tolar	TX	6/3/2025 12:36:20 PM (CT)	2	\$101.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

**GRANBURY INDEPENDENT SCHOOL DISTRICT
INTEROFFICE MEMO
FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: July 21, 2025
For: Approval

TO: Dr. Courtney Morawski
Superintendent

FROM: Houcine Chraibi

DATE: July 9, 2025

RE: CSP 2025-24 CTE Supplies and Equipment-
Supplemental

SUMMARY:

Vendors were asked to quote a percentage discount from the catalog, or published price list. The original term is from written notification of award through 2028 and will auto-renew for additional one-year terms at the sole option of the district.

The following is the recommendation of Administration:

Greens Welding Supply, INC	Granbury	TX
In The Pattern Flight School (DSR Cherokee 180, LLC)	Denton	TX
National Professional Resources (JeL Sales & Marketing, LLC)	Lake Worth	FL
A&A Steel and Supply	Granbury	TX
ABI Digital Solutions / Digital Performance Gear (Airbrush Images Inc)	Conroe	TX
Adorama Inc	New York	NY
Advanced Technologies Consultants (T.S. Enterprise Associates, LLC)	Plymouth	MI
American Ceramic Supply Company	Carrollton	TX
Attainment Company	Verona	WI
Audio Resource Group, Inc	West Fargo	ND
Bandmans company southwest	dallas	TX
Barnes & Noble Booksellers, Inc.	New York	NY
Bedford, Freeman & Worth Publishing Group (Macmillan Holdings LLC, d/b/a MPS, c/o Bedford, Freeman and Worth Publishing Group)	New York	NY
Certiport, a business of NCS Pearson, Inc.	American Fork	UT
Crabtree Publishing Company	New York	NY
Data Projections, Inc.	Houston	TX
eDynamic LP (eDynamic Holdings LP)	Southlake	TX
Event-O-Matic (CK Reed Enterprises LLC)	Stephenville	TX
Follett Content Solutions, LLC	McHenry	IL
Goodheart-Willcox Publisher (The Goodheart-Willcox Company, Inc.)	Tinley Park	IL
Grey House Publishing-Salem Press Imprint	Hackensack	NJ
Lab Resources, Inc.	Tomball	TX
Lakeshore Learning Materials LLC (Lakeshore Parent LLC)	Carson	CA
McGraw-Hill LLC	Columbus	OH
Medicaleshop Inc	New Milford	CT
Pender's Music Company (Pender's Music Company, LLC)	Denton	TX

PENN STATE INDUSTRIES	PHILADELPHIA	PA
Pivot Point International	Chicago	IL
Raise 3D Technologies, Inc	Stafford	TX
Romeo Music	Coppell	TX
School Mate (Morris Printing Group, Inc)	Kearney	NE
Technical Laboratory Systems, Inc.	Houston	TX
Texas Art Supply Company	Houston	TX
Texas Scenic Company, Inc.	San Antonio	TX
Trinity Ceramic Supply, Inc.	Dallas	TX
	West Long	
Unipak Corp.	Branch	NJ
VEX ROBOTICS	Greenville	TX
	Rancho Santa	
Wieser Educational, Inc.	Margarita	CA

RECOMMENDATION:

It is recommended the Board approve the following vendors for the period from written notification of Award through 2028. Approximate annual expenditure will be \$100,000 - \$175,000.

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Bradee Drake
Todd Gibson

Date Submitted: July 9, 2025

BID FOR BOARD APPROVAL

Board Meeting Date: July 21, 2025

Bid Number: CTE Supplies CSP 2025-24

1. **Item, material or service (specific or classification):** CTE Instructional supplies and equipment.
2. **Brief description:** Vendors were asked to quote a fixed rate percentage discount from catalog, price lists or web site pricing.
3. **Period of time bid covers:** From written notification of award through 2028, with autorenewals for four additional one-year periods
4. **Person and title responsible for the expenditure:**
Todd Gibson – Director of Career and Technology
5. **Number of bid notification letters sent to vendors:** 662
6. **Number of bids received from vendors:** 38
7. **Listing of recommended vendors and total prices:** It is recommended the following vendors be awarded for an estimated annual expenditure of \$100,000 - \$175,000.
8. **Explanation of other than low recommendations:** N/A
9. **Last bid date (bid of comparable nature within last 5 years):** 2023
10. **Percentage increase or decrease from last bid:** N/A
11. **Budget information:** Purchases will be made from budgeted funds across the district.

Event Number	2025-24 Addendum 1	Organization	Granbury ISD
Event Title	CTE Instructional Supplies and Equipment	Workgroup	Purchasing
Event Description	The Granbury Independent School District is	Event Owner	Bradee Drake
Event Type	CSP	Email	bradee.drake@granburyisd.org
Issue Date	4/25/2025 04:40:17 PM (CT)	Phone	(817) 408-4087
Close Date	6/30/2025 02:00:00 PM (CT)	Fax	Unit

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
Greens Welding Supply, INC	Granbury	TX	6/23/2025 10:21:45 AM (CT)	0	\$0.00
In The Pattern Flight School (DSI Denton		TX	6/6/2025 01:36:03 PM (CT)	0	\$0.00
National Professional Resources Lake Worth		FL	5/9/2025 08:46:00 AM (CT)	0	\$0.00
A&A Steel and Supply	Granbury	TX	6/26/2025 09:17:07 AM (CT)	1	\$0.00
ABI Digital Solutions / Digital Pe Conroe		TX	5/9/2025 10:29:42 AM (CT)	1	\$0.00
Adorama Inc	New York	NY	6/30/2025 11:11:33 AM (CT)	1	\$0.00
Advanced Technologies Consult Plymouth		MI	6/11/2025 01:36:01 PM (CT)	1	\$0.00
American Ceramic Supply Comp Carrollton		TX	6/9/2025 01:27:04 PM (CT)	1	\$0.00
Attainment Company	Verona	WI	6/26/2025 01:45:36 PM (CT)	1	\$0.00
Audio Resource Group, Inc	West Fargo	ND	4/29/2025 08:23:31 PM (CT)	1	\$0.00
Bandmans company southwest dallas		TX	6/18/2025 10:14:50 AM (CT)	1	\$0.00
Barnes & Noble Booksellers, Inc New York		NY	4/28/2025 08:29:29 AM (CT)	1	\$0.00
Bedford, Freeman & Worth Pub New York		NY	6/30/2025 10:12:30 AM (CT)	1	\$0.00
Certiport, a business of NCS Pea American Fork		UT	6/25/2025 05:11:42 PM (CT)	1	\$0.00
Crabtree Publishing Company	New York	NY	6/26/2025 12:17:47 PM (CT)	1	\$0.00
Data Projections, Inc.	Houston	TX	6/9/2025 10:43:12 AM (CT)	1	\$0.00
eDynamic LP (eDynamic Holding Southlake		TX	5/30/2025 01:46:58 PM (CT)	1	\$0.00
Event-O-Matic (CK Reed Enterpr Stephenville		TX	6/4/2025 02:23:06 PM (CT)	1	\$0.00
Follett Content Solutions, LLC McHenry		IL	5/28/2025 12:30:12 PM (CT)	1	\$0.00
Goodheart-Willcox Publisher (Tt Tinley Park		IL	6/17/2025 12:03:00 PM (CT)	1	\$0.00
Grey House Publishing-Salem Pr Hackensack		NJ	5/5/2025 12:00:38 PM (CT)	0	\$0.00
Lab Resources, Inc.	Tomball	TX	4/28/2025 01:03:07 PM (CT)	1	\$0.00
Lakeshore Learning Materials LL Carson		CA	6/25/2025 10:28:51 AM (CT)	1	\$0.00
McGraw-Hill LLC	Columbus	OH	6/25/2025 08:13:58 PM (CT)	1	\$0.00
Medicaleshop Inc	New Milford	CT	6/24/2025 03:35:37 AM (CT)	1	\$0.00
Pender's Music Company (Pend Denton		TX	6/26/2025 02:21:07 PM (CT)	1	\$0.00
PENN STATE INDUSTRIES	PHILADELPHIA	PA	4/25/2025 06:49:11 PM (CT)	1	\$0.00
Pivot Point International	Chicago	IL	4/30/2025 02:28:20 PM (CT)	1	\$0.00
Raise 3D Technologies, Inc	Stafford	TX	6/27/2025 04:39:58 PM (CT)	1	\$0.00
Romeo Music	Coppell	TX	5/1/2025 05:10:11 PM (CT)	1	\$0.00

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School Mate (Morris Printing Gr Kearney	NE	6/23/2025 11:23:28 AM (CT)	1	\$0.00	
Technical Laboratory Systems, ll Houston	TX	5/28/2025 09:00:55 AM (CT)	1	\$0.00	
Texas Art Supply Company	Houston	TX	4/28/2025 07:55:15 AM (CT)	1	\$0.00
Texas Scenic Company, Inc.	San Antonio	TX	6/23/2025 10:35:22 AM (CT)	1	\$0.00
Trinity Ceramic Supply, Inc.	Dallas	TX	5/20/2025 03:27:39 PM (CT)	1	\$0.00
Unipak Corp.	West Long Branch	NJ	4/29/2025 01:17:44 PM (CT)	1	\$0.00
VEX ROBOTICS	Greenville	TX	5/1/2025 02:50:21 PM (CT)	1	\$0.00
Wieser Educational, Inc.	Rancho Santa Margarita	CA	4/29/2025 11:54:12 AM (CT)	1	\$0.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: July 21, 2025
For: Approval

TO: Dr. Courtney Morawski, Superintendent

FROM: Houcine Chraibi

DATE: July 9, 2025

RE: Drug and Alcohol Testing Screening
RFP 2025-25

SUMMARY:

A request for proposal was let for alcohol and drug testing. Five Vendors responded and submitted the RFP 2025-25.

A summation of the original process and outcome as well as a copy of the tabulation is attached for your review.

RECOMMENDATION:

It is recommended that the Board approve A&D Test, Inc. with the recommendation of Athletic Director Coach Lamont Moore.

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Bradee Drake
 Lamont Moore

Date Submitted: July 9, 2025

BID FOR BOARD APPROVAL

Board Meeting Date: July 21,2025

Bid Number: 2025-25

1. **Item, material or service (specific or classification): Drug & Alcohol Testing**
2. **Brief description:**
3. **Period of time bid covers: 07/31/2025-07/31/2028**
4. **Person and title responsible for the expenditure: Lamont Moore: Director of Athletics**
5. **Number of bids sent to vendors: 111**
6. **Number of bids received from vendors: 4**
7. **Last bid date (bid of comparable nature within last 5 years): 2014**
8. **Percentage increase or decrease from last bid: Increase**

Event Number	2025-25 Addendum 1	Organization	Granbury ISD
Event Title	Drug & Alcohol Testing Screening	Workgroup	Purchasing
Event Description	Granbury ISD is seeking Request for Proposal	Event Owner	Bradee Drake
Event Type	RFP	Email	bradee.drake@granburyisd.org
Issue Date	4/29/2025 09:00:02 AM (CT)	Phone	(817) 408-4087
Close Date	6/30/2025 02:00:00 PM (CT)	Fax	Unit

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
A&D Tests, Inc	Temple	TX	6/30/2025 08:37:47 AM (CT)	2	\$26.00
Smart Sales, LLC dba Smartox (S Irving		TX	6/24/2025 11:44:29 AM (CT)	2	\$68.00
A-Dependable Drug Testing, LLC GRANBURY		TX	6/29/2025 03:04:28 PM (CT)	2	\$98.00
Nao Medical (Statcare Urgent & Mineola		NY	6/24/2025 03:47:40 PM (CT)	2	\$425.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

**GRANBURY INDEPENDENT SCHOOL DISTRICT
INTEROFFICE MEMO
FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: July 21 2025
For: Approval

TO: Dr. Courtney Morawski, Superintendent

FROM: Houcine Chraibi

DATE: July 9 2025

RE: Facilities and Maintenance RFP 2025-28

SUMMARY:

A proposal was let to provide vendors for Facilities and Maintenance contracted services, as needed basis. Vendors were asked to provide hourly rate pricing.
A summation of the process and outcome is attached for your review.

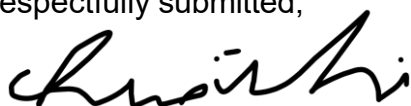
Below is my recommendation for award.

Lawton Commercial Services	McKinney	TX
Precision Sidewalks LLC, dba Precision Concrete Cutting	Dallas	TX
Exserv Facility Services, Inc.	Dallas	TX
Blackmon Mooring - BMS CAT	Arlington	TX
Mart, Inc.	Irving	TX
G&G Electric Service Co (G&G Electrical Service Co., Inc.)	Granbury	TX
Tryggr Roofing & Construction LLC	Morgan	TX
Diamond Iron, LLC	Glendale	AZ
1-A Fire & Domestic Testing (Mr Backflow LLC)	Boyd	TX
Impower Connection, Inc.	Weatherford	TX
ABC Commercial Services	Lewisville	TX
Facility Solutions Group	Dallas	TX
Firetrol Protection Systems - FW (MX Holdings US, Inc.)	Fort Worth	TX
Hukill's FTW LLC	Benbrook	TX
Best Electric (Cardinal Point Enterprises)	Granbury	TX
TOCA LLC	KELLER	TX

RECOMMENDATION:

It is recommended that the district award, for Facilities and Maintenance contract services to the vendors listed below, they have completed the bidding process.

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Bradee Drake

Date Submitted: July 9, 2025 157

BOARD APPROVAL FORM

Board Meeting Date: July 21 2025

Proposal Number: 2025-28

1. **Item, material or service (specific or classification):** Services for facilities and maintenance
2. **Brief description:** A proposal was let to provide vendors for facilities and maintenance services in the area.
3. **Period of time bid covers:** hourly pricing is to remain fixed for the term of the contract, unless cost increases or escalations are specifically agreed to in advance in a writing signed by a duly authorized representative of the District. The term of this contract shall be one (1) year, it will auto - renew for four (4) additional one (1) year periods. Notwithstanding anything herein to the contrary, all contracts with all vendors shall expire and terminate on or before January 30, 2029.
4. **Person and title responsible for the expenditure:** Granbury ISD entire district
5. **Number of bid notification letters sent to vendors:** 344
6. **Number of bids received from vendors:** 16
7. **Listing of recommended vendors and total prices:**

It is recommended that the district award for the facilities and maintenance services to the above 10 vendors. All the services are on as needed basis.
Estimated annual expense is between \$100,000-\$175,000.
8. **Explanation of other than low recommendations:** N/A
9. **Percentage increase or decrease from last bid:** N/A.

Event Number	2025-28 Addendum 1	Organization	Granbury ISD
Event Title	Facilities and Maintenance Contracted Serv	Workgroup	Purchasing
Event Description	Granbury Independent School District ("GIS	Event Owner	Bradee Drake
Event Type	RFP	Email	bradee.drake@granburyisd.org
Issue Date	5/1/2025 04:01:30 PM (CT)	Phone	(817) 408-4087
Close Date	6/30/2025 02:00:00 PM (CT)	Fax	Unit

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
Lawton Commercial Services	McKinney	TX	5/27/2025 07:34:57 AM (CT)	0	\$0.00
Precision Sidewalks LLC, dba Pre	Dallas	TX	5/14/2025 03:31:54 PM (CT)	1	\$0.00
Exserv Facility Services, Inc.	Dallas	TX	6/30/2025 10:37:49 AM (CT)	1	\$1.00
Blackmon Mooring - BMS CAT	Arlington	TX	6/27/2025 02:29:39 AM (CT)	1	\$49.00
Mart, Inc.	Irving	TX	6/30/2025 07:31:34 AM (CT)	1	\$60.56
G&G Electric Service Co (G&G El Granbury		TX	6/25/2025 03:00:08 PM (CT)	1	\$75.00
Tryggr Roofing & Construction L Morgan		TX	5/9/2025 11:18:50 AM (CT)	1	\$75.00
Diamond Iron, LLC	Glendale	AZ	6/26/2025 06:59:53 PM (CT)	1	\$75.25
1-A Fire & Domestic Testing (Mr Boyd		TX	5/23/2025 01:48:47 PM (CT)	1	\$80.00
Impower Connection, Inc.	Weatherford	TX	5/15/2025 08:38:24 AM (CT)	1	\$88.00
ABC Commercial Services	Lewisville	TX	5/17/2025 01:51:31 PM (CT)	1	\$125.00
Facility Solutions Group	Dallas	TX	6/12/2025 12:18:11 PM (CT)	1	\$125.00
Firetrol Protection Systems - FW Fort Worth		TX	6/19/2025 12:35:18 PM (CT)	1	\$140.00
Hukill's FTW LLC	Benbrook	TX	5/2/2025 02:46:44 PM (CT)	1	\$189.00
Best Electric (Cardinal Point Ent	Granbury	TX	6/15/2025 01:37:49 PM (CT)	1	\$225.00
TOCA LLC	KELLER	TX	6/27/2025 05:06:22 AM (CT)	1	\$345.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

Director of Human Resources

**For: Board of Trustees
Date: July 8, 2025
Action: Discussion/Action**

**To: Dr. Courtney Morawski, Superintendent From: Wes Jones, HR Director
Date: July 21, 2025
RE: 2025-2026 Compensation Plan**

SUMMARY:

Board Policy DEA (Local) states that, *"The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District."*

The 2025-2026 recommended Compensation Plan includes:

- \$1,000 increase for teachers with 0-2 years of service.
- \$2,500 increase for teachers with 3-4 years of service added to their prior year's salary.
- \$5,000 increase for teachers with 5 or more years of service added to their prior year's salary.
- 3% mid-point increase to all positions in the Clerical / Paraprofessional, Auxiliary pay scales, and A1, A2, and A3 on the Professional pay scale
- 2% mid-point increase to all positions on the A4-A8 Professional pay schedule

The teacher pay schedule has been limited to individuals that serve in a classroom for at least 4 hours a day. Any individual salary adjustments made in 2025-2026 may not receive the percentage salary increase.

RECOMMENDATION:

Approval of the Granbury ISD Compensation Plan for the 2025-2026 school year.

Respectfully submitted,

Wes Jones

Wes Jones, Director of Human Resources

2025-26 Proposed Budget as of 2/11/2025	CAD Estimated Taxable Value	
	-	
	Estimated T2	
	-	
Enrollment	8,031	
	2025-26	
	No Increase to Fuel or Utilities	
Department		
Athletics	560,258	
Community Ed	-	
Band	-	
Asst Supt	52,787	
Curriculum	539,034	
Gifted and Talented	59,132	
State Comp Ed	992,152	
Bilingual / ESL	190,459	
Dyslexia	140,000	
Early Childhood Education	126,300	
CTE	280,000	
CCMR	32,000	
MJROTC	12,000	
Technology Dept - Basic	1,078,533	
Tech Equip Replacement	650,000	
Sp Ed Dept	283,102	
Sp Ed Campus Allocation	56,457	
HR Dept	66,436	
Supt/Board	124,974	
Public Info Office	54,594	
Business Ofc	67,807	
District Level Accounts includes Insurance and CAD	3,608,838	
Custodial	219,350	
Maintenance	2,215,815	
NRG/Safety/Building Use	59,214	
Transportation	645,756	
Chief of Security	60,000	
Community Relations	13,000	
District Level Accounts - Includes school safety program	1,306,500	
Department Totals	13,494,498	
Campus Totals	988,143	
Manual Payroll	2,381,804	
2025-2026 Salary S/N Budget Raise	76,101,885	
Projected TEA Recapture	3,906,108	
Total Expenditures	96,872,438	
Projected Total Revenues	96,872,438	
Total Operating Budget Net	-	

est. from template

94% Attendance (7,433.789)



To: Granbury ISD Board of Trustees

From: Dr. Courtney Morawski, Superintendent

Date: July 21, 2025

Subject: Action Item – Approval of Granbury ISD District Scorecard

Background:

As part of the Superintendent's 90-Day Transition Plan, a key recommendation was to reorganize our existing Strategic Plan into a more user-friendly format—a District Scorecard. This Scorecard is designed to enhance transparency with our community and provide the Board with a clear framework to monitor progress and set measurable outcomes aligned with our District's priorities.

The Scorecard retains the four strategic priorities adopted in previous planning efforts and aligns them to refined District Objectives. Each objective includes space for the Board to establish outcome metrics that can be regularly reviewed and updated.

Strategic Priorities and District Objectives:

- **Priority One: Student Achievement**
 - 1.1 Academic Achievement and Growth
 - 1.2 College, Career, and/or Military Readiness (CCMR)
 - 1.3 Safety, Well-Being, and Connection
 - 1.4 Student Involvement
- **Priority Two: Human Capital**
 - 2.1 Recruitment Systems
 - 2.2 Retention Systems
 - 2.3 Training & Development Systems
- **Priority Three: Granbury Culture**
 - 3.1 Student and Family Culture
 - 3.2 Staff Culture
 - 3.3 Community Relationships and Transparency
- **Priority Four: Facility and Financial Stewardship**
 - 4.1 Long-Range Facility and Asset Plan
 - 4.2 Transparent and Effective Budget Processes
 - 4.3 Alternative Revenue Sources

Requested Action:

Administration recommends that the Board approve the District Scorecard as presented. Following approval, the Board will be invited to collaboratively set outcome targets over the next year for each objective, forming the basis for ongoing monitoring and evaluation throughout the school year.



Granbury ISD Performance Management Scorecard 2025-2027		
Mission	Vision	Values & Beliefs (Do we need more?)
In partnership with our students, staff, families and community, Granbury I.S.D. is committed to empowering all learners to achieve academic excellence. We provide a safe, supportive learning environment based upon positive relationships, respect, integrity, and a sense of belonging. Our innovative, relevant instruction promotes critical thinking so students become life-long learners who are future ready.	Granbury I.S.D. inspires excellence and empowers all students to be future ready and positive contributors to their community.	1. Positive partnerships with family and community are important for student success. 2. Students should be future ready.

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PRIORITY ONE Student Achievement	PRIORITY TWO Human Capital	PRIORITY THREE Granbury Culture	PRIORITY FOUR Facility and Financial Stewardship
DISTRICT STRATEGIC OBJECTIVES: (BOARD ADOPTED)			
1.1: Academic Achievement and Growth	2.1: Recruitment Systems	3.1: Student and Family Culture	4.1: Long-Range Facility and Asset Plan
1.2: College, Career, and/or Military Readiness (CCMR)	2.2: Retention Systems	3.2: Staff Culture	4.2: Transparent and Effective Budget Processes
1.3: Safety, Well-Being, and Connection	2.3: Training & Development Systems	3.3: Community Relationships and Transparency	4.3: Alternative Revenue Sources
1.4: Student Involvement			



ANNUAL REPORT

Amy Whiteley | Director of Child Nutrition



EAT. LEARN. GROW.



STAFF AND BUDGET 2024-2025

The GISD Child Nutrition mission is to meet the most basic needs of our students by providing daily nutritious meals that comply with state and federal guidelines.

- Staff
- Meals served
- Revenues and Expenditures
- Programs we operate
- 2025-2026 Child Nutrition Strategic Plan



STAFF AND NUMBER OF MEALS 2024-2025

Staff

- 1 director
- 4 central office staff
- 9 cafeteria managers
- 48 food service workers
- 3 food service work subs

Meals Served

- Breakfast – 378,535
- Lunch – 694,015
- Adults – 23,642
- Emma Roberson ELA snacks – 47,574 166
- **Total = 1,143,766**



REVENUES & EXPENSES 2024-2025 - PROJECTIONS

Revenues

Federal Revenue	\$3,467,104
Local Revenue	\$1,109,397
State Revenue	\$38,038

Total \$4,614,539

Expenses

Salaries	\$1,869,549
Contracted services	\$69,026
Supplies	\$2,496,060
Miscellaneous	\$14,440
Equipment	\$125,776

Total \$4,574,851



A LA CARTE PER CAMPUS | AUGUST 2024 – MAY 2025

Campus

Revenue

Granbury High School	\$232,678 (\$154,304 coffee bar)
Granbury Middle School	\$73,094
Acton Middle School	\$81,407
Acton Elementary School	\$23,874
Emma Roberson Early Learning Academy	\$0
Baccus Elementary	\$25,548
Oak Woods Elementary	\$21,712
Mambrino STEAM Academy	\$33,220
Brawner Elementary	\$31,155

Total

\$522,688



PROGRAMS AND AUDITS 2024-2025

Programs

- School Breakfast Program (SBP) – all campuses
- National School Lunch Program (NSLP) – all campuses
- Child and Adult Care Food Program (CACFP) – ERELA snacks
- Seamless summer feeding program (SSO) – district wide

Audits

Passed
Passed
Passed
Passed



CHILD NUTRITION STRATEGIC PLAN 2025-2026

Goal 1: Encourage households to complete the free and reduced-price meal application.

Goal 2: Senate Bill 1 allows free breakfast and lunch for students that qualify for reduced-price meals.

Goal 3: Farm to School Program – continue to provide Texas grown produce at all campuses.

Goal 4: Purchase highest quality of food for our students.

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Goal 5: Move towards implementing the new buy-American guidelines through USDA and TDA.

Goal 6: Introduce new entrée items at all grade levels.



QUESTIONS?

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

CHILD NUTRITION

To: Board of Trustees Date: July 21, 2025 For: Approval

TO: Dr. Courtney Morawski, Superintendent

FROM: Amy Whiteley

DATE: June 26, 2025

RE: Meal Prices for 2025-2026 and
Student Reduced-price lunches for
August 2025-2025

MEAL PRICES FOR 2025-2026

SUMMARY:

To continue compliance with The Healthy Hunger-Free Kids Act of 2010 – Sec. 205, prices for meals served in the GISD Child Nutrition programs are reviewed annually to ensure that pricing is compliant with regulations and sufficient to cover the cost of the program. As a result of this review, the following need to be addressed for meal pricing for the 2025-2026 school year.

The Act states: “Effective School Year beginning July 1, 2011, schools are required to charge students for paid meals at a price that is on average equal to the difference between free meal reimbursement and paid meal reimbursement; Schools that currently charge less are required to gradually increase their prices over time until they meet the requirement; Schools may choose to cover the difference in revenue with non-federal funds instead of raising paid meal prices. Establish a maximum annual increase in the required paid increase of 10 cents annually but allows schools to establish a higher increase at their discretion.”

For SY 2025-26, School Food Authorities which, on a weighted average charged less than \$4.01 for paid lunches in SY 2024-25 are required to adjust their weighted average lunch price or add non-federal funds to the non-profit school food service account. The amount per meal increase will be calculated using 2% rate increase plus the Consumer Price Index (4.03%), totaling 6.03%. Increasing lunch meal prices by 5 cents at all schools will meet this requirement.

Districts that choose to contribute non-federal sources to the nonprofit school food service account in lieu of raising paid lunch prices must calculate the appropriate amount to contribute. To determine the amount of required revenue in lieu of a paid lunch price increase, determine the total number of paid reimbursable lunches claimed for the previous school year and multiply the difference between the SY25 weighted average paid lunch price requirement and the SY26 weighted average paid lunch price.

Sources of Allowable Non-federal Funding for SY 2025-26 are: 1. Per lunch non-Federal reimbursement for paid lunches 2. Funds provided by organizations, such as school-related or community groups, to support paid lunches 3. Any portion of State revenue matching funds that exceeds the minimum requirements, as provided in 7 CFR 210.17, and is provided for paid lunches 4. Any proportion attributable to paid lunches from direct payments made from school district funds to support lunch service.

Paid Lunch Equity (PLE): Guidance for School Year 2025-2026

Any SFA with a positive or zero balance in its nonprofit school food service account as of June 30, 2024, is exempt from PLE requirements found at 7 CFR 210.14(e) for school year 2025-2026. SFAs that had a negative balance in the nonprofit school food service account as of June 30, 2024 must follow PLE requirements when establishing their prices for paid lunches in SY 2025-26.

GISD food service account balance as of June 30, 2024 was positive. Meal price increases for SY 2025-26 are not required, however to comply with the weighted average price requirement of \$4.01, paid lunch prices will require a 5-cent increase.

Adult Meal prices must comply with the TDA regulations. Current adult meal prices comply with the 2025-2026 regulations. Therefore, no price increase is required for SY 2025-26.

The SFA meals prices for SY 2024-2025 are listed below.

Elementary Breakfast	\$1.35
Elementary Lunch	\$2.65
Middle School Breakfast	\$1.60
Middle School Lunch	\$2.80
High School Breakfast	\$1.85
High School Lunch	\$2.95
Staff Breakfast Price	\$3.00
Staff Lunch Price	\$5.00

RECOMMENDATION:

It is recommended that student lunch meal prices increase 5-cents for the 2025-2026 school year as follows:

Elementary Breakfast	\$1.35
Elementary Lunch	\$2.70
Middle School Breakfast	\$1.60
Middle School Lunch	\$2.85
High School Breakfast	\$1.85
High School Lunch	\$3.00

STUDENT REDUCED-PRICE LUNCHES FOR AUGUST 2025

SUMMARY:

The Texas Department of Agriculture announced Senate Bill 1 passed, allowing additional funding for Texas School Nutrition Programs to provide no-cost breakfast and lunch to students that qualify for reduced-price meals. The funding is for the next 2 years (2025-2025 and 2026-2027). TDA will reimburse School Nutrition Programs for each reduced-priced breakfast at \$.30 and lunch at \$.40.

Breakfast at no cost to reduced-price students is a continuation from last school year and will begin August 14, 2025. However, no cost lunches for reduced-price students will begin September 1, 2025.

RECOMMENDATION:

I recommend that the district supplement the Child Nutrition Program for the reduced-price student lunch cost of \$.40 per meal for August 2025 only. In August 2024, we served 3,960 reduced-price lunches. This equaled \$1,584 in student costs. This dollar amount may vary depending on how many reduced-price lunches are served in August.

Respectfully submitted,
Amy Whiteley
Director of Child Nutrition

Date Submitted: June 26, 2025



OFFICE OF SUPERINTENDENT

For:	Board of Trustees
Date:	July 23, 2025
Action:	Information

TO: Board of Trustees
From: Tammy Clark, presenting Nuvia Velazquez, Meredith Brummer and Whitney Shafer
Date: July 23 2025
RE: Academic Update: Summer School Recap

SUMMARY:

Summer school at elementary, middle, and high school levels all have different components and a variety of students served. Summer school was held from June 2 through June 26th.

This informational report will present a snapshot of each different level view, including the overview and purpose of their sections and the number of students served through that section of our summer programming.

The purpose of this update is to give a very brief overview of our summer offerings focused on academic progress for our students with this need.

Respectfully submitted,

Tammy Clark
Assistant Superintendent



2024-25 SUMMER SCHOOL UPDATE

Stacie Brown | Curriculum Department

Jennifer Anderson | Special Education Director

Nuvia Velazquez | PK-5 Summer School Principal

Meredith Brummer | 6-8 Summer School Principal

Whitney Schafer | 9-12 EOC Blitz, Credit Recovery & Acceleration



GRANBURY ISD SUMMER SCHOOL

Overarching Purpose

Provide students:

- Opportunities to recover credits
- Get ahead in coursework
- Receive enrichment and support

Summer school helps prevent summer learning loss, particularly for students who may need to retake courses or End of Course (EOC) exams to graduate or for those who need additional support in specific subjects. Summer programs also offer enrichment activities and allow students to explore new subjects or skills

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Funding:

- State Compensatory Education Budget (teachers/paras/materials/supplies)
- Curriculum Fixed Budgets- (all other personnel)



ELEMENTARY SCHOOL

Days of Instruction:

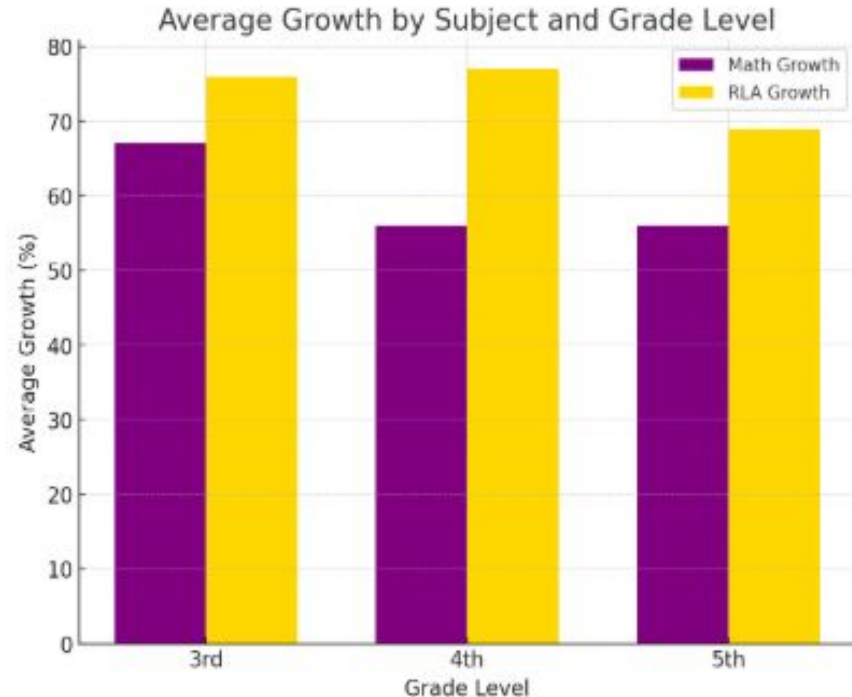
19

Staff:

33 instructional staff
members

Attendance:

Average 230 students
daily attendance





MIDDLE SCHOOL

Days of Instruction:

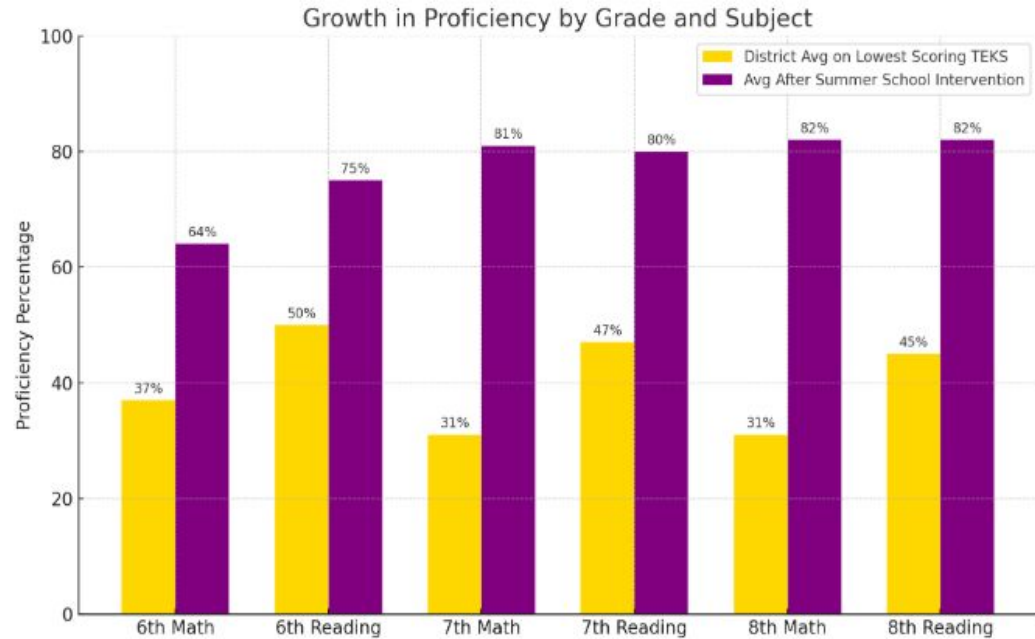
15

Staff:

18 Teachers/ 4 Paras

Attendance:

Average 130 students
daily attendance



179

Student Growth: Average score of daily assignments in comparison to district % lowest performing TEKS in MATH and READING following small group summer school intervention



HIGH SCHOOL

Purpose: Support student success with flexible academic options

Credit Recovery (on-campus)

- Regain past course credit to stay on track for graduation

166 total students

80 students completed all assigned courses

23 students completed at least one course, but not all assigned courses

63 students made progress

Acceleration (remote)

- Earn original credit for early graduation or advanced opportunities

366 total students

111 incoming Freshmen

245 current ghs students

10 current stars students

308 completed at least one course

EOC Blitz/Retest (on-campus)

English I

Biology

Algebra

English ii

Us history

60 students participated

(scores are not available yet)

180



EXTENDED SCHOOL YEAR (SPECIAL EDUCATION)

Extended School Year is for students in special education that show regression on on critical skill area goals over breaks and are unable to recoup that regression within 8 weeks of returning to school.

We had 5 teachers and 14 paraprofessionals that served 28 students working on maintaining critical skills.

We have one more week of ESY the Last Week of July to help prepare students for transitioning¹⁸¹ back to school. That week will consist of less students because the amount of time a student receives for ESY is an ARD committee decision and is individualized based on their goals.

GENERAL DEFINITIONS

Credit Recovery:

Summer school provides current high school students who did not successfully complete a course during the previous school year with the opportunity to regain credit and stay on track for graduation. .

Preventing Summer Slide:

Summer learning programs help students retain knowledge and skills gained during the school year, preventing the "summer slide" or learning loss that can occur during the break.

Academic Enrichment and Acceleration:

Accelerated Courses provide a unique opportunity for students to gain academic advancement by earning credit for the first time. Accelerated courses are designed for students who wish to graduate early or create space in their schedule for electives or advanced coursework during the school year.

Targeted Support:

Some summer programs are designed to address specific needs, such as supporting emergent bilingual students or providing extra help in core subjects like reading and math.

Personalized Learning:

Summer school can also offer opportunities for personalized learning through tutoring or other specialized programs.



QUESTIONS?



SB 13 Update

Leah Dawson | Curriculum

SB 13 Effective September 1, 2025

Already Do	Must Do	May Do	Notes
- Allow parents to access all records, and the right to refuse library books for their child - Review library standards every five years - Developed Collection Guidelines 2022 - Email parents library notifications	- Destiny must allow parents to restrict materials if desire - New TEA reconsideration form coming. Must post on the website - Prohibit students' access to challenged material - Post acquisition lists online for public view for 30 days - If challenged material is removed, classroom teachers must be notified to remove it from classroom libraries - School Board approves all acquisition lists, donated or procured - The school board must adopt a policy for acquisition before the 25/26 school year	- The School Board may create a Local School Library Advisory Council - SLAC is a three-year commitment 10% or 50 parents (whichever is fewer) may petition for a SLAC 5 people appointed by the board, a majority must be parents. Each trustee appoints equal number - SLAC must be majority parents, not employees of GISD - Non-voting members can be a teacher, principal, administrator, librarian, counselor, business community, or clergy - Meet at least 2 times a year - If SLAC, boards must consider their recommendations before adding materials, removing them after a challenge, or making changes to policies or guidelines - Public meeting requirements for SLAC	- Know new definitions (indecent content, library material, and profane content) - TSLAC Standards update coming by April 1, 2026 - Can keep in EFB (local), no donations 4,878 parents opted to receive an email each time their child checked out in 2024 5,343 parents opted to receive 22 formal challenges in 2022 0 challenges in 23/24 0 challenges in 24/25 0 phone calls, emails, or concerns in 2 years about library material - Can only reorder without board approval if the ISBN is the same - SB 13 goes into effect Sept. 1, 2025

Procurement Process for Library Materials



The following information outlines the processes in place for campuses in Granbury ISD to acquire library materials.

Step 1: Campus librarian creates list of books

Librarians use their [collection development guidelines](#) to create a list of titles they would like to add to their campus collections.

Requirements to be collected:

Library materials considered for selection must be favorably reviewed in at least two of the following resources:

- A professional publication review and one of either a professional review or informal resource*.
- A review must include at least one grade level served by the selecting campus.
 - ★ Elementary - reviewed for grades PK-5; use caution when considering books reviewed for grades 5-8; books coded YA may not be added.
 - ★ Middle School - reviewed for grades 6-8 or below; use caution with reviews for grades 7-12.
 - ★ High School - reviewed for grades 9-12 or below. Books coded as AD (craft or other non-fiction) should be carefully considered prior to adding to high school collections.

The age of the main character(s) is a good guideline for determining target audience

Additional information considered:

- Notwithstanding any other criteria, a title will not be selected if it contains obscene material (as defined by Penal Code 43.21(a)(1)(B)) or harmful material (as defined by Penal Code 43.24(a)(2)).
- Materials added to the library collection meet expectations in compliance with state law, taking into consideration their representation, quality, literary merit, sophistication, and ability to enrich and enhance the support of state and local curriculum.
- Some but not all types of materials may be selected when professional reviews are not available. If eligible for selection, these items must still meet [the selection criteria](#). Librarians use specific parameters to determine whether they can request an item be ordered.
- Books which are donated or given by publishers must go through the same procurement process.

Once all expectations are met, the list is shared with the Library Coordinator for review.

Step 2: Title lists are reviewed by Library Coordinator

The District Library Coordinator will review individual titles to confirm professional reviews and age or grade level bands.

Professional resources utilized in the review process include:

- Booklist
- Bulletin of the Center for Children's Books
- Horn Book
- School Library Journal
- Library Media Connection
- [Extended list](#)

Once approved by the District Library Coordinator, the list of titles moves to the purchasing process.

(NEW) Step 3: Titles posted to the Library page on the Granbury ISD [website](#)

State law requires all lists of titles being added to libraries be made accessible for review by the public for at least 30 days.

Additional information:

- 30 day public reviews excludes replacing damaged copies or ordering additional copies of previously approved books.

(NEW) Step 4: Board approves library materials for purchase

The School Board approves the list of materials at the first open meeting of the board held on or after the 30th day after the list has been accessible for review by the public.

Additional Information

- The board can propose review of items on the procurement list.
- Processes for review of materials on procurement list in collaboration with library coordinator.

Step 5: Create purchase order

Librarians or secretary of the campus place the order, pending no changes from the school board on the list of titles.

- Librarians or secretaries create a requisition with quotes from vendors for individual campuses.
- Once the purchase order is approved, the librarian or secretary will submit the order to the vendor.
- The vendor will receive the order, and begin assembling the shipment.

Step 6: Receive Materials and Process

- Vendors ship materials to librarians.
- Librarians receive and review packed materials for confirmation again **186**
- Librarians communicate with the secretary or business office in confirmation or correction of receipt of materials.

When all items are received, procurement staff releases PO for payment, and the vendor receives payment for materials

Step 7: Processing Materials on Campus

Once materials are received and checked for fulfillment, librarians work with the library coordinator to upload MARC records into the library management system.

- Library Coordinator confirms that records are correct, and edit records if needed.
- Librarians scan individual titles into Destiny.
- Books are moved to shelves and made available to students.



Granbury ISD Library Services: Library Materials Purchasing Timeline



Librarians' List Due to Library Coordinator Procurement Process	List Posted on GISD Website Date	Advisory Committee Meeting & Communication Date	List Due for Boardbook/ Consent Agenda	GISD Board Meeting Date
August 1st, 2025	August 15th, 2025	N/A	September 3rd, 2025	September 15th, 2025
September 5th, 2025	September 19th, 2025	September	October 8th, 2025	October 20th, 2025**
October 3rd, 2025	October 17th, 2025	October	November 5th, 2025	November 17th, 2025
October 31st, 2025	November 14th, 2025	November	December 3rd, 2025	December 15th, 2025
November 21st, 2025	December 12th, 2025	December	December 18th, 2025	January 12th, 2026
December 12, 2025	January 16, 2026	January	February 4, 2026	February 16, 2026
February 9, 2026	February 23, 2026	February	March 11, 2026	March 23, 2026
	March 20, 2026	March	April 8, 2026	April 20, 2026
	April 18, 2026	April	May 6, 2026	May 18, 2026

**Committee application closes in August*

***October is the first month we could have books on the agenda for purchase*

How Our Libraries Comply with the Law

Parents will have ability to restrict their child's ability to check out specific library materials

- Destiny new user-type access - turned on for 25-26 school year.
 - Will provide link on the GISD website under Libraries
 - Parents login with email address linked to student account in Skyward
 - Can search for specific titles and restrict child from checking them out
 - Seamlessly blocks checkout

Next Steps:

1. Decide to create a SLAC or not
2. Adopt new EFB (local) policy
3. If decision is to create a SLAC, each board member submit recommendations to me by August 15 so a committee can be formed by August 30. Reaching out to principals for their parent volunteers might be a good option.
4. SLAC is a 3 year commitment for the district but not for members. Members can choose to stay on the SLAC each year or new members can be added.

PROPOSED POLICY

Note: For information related to the selection of instructional materials, see EFA.

The purpose of this policy is to ensure that the District provides a wide range of library materials for students and faculty that support student achievement and present varying levels of difficulty, diversity of appeal, and a variety of points of view. This policy also provides standards for collection development and the selection and evaluation of library materials.

**School Library
Advisory Council**

The Board has established a school library advisory council (SLAC). At the first meeting of the SLAC, the members shall select a chair.

The SLAC shall meet at least two times each year but may hold additional meetings in order to consider recommendations from District staff and fulfill its statutory duties.

**Collection
Development Policy**

In this policy, “library materials” is defined by law and may include printed and electronic library acquisitions, including online catalogs, and other ancillary or supplementary materials maintained in a campus library. [See EFB(LEGAL)]

The library collection development standards shall apply to all library materials available for use or display, including material contained in school libraries, classroom libraries, online catalogs, library mobile applications used in the District, and any other library catalog a student may access.

In developing library collections, the District shall consider the age groups, grade levels, and access to library material by all students on a campus.

Responsibility

The District shall ensure the members of the SLAC, librarians, professional library staff, and other designated professional staff are trained or receive information on the proper collection development standards.

The Superintendent shall develop administrative procedures to ensure that library collections comply with applicable law, library standards, and the District’s collection development purpose and goals.

**Collection
Development Goals**

In addition to the requirements in state law and rules, the District’s library collections shall:

1. Present multiple viewpoints related to controversial issues [see EMB regarding instruction about controversial issues].
2. Provide a wide range of background information that will enable students to make intelligent decisions in their daily lives.
3. Include accurate and authentic factual content from authoritative sources.
4. Have a high degree of potential user appeal and interest.
5. Offer a global perspective that promotes equity of access, including print and nonprint materials such as electronic and multimedia, to meet the needs of individual learners.
6. Represent diverse viewpoints and cultural groups of the state and their contributions to the state, the nation, and the world, to ensure the collection embodies the background of all students.

Recommendation
and Procurement of
Materials

Library materials shall be recommended and procured in accordance with guidelines adopted by the Texas State Library and Archives Commission and the District standards and priorities expressed in this policy.

Librarians and other professional staff shall assist the SLAC in developing the list of library material recommendations to be presented to the Board. The librarians and other professional staff shall ensure that the materials:

1. Enrich and support the TEKS and the state and local curriculum, taking into consideration students' varied interests, maturity levels, abilities, and learning styles.
2. Foster growth in factual knowledge, literary appreciation, aesthetic values, and societal standards.
3. Encourage the enjoyment of reading, foster high-level thinking skills, support personal learning, and encourage discussion based on rational analysis.
4. Represent ethnic, religious, and cultural groups of the state and their contributions to the state, the nation, and the world.

The Superintendent shall ensure that administrative procedures regarding the development of recommendations of library materials consider at least two of the following factors:

1. Recommendations from students, parents or guardians, teachers, and District residents.
2. Consultation with District teachers and library staff.

3. Consultation with library staff from other districts.
4. Extensive review of the library material.
5. Context of the library material, including overall fit within the existing collection and support of District curriculum.
6. Reviews of the library material from sources such as professional journals in library science, recognized professional education or content journals with book reviews, national and state award recognition lists, library science field experts, and highly acclaimed author and literacy expert recommendations.
7. Coverage of topics, authors, series, or genres that fill gaps in the school library collection.

The SLAC shall recommend to the Board a list of library materials for procurement.

The Board shall consider the SLAC's recommended list of library materials that have been donated or proposed by the SLAC for procurement. Each Board member may propose changes before the Board takes action on the list of donated or proposed library materials.

The Board shall either approve or reject the library materials that have been donated or proposed for procurement.

Donated and
Proposed
Procurement List

At least 30 days prior to the Board's vote to accept donated library materials or approve procurement of library materials, the Superintendent shall make accessible to the public the list of library materials in accordance with law.

Access Plan

The District shall allow efficient parental access to the District's library and any available online catalogs.

Online catalogs shall be publicly available. The District shall publish information about library material titles, including how and where material can be accessed.

Each campus shall communicate the following to parents and guardians:

- Access to policies relating to school libraries and library materials;
- Consistent access to library materials and resources; and
- Opportunities for students, parents and guardians, educators, and community members to provide feedback on library materials and services.

Parental
Involvement

Parents and guardians are the primary decision-makers regarding their child's access to library material. In general, a student is afforded the opportunity to self-select library materials as part of literacy development and the library program. District staff may assist a student in selecting library material; however, the ultimate determination of appropriateness remains with the student and parent or guardian. Parents and guardians are encouraged to communicate with the campus librarian and their child's teacher about special considerations regarding library materials self-selected by their child.

In accordance with state law and administrative procedures, parents or guardians may submit to the principal or a staff member designated by the principal a list of library materials that the parent's or guardian's child shall not be allowed to check out or access for use outside of the school library. The Superintendent shall develop procedures that permit a parent or guardian to submit the request in at least one of the methods permitted by law.

The parent or guardian may select alternative library materials for their child. [For information on parental rights regarding instructional materials and other instructional resources, see EFA(LEGAL).]

The District shall focus on maximizing transparency with parents while meeting student needs and providing enrichment opportunities with library materials. Parental involvement in library acquisition, maintenance, and campus activities is encouraged.

Access
Procedures

School Library

A parent or guardian who wishes to access a school's library shall first submit a request to the principal. The principal or a staff member designated by the principal shall work with the parent or guardian to determine a time to access the library that will not interfere with the delivery of instruction or disrupt student use of library services.

Library Catalog

A parent or guardian who wishes to access the catalog of library materials for any school in the District shall submit a written request to the school's principal. The principal or a staff member designated by the principal shall respond to the request in accordance with administrative procedures.

Protection from
Inappropriate
Material

In accordance with law and guidance from the Texas State Library and Archives Commission, library materials shall not include "harmful material"; any library material that is pervasively vulgar or educationally unsuitable; any library material containing indecent or profane content; any library material that refers a person to a web-

	site, including by use of a link or QR code, containing content legally prohibited under law; or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL)] Obscene material is not protected by the First Amendment to the United States Constitution. Library materials shall comply with the Children's Internet Protection Act (CIPA), including technology protection measures. [See CQ]
Challenge of Library Material	A District employee, a parent or guardian of a District student, or a District resident may challenge library material maintained in the District's library program. The SLAC shall recommend to the Board for adoption the procedures for challenging library materials.
Guiding Principles	The following principles shall guide the review of a challenge of library material: 1. An individual may challenge library material used in the District's library program, despite the fact that the professional staff, SLAC, and the Board followed the proper procedure and adhered to the objectives and criteria for recommending and procuring library materials set out in this policy. 2. Access to challenged material shall be restricted during the challenge process. In addition to compliance with state law and this policy, a criterion for the final decision on challenged library materials is the appropriateness of the material for its intended use. No challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material's author or the personal background of the characters in the material.
Formal Challenge	The District shall make the Texas Education Agency form to challenge library material available on the District's website. If a District employee, a parent or guardian of a District student, or a District resident wishes to challenge library material, they shall follow the procedures to complete and submit the challenge form. In addition to copies of the completed form being provided to the members of the SLAC in accordance with law, copies shall also be provided to the Board, the Superintendent, the school librarian, and any other staff designated in administrative procedures.

SLAC Recommendation	The SLAC shall consider the challenge in accordance with Board-adopted procedures and in accordance with law and shall make a recommendation to the Board. Any meeting of the SLAC or a review committee, if any, must comply with the meeting requirements under Education Code 33.024(g) and (h), including required notices, meeting minutes, audio or video recordings, and submission of minutes and audio or video recordings of the meeting to the District. The Superintendent, the school librarian, the individual submitting the challenge, and any other appropriate staff shall receive a copy of the SLAC's recommendation.
Appeal	An individual who submitted a challenge may appeal the decision of the SLAC to the Board in accordance with the challenge procedures. When considering the appeal, the Board shall consider the factors in Education Code 33.027(f). The Board shall consider appeals in accordance with timelines set out in law.
Frequency of Review	After a library material has been challenged and the Board determines not to remove the library material from a school library catalog, it may not be challenged again before the second anniversary of the Board's final decision not to remove the material.
Removal of Library Materials	If a challenge to a library material results in the removal of the library material from the school library catalog, each teacher assigned as the classroom teacher at the grade level for which the library material was removed shall be notified and instructed to remove any copy of the library material from the teacher's classroom library, if applicable.
Maintenance of Library Materials	In accordance with state guidelines and District administrative procedures, collections shall be evaluated and updated regularly based on the collections' age, relevance, diversity, and variety. The Superintendent shall ensure administrative procedures are established for regular maintenance of the library collection on each campus. Standard maintenance procedures for any library collection include repair, replacement, and removal of materials as necessary. Regular maintenance shall also include scheduled inventories of the collection. Disposal of any District-owned library materials shall be in accordance with District policy and procedures. [See CI]
Gifts and Donations	The Board shall accept gifts and donations of library materials with the understanding that the use and disposition of the materials and monies will be in accordance with District policy and the selection criteria noted above. [See CDC]

Policy Review

This policy shall be reviewed at least every three years and revised as necessary.

PROPOSED POLICY

Note: For information related to the selection of instructional materials, see EFA.

Collection Development Policy

The purpose of this policy is to ensure that the District provides a wide range of library materials for students and faculty that support student achievement and present varying levels of difficulty, diversity of appeal, and a variety of points of view. This policy also provides standards for collection development and the selection and evaluation of library materials.

In this policy, “library materials” is defined by law and may include printed and electronic library acquisitions, including online catalogs, and other ancillary or supplementary materials maintained in a campus library. [See EFB(LEGAL)]

The library collection development standards shall apply to all library materials available for use or display, including material contained in school libraries, classroom libraries, online catalogs, library mobile applications used in the District, and any other library catalog a student may access.

In developing library collections, the District shall consider the age groups, grade levels, and access to library material by all students on a campus.

Responsibility

The District shall ensure librarians, professional library staff, and other designated professional staff are trained or receive information on the proper collection development standards.

The Superintendent shall develop administrative procedures to ensure that library collections comply with applicable law, library standards, and the District’s collection development purpose and goals.

Collection Development Goals

In addition to the requirements in state law and rules, the District’s library collections shall:

1. Present multiple viewpoints related to controversial issues [see EMB regarding instruction about controversial issues].
2. Provide a wide range of background information that will enable students to make intelligent decisions in their daily lives.
3. Include accurate and authentic factual content from authoritative sources.
4. Have a high degree of potential user appeal and interest.

5. Offer a global perspective that promotes equity of access, including print and nonprint materials such as electronic and multimedia, to meet the needs of individual learners.
6. Represent diverse viewpoints and cultural groups of the state and their contributions to the state, the nation, and the world, to ensure the collection embodies the background of all students.

Recommendation
and Procurement of
Materials

Library materials shall be recommended and procured in accordance with guidelines adopted by the Texas State Library and Archives Commission and the District standards and priorities expressed in this policy.

Librarians and other professional staff shall develop recommendations to be presented to the Board. The librarians and other professional staff shall ensure that the materials:

1. Enrich and support the TEKS and the state and local curriculum, taking into consideration students' varied interests, maturity levels, abilities, and learning styles.
2. Foster growth in factual knowledge, literary appreciation, aesthetic values, and societal standards.
3. Encourage the enjoyment of reading, foster high-level thinking skills, support personal learning, and encourage discussion based on rational analysis.
4. Represent ethnic, religious, and cultural groups of the state and their contributions to the state, the nation, and the world.

The Superintendent shall ensure that administrative procedures regarding the development of recommendations of library materials consider at least two of the following factors:

1. Recommendations from students, parents or guardians, teachers, and District residents.
2. Consultation with District teachers and library staff.
3. Consultation with library staff from other districts.
4. Extensive review of the library material.
5. Context of the library material, including overall fit within the existing collection and support of District curriculum.
6. Reviews of the library material from sources such as professional journals in library science, recognized professional education or content journals with book reviews, national and

state award recognition lists, library science field experts, and highly acclaimed author and literacy expert recommendations.

7. Coverage of topics, authors, series, or genres that fill gaps in the school library collection.

The Board shall consider the list of library materials that have been donated or proposed by the administration for procurement. Each Board member may propose changes before the Board takes action on the list of donated or proposed library materials.

The Board shall either approve or reject the library materials that have been donated or proposed for procurement.

Donated and
Proposed
Procurement List

At least 30 days prior to the Board's vote to accept donated library materials or approve procurement of library materials, the Superintendent shall make accessible to the public the list of library materials in accordance with law.

Access Plan

The District shall allow efficient parental access to the District's library and any available online catalogs.

Online catalogs shall be publicly available. The District shall publish information about library material titles, including how and where material can be accessed.

Each campus shall communicate the following to parents and guardians:

- Access to policies relating to school libraries and library materials;
- Consistent access to library materials and resources; and
- Opportunities for students, parents and guardians, educators, and community members to provide feedback on library materials and services.

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Involvement

Parents and guardians are the primary decision-makers regarding their child's access to library material. In general, a student is afforded the opportunity to self-select library materials as part of literacy development and the library program. District staff may assist a student in selecting library material; however, the ultimate determination of appropriateness remains with the student and parent or guardian. Parents and guardians are encouraged to communicate with the campus librarian and their child's teacher about special considerations regarding library materials self-selected by their child.

In accordance with state law and administrative procedures, parents or guardians may submit to the principal or a staff member

designated by the principal a list of library materials that the parent's or guardian's child shall not be allowed to check out or access for use outside of the school library. The Superintendent shall develop procedures that permit a parent or guardian to submit the request in at least one of the methods permitted by law.

The parent or guardian may select alternative library materials for their child. [For information on parental rights regarding instructional materials and other instructional resources, see EFA(LEGAL).]

The District shall focus on maximizing transparency with parents while meeting student needs and providing enrichment opportunities with library materials. Parental involvement in library acquisition, maintenance, and campus activities is encouraged.

*Access
Procedures*

School Library

A parent or guardian who wishes to access a school's library shall first submit a request to the principal. The principal or a staff member designated by the principal shall work with the parent or guardian to determine a time to access the library that will not interfere with the delivery of instruction or disrupt student use of library services.

Library Catalog

A parent or guardian who wishes to access the catalog of library materials for any school in the District shall submit a written request to the school's principal. The principal or a staff member designated by the principal shall respond to the request in accordance with administrative procedures.

Protection from
Inappropriate
Material

In accordance with law and guidance from the Texas State Library and Archives Commission, library materials shall not include "harmful material"; any library material that is pervasively vulgar or educationally unsuitable; any library material containing indecent or profane content; any library material that refers a person to a website, including by use of a link or QR code, containing content legally prohibited under law; or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL)]

Obscene material is not protected by the First Amendment to the United States Constitution.

Library materials shall comply with the Children's Internet Protection Act (CIPA), including technology protection measures. [See CQ]

**Challenge of Library
Material**

A District employee, a parent or guardian of a District student, or District resident may challenge library material maintained in the District's library program.

Guiding Principles	The following principles shall guide the review of a challenge of library material: 1. An individual may challenge library material used in the District's library program, despite the fact that the professional staff and the Board followed the proper procedure and adhered to the objectives and criteria for recommending and procuring library materials set out in this policy. 2. Access to challenged material shall be restricted during the challenge process. In addition to compliance with state law and this policy, a criterion for the final decision on challenged library materials is the appropriateness of the material for its intended use. No challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material's author or the personal background of the characters in the material.
Informal Challenge	When the District or a campus receives an objection to the appropriateness of a library material, the appropriate librarian or administrator shall try to resolve the matter informally. The librarian or administrator shall explain the selection process and discuss the intended purpose for the library material. The librarian or administrator shall offer a concerned parent or guardian an alternative library material to be used by the child in place of the material and, if requested, shall restrict the child's access to the material objected to by the parent or guardian. If the individual wishes to make a formal challenge, the administrator shall make available to the individual a copy of this policy and the form to request a formal challenge of the library material.
Formal Challenge	The District shall make the Texas Education Agency form to challenge library material available on the District's website. If a District employee, a parent or guardian of a District student, or a District resident wishes to challenge library material, they shall follow the procedures to complete and submit the challenge form. After a challenge form is submitted, the form shall be provided to the Superintendent. Copies of the form shall be provided to the school librarian, the Board, and any other staff designated in administrative procedures.
Challenge Committee	The [insert pos appointing committee] shall appoint a challenge committee and notify committee members in accordance with administrative procedures.

The challenge committee shall include the librarian and at least one member of the instructional staff who is familiar with the material's content. Other members of the committee may include District-level staff, secondary-level students, parents or guardians, and any other appropriate individuals.

The District shall provide members of the committee the relevant materials to review in accordance with the deadlines established in administrative procedures and in accordance with law.

Any meeting of the committee must comply with the meeting requirements under Education Code 33.024(g) and (h), including required notices, meeting minutes, audio or video recordings, and submission of minutes and audio or video recordings of the meeting to the District.

All members of the committee shall review the challenged library material in its entirety and determine whether the material conforms to this policy and whether the material will continue to be available in the library. The committee shall prepare a written report of its findings.

The Superintendent, the school librarian, the individual submitting the challenge, and any other appropriate staff shall receive a copy of the committee's report.

Appeal

An individual who submitted a challenge may appeal the decision to the Board. The individual must provide the notice of appeal in accordance with administrative procedures.

The Board shall hear the appeal and render a decision in accordance with the timelines established in law.

When considering the appeal, the Board shall consider the factors in Education Code 33.027(f). The Board shall consider appeals in accordance with timelines set out in law.

*Frequency of
Review*

After a library material has been challenged and the Board determines not to remove the library material from a school library catalog, it may not be challenged again before the second anniversary of the Board's final decision not to remove the material.

Removal of Library
Materials

If a challenge to a library material results in the removal of the library material from the school library catalog, each teacher assigned as the classroom teacher at the grade level for which the library material was removed shall be notified and instructed to remove any copy of the library material from the teacher's classroom library, if applicable.

**Maintenance of
Library Materials**

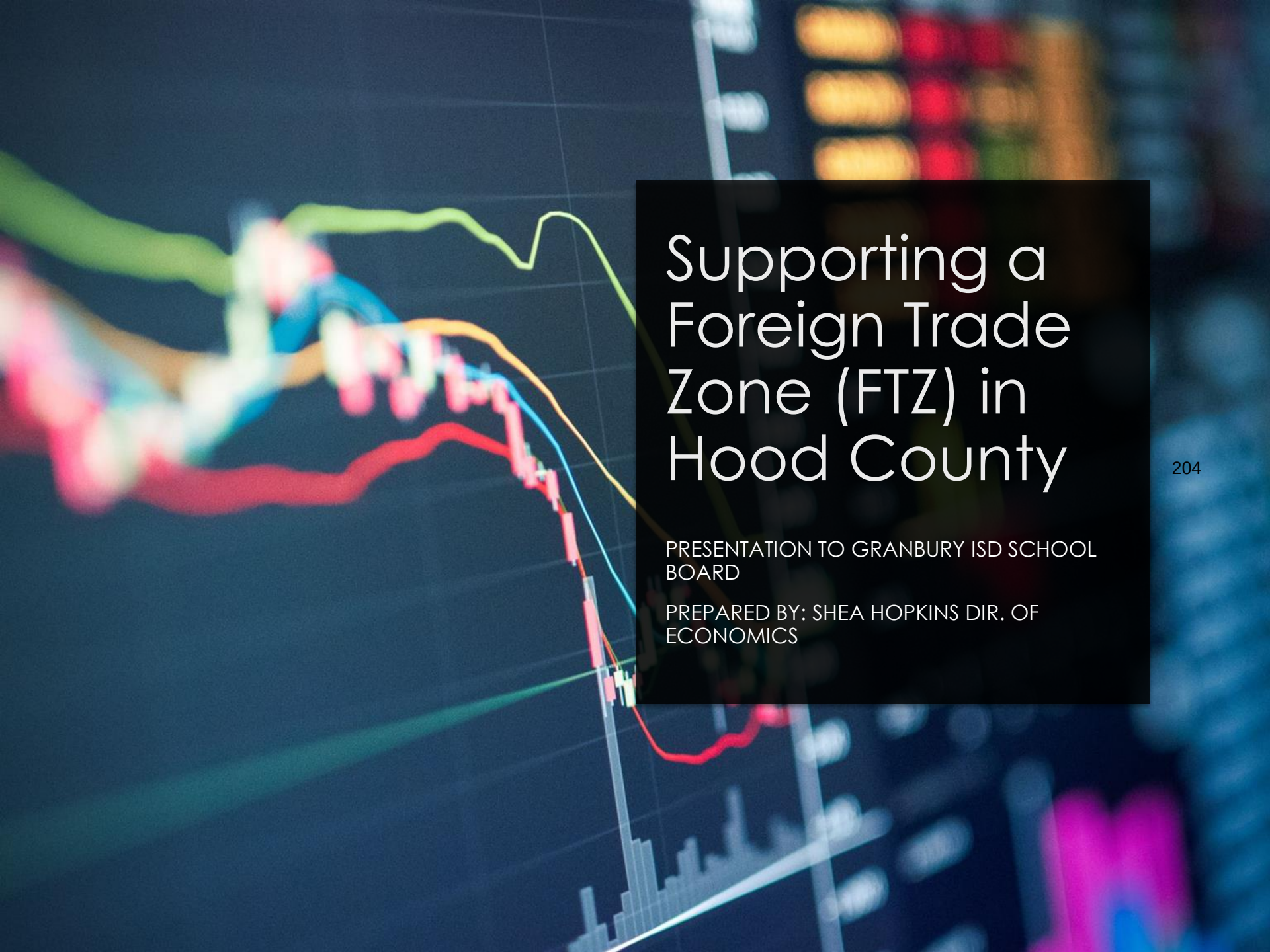
In accordance with state guidelines and District administrative procedures, collections shall be evaluated and updated regularly based on the collections' age, relevance, diversity, and variety. The Superintendent shall ensure administrative procedures are established for regular maintenance of the library collection on each campus. Standard maintenance procedures for any library collection include repair, replacement, and removal of materials as necessary. Regular maintenance shall also include scheduled inventories of the collection. Disposal of any District-owned library materials shall be in accordance with District policy and procedures. [See CI]

Gifts and Donations

The Board shall accept gifts and donations of library materials with the understanding that the use and disposition of the materials and monies will be in accordance with District policy and the selection criteria noted above. [See CDC]

Policy Review

This policy shall be reviewed at least every three years and revised as necessary.

The background of the slide is a blurred financial chart. It features several colored lines (green, blue, red, yellow) and a candlestick pattern, suggesting a stock market or economic data visualization. The chart is set against a dark blue background with a grid.

Supporting a Foreign Trade Zone (FTZ) in Hood County

PRESENTATION TO GRANBURY ISD SCHOOL
BOARD

PREPARED BY: SHEA HOPKINS DIR. OF
ECONOMICS

What is an FTZ?

- ▶ A Foreign Trade Zone is a designated area where certain customs and tax procedures are streamlined for companies engaged in international trade.
- ▶ FTZs are federally approved but locally controlled.
- ▶ Used across Texas and the U.S. to promote jobs, investment, and global competitiveness.





Inventory Tax – What's Really Happening

- ▶ Most sophisticated businesses already minimize inventory before Jan 1 to reduce tax exposure.
- ▶ Many also use the Freeport Exemption, which already eliminates taxes on goods exported within 175 days.
- ▶ Result: Much of this tax revenue is not being collected anyway.

FTZ $\neq$ Tax Loophole

```
graph TD; A[FTZ benefits apply only to approved companies and locations.] --> B[Do not apply to goods sold locally — those are still taxed.]; B --> C[Require both federal and local approval.];
```

FTZ benefits apply only to approved companies and locations.

Do not apply to goods sold locally — those are still taxed.

Require both federal and local approval.



Economic Upside for Granbury ISD

- ▶ FTZs attract high-value companies like:
Manufacturers,
Assemblers, Distributors.
- ▶ These companies bring:
New jobs, Capital
investment, Property
and sales tax growth.
- ▶ Many would not choose
Hood County without
FTZ benefits.

Local Oversight Stays Local



HOOD COUNTY KEEPS FULL
CONTROL OVER WHO CAN USE FTZ
BENEFITS.



COMMISSIONERS CAN SET:
JOB/WAGE REQUIREMENTS,
INFRASTRUCTURE SUPPORT,
ENVIRONMENTAL AND AESTHETIC
STANDARDS.

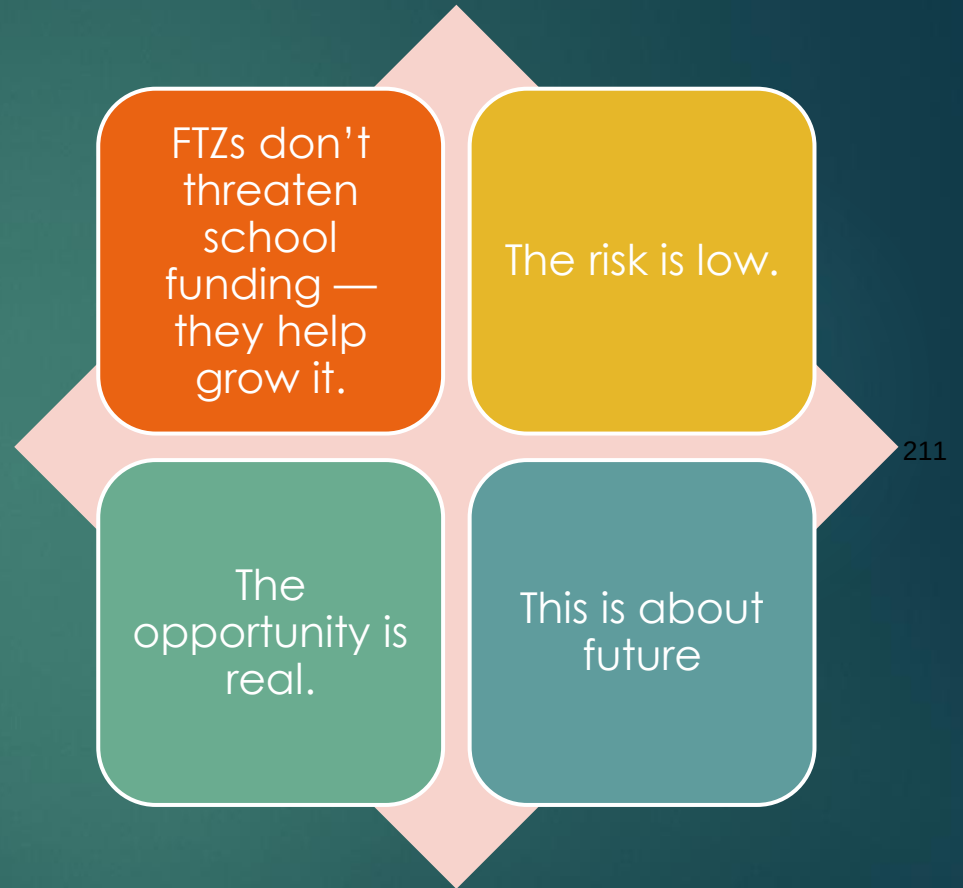


COMMUNITY IMPACT ANALYSIS
(PAID FOR BY APPLICANT).

What This Means for Granbury ISD

- ▶ Very little inventory tax revenue is at risk.
- ▶ Major upside potential through: More businesses, More jobs for families, Higher appraised values and sales activity.
- ▶ FTZs make our community more competitive without sacrificing revenue.

Bottom Line



GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: July 21, 2025
For: Information

TO: Dr. Courtney Morawski, Superintendent

FROM: Emmett Whitefield

DATE: July 9, 2025

RE: June 30, 2025
Financial Statements

SUMMARY:

Attached are the financial statements for the period ended June 30, 2025 for the general operating fund.

The statement includes only those transactions that occurred between the period of September 1, 2024, and June 30, 2025. Revenue collected to date equals 95.20% of the budgeted amount compared to 88.38% in 2023-24. Expenditures to date represent 78.05% of the budget compared to 76.36% in 2023-24.

BUDGET IMPACT: None

Respectfully submitted,



Emmett Whitefield
Chief Financial Officer

Staff Persons Responsible: Emmett Whitefield
Kathy Butler

Date Submitted: July 9, 2025

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND - SORTED BY FUNCTION CODE
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED JUNE 30, 2025

	ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT	PRIOR YTD PERCENT
REVENUES					
5700 LOCAL					
PROPERTY TAXES	73,506,730	71,425,555	2,081,175	97.17%	87.78%
INVESTMENT INCOME	2,000,000	1,922,286	77,714	96.11%	105.01%
OTHER LOCAL INCOME	520,000	699,114	-179,114	134.45%	183.32%
5800 STATE					
STATE FUNDING	32,102,246	30,089,563	2,012,683	93.73%	92.33%
5900 FEDERAL					
FEDERAL PROJECTS	1,872,965	590,043	1,282,922	31.50%	48.86%
TOTAL REVENUES	110,001,941	104,726,561	5,275,380	95.20%	88.38%
EXPENDITURES					
11 INSTRUCTION	54,364,735	44,096,378	10,268,357	81.11%	80.23%
12 INSTRUCTIONAL RESOURCES & MEDIA	813,295	677,960	135,335	83.36%	82.55%
13 CURRICULUM & STAFF DEVELOPMENT	777,623	647,170	130,453	83.22%	81.01%
21 INSTRUCTIONAL LEADERSHIP	1,089,242	856,937	232,305	78.67%	82.48%
23 SCHOOL LEADERSHIP	4,410,656	3,647,971	762,685	82.71%	80.77%
31 GUIDANCE/COUNSELING	2,609,083	2,127,972	481,111	81.56%	82.73%
32 SOCIAL WORK SERVICES	0	0	0	0.00%	0.00%
33 HEALTH SERVICES	571,762	441,676	130,086	77.25%	75.67%
34 TRANSPORTATION	5,716,563	4,886,162	830,401	85.47%	84.19%
35 FOOD SERVICE	0	0	0	0.00%	0.00%
36 CO-CURRICULAR/EXTRACURRICULAR	2,226,103	1,861,288	364,815	83.61%	88.45%
41 GENERAL ADMINISTRATION	3,213,456	2,608,254	605,202	81.17%	83.47%
51 PLANT MAINTENANCE	9,807,188	8,167,079	1,640,109	83.28%	85.31%
52 SECURITY & MONITORING SERVICES	1,683,156	1,190,121	493,035	70.71%	73.41%
53 DATA PROCESSING	1,733,120	1,338,225	394,895	77.21%	86.45%
61 COMMUNITY EDUCATION	52,911	45,321	7,590	85.66%	54.05%
71 DEBT SERVICE	216,164	215,369	795	99.63%	100.00%
81 FACILITIES CONSTRUCTION & ACQUISITION	1,334,318	1,331,750	2,568	99.81%	51.99%
91 CONTR INSTRUCTIONAL SERVICES	3,740,231	1,838	3,738,393	0.05%	0.00%
93 PAYMENTS TO FISCAL AGENT	0	0	0	0.00%	0.00%
99 OTHER INTER GOV CHARGES	1,750,000	872,005	877,995	49.83%	58.93%
TOTAL EXPENDITURES	96,109,606	75,013,476	21,096,130	78.05%	76.36%
0	0				
OTHER SOURCES (USES)	0	10,000	-10,000		0.00%
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	13,892,335	29,723,085	(15,830,750)		

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED JUNE 30, 2025

	ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT
<u>REVENUES</u>				
5700 LOCAL SOURCES	76,026,730	74,046,955	1,979,775	97.40%
5800 STATE SOURCES	32,102,246	30,089,563	2,012,683	93.73%
5900 FEDERAL SOURCES	1,872,965	590,043	1,282,922	31.50%
TOTAL REVENUES	110,001,941	104,726,561	5,275,380	95.20%
<u>EXPENDITURES</u>				
6100 PAYROLL COSTS	74,700,974	60,318,570	14,382,404	80.75%
6200 PROFESSIONAL & CONTRACTED SERVICES	11,721,547	6,085,313	5,636,234	51.92%
6300 SUPPLIES/MATERIALS	2,874,889	2,594,994	279,895	90.26%
6400 OTHER OPERATING	2,206,298	1,888,865	317,433	85.61%
6500 DEBT SERVICE	216,164	215,370	794	99.63%
6600 CAPITAL OUTLAY	4,389,734	3,910,364	479,370	89.08%
TOTAL EXPENDITURES	96,109,606	75,013,476	21,096,130	78.05%
<u>OTHER SOURCES AND USES</u>				
7900 OTHER RESOURCES	0	10,000	-10,000	
8900 OTHER USES	0	0	0	0.00%
OTHER SOURCES(USES)	0	10,000	-10,000	0.00%
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	13,892,335	29,723,085	(15,830,750)	

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: July 21, 2025
For: Information

TO: Dr. Courtney Morawski, Superintendent

FROM: Emmett Whitefield

DATE: July 9, 2025

RE: Cash Flow and Investment Report
as of June 30, 2025

SUMMARY:

Attached is the Cash Flow and Investment Report for the period ending June 30, 2025.

BUDGET IMPACT: None

Respectfully submitted,



Emmett Whitefield RSTBA
Chief Financial Officer

Staff Person Responsible: Emmett Whitefield

Date Submitted: July 9, 2025

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	GRANBURY INDEPENDENT SCHOOL DISTRICT																	
2	CASH AND INVESTMENT REPORT																	
3	FROM JUNE 1, 2025 TO JUNE 30, 2025																	
4	FOR BOARD MEETING JULY 21, 2025		FIRST FINANCIAL BANK								POOL INVESTMENTS				First Financial Bank Investment Account		CHECKING & INVESTMENT	
5																		
6			GENERAL FUND	DEBT	CAPITAL PROJ	PAYROLL	A/P	WC FUND	EZDENT	CHILD NUTRITION	LOGIC	LONE STAR	TEXPOOL	TEXAS RANGE	FFB		TOTAL	
7																		
8	BEGINNING BALANCE-JUNE 1, 2025		\$ 3,857,746	\$ 211,454	\$ 26,401	\$ 2,278,744	\$ 1,198,300	\$ 960,558	\$ 97,174	\$ 2,322,460	\$ 4,645	\$ 81,452,921	\$ 34	\$ 279	\$ -	\$ -	\$ 92,410,717	
9																		
10	LOCAL REVENUE-RENT, CAFÉ MEALS,ATH		\$ 2,126,690.10		\$ -	\$ -				\$ 192,209							\$ 2,318,899	
11																	\$ -	
12	TAX COLLECTIONS		\$ -	\$ -								\$ 583,771					\$ 583,771	
13																	\$ -	
14	TEA COLLECTIONS:																\$ -	
15	CHILD NUTRITION		\$ 300,963							\$ 300,963							\$ 601,925	
16	FOUNDATION		\$ 641,683														\$ 641,683	
17	TITLE FUNDS		\$ 295,993														\$ 295,993	
18	AVAILABLE SCHOOL FUND		\$ -														\$ -	
19	IDEA-B FUNDS		\$ 174,487														\$ 174,487	
20	IMA		\$ -														\$ -	
21	PERKINS		\$ -														\$ -	
22	ARP HOMELESS		\$ -														\$ -	
23	ESSER		\$ -														\$ -	
24	EXISTING DEBT ALLOTMENT		\$ 5,686														\$ 5,686	
25	CYBER GRANT		\$ 4,500														216	
26	MAC/SHARS		\$ 25,161														\$ 25,161	
27	MIROTC		\$ 8,024															
28	TRANSFERS IN		\$ 15,200,000	\$ -	\$ -	\$ 2,759,810	\$ 2,434,357	\$ 7,335	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000,000	\$ -	\$ 30,401,502		
29	TRANSFERS IN - SWEEP ACCOUNT		\$ 1,179,665	\$ -	\$ -	\$ 725,903	\$ 1,059,128	\$ -	\$ -	\$ 321,606						\$ 3,286,303		
30	BOND PAYMENT			\$ -					\$ -								\$ -	
31	OPERATING EXPENSES		\$ (2,686,195)		\$ -		\$ (2,434,357)	\$ (7,335)	\$ -	\$ (353,813)	\$ -	\$ -		\$ -	\$ -	\$ (5,481,700)		
32	PAYROLL		\$ (6,097,774)		\$ -	\$ (2,759,810)				\$ (139,358)						\$ (8,996,943)		
33	TEA RECAPTURE		\$ -				\$ -										\$ -	
34	TRANSFERS OUT		\$ (10,000,000)	\$ -	\$ -			\$ -			\$ -	\$ (15,200,000)	\$ -	\$ -	\$ -	\$ (25,200,000)		
35	TRANSFERS OUT - SWEEP ACCOUNT		\$ (1,753,037)			\$ (568,900)	\$ (1,204,211)	\$ (7,335)	\$ -	\$ (171,969)								
36	MARKET APPRECIATION / (DEPRECIATION)														\$ -	\$ -	\$ -	
37	MONTHLY DIVIDENDS & INTEREST EARNED AND PAID		\$ 10,315	\$ 644	\$ 80	\$ 6,667	\$ 3,127	\$ 2,914	\$ 297	\$ 7,083	\$ 17	\$ 265,071	\$ -	\$ 1	\$ 24,813	\$ -	\$ 321,030	
38	ACCRUED INTEREST PAID																\$ -	
39																		
40	ENDING BALANCE - JUNE 30, 2025		\$ 3,293,907	\$ 212,099	\$ 26,481	\$ 2,442,415	\$ 1,056,344	\$ 956,137	\$ 97,470	\$ 2,479,179	\$ 4,662	\$ 67,101,763	\$ 34	\$ 280	\$ 10,024,813	\$ -	\$ 87,695,584	
41																		
42	INTEREST ACCRUED, NOT PAID AT MONTHS END																\$ -	
43																		
44	WEIGHTED AVERAGE MATURITY		1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	53 Days	43 Days	37 Days	1 Day	1 Day			
45																		
46	CURRENT MONTH AVERAGE MONTHLY INTEREST RATE:		3.704%	3.704%	3.704%	3.704%	3.704%	3.704%	3.704%	3.704%	4.411%	4.435%	4.297%	4.320%	4.308%			
47	PRIOR MONTH AVERAGE MONTHLY INTEREST RATE:		3.665%	3.665%	3.665%	3.665%	3.665%	3.665%	3.665%	3.665%	4.422%	4.440%	4.308%	4.300%	0.000%			
48																		
49																		
50	We, the approved Investment Officers of Granbury ISD, hereby certify that the above Investment Report represents the investment position										2024-25 INTEREST							
51	of the District (as of the end of the month indicated at the top of this investment form) in accordance with the Board approved Investment										ACCRUED (as of 6/30/25)							
52	Funds Policy, the Public Funds Investment Act (Texas Government Code 2256), and Generally Accepted Accounting Principals (GAAP).																	
53												Sep-24	\$ 154,540.82		Mar-25	\$ 320,110.96		
54												Oct-24	\$ 138,758.94		Apr-25	\$ 298,457.23		
55												Nov-24	\$ 116,395.33		May-25	\$ 340,651.77		
56	Emmett Whitefield											Dec-24	\$ 128,733.06		Jun-25	\$ 321,029.66		
57	Chief Financial Officer											Jan-25	\$ 247,596.54		Jul-25			
58												Feb-25	\$ 287,184.84		Aug-24			
59															TOTAL	\$ 2,353,459.15		
60															JUNE INTEREST ACCRUED	\$ -		
61															JUNE INTEREST EARNED & PD	\$ 321,029.66		
62															JUNE TOTAL INTEREST	\$ 321,029.66		

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: July 21, 2025
For: Information

TO: Dr. Courtney Morawski,
Superintendent

FROM: Houcine Chraibi

DATE: July 9, 2025

RE: Report of Categorical Purchases
Between \$50,000 and \$100,000 as
Per Board Policy CH (LOCAL)

SUMMARY:

The attached categorical purchases between \$50,000 and \$100,000 for the period of June 1st 2025, through June 30th, 2025, are being reported as per the requirements of Board Policy CH (LOCAL), which states:

The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs \$50,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place, except as otherwise provided in this policy.

The Superintendent is not required to obtain Board approval for the following types of budgeted purchases costing less than \$100,000, but shall subsequently report them to the Board:

- 1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with law;*
- 2. A purchase made through a cooperative purchasing program or state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL)]; or*
- 3. A continuing or periodic purchase under a Board-approved bid or contract.*

BUDGET IMPACT: \$ 211,718.60

Respectfully submitted,



Houcine Chraibi, RTSBA

Staff Person Responsible: Houcine Chraibi
Bradee Drake

Date Submitted: July 9, 2025



**REPORT ON PURCHASES THROUGH A
COOPERATIVE OR INTERLOCAL**

Single Purchase Between \$50,000 and \$100,000 in

accordance with CH(LOCAL) Board Meeting – July 2025

Purchases 06/01/25 to 06/30/25

Vend or	Cooperative/Inter local	Description	Amount
HOUGHTON MIFFLIN HARCOURT Publishing Company	BuyBoard	Texas Into Literature and Writable 6th-8th Grade 1 Year Digital License	\$66,970.00
Carnegie Learning INC	BuyBoard	Learning Digital Bundle Grade 6-8 MATHia Student License	\$93,062.00
Benchmark Education Company	BuyBoard	Phonics Gr. K-3rd 13 Month Digital License Renewal and BEC Decodables Consumables	\$51,686.60