Notice of Public Meeting
The Board of Trustees
Granbury ISD
Monday, July 20, 2026
5:00 PM

A Public Meeting of the Board of Trustees of Granbury ISD will be held Monday, July 20, 2026, beginning at 5:00 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
3. CONVENE OPEN SESSION - 6:00 PM
4. INVOCATION
5. PLEDGES - U.S. Flag & Texas Flag
6. ACHIEVEMENT SPOTLIGHT
    a. UIL Academic State Finalists Recognition 54
    b. Community Donation Report - June 30, 2026 55
7. PUBLIC COMMENTS
8. SUPERINTENDENT'S REPORT
    a. HVAC Replacement Project (RFP 2025-35) — Trane Controls Change Order No. 1 for Unforeseen Wiring Condition 57
9. DISTRICT REPORTS
    a. Introduction to ParentSquare 60
    b. June 2026 Financial Report 69
    c. Cash Flow and Investment Report for period ending June 2026 72
10. CONSENT AGENDA ITEMS
    a. Approve previous Board Meeting minutes 74
    b. 2026-27 Annual Educational Service Center Region 11 82
    c. Capturing Kids' Hearts Contract Approval 85
    d. Facilities Management Portal Agreement with Facilitron, Inc. 97
    e. Categorical Spending Update - July 2027 110
11. DISCUSSION/ACTION
    a. Discuss and Take Action on the 2026-2027 Compensation Plan 111
    b. Discuss Property & Casualty Insurance Procurement (RFP No. 2026-3) 117
    c. Discuss Policy Update 127 206
    d. Discuss and Introduce the Granbury ISD Strategic Plan Scorecard 239
    e. Discuss and Possible action for the Hood County Appraisal District Preliminary Budget 241
    f. Discuss and Take Action on Approval of Nomination for the Open Position on the Hood County Appraisal District Board of Directors 260
    g. Consideration and action regarding Level Three Parent Grievance.
12. CONVENE IN CLOSED SESSION
    a. PERSONNEL
        1. Staff Recommendations
    b. Real Property
    c. Consultation with Attorney, if needed.

13. Consider ACTION on ITEMS DISCUSSED IN CLOSED SESSION
    a. Consider Staff Recommendations
14. 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.

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Superintendent or Designee (For the Board of Trustees)

GRANBURY ISD

Budget Adoption Process 2026-2027

Dr. Courtney Morawski, Superintendent
LaTisha Griffin, Chief Financial Officer
GISD School Board
07/20/2026

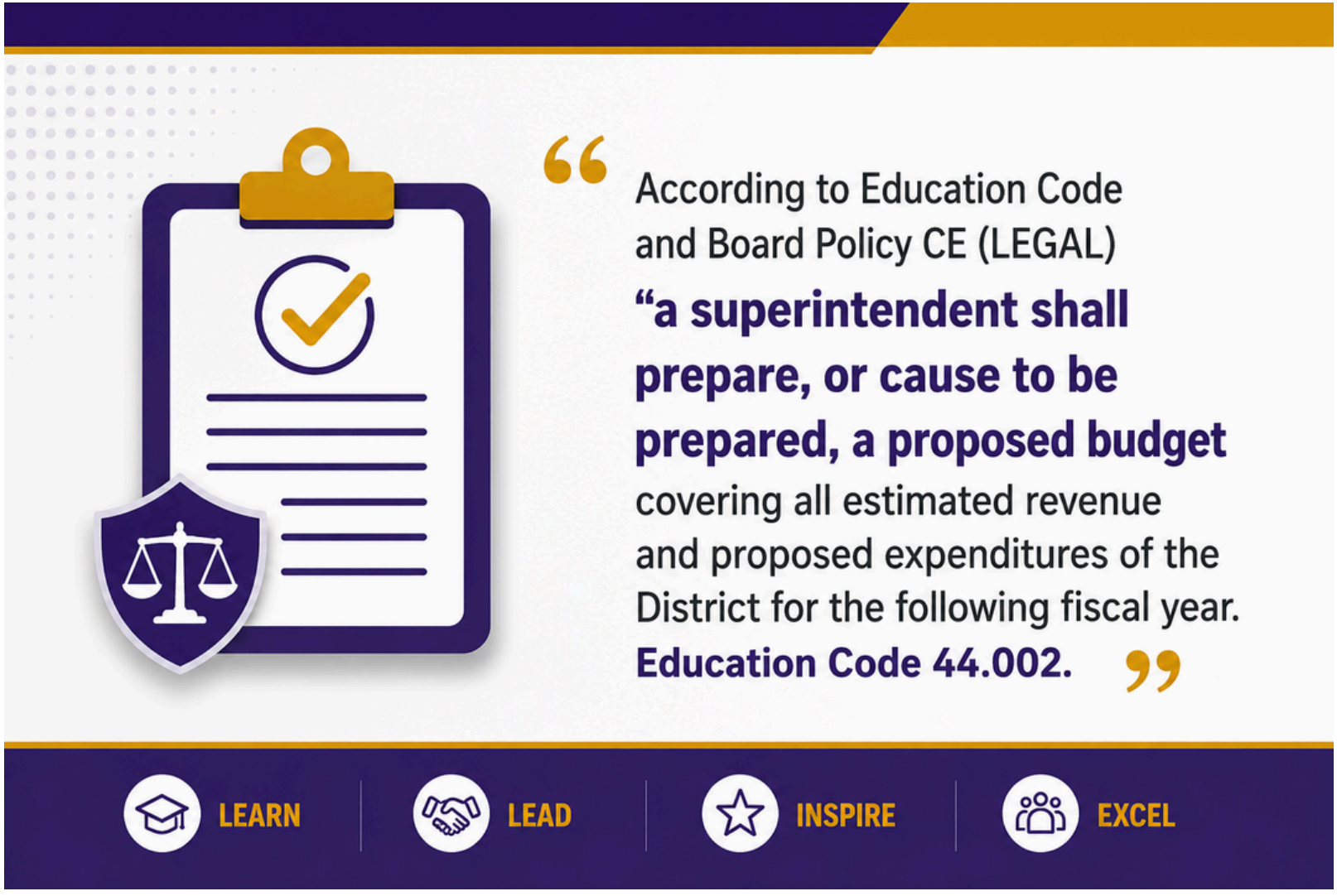
Purpose

To provide an update on the district's current year financial position and budget monitoring status, while also outlining the development of the next year's proposed budget and sharing information on the upcoming public hearing and budget adoption process.

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Budget Adoption Responsibilities

Superintendent



6

Superintendent

BUDGET PROCESS:
A COLLABORATIVE EFFORT

Working together to plan today for student success tomorrow.

FOCUSED ON STUDENT SUCCESS
Aligning resources with district goals and priorities.

COLLABORATIVE INPUT
Includes input from the District, campus-level planning and decision-making committees.



INFORMED DECISIONS
Considering goals, programs, and alternatives.

CONTINUOUS PROCESS
Budget planning and evaluation are ongoing and part of each month's activities.

NOTE: According to Board Policy CE (LOCAL)
Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the District's programs and activities and provides the resources to implement them. In the budget planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered, as well as input from the District, campus-level planning and decision-making committees. Budget planning and evaluation are continuous processes and shall be a part of each month's activities.

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Board of Trustees



"The Board shall adopt a budget to cover all expenditures for the succeeding fiscal year, and before the adoption of the tax rate for the tax year in which the fiscal year covered by the budget begins."

Education Code 44.004(f)-(g)

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Further the policy states

"the Board may amend a budget or adopt a supplementary emergency budget to cover necessary unforeseen expenses"

GRANBURY ISD

BUDGET FUNDS FOR BOARD APPROVAL

According to the Financial Accountability System Resource Guide, the following funds are to be presented to the Board for approval

- **199** – General Operating
- **240** – Child Nutrition
- **599** – Debt Service

The Budget is adopted at the function level.

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GRANBURY ISD

2025 - 2026

September 1, 2025 - June 30, 2026

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GRANBURY ISD

General Operating Fund

	2025-26 Adopted Budget	2025-26 Revised Budget	2025-26 Year-End Forecast
Revenue	$98,120,224	$98,120,224	$101,819,903
(Minus) Expenditures	$98,120,224	$100,173,300	$100,173,300
Profit/(Loss)	-	($2,053,076)	$1,646,603

*Projections are subject to change

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General Operating Surplus

$98.1M

*Adopted

	2025-26 Adopted Budget
Revenue	$98,120,224
(Minus) Expenditures	$98,120,224
Profit/(Loss)	-

Balanced

$1.64M

*Estimated

	2025-26 Year-End Forecast
Revenue	$101,819,903
(Minus) Expenditures	$100,173,300
Profit/(Loss)	$1,646,603

*Projections are subject to change

Surplus

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GRANBURY ISD

2026-27

September 1, 2026 - August 31, 2027

GRANBURY ISD

2026-27 BUDGET PLANNING ASSUMPTIONS



Assumptions and calendar were presented to the Board at the February 16, 2026 Meeting



Allocations consistent with prior year with some mandatory increases in special programs.



Staffing of vacated positions are still reviewed by Superintendent to determine to replace or not based on Staffing Formulas and district need.



The taxable value of property is projected to increase for 2026-27. However, there is the 2.5% revenue cap put in place by HB3 (2019).



Recapture will stay steady or slightly increase in the coming year due to projected property value, no student growth and tax compression.



Student enrollment is projected to be steady. The district is utilizing RaWee to increase student attendance for the coming year.

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GRANBURY ISD

KEY BUDGET ASSUMPTIONS

MAJOR ASSUMPTIONS	2025-2026 ADOPTED BUDGET	2025-2026 AS OF JUNE	2026-2027 PROPOSED BUDGET	NOTES
Student Enrollment Projection	8,031	7,766	7,830	• Decrease of 201 students • Enrollment decline of 2.51%
Average Daily Attendance	7,549	7,548	7,438	• ADA Target for 2026-2027: 95%
Total Staff Count	1,145	1,250	1,250	• As of June • Total employees
Basic Allotment	6,215	6,215	6,215	• No change
Estimated Taxable Values	$8.2 Billion	$8.5 Billion	$8.87 Billion	• Increase from Adopted Budget to Proposed Budget: 8.17% • Increase in value: $670 Million
Maintenance & Operations (M&O) Tax Rate	$0.7846	$0.7846	$0.7846	• No change
Interest & Sinking (I&S) Tax Rate	$0.1450	$0.1450	$0.1450	• No change
Total Tax Rate	$0.9296	$0.9296	$0.9296	• No change

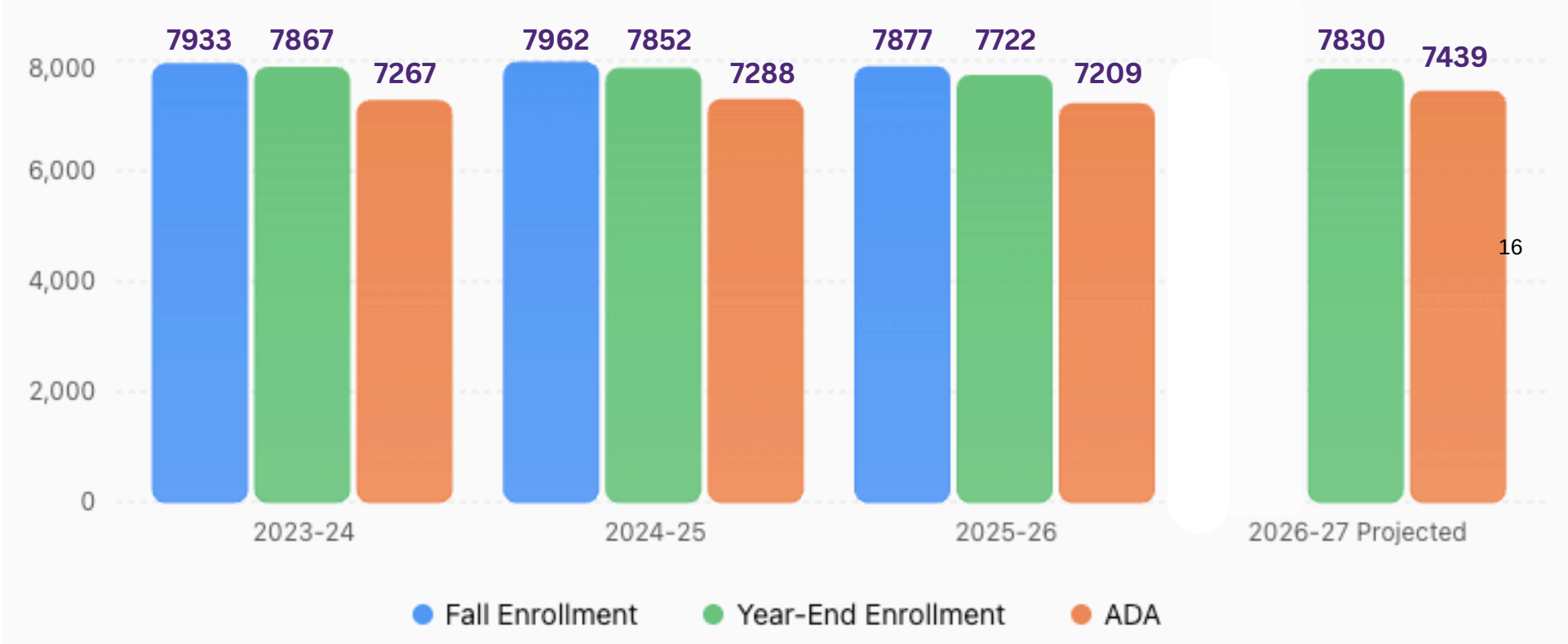
*Position count as of 6.30.26

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GRANBURY ISD

Enrollment and ADA Trends

Historical enrollment and ADA with 2026-27 projections. Overall enrollment remains relatively stable while ADA is projected to increase.



Campus budget allocations are based on projected enrollment of 7, 830 pirates!

GRANBURY ISD

CAMPUS BUDGET ALLOCATIONS

TOTAL | $886,919



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CAMPUSES



HIGH SCHOOL
$134
PER STUDENT



MIDDLE SCHOOLS
$110
PER STUDENT



ELEMENTARY SCHOOLS
$98
PER STUDENT

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GRANBURY ISD

2026-27 ALLOCATIONS OVERVIEW

DEPARTMENT ALLOCATIONS	$7,348,734
STATE PROGRAM ALLOCATIONS	$2,007,302
DISTRICT LEVEL ALLOCATIONS	$2,122,557

KEY INFORMATION

- These State program allocations are due to Legislative changes made by HB3 that increased Career & Tech, Dyslexia and Compensatory Education funding.
- HB3 also added new allotments in Early Education and Career and Military Readiness (CCMR).
- District level accounts include insurance and board level expenditures.

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TEA RECAPTURE ALLOCATION

$3,952,632

TAX APPRAISAL / COLLECTION ALLOCATIONS

TAX APPRAISAL	TAX COLLECTION
$1,753,000	$225,000

GRANBURY ISD

TRS – ACTIVECARE

HEALTH INSURANCE

BlueCross BlueShield®

ActiveCare Primary – Emp Only	**$612**	$58 per month increase
ActiveCare Plan HD – Emp Only	**$630**	$60 per month increase
ActiveCare Primary+ – Emp Only	**$720**	$70 per month increase

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LIFE INSURANCE

Premium Unchanged
$25,000 provided to all employees on top of TRS coverage

CARE FLIGHT COVERAGE

Provided for all GISD employees and their families

IDENTITY THEFT PROTECTION PLAN

Available to all employees

GRANBURY ISD

199

General Operating Budget

GRANBURY ISD

GENERAL OPERATING PROPOSED BUDGET SUMMARY

DESCRIPTION	AMOUNT
REVENUE	$99,280,635
EXPENDITURES	$99,280,635
PROFIT / (LOSS)	–

This summary reflects the General Operating Fund proposed budget for the 2026-2027 fiscal year.

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GRANBURY ISD

GENERAL OPERATING (FUND 199)

2026-27 PROPOSED BUDGET - REVENUE

DESCRIPTION	25-26 ADOPTED	26-27 PROPOSED	DIFFERENCE	% DIFFERENCE
5711 - CURRENT YEAR TAXES	$74,436,917	$74,360,308	($76,609)	-0.08%
5712 - PRIOR YEAR TAXES	$700,000	$700,000	$0	0.00%
5719 - PENALTIES & INTEREST	$700,000	$760,000	$60,000	0.06%
5738 - HIGH SCHOOL PARKING FEES	$50,000	$30,000	($20,000)	-0.02%
5739 - PREK TUITION	$60,000	$10,000	($50,000)	-0.05%
5742 - INTEREST INCOME	$1,750,000	$1,900,000	$150,000	0.16%
5743 - BLDG/FIELD USE FEE	$60,000	$100,000	$40,000	0.04%
5749 - MISC. LOCAL REVENUE	$200,000	$450,000	$250,000	0.27%
5752 - ATHLETIC RECEIPTS	$150,000	$150,000	$0	0.00%
5811 - PER CAPITA REVENUE	$2,915,211	$4,305,038	$871,364	0.94%
5812 - FOUNDATION REVENUE	$12,138,565	$10,885,499	($1,253,066)	-0.14%
5831 - TRS ON-BEHALF PAYMENTS	$4,143,547	$4,169,358	$25,811	0.03%
5921 - CHILD NUTRITION INDIRECT COSTS	$89,426	$89,812	$386	0.00%
5922 - CHILD NUTRITION INDIRECT COSTS	$254,520	$255,620	$1,100	0.00%
5929 - FEDERAL INDIRECT REVENUE	$450,000	$300,000	($150,000)	-0.16%
5931 - MEDICAID REVENUE	$500,000	$680,000	$180,000	0.19%
5932 - MAC REVENUE	$30,000	$40,000	$10,000	0.01%
5948 - JROTC REVENUE	$95,000	$95,000	$0	0.00%
TOTAL REVENUE	$98,120,224	$99,280,635	$1,160,411	1.25%

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Total revenue is projected to increase by $1,160,411 or 1.25% over the 25-26 adopted budget.

GRANBURY ISD

GENERAL OPERATING (FUND 199) by FUNCTION

2026-27 PROPOSED BUDGET

Function	2025-26 Adopted Budget	2026-27 Proposed	Increase/ Decrease)	% of Budget	% of Budget Net Recapture	% Increase
11 INSTRUCTION	57,593,420	58,298,530	705,110	58.7%	61.1%	1.22%
12 INSTRUCTIONAL RESOURCES & MEDIA	780,889	852,946	72,057	0.9%	0.9%	9.23%
13 CURRICULUM & STAFF DEVELOPMENT	904,173	929,590	25,417	0.9%	1.0%	2.81%
21 INSTRUCTIONAL LEADERSHIP	1,292,508	1,051,756	(240,752)	1.1%	1.1%	-18.63%
23 SCHOOL LEADERSHIP	4,737,619	5,083,967	346,348	5.1%	5.4%	7.31%
31 GUIDANCE/COUNSELING	2,664,894	2,434,953	(229,941)	2.5%	2.6%	-8.63%
32 SOCIAL WORK SVCS	0	0	0	0.0%	0.0%	0.00%
33 HEALTH SERVICES	557,367	611,071	53,704	0.6%	0.6%	9.64%
34 TRANSPORTATION	4,933,332	4,542,456	(390,876)	4.6%	4.8%	-7.92%
35 FOOD SERVICE	0	0	0	0.0%	0.0%	0.00%
36 CO-CURRICULAR/EXTRACURRICULAR	2,080,619	2,212,502	131,883	2.2%	2.3%	6.34%
41 GENERAL ADMINISTRATION	3,262,007	3,525,294	263,287	3.6%	3.7%	8.07%
51 PLANT MAINTENANCE	10,114,337	10,397,013	282,676	10.5%	10.9%	2.79%
52 SECURITY & MONITORING SERVICES	1,632,150	1,698,378	66,228	1.7%	1.8%	4.06%
53 DATA PROCESSING	1,538,673	1,695,162	156,489	1.7%	1.8%	10.17%
61 COMMUNITY EDUCATION	55,140	54,395	(745)	0.1%	0.1%	-1.35%
71 DEBT SERVICE	219,850	186,990	(32,860)	0.2%	0.2%	0.00%
81 FACILITIES CONSTRUCTION & ACQUISITION	0	0	0	0.0%	0.0%	0.00%
91 CONTRACTED SVCS BETWEEN PUBLIC SCHOOLS	3,889,767	3,952,632	62,865	4.0%	0.0%	1.62%
93 PAYMENTS TO FISCAL AGENT / SHARED SERV	0	0	0	0.0%	0.0%	0.00%
99 OTHER INTERGOVERNMENTAL CHARGES	1,863,479	1,753,000	(110,479)	1.8%	1.8%	-5.93%
TOTAL	98,120,224	99,280,635	1,160,411	100.0%	100.0%	1.18%

Total Budget Increase Over Previous Year: $1,160,411 (1.18%)

Red = Increase | Green = Decrease

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GRANBURY ISD

GENERAL OPERATING (FUND 199) by OBJECT

2026-27 PROPOSED BUDGET

Object	2025-26 Adopted Budget	2026-27 Proposed	Increase/ (Decrease)	% of Budget	% of Budget Net Recapture	% Increase
6100 - Salaries & Benefits	80,462,157	81,842,478	1,380,321	82.4%	85.9%	1.72%
6200 - Contracted Services	11,371,655	11,626,240	254,585	11.7%	8.0%	2.24%
6300 - Supplies & Materials	3,037,410	2,834,278	(203,132)	2.9%	3.0%	-6.69%
6400 - Other Operating	2,436,592	2,104,133	(332,459)	2.1%	2.2%	-13.64%
6500 - Debt Service	219,850	186,990	(32,860)	0.2%	0.2%	0.00%
6600 - Captial Outlay	592,560	686,516	93,956	0.7%	0.7%	15.86%
TOTAL	**98,120,224**	**99,280,635**	**1,160,411**	**100.0%**	**100.0%**	**1.18%**

Total Budget Increase Over Previous Year: $1,160,411 (1.18%)

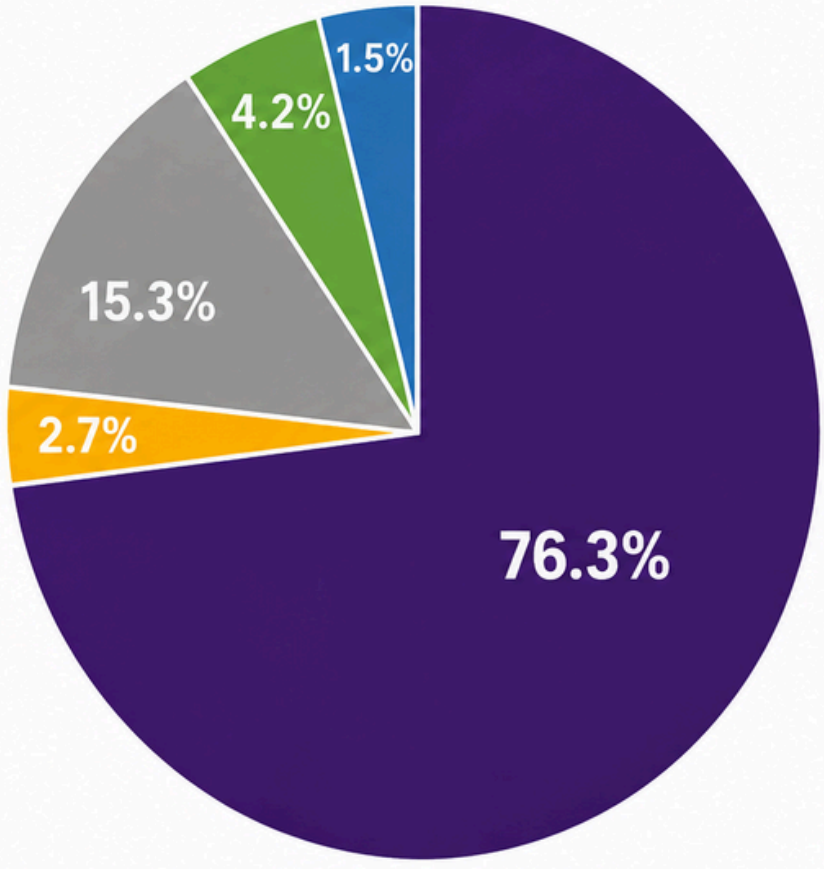
Red = Increase | Green = Decrease

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GRANBURY ISD

GENERAL OPERATING REVENUE SOURCES

2026-2027 FISCAL YEAR



Local Tax Revenue	$75,820,308	76.3%
Other Local Revenue	$2,640,000	2.7%
State Revenue	$15,190,537	15.3%
TRS On Behalf	$4,169,358	4.2%
Federal Revenue	$1,460,432	1.5%

TOTAL PROPOSED REVENUE
$99,280,635

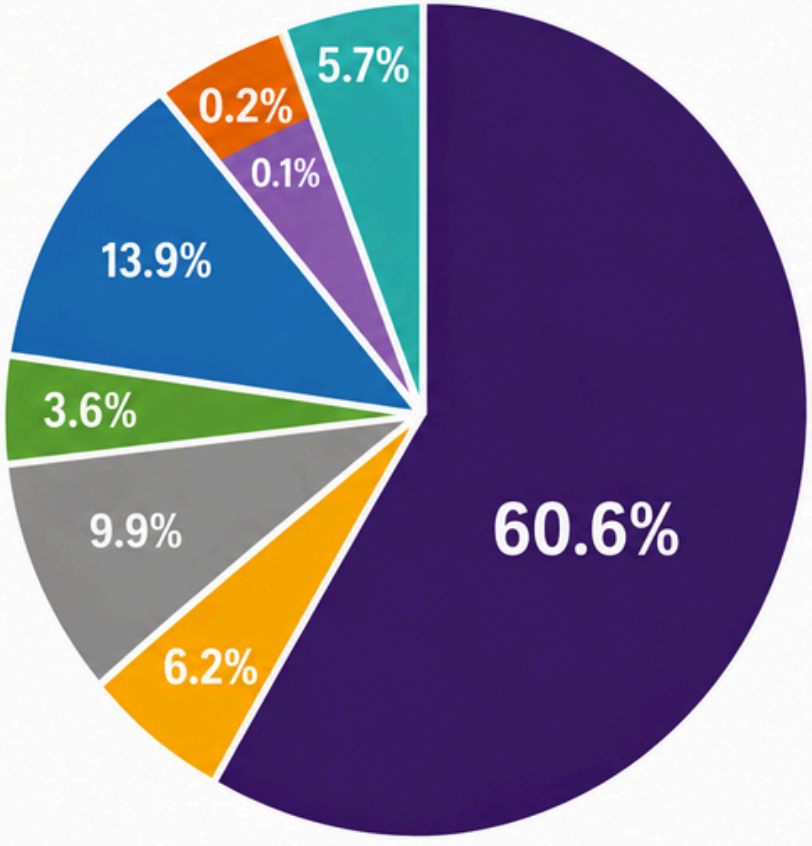
*Percentages may not total 100% due to rounding.

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GRANBURY ISD

GENERAL OPERATING EXPENDITURES BY FUNCTION

2026-2027 PROPOSED BUDGET



Instruction and Instructional Related	$60,081,066	60.6%
Instructional & School Leadership	$6,135,723	6.2%
Student Support Services	$9,800,982	9.9%
Administrative Support Services	$3,525,294	3.6%
Support Services – Non-Student Based	$13,790,553	13.9%
Ancillary Services	$54,395	0.1%
Debt Services	$186,990	0.2%
Intergovernmental Charges (recapture)	$5,705,632	5.7%

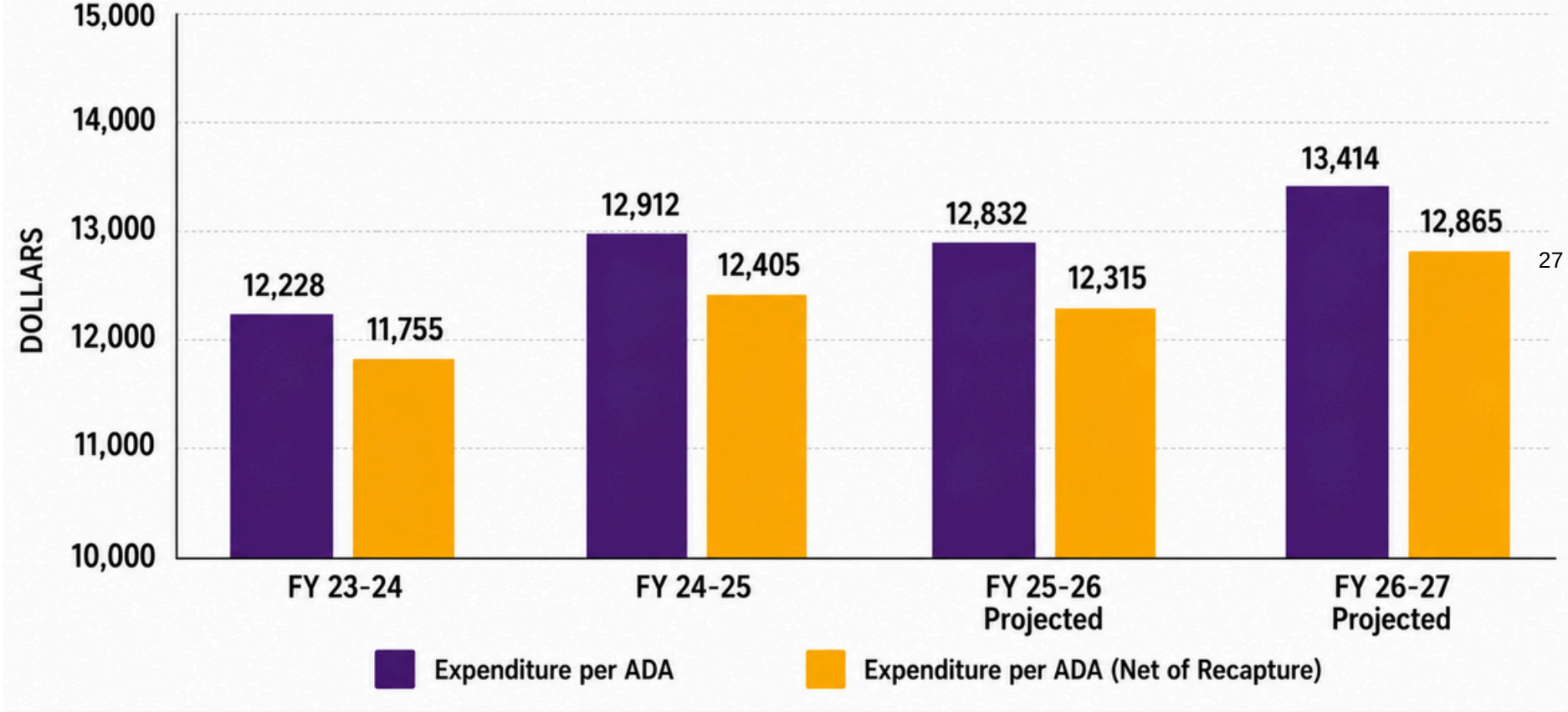
TOTAL PROPOSED EXPENDITURES
$99,280,635

**Percentages may not total 100% due to rounding.*

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GRANBURY ISD

EXPENDITURES PER ADA COMPARISON



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GRANBURY ISD

2026-2027 PROPOSED BUDGET SUMMARY

Total Expenditures are projected to be

$99,280,635

including recapture.

1.18%

increase from 2025-26 Adopted Total Budget

Proposed Expenditure per ADA (net of recapture)

$12,865

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FUNCTION 11 – INSTRUCTION

Function 11 – Instruction makes up

61.1%

of the total budget

(net of recapture)

INSTRUCTION AND INSTRUCTIONAL SUPPORT

Instruction and Instructional Support makes up

79.8%

of the budget

(net of recapture)

Instruction and Instructional Support includes the following functions:

- Function 21 – Instructional Leadership
- Function 23 – School Leadership (Campus Principals)
- Function 31 – Guidance, Counseling & Evaluation
- Function 32 – Social Work Services
- Function 33 – Health Services
- Function 34 – Student Transportation
- Function 35 – Food Services
- Function 36 – Extracurricular Activities

NOTE: *All amounts are subject to change based on final property values, enrollment, and state funding.*

GRANBURY ISD

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General Operating Fund Balance

GRANBURY ISD

FUND BALANCE: MAINTAINING FINANCIAL HEALTH



6 MONTHS

Historically, TEA recommended 6 months of operating costs as a healthy fund balance level.

However, due to funding cuts that threshold has been scaled back.



25%–30%

A fund balance level between 25%–30% is considered "healthy".



20%

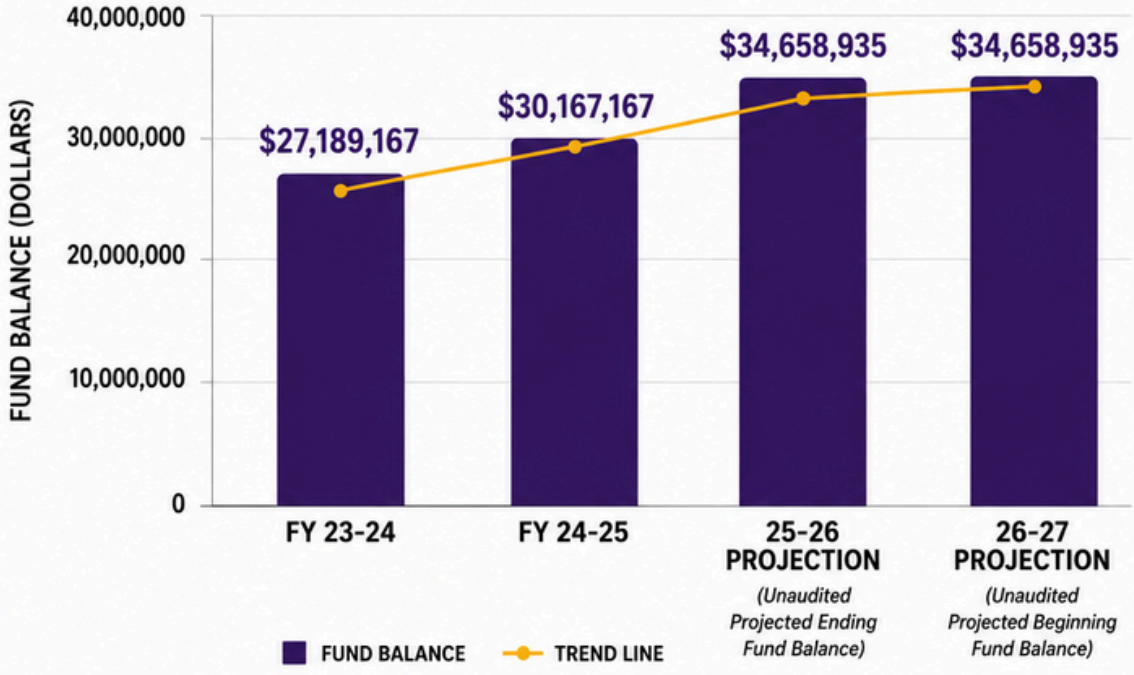
Policy CE(LOCAL) states the District shall maintain committed, assigned, and unassigned fund balances in the general operating fund equal to or exceeding 20% of the total annual operating expenditures.

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FIRST Indicator 6: Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?

GRANBURY ISD

FUND BALANCE
GENERAL OPERATING



FINANCIAL STRENGTH BUILT FOR TOMORROW

25-26 (Unaudited Projected Ending Fund Balance) is **3.9 MONTHS OF OPERATING** – *Very Healthy Fund Balance*

26-27 (Unaudited Projected Beginning Fund Balance)

The spending plan during the 26-27 school year includes evaluation of the **facilities plan,** continue to address **deferred maintenance needs,** with anticipated impact to the **fund balance,** upon approval from the Board.

31

FIRST Indicator 6: Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?

GRANBURY ISD

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Debt Services Budget

GRANBURY ISD

DEBT SERVICE
REVENUE AND EXPENDITURES

8/31/26 FUND BALANCE (PROJECTED)		$4,290,312
REVENUE		
5711	TAXES, CURRENT	$13,751,109
5712	TAXES, PRIOR YEARS	$75,000
5719	PENALTIES & INTEREST	$75,000
5742	INTEREST INCOME	$400,000
5800	I&S HOLD HARMLESS REVENUE	$929,173
	TOTAL REVENUE	**$15,230,282**
EXPENDITURES		
FUNCTION 71		
6511	BOND PRINCIPAL	$85,000
6521	BOND INTEREST	$3,039,845
6599	OTHER DEBT FEES	$5,000
	CLEBURNE ISD PYMT	$22,307
	TOTAL EXPENDITURE	**$3,132,152**
NET EFFECT TO FUND BALANCE 8/31/2027		**$12,098,130**
PROJECTED FUND BALANCE 8/31/2027		**$16,388,442**

ASSUMPTION:	April 2026 Prelim Values
$ 0.1450	I&S TAX RATE
99%	COLLECTION RATE

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GRANBURY ISD

DEBT SERVICE

REVENUE AND KEY HIGHLIGHTS

State Revenue for "Hold Harmless" is projected to be **$929,173.**

Local Tax Revenue is projected to be **$14,301,109** with **I&S** tax rate of **$0.145.**

Maintaining a **$0.145** I&S rate will generate **surplus revenue** in the amount of **$12,098,130** based on preliminary property values.

Projected debt service fund balance at **8/31/27** will be **$16,388,442** at the **$0.145** rate.

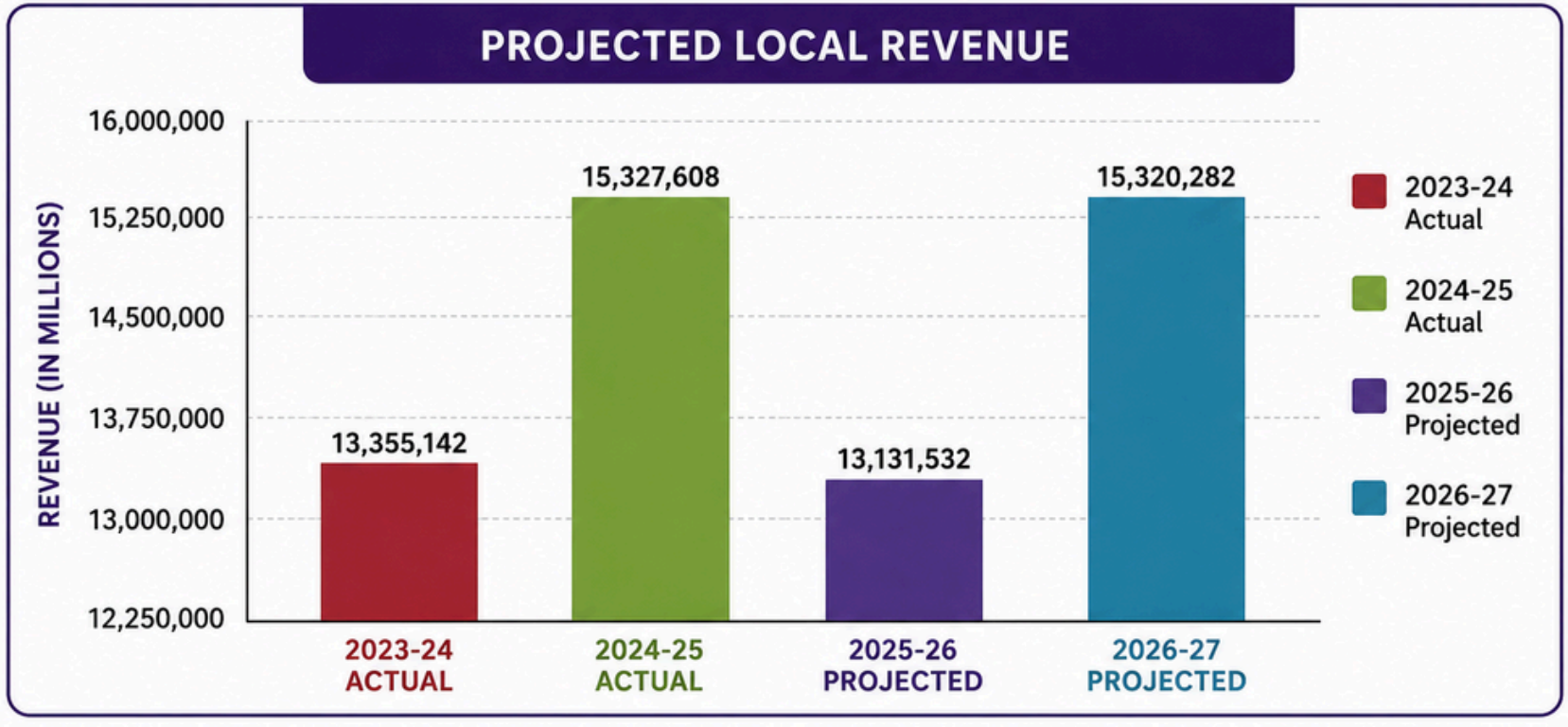


Surplus fund balance can be used to reduce overall debt of the District.

GRANBURY ISD

DEBT SERVICE REVENUE

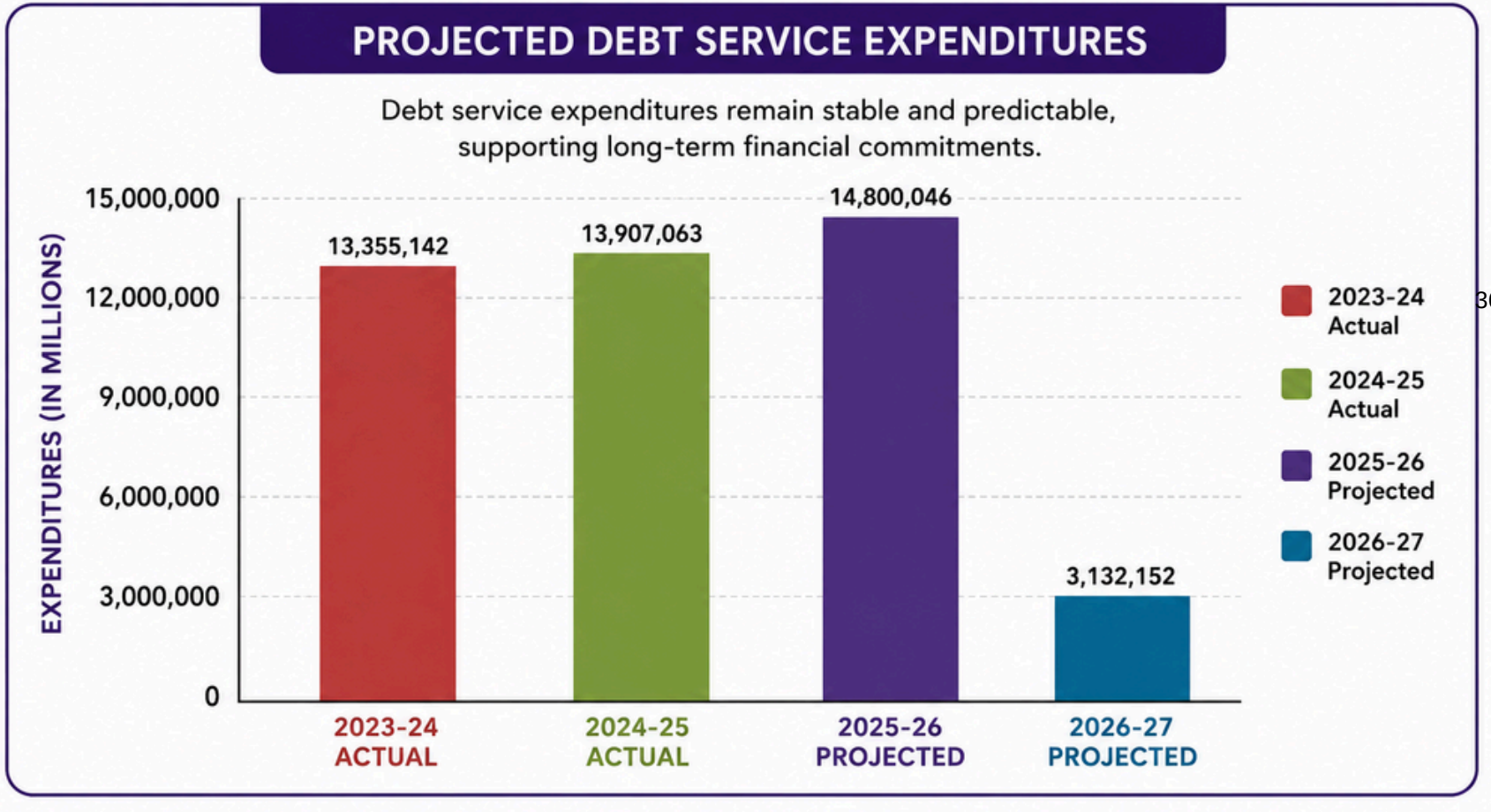
Projected local revenue remains consistent, providing a stable foundation to support our debt service obligations.



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GRANBURY ISD

DEBT SERVICE EXPENDITURES



GRANBURY ISD

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Child Nutrition Budget

GRANBURY ISD

FOOD SERVICE EXPENDITURES

	REVENUE	2026-27 PROJECTED
5742	INTEREST INCOME	$76,000
5749	LOCAL REVENUE SOURCE	$2,535
5751	LOCAL FOOD SERVICE REVENUE	$1,228,335
5757	CHILDREN'S CHARITY	$16,981
5829	STATE MATCHING FUNDS	$18,000
5831	TRS ON BEHALF	$39,000
5921	BREAKFAST PROGRAM REVENUE	$938,906
5922	LUNCH PROGRAM REVENUE	$2,208,319
5923	USDA DONATED COMMODITIES	$331,625
5927	PREK REVENUE	$48,500
	TOTAL REVENUE	**$4,908,201**

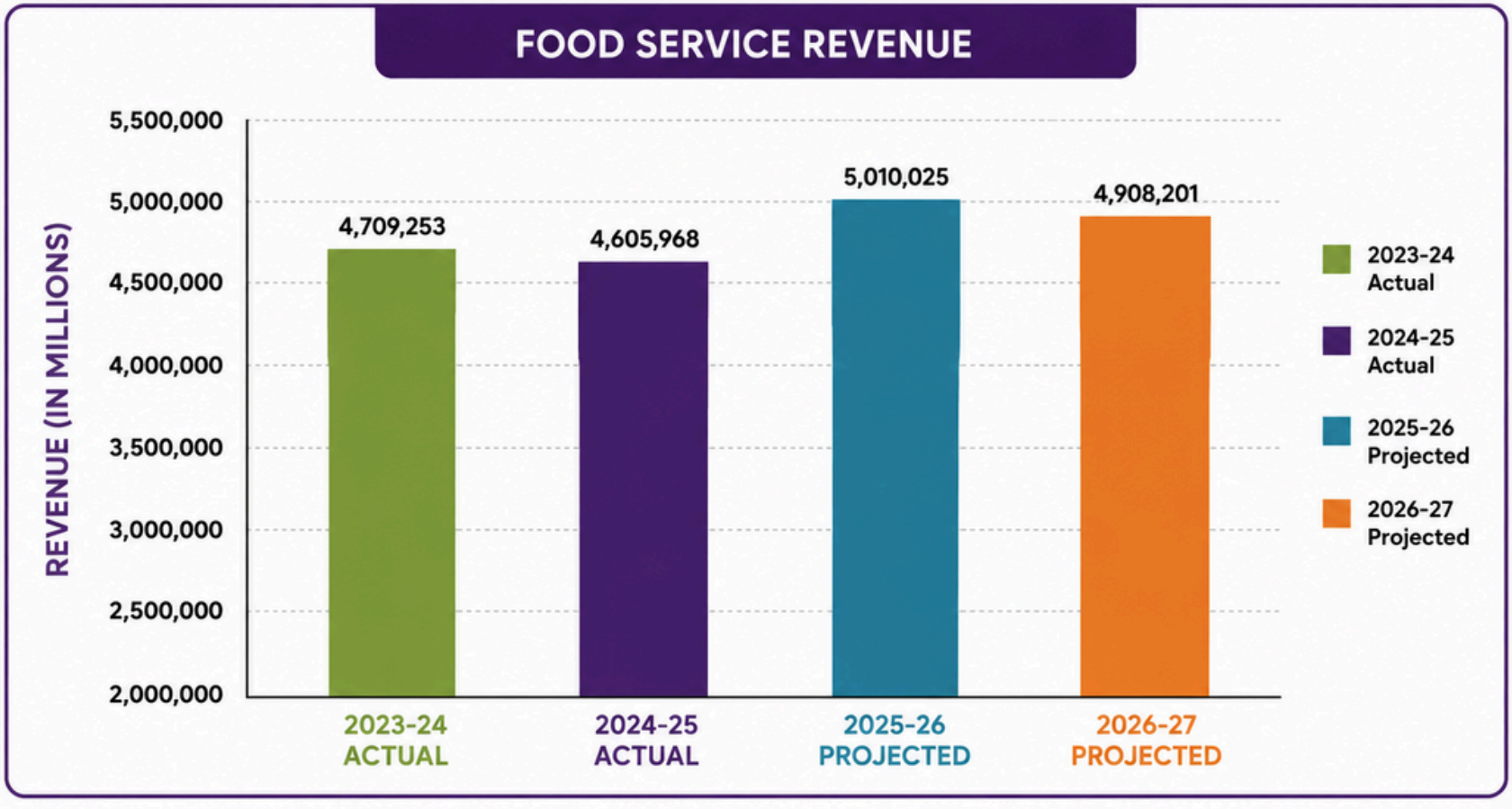
	EXPENDITURES	2026-27 PROJECTED
	FUNCTION 35	
6100	SALARIES & BENEFITS	$2,089,134
6200	CONTRACTED SERVICES	$80,200
6300	SUPPLIES & MATERIALS	$2,476,875
6400	OTHER OPERATING EXPENSE	$14,825
6400	UNRESTRICTED INDIRECT	$345,432
6600	CAPITAL OUTLAY	$58,000
	TOTAL FUNCTION 35	**$5,064,466**
	FUNCTION 51	
6200	CONTRACTED SERVICES	–
	TOTAL FUNCTION 51	–
	TOTAL EXPENDITURES	**$5,064,466**

38

NET EFFECT TO FUND BALANCE **($156,265)**

GRANBURY ISD

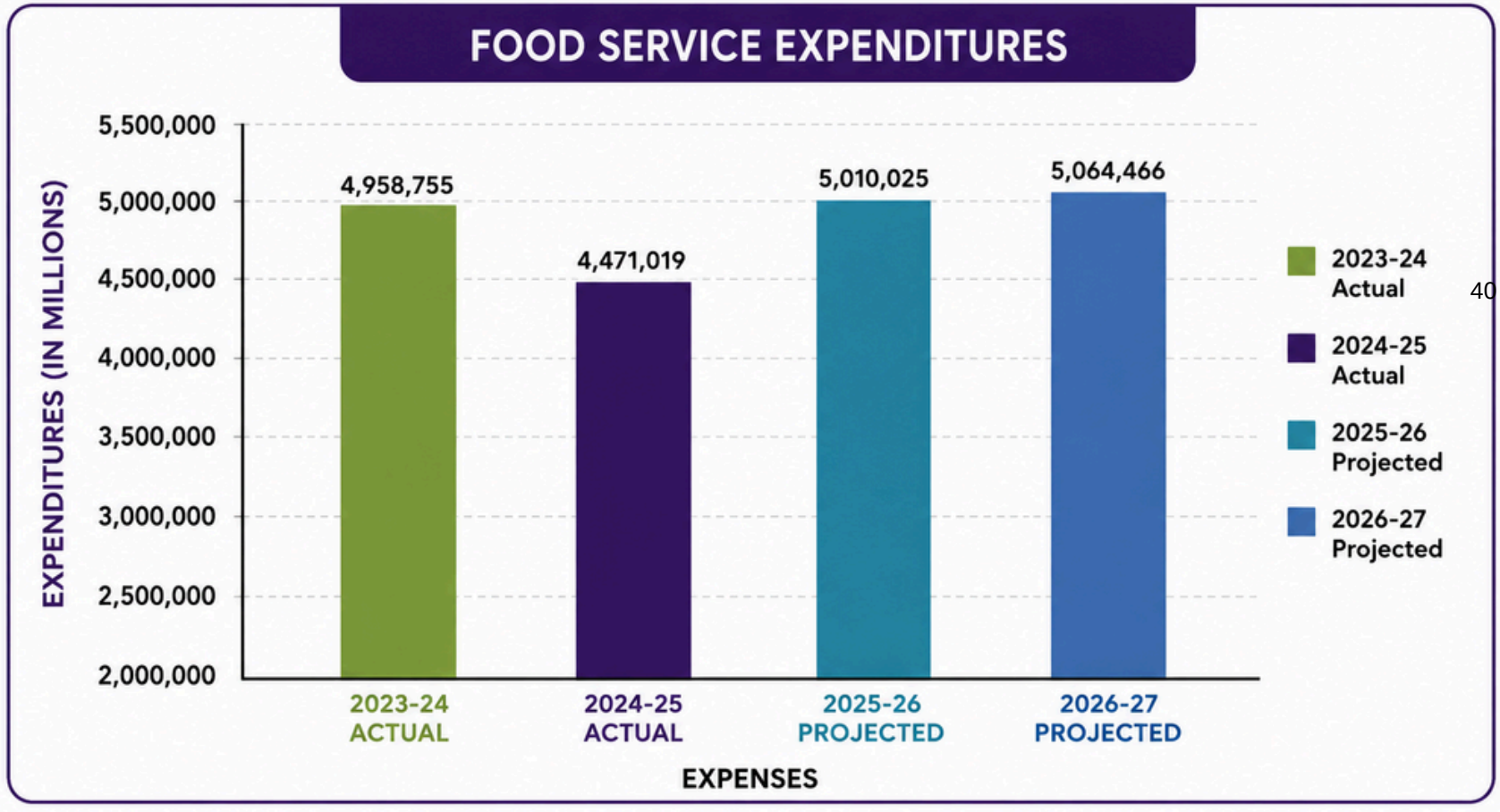
FOOD SERVICE REVENUE



39

GRANBURY ISD

FOOD SERVICE EXPENDITURES



40

GRANBURY ISD

FOOD SERVICE SUMMARY



Revenue is projected to decrease in 2026-27.





Expenditures are projected to increase in 2026-27.



41



Fund balance projected to be

$1,684,052

at 8/31/27, which is 33.25% of operating expenses for 2026-2027.



GRANBURY ISD

Tax Rate

GRANBURY ISD

TAX RATE COMPARISON

TAX RATE	2025-2026 ACTUAL TAX RATE	2026-2027 PROPOSED TAX RATE
MAINTENANCE & OPERATION (M&O)	$0.7846	$0.7846
INTEREST & SINKING (I&S)	$0.1450	$0.1450
TOTAL TAX RATE (M&O + I&S)	$0.9296	$0.9296

The proposed 2026-2027 tax rate is unchanged from the 2025-2026 tax rate.
Tax rates are expressed in dollars per $100 of taxable property valuation.
Projected rate subject to change after the district's Maximum Compressed Tax Rate (MCR) is determined by the TEA in August 2026. Note: Indicator 20 on the FIRST rating requires discussion of any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopts its budget.

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GRANBURY ISD

TAX RATES

Tax Rate is set by the School Board

- Tax rate compression required with passage of HB3 (2019) and SB2 (2023)

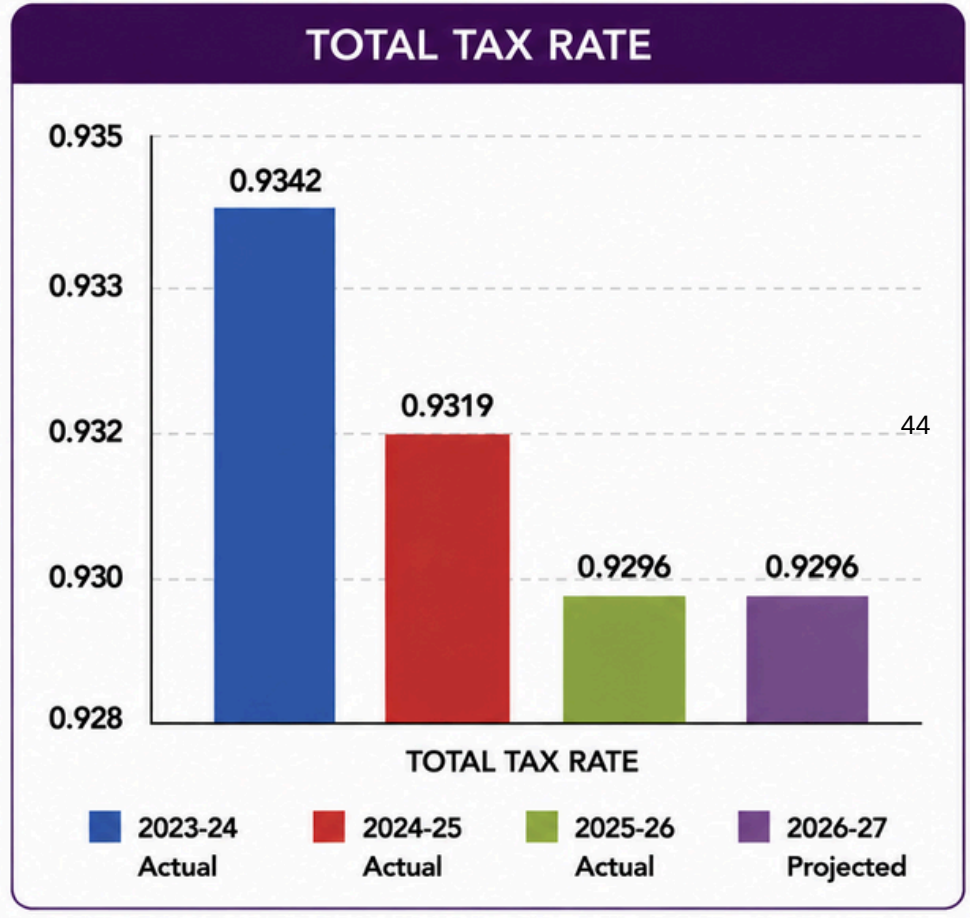
Must maintain debt rate necessary to meet current obligations

Current total tax rate of $0.9296

• M & O	0.7846
• Debt Service	0.1450

Proposed total tax rate of $0.9296

• M&O	0.7846
• Debt Service	0.1450



44

*Projected rate subject to change after the district's Maximum Compressed Tax Rate (MCR) is determined by the TEA in August 2026. Note: Indicator 20 on the FIRST rating requires discussion of any changes and/or Impact to local, state, and federal funding at a board meeting within 120 days before the district adopts its budget.

GRANBURY ISD

TAX RATES

TOTAL TAX COLLECTIONS

Total tax collections are projected using a 99% collection rate of the current levy, which includes:

- Current year taxes
- Prior year taxes
- Penalties and interest

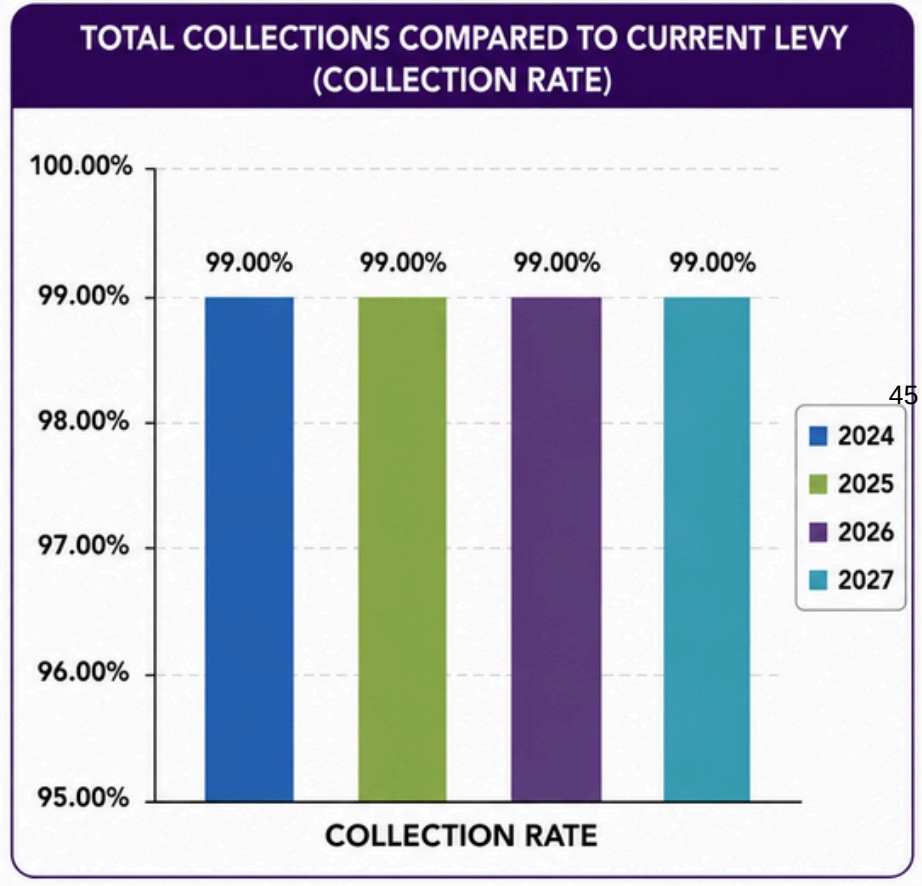
COLLECTION RATE

Historical collection rates demonstrate consistent performance at 99%.

This rate is used for budget planning and revenue projections.

WHY IT MATTERS

A 99% collection rate reflects strong tax compliance and supports accurate revenue forecasting to maintain financial stability and support district operations.



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GRANBURY ISD

2026-2027

Budget Summary

GRANBURY ISD

General Operating (199) Budget Summary

GENERAL OPERATING (199) BUDGET SUMMARY

	General Operating Revenue *(Projected on Preliminary Property Value Estimate)*	**$99,280,635**
+	**General Operating Proposed Expenditures**	**$99,280,635**
=	**Difference** *(Revenues – Expenditures)*	**$0**

The general operating budget is balanced. Projected revenue equals proposed expenditures, resulting in a difference of $0.

This balanced budget represents an increase of **$1,160,411**, or just over **1.18%**, in the overall budget from the prior year adopted budget.

However, the majority of this increase is due to Basic Cost Allotment and Teacher and Staff retention allotments provided by House Bill 2 from the 89th legislature.

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The projected general operating fund balance is **$34,658,935** as of August 31, 2027.

The district continues to maintain a low administrative cost ratio.

- Granbury Independent School District Administrative Cost Ratio is **0.0771**.
- The state standard for similar size districts is **0.1250**.

GRANBURY ISD

General Operating (199) Budget Summary

Includes recapture of **$3,952,632**, a decrease of **$165,877** from the prior year adopted budget (however the current recapture amount is **$3,603,993**, a difference of **$302,115**).

The increase in property values of **4.35%** for Tax Year 2026 (2026-2027 school year), based on preliminary values, is higher than the **5.6%** set by the General Appropriations Act.

HB3 will again compress the maintenance and operations (M&O) tax rate for the 2026-2027 school year.

In order to maintain rate equity, no district will have a maximum Tier One tax rate lower than **$0.5689** for Tax Year 2026 and School Year 2026-2027.

The district did pass the Voter Approved Tax Rate Election for an additional **17 cents** in November 2023, and that will be added to the Maximum Compressed Tax Rate.

Total Tax Rate proposed is **$0.9296**. This could change after the Maximum Compressed Tax Rate (MCR) is released in August 2026.

TAX RATE SUMMARY

Total Tax Rate Proposed*

$0.9296

Maintenance & Operations (M&O)	**$0.7846**
Debt Service	**$0.1450**

**This rate could change after the Maximum Compressed Tax Rate (MCR) is released in August 2026.*

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KEY DATES

Tax Year: **2026**

School Year: **2026-2027**

GRANBURY ISD

Child Nutrition and Debt Services Budget Summary



The Child Nutrition budget will adopt a deficit budget, resulting in a projected fund balance of **$1,684,052** as of August 31, 2027.

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The Debt Service budget will produce a surplus of **$12,098,130** at the proposed tax rate of **$0.1450**, resulting in a projected fund balance of **$16,388,442** as of August 31, 2027.



The surplus and fund balance from the Debt Service budget can be used to reduce the overall debt of the district.

GRANBURY ISD

Next Steps



Receive Certified Tax Roll	Publish Public Notice Hearing by	Public Hearing	Budget Adoption	Tax Rate Adoption
July 25, 2026	July 31, 2026	August 17, 2026	August 17, 2026	August 17, 2026

50

2026 - 2027 Proposed Budget

Enrollment	7,830
ADA (95% Attendance)	7,439
CAD Certified Taxable Value (Estimate)	9,182,376,460
Raise Scenario	2%

Department	Proposed Budget
Athletics	$560,258.00
Asst Supt	$52,787.00
Curriculum	$519,034.00
GT	$59,132.00
State Comp Ed	$992,152.00
Bilingual/ESL	$190,459.00
Dyslexia	$0.00
Early Child Ed	$140,000.00
CTE	$300,000.00
CCMR	$32,000.00
MJROTC	$12,000.00
Technology Dept	$1,078,533.00
Tech Equipment Replacement	$650,000.00
Sp Ed Dept	$239,522.00
Sped Campus Allocation	$42,037.00
HR	$66,436.00
Supt/Board	$51,150.00
Public Info Office	$54,594.00
Bus Office	$67,807.00
District Level Accounts Includes Insurance	$3,133,557.00
Custodial	$219,350.00
Maintenance	$2,715,815.00
NRG/Safety/Building Use	$59,214.00
Transportation	$1,005,756.00
Chief of Security	$60,000.00
Community Relations	$13,000.00
Band	$175,000.00
District Level Accounts Includes school safety program and S	$967,000.00
Department Totals	**$13,456,593.00**
Campus Totals	**$886,919.00**
Manual Payroll	**$2,041,866.00**
26-27 Salary Negotiations Budget Raise	**$78,942,625.00**
Projected TEA Recapture	**$3,952,632.00**
Total Expenditures	**$99,280,635.00**
Projected Total Revenues	**$99,280,635.00**
Total Operating Budget Net Profit or (Loss)	**0.00**


THANKS
52
to all the Principals, Directors, and Finance Staff
for their support of the budget process!

GRANBURY ISD



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GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	Jul 20, 2026	Agenda Placement: ☑ Recognition ☐ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☑ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Amy Hattox-Hoag and/or Cindy Leatherman			
Expenditure:	$NONE			

Agenda Item Title:
Achievement Spotlight

Background Information:
Presenters would like to recognize the achievements of 3 GHS Students who advanced to state for UIL Academics (Cameron Ward, Madison Drehmann, Nolan Porter)

Supporting Document(s) Included:

-

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Advance academic achievement and growth for every student (#1 Student Achievement)

Recommendation:

Submitted by: Lily Hardenbrook	**Approved by:**
Ryan Cox, Communications Department	Dr. Courtney Morawski Superintendent

GRANBURY
Independent School District

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☑ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	LaTisha Griffin			
Expenditure:	$0			

Agenda Item Title:
Community Donation Report - June 30, 2026

Background Information:

Donation Entity and Purpose	Amount
Donation from Doug Dobbins, First Financial Bank to GHS Culinary for chef coats.	$3,537.23
Donation from Dr. Clark from Braces on the Brazos to GHS to fund gift cards for student recognition	$225.00
Donation from Sport Sips, Lemonade Stand to Brawner for PE equipment.	$250.00
Donation from Opera Guild to GHS Ag Mechanics	$250.00
Donation from Granbury Optimist Club for the Jr. Optimist Club	$400.00

Total Amount Donated From The Community!

$4,662.23

Thank you Granbury!

Community Donation Report

— June 30, 2026 —

Background Information: Donation Entity and Purpose	Amount
Donation from Doug Dobbins, First Financial Bank to GHS Culinary for chef coats.	$3,537.23
Donation from Dr. Clark from Braces on the Brazos to GHS to fund gift cards for student recognition	$225.00
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Donation from Granbury Optimist Club for the Jr. Optimist Club	$400.00
Total Amount Donated From The Community!	**$4,662.23**

Thank you **GRANBURY!**

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	Jul 20, 2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☑ One-Time ☐ Budgeted ☑ Unbudgeted	Funding Source: ☑ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Houcine Chraibi			
Expenditure:	$5500			

Agenda Item Title:
HVAC Replacement Project (RFP 2025-35) — Trane Controls Change Order No. 1 for Unforeseen Wiring Condition

Background Information:
Feb 16, 2026 — Board approved award of HVAC replacement (44 RTUs + 1 WSHP) to Service Logic for $740,317.56 under RFP 2025-35.

March 23, 2026 — Board approved the related controls/balancing/engineering: Trane (controls) $224,330; Complete System Balance (test & balance) $35,000; EMA Engineering (mechanical engineer) $65,000 — total $324,330, within the budget allocated at the October 20, 2025 board meeting. No contingency was approved.

During disconnection of the low-voltage wiring, Trane identified that the wire to the smoke detectors had deteriorated from water inside the insulation, and the wire to the thermostat was in the same condition; both require replacement for the units to function as intended (cite Hailey's notification).

The original Dec 5, 2025 Trane controls proposal excluded smoke-detector wiring ("provided and installed by others") — this confirms the wiring is additional/unforeseen work, not something already within Trane's scope. (This is your strongest line; include it.)

Trane submitted Change Order No. 1 dated June 10, 2026 in the amount of $5,500.

EMA Engineering (engineer of record) reviewed the request and had no objection to the District proceeding through its internal review and approval process.

Effect of approval: Trane controls contract increases from $224,330 to $229,830; project total increases by $5,500.

Supporting Document(s) Included:
- Proposal
- Granbury ISD CV(LOCAL) and Granbury ISD CV(LEGAL) / Texas Education Code §44.0411

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:
Approve Trane Controls Change Order No. 1 in the amount of $5,500 for replacement of water-damaged smoke-detector and thermostat wiring discovered during installation, increasing the Trane controls contract from $224,330 to $229,830

GRANBURY
Independent School District

Submitted by:	Approved by:
Houcine Chraibi Assistant Director of Finance	Dr. Courtney Morawski Superintendent

TRANE TECHNOLOGIES

Controls Proposal

Prepared For: Granbury ISD **Date: 6/10/2026**

Job Name: Granbury ISD 2026 Project – Change Order 1

Trane is pleased to provide the following proposal for your consideration.

AIR SIDE SYSTEM TO INCLUDE:

- ***(44) Rooftop Units:***
  - Field Mounted Controls to include:
    - Provide and install Zone Temperature Sensor Wire (Existing wire is damaged)
    - Provide and install Smoke Detector wiring to controller (Existing wire is damaged)

BAS Services include:

- Control Wiring Installation

Clarifications:

- I.P. drops & Static IP Addresses shall be provided to Trane at no additional cost for network connection.
- Payment & Performance bond is included in this proposal
- Does not include anything not specifically detailed within this proposal
- Proposed pricing is based on work being performed during normal business hours.
- Control wiring will be run in plenum rated cable in concealed but accessible areas. EMT conduit will be used in exposed areas.
- Pricing based on existing HVAC equipment and existing controls being functional at time of work and does not include service or repair of existing equipment or controls not listed in this proposal.
- Controls proposal includes adding (1) Zone Temperature Sensor per unit; additional sensors will be addressed separately.
- Excludes field installing controllers
- ***Proposal does not include hours of day-to-day work with T&B or Third-Party Commissioning Agent***
- 120VAC will be provided by electrical contractor and is not provided as part of this proposal
- Integration to any existing system is not detailed within proposal is not included
- Excludes replacing smoke detectors; this to be done by others if required.
- Excludes verifying operation of smoke detectors; this to be done by others if required.
- Fire / fire-smoke/ control dampers and smoke detectors, including associated wiring, are not included unless otherwise detailed within proposal
- Trenching, coring, patching, painting

Scope of Work Total Net Price *(Excluding All Taxes)* .....$ 5,500

Thank you for giving us this opportunity. If you have any questions or concerns, please call your Trane Account Manager at (817) 219-7643.

Sincerely,

Controls Account Manager – Cole Brunett

4200 N Sylvania Ave
Fort Worth, TX 76137
cole.brunett@trane.com
Phone: (817) 219-7643

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☑ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Ryan Cox			
Expenditure:	$			

Agenda Item Title:
ParentSquare Presentation

Background Information:
Remind has been our main texting communication source for many years. With Remind going away in Sept. 2026, we partnered with ParentSquare (bought out Remind) to simplify our parent and staff communication into one app for all things communication starting with the 2026-27 school year. ParentSquare does text, email, phone and posts for parents, staff and even student messaging. It's another way we are trying to make communicating with our stakeholders easier and more direct communication.

Supporting Document(s) Included:
- ParentSquare Presentation

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Strengthen student, family, and community partnerships (#3 Granbury Culture)

Recommendation:

Submitted by:	**Approved by:**
Ryan Cox, Director of Communications	Dr. Courtney Morawski Superintendent

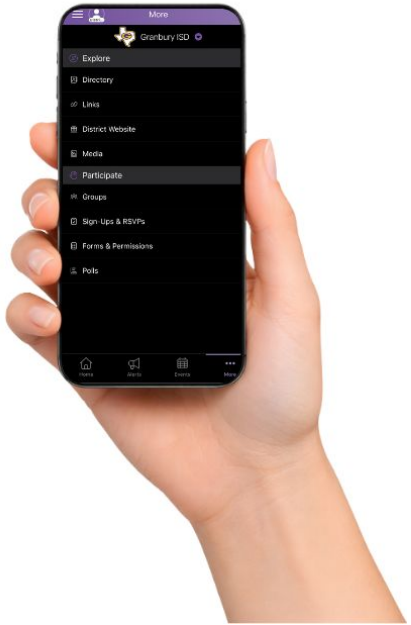
ParentSquare

is coming to

GRANBURY

INDEPENDENT SCHOOL DISTRICT





Ryan Cox | Director of Communications

Granbury ISD Transitioning to ParentSquare

One Platform. One Message. One Connected Community.

Launching for the 2026-27 School Year

Why ParentSquare?

- Streamlines communication districtwide
- Creates a consistent experience for families and staff
- Replaces multiple communication tools with one unified platform
- ParentSquare supports our commitment of ensuring families, staff, and students remain connected, informed, and engaged through a single, unified communication platform

ParentSquare

Simplifying Communication for Families

From Multiple Apps to One Platform

Benefits for Parents

- Receive messages the way they prefer
- Access all school communications in one location
- Fewer missed messages
- Easier engagement with teachers and schools



Features for Parents and Families

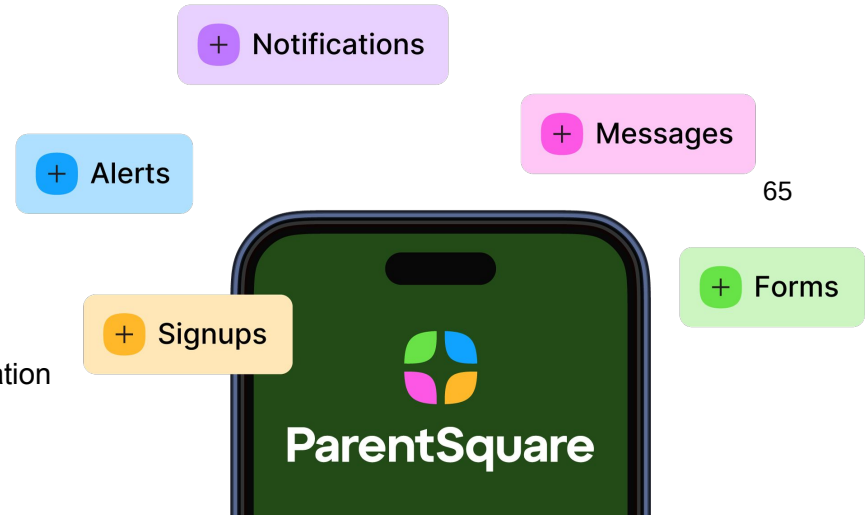
Communication When and How Families Need It

ParentSquare Delivers Information Through:

- Mobile app notifications
- Text messages
- Email
- Phone calls

Family-Friendly Features

- Automatic translation into 130+ languages
- Two-way parent-teacher communication
- Attendance and school reminders
- Forms, permission slips, and sign-ups
- Event information and volunteer opportunities
- Secure communication tied directly to student information



Supporting Teachers, Campuses, and the District

Consistent Communication at Every Level

Teachers Can

- Communicate directly with parents
- Share classroom updates and announcements
- Send reminders about assignments and events
- Engage families through two-way messaging

Campuses Can

- Share campus news and events
- Send reminders and important updates
- Promote student activities and achievements

District Can

- Deliver timely districtwide communications
- Provide emergency and safety notifications
- Maintain consistent messaging across all campuses



StudentSquare for Grades 9-12

A Direct Line of Communication for Students

StudentSquare is ParentSquare's companion platform for students, providing a secure and consistent way to receive important school information directly.

Students Can:

- Receive classroom, campus, and district announcements
- Get reminders for assignments, activities, and events
- Communicate with teachers when appropriate
- Stay connected to athletics, fine arts, clubs, and organizations

Benefits for Granbury ISD

- Increases student engagement and accountability
- Reduces missed information and deadlines
- Supports stronger school-home-student communication
- Creates a unified communication experience for all stakeholders

Questions?

granburyisd.org/ParentSquare

Communications » ParentSquare

ParentSquare

Granbury ISD now uses ParentSquare for school communication, primarily with email, text and app notifications. ParentSquare automatically generates an account for each parent, sending messages using their preferred email address and phone number. We encourage parents to register their accounts so they can update their preferences on when and how they are notified and engage in two-way communication in ParentSquare. Although it is encouraged to download the app, it is not required to reap the benefits of ParentSquare.

Here's what you can do with ParentSquare:

- Receive messages from the school via email, text or app notification.
- Choose to receive information as it comes or all at once with a daily digest at 6 p.m.
- Communicate in your preferred language.
- Comment on school postings to engage with your school community.
- Direct message teachers, staff and other parents.
- Participate in group messages.
- Sign up for parent-teacher conferences.

Register Your Account

Download the App

iPhone

Android

- Communications
- Director of Communications
- Appreciation Calendar
- Bad Weather Notification
- Branding Guide
- Flyers
- Community Relations
- Credential Request
- Media Guidelines
- Media Request
- Public Information Requests
- Social Media Directory
- Website Accessibility
- ParentSquare

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☑ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	LaTisha Griffin			
Expenditure:	$0			

Agenda Item Title:
June Monthly Financial Report

Background Information:

Attached are the financial statements for the General Operating Fund for the period ending June 30, 2026.

These statements reflect all financial transactions recorded between September 1, 2025, and June 30, 2026. Revenue collections through June 30, 2026, represent **100.44%** of the annual budget, compared to **95.20%** collected during the same period in fiscal year 2024–2025.

Expenditures through June 30, 2026, represent **77.89 %** of the annual budget, compared to **78.05%** expended during the same period in fiscal year 2024–2025.

The financial statements provide a snapshot of the District's year-to-date financial position and budget performance as of June 30, 2026.

Supporting Document(s) Included:

- June Financial Statements

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:

I recommend the Board approve the monthly financial statements as presented.

Submitted by:	**Approved by:**
LaTisha Griffin, MBA/ Kathy Butler Chief Financial Officer/ Business Manager	Dr. Courtney Morawski Superintendent

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED JUNE 30, 2026

	ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT
REVENUES				
5700 LOCAL SOURCES	75,106,917	73,748,233	1,358,684	98.19%
5800 STATE SOURCES	21,594,361	24,030,174	-2,435,813	111.28%
5900 FEDERAL SOURCES	1,418,946	778,400	640,546	54.86%
TOTAL REVENUES	**98,120,224**	**98,556,807**	**-436,583**	**100.44%**
EXPENDITURES				
6100 PAYROLL COSTS	78,457,216	63,382,671	15,074,545	80.79%
6200 PROFESSIONAL & CONTRACTED SERVICES	12,590,403	7,276,457	5,313,946	57.79%
6300 SUPPLIES/MATERIALS	3,054,230	2,696,660	357,570	88.29%
6400 OTHER OPERATING	2,356,245	1,608,209	748,036	68.25%
6500 DEBT SERVICE	244,916	236,170	8,746	96.43%
6600 CAPITAL OUTLAY	3,477,214	2,829,768	647,446	81.38%
TOTAL EXPENDITURES	**100,180,224**	**78,029,935**	**22,150,289**	**77.89%**
OTHER SOURCES AND USES				
7900 OTHER RESOURCES	0	4,491,768	-4,491,768	
8900 OTHER USES	0	0	0	0.00%
OTHER SOURCES(USES)	**0**	**4,491,768**	**-4,491,768**	**0.00%**
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	**(2,060,000)**	**25,018,640**	**(27,078,640)**	

GRANBURY INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND - SORTED BY FUNCTION CODE
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED JUNE 30, 2026

		ANNUAL BUDGET	YTD ACTUAL	REMAINING BALANCE	YTD PERCENT	PRIOR YTD PERCENT
REVENUES						
5700	LOCAL					
	PROPERTY TAXES	72,836,917	70,489,732	2,347,185	96.78%	97.17%
	INVESTMENT INCOME	1,750,000	2,459,664	-709,664	140.55%	96.11%
	OTHER LOCAL INCOME	520,000	798,837	-278,837	153.62%	134.45%
5800	STATE					
	STATE FUNDING	21,594,361	24,030,174	-2,435,813	111.28%	93.73%
5900	FEDERAL					
	FEDERAL PROJECTS	1,418,946	778,400	640,546	54.86%	31.50%
	TOTAL REVENUES	**98,120,224**	**98,556,807**	**-436,583**	**100.44%**	**95.20%**
EXPENDITURES						
11	INSTRUCTION	56,084,552	45,652,084	10,432,468	81.40%	81.44%
12	INSTRUCTIONAL RESOURCES & MEDIA	781,954	646,537	135,417	82.68%	83.36%
13	CURRICULUM & STAFF DEVELOPMENT	877,316	686,528	190,788	78.25%	83.22%
21	INSTRUCTIONAL LEADERSHIP	1,292,893	897,730	395,163	69.44%	78.67%
23	SCHOOL LEADERSHIP	4,914,849	4,086,216	828,633	83.14%	82.71%
31	GUIDANCE/COUNSELING	2,658,976	2,065,154	593,822	77.67%	81.56%
32	SOCIAL WORK SERVICES	0	0	0	0.00%	0.00%
33	HEALTH SERVICES	607,567	469,503	138,064	77.28%	77.25%
34	TRANSPORTATION	5,793,332	4,706,862	1,086,470	81.25%	85.47%
35	FOOD SERVICE	0	0	0	0.00%	0.00%
36	CO-CURRICULAR/EXTRACURRICULAR	2,126,738	1,850,280	276,458	87.00%	83.61%
41	GENERAL ADMINISTRATION	3,310,393	2,743,547	566,846	82.88%	81.17%
51	PLANT MAINTENANCE	10,651,522	8,980,948	1,670,574	84.32%	83.28%
52	SECURITY & MONITORING SERVICES	1,687,248	1,328,599	358,649	78.74%	70.71%
53	DATA PROCESSING	1,774,057	1,190,673	583,384	67.12%	77.21%
61	COMMUNITY EDUCATION	55,140	50,329	4,811	91.27%	85.66%
71	DEBT SERVICE	244,916	236,170	8,746	96.43%	99.63%
81	FACILITIES CONSTRUCTION & ACQUISITION	1,365,525	1,230,173	135,352	90.09%	99.81%
91	CONTR INSTRUCTIONAL SERVICES	4,089,767	7,048	4,082,719	0.17%	0.05%
93	PAYMENTS TO FISCAL AGENT	0	0	0	0.00%	0.00%
99	OTHER INTER GOV CHARGES	1,863,479	1,201,554	661,925	64.48%	49.83%
	TOTAL EXPENDITURES	**100,180,224**	**78,029,935**	**22,150,289**	**77.89%**	**78.05%**
		0				
	OTHER SOURCES (USES)	0	4,491,768	-4,491,768		0.00%
	EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	**(2,060,000)**	**25,018,640**	**(27,078,640)**		

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	Jul 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☑ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	LaTisha Griffin			
Expenditure:	$0			

Agenda Item Title:
June Cashflow and Investment Report

Background Information:

Attached is the Cash Flow and Investment Report for the period ending June 30, 2026. The report provides an overview of the District's cash position, liquidity, and investment activity.

Supporting Document(s) Included:

- Cashflow and Investment Report as of June 30, 2026.

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:
I recommend the Board approve the cashflow and investment report as presented.

Submitted by:	**Approved by:**
LaTisha Griffin Chief Financial Officer	Dr. Courtney Morawski Superintendent

GRANBURY INDEPENDENT SCHOOL DISTRICT

CASH AND INVESTMENT REPORT

FROM JUNE 1, 2026 TO JUNE 30, 2026

FOR BOARD MEETING JULY 21, 2026	FIRST FINANCIAL BANK								POOL INVESTMENTS				First Financial Bank Investment Account		INVESTMENT ACCTS
	GENERAL FUND	DEBT	CAPITAL PROJ	PAYROLL	A/P	WC FUND	EZDENT	CHILD NUTRITION	LOGIC	LONE STAR	TEXPOOL	TEXAS RANGE	FFB		TOTAL
BEGINNING BALANCE-JUNE 1, 2026	$ 3,247,098	$ 131,064	$ 27,306	$ 2,446,027	$ 1,045,888	$ 1,114,624	$ 68,029	$ 3,062,989	$ 4,837	$ 94,099,755	$ 34	$ 291	$ 4,475,190		$ 109,723,132
LOCAL REVENUE-RENT, CAFÉ MEALS,ATH	$ 19,766,558.70		$ -	$ -				$ 192,209							$ 19,958,767
															$ -
TAX COLLECTIONS	$ -	$ -								$ 535,018					$ 535,018
															$ -
TEA COLLECTIONS:															$ -
CHILD NUTRITION	$ 300,963							$ 300,963							$ 601,925
FOUNDATION	$ -														$ -
TITLE FUNDS	$ -														$ -
AVAILABLE SCHOOL FUND	$ 307,687														$ 307,687
IDEA-B FUNDS	$ -														$ -
IMA	$ -														$ -
PERKINS	$ -														$ -
ARP HOMELESS	$ -														$ -
ESSER	$ -														$ -
EXISTING DEBT ALLOTMENT	$ -														$ -
CYBER GRANT	$ -														
MAC/SHARS	$ 25,161														$ 25,161
MJROTC	$ 7,903														
TRANSFERS IN	$ 12,000,007	$ -	$ -	$ 6,949,163	$ 2,125,351	$ 329	$ -	$ -	$ -	$ -	$ -		$ -	$ -	$ 21,074,849
TRANSFERS IN - SWEEP ACCOUNT	$ 9,657,141	$ -	$ -	$ 1,475,766	$ 957,355	$ 37,256	$ 18,166	$ 26,717							$ 12,172,400
BOND PAYMENT	$ -	$ -													$ -
OPERATING EXPENSES	$ (5,561,200)		$ -		$ 2,125,351	$ (329)	$ -	$ (71,203)	$ -	$ -			$ -	$ -	$ (3,507,381)
PAYROLL	$ (6,097,774)		$ -	$ (6,949,163)				$ (136,012)							$ (13,182,949)
TEA RECAPTURE	$ -				$ -										$ -
TRANSFERS OUT	$ (8,749,899)	$ -	$ -			$ -			$ -	$ (9,000,000)	$ -	$ -	$ -		$ (17,749,899)
TRANSFERS OUT - SWEEP ACCOUNT	$ (6,382,179)			$ 1,402,749	$ (1,102,155)	$ (329)	$ (10,993)	$ (168,322)					$ -		
MARKET APPRECIATION / (DEPRECIATION)													$ -	$ -	$ -
MONTHLY DIVIDENDS & INTEREST EARNED AND PAID	$ 6,377	$ 338	$ 70	$ 6,046	$ 23,797	$ 2,971	$ 198	$ 7,609	$ 15	$ 284,975	$ -	$ 1	$ 13,349	$ -	$ 345,746
ACCRUED INTEREST PAID															$ -
ENDING BALANCE - JUNE 30, 2026	$ 18,527,842	$ 131,403	$ 27,376	$ 5,330,587	$ 5,175,586	$ 1,154,521	$ 75,399	$ 3,214,949	$ 4,852	$ 85,919,748	$ 34	$ 292	$ 4,488,540	$ -	**$ 124,051,129**
INTEREST ACCRUED, NOT PAID AT MONTHS END															$ -
WEIGHTED AVERAGE MATURITY	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	1 Day	54 Days	43 Days	50 Days	1 Day	1 Day		
CURRENT MONTH AVERAGE MONTHLY INTEREST RATE:	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.753%	3.820%	3.810%	3.650%	3.690%		
PRIOR MONTH AVERAGE MONTHLY INTEREST RATE:	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.144%	3.748%	3.812%	3.620%	3.610%	3.659%		

We, the approved Investment Officers of Granbury ISD, hereby certify that the above Investment Report represents the investment position 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 Funds Policy, the Public Funds Investment Act (Texas Government Code 2256), and Generally Accepted Accounting Principals (GAAP).

LaTisha Griffin, MBA	Courtney Morawski	Kathy Butler
Chief Financial Officer	Superintendent	Business Manager

2025-26 INTEREST ACCRUED (as of 6/30/26)					
Sep-25	$ 206,872.85		Mar-26	$	383,694.11
Oct-25	$ 216,250.79		Apr-26	$	359,893.78
Nov-25	$ 218,531.33		May-26	$	354,230.67
Dec-25	$ 221,998.40		Jun-26	$	345,746.35
Jan-26	$ 311,179.61		Jul-26		
Feb-26	$ 349,321.08		Aug-24		
		TOTAL		$	2,967,718.97
		JUNE INTEREST ACCRUED		$	-
		JUNE INTEREST EARNED & PD		$	345,746.35
		JUNE TOTAL INTEREST		$	345,746.35

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	06/01/2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Courtney Morawski, Superintendent			
Expenditure:	$			

Agenda Item Title:
Strategic Board Work Session

Background Information:

Supporting Document(s) Included:

- **Strategic Board Work Session minutes**

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:

The recommendation is to approve the minutes as presented

Submitted by:	**Approved by:**
	Dr. Courtney Morawski Superintendent

Meeting Minutes
Board Work Session
Monday, June 1, 2026 5:00pm

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

Nancy Alana: Present

Tim Bolton: Present

Courtney Gore: Absent

Dr.Calvin Lawrence: Present

Mike Moore: Present

Stuart Neal: Present

Barbara Townsend: Present

Present: 6, Absent: 1

1. CALL TO ORDER

2. INVOCATION & PLEDGES

3. PUBLIC COMMENTS
No one signed up to speak during public comment.

4. STRATEGIC PLAN BOARD WORK SESSION: Superintendent Courtney Morawski led the session. The Strategic Work session included Board Members and District Staff: Asst. Superintendent Tammy Clark, Executive Dir of HR Timothy Rocka, CFO Emmett Whitefield, LaTisha Griffin, Director of Teaching & Learning Stacie Brown and Director of Strategic Initiatives Maggie Walton, Director of Facilities & Maintenance Dr. Haley Veron.

5. RECESS to the Community Engagement meeting at 6:00 pm.

6. RECONVENED at 6:05 pm from the Community Engagement Meeting.

7. ADJOURNED at 7:30 pm.

Board President

Board Secretary

DRAFT

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	06/01/2026	Agenda Placement: Recognition Consent Report Discussion/Action	Funding Status: Recurring One-Time Budgeted Unbudgeted	Funding Source: General Grant Bond Other:
Presenter:	Dr. Courtney Morawski, Superintendent			
Expenditure:	$ -0-			

Agenda Item Title:
Community Engagement Meeting Minutes

Background Information:

Supporting Document(s) Included:

- **Community Engagement Meeting Minutes**

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial Stewardship)

Recommendation:

The recommendation is to approve the minutes as presented

Submitted by:	**Approved by:**
	Dr. Courtney Morawski Superintendent

MEETING MINUTES

Community Engagement Meeting
June ~~1~~, 2026, 6:00pm

Administration Building
217 N. Jones St.
Granbury, Texas 76048

Nancy Alana:	Present
Tim Bolton:	Present
Courtney Gore:	Absent
Dr. Calvin Lawrence:	Present
Mike Moore:	Present
Stuart Neal:	Present
Barbara Townsend:	Present

Present: 6 Absent: 1

Call To Order
Vice President Nancy Alana noted that a quorum of the Board was present and called the meeting to order at 6:00pm.

Nancy Alana led the invocation and pledges.

Public Comments-No one signed up online to speak.

Community Engagement Session- No members of the community were present.

The meeting was adjourned at 6:05pm to the work session.

Board President

Board Secretary

DRAFT

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	06/08/2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Courtney Morawski, Superintendent			
Expenditure:	$			

Agenda Item Title:
Draft - Public Meeting Minutes

Background Information:

Supporting Document(s) Included:

- **Public Board Meeting Minutes from June 08, 2026**

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:

The recommendation is to approve the minutes as presented

Submitted by:	**Approved by:**
	Dr. Courtney Morawski Superintendent

Public Meeting
Monday, June 8, 2026 5:00 PM Central

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

Nancy Alana:	Present
Tim Bolton:	Present
Courtney Gore:	Present
Calvin Lawrence:	Present
Mike Moore:	Present
Stuart Neal:	Present
Barbara Townsend:	Present

Present: 7.

1. CALL TO ORDER
Meeting was called to order at 5:00 p.m.

2. CONVENE IN CLOSED SESSION
Board adjourned into executive session at 5:02 pm.

2.a. Students: To deliberate a matter regarding a public school student where personally identifiable information about the student may be revealed. (Texas Government Code §551.082)

2.b. Personnel: To deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee. (Texas Government Code 551.074)

2.b.1. Staff Recommendations

2.c. Security Devices or Security Audits, if needed
To deliberate the development, or specific occasions for the implementation of security personnel devices or a security audit. (Texas Government Code 551.076)

2.d. 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)

2.d.1. Discuss the Decker Gym complex located at 301 N Hannaford and 600 W Bridge St., Granbury TX 76048.

2.e. 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)

3. RECONVENE IN OPEN SESSION - 6:00 PM
Reconvened at 6:01 to break into recess until 6:06 pm.
Reconvened at 6:06 pm.

DRAFT

4. INVOCATION
Led by Trustee S. Neal.

5. PLEDGES - U.S. Flag &
Texas Flag Led by Board
President C. Gore.

6. ACHIEVEMENT SPOTLIGHT

6.a. Lemonade Day Winners - Hank Scott, Jase Brooks, Bentley Bedwell

6.b. State FFA Teams

6.c. CKH National Showcase Schools Recognition
CKH National Showcase Schools and their Process Champions who joined us to celebrate AES- Karin Garcia and Tiphanie Ferrer, Baccus- Chelsea Daws and Karman Chandler, Brawner- Mary Stennett, Emma- Kellie Lambert, OW- Holli Moore, Mambrino- Nicole Moody, Katie Unruh, and Nadya Willamson, AMS- Angie Payne, GMS- Ann Barr, Stars/BTC- Margaret Rodriquez

6.d. Superintendent Advisory Teams

6.e. Community Donations
Community donations total $2654.81. See attachment for details.

7. 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.
1. Monica Brown- not present
2. Jim Brown- not present
3. David Rogers- not present

8. Consider ACTION on ITEMS DISCUSSED IN CLOSED SESSION

8.a. Consider Staff Recommendations
Approval of staff recommendations as presented. This motion, made by Nancy Alana and seconded by Tim Bolton, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Calvin Lawrence: Yea, Mike Moore: Yea, Stuart Neal: Yea, Barbara Townsend: Yea
Yea: 7, Nay: 0

9. SUPERINTENDENT'S REPORT
Public comments on the GISD school board meeting recap and responses on the website. AVID Dell Scholars Award: Estrella Villegas Diaz, Alison Galindo, Hannah Marshall, and Kimberly Martinez, 4 of the 500 nationwide!
Email Wednesday for individualized student star score reports will be coming out. Job fair results so far: We have hired 31 people from the job fair.
Parents of rising seniors, we have changed the graduation date: Stars Friday May 21, and GHS Saturday May 22, 2027.

DRAFT

10. DISTRICT REPORTS

10.a. Granbury ISD Summer School Information Report 2026

10.b. Property & Casualty Insurance Procurement Process

10.c. June Budget Process Update

10.d. Financial Statements for period ending May 31, 2026

10.e. Cash Flow and Investment Report for period ending May 31, 2026

11. CONSENT AGENDA ITEMS

Move to approve the consent agenda as presented. This motion, made by Stuart Neal and seconded by Nancy Alana, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Calvin Lawrence: Yea, Mike Moore: Yea, Stuart Neal: Yea, Barbara Townsend: Yea
Yea: 7, Nay: 0

11.a. Approve previous Board Meeting minutes

11.b. Approve Purple Star Program Proclamation for 2026-2027

11.c. Approve MOU for Emergency Transportation with Camp Fire First (El Tesoro)

11.d. Approve Budget Amendment

11.e. Approve Draft 4 of the 2026-2027 Granbury ISD Calendar

12. DISCUSSION/ACTION

12.a. Take action on the 2026-27 Salary Tables and Stipend Adjustments
Approve the pay table adjustments professional, administrative, paraprofessional and auxiliary employees for the 2026-2027 school year as presented by the Administration. This motion, made by Mike Moore and seconded by Calvin Lawrence, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Calvin Lawrence: Yea, Mike Moore: Yea, Stuart Neal: Yea, Barbara Townsend: Yea
Yea: 7, Nay: 0

12.b. Take action on the Proposed Updates to DC (LOCAL) and DEC (LOCAL) Board Policies
Approve the proposed revisions to DC (LOCAL) and DEC (LOCAL) as presented by the administration. This motion, made by Calvin Lawrence and seconded by Tim Bolton, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Calvin Lawrence: Yea, Mike Moore: Yea, Stuart Neal: Yea, Barbara Townsend: Yea
Yea: 7, Nay: 0

13. ADJOURN

Meeting adjourned at 7:04 pm.

Board President

Board Secretary

DRAFT

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☑ Recurring ☐ One-Time ☑ Budgeted ☐ Unbudgeted	Funding Source: ☑ General ☑ Grant ☐ Bond ☐ Other:
Presenter:	Stacie Brown Brent Wilson Courtney Morawski			
Expenditure:	$146,307.99			

Agenda Item Title:
Approval of 2026-2027 Region 11 ESC Contracts

Background Information:

This is an annual review and renewal of the support and services contract provided by the Region 11 Educational Service Center. The cost of this invoice is split between Teaching and Learning, Technology, and the Superintendent.

Supporting Document(s) Included:

- Granbury ISD Contract Summary Report

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:
It is recommended that the Board approve the 2026-2027 Granbury ISD Region 11 ESC contract as presented.

Submitted by:	**Approved by:**
Stacie Brown, Executive Dir. of Teaching & Learning Brent Wilson, Director of Technology	Dr. Courtney Morawski Superintendent



GRANBURY ISD Contract Summary Report

Contract	Lock Date	Enroll Start	Enroll End	Total
Comprehensive Services Basic Contract	07/07/2026	09/01/2026	08/31/2027	$650.00
Discovery Ed. Science Supplemental Options (formerly Digital Resources Supplemental)	07/07/2026	09/01/2026	08/31/2027	$6,775.00
Instructional Solutions and Support	07/07/2026	09/01/2026	08/31/2027	$70,007.19
OnDataSuite Billed Direct to District From OnDataSuite	07/07/2026	09/01/2026	08/31/2027	$6,750.00
Superintendent & School Board Member Training	07/07/2026	09/01/2026	08/31/2027	$1,000.00
Technology Services	07/07/2026	09/01/2026	08/31/2027	$9,000.00
Texas Curriculum Management Program Cooperative (Formerly TEKS Resources)	07/07/2026	09/01/2026	08/31/2027	$45,615.80
TSDS (PEIMS, TIMS, UID, Core Collections)	07/07/2026	09/01/2026	08/31/2027	$6,510.00

Print Date: 7/7/2026

$146,307.99

Each party paying for the performance of governmental functions or services must make those payments from current revenues available to the paying party.

Signature of Board President or Designee	Date Approved by Board of Trustees
Signature of Superintendent or Designee	Date
Designated District Contact	E-mail of District Contact

Please fax or e-mail to:
Education Service Center Region 11
Attn: Dr. Brad Schnaut
1451 S. Cherry Lane
White Settlement, Texas 76108
Fax (817) 740-7675
bschnautz@esc11.net

For additional information, contact:
Dr. Brad Schnautz
(817) 740-3630
bschnautz@esc11.net

ESC Region 11 Executive Director Sign

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☑ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☑ Grant Title II ☐ Bond ☐ Other:
Presenter:	Karla Willmeth			
Expenditure:	$97,995.00			

Agenda Item Title:
Capturing Kids' Hearts Contract Approval

Background Information:

Capturing Kids' Hearts (CKH) is a relationship-centered program designed to strengthen school culture, improve student connectedness, and support safe, supportive, and connected schools. Through staff training, coaching, and character education, CKH provides educators and students with strategies that promote communication, relationship-building, student engagement, and emotional safety.

The program directly supports the GISD's Strategic Plan goal of Safe, Supportive, and Connected Schools by equipping campuses with proactive tools to build positive relationships, foster student belonging, and create supportive classroom environments that contribute to improved behavior, school climate, and student success.

The linked contract would provide the district with the CKH services and support needed for implementation during the 2026–2027 school year.

Supporting Document(s) Included:

- Granbury ISD DBD Renewal 2026-2027 Contract

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Maintain safe, supportive, and connected learning environments (#1 Student Achievement)

Recommendation:
It is the recommendation of the Teaching and Learning Department that the Board approve the Capturing Kids' Hearts contract for the 2026–2027 school year to ensure continued support for students and staff through ongoing training, coaching, and resources that promote safe, supportive, and connected schools.

Submitted by:	**Approved by:**
Karla Willmeth	Dr. Courtney Morawski Superintendent

Capturing Kids' Hearts®
Powered by Flippen Group



CAPTURING KIDS' HEARTS SERVICE AGREEMENT

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

Created by:

Megan Haisten
Capturing Kids' Hearts
RFP# 2021-18

Prepared for:

Granbury Independent School District

Date: July 14, 2026

SERVICE AGREEMENT

Granbury Independent School District ("Client" or "you")
217 N Jones Street
Granbury, Texas 76048

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

Section 1: Our Commitment

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

SERVICE AGREEMENT

Section 2: Products and Services

Leadership Solutions	Proposed Timeline	Quantity	Solutions Price	Solutions Subtotal
CKH District Premium Equips a district leadership team with the support to implement the Capturing Kids' Hearts® Process with great fidelity across the district. Includes access to a strategist, district-wide reporting, recurring leadership team huddles, one-day district traction visit, and great resources to support implementation.	2026-2027 School Year	1	$11,300.00	$11,300.00 88
CKH Campus Premium A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training.	2026-2027 School Year	4	$4,500.00	$18,000.00
CKH Campus Premium A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training.	2026-2027 School Year	6	$4,500.00	$27,000.00
Leadworthy® Course This yearlong leadership development and character education course is a campus-wide digital subscription designed to empower 5th-12th grade students to lead	2026-2027 School Year	1	$495.00	$495.00

with heart. As part of this subscription, the campus is provided a digital license for any educator who is Leadworthy® Certified and has completed Capturing Kids' Hearts® 1 Training. *Prerequisite for each course leader: Capturing Kids' Hearts® 1 Training & Leadworthy® Certification Training				
Campus Traction Visit Two-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Fall 2026	1	$8,500.00	$8,500.00
Campus Traction Visit Three-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Fall 2026	1	$12,100.00	$12,100.00
Campus Traction Visit Two-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Spring 2027	1	$8,500.00	$8,500.00
Campus Traction Visit Three-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.	Spring 2027	1	$12,100.00	$12,100.00

Grand Total **$97,995.00**

ADDITIONAL CHARGES (where applicable):

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

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

Section 3: Investment

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

Until accepted by you this Agreement and its rates and other pricing terms are non-binding and will expire in 14 calendar days following July 14, 2026. To accept and receive the benefits of this Agreement, your signature and acceptance can only be confirmed by CKH upon our receipt of the signed return of this Agreement on or before, July 28, 2026.

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

Subscription(s) services shall commence upon the signing of this agreement or July 1, 2026 for the 2026-2027 school year(s) (whichever occurs later) through June 30, 2027.

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

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

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

Section 4: Policies

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

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

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

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

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

RECORDING/MEDIA:
Video and/or audio taping of events is strictly prohibited without prior written approval by CKH.
Media representatives are not allowed to attend events without prior written approval by CKH.

DEPOSITS and CANCELLATIONS:

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

RESOURCES:

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

NONDISCRIMINATION REQUIREMENTS:
CKH is complying with all applicable federal nondiscrimination laws and regulations, including but not limited to: Title VI of the Civil Rights Act of 1964 (42 U.S.C. §2000d), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. §794), Title II of the Americans with Disabilities Act of 1990 (42 U.S.C. §12131 et seq.), and the Age Discrimination Act of 1975 (42 U.S.C. §6101 et seq.) CKH does not discriminate against any program participant, employee, or applicant for services on the basis of race, color, national origin, sex, disability, or age, and shall ensure that federal funds are not used for any program or activity that engages in such discrimination.

Section 5: Intellectual Property

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

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

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

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

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

AUTHORIZED INSTRUCTION AND REINFORCEMENT:
Only individuals who are officially certified by CKH and maintain active certification status are authorized to deliver "formal instruction", training, or facilitation of CKH content.

As a clarification, CKH's Process Champions Implementation Visits, Campus and District Traction Visits, subsequent trainings, etc., are structured to provide educators already trained in CKH-1 more tools to help coach educators from their school already trained in CKH-1 on the general principles and concepts of CKH, the CKH Process and associated CKH tools. For these educators who experience Process Champions or other consultative visits/trainings, they may reference, model, or reinforce the principles of CKH in the normal course of meetings, conversations, coaching sessions, or daily interactions, provided that such reinforcement does not constitute formal instruction or initial CKH training.

Clarification of "Formal Instruction"
"Formal instruction" refers to structured teaching sessions, workshops, or trainings (such as but not limited to Capturing Kids' Hearts 1 or 2, Process Champions, Leadership Blueprint, etc.) designed to educate others on the core methodologies, frameworks, or practices of CKH.
Brand Protection Note
Uncertified individuals or Client's designated CKH Process Champions may not represent themselves as certified facilitators, nor may they create or distribute instructional materials to support their role as a Process Champion or to reinforce the teaching of CKH.

CONFIDENTIALITY:

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

Section 6: Disclaimers

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

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

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

Section 7: Entirety & Interpretation

Once accepted, this Agreement together with the Terms of Use associated with our Websites represents the entire agreement, and supersedes any and all previous understandings, between you and CKH as pertains to our Products and Services and your Access to Resources. To be valid and enforceable, any amendment or modification to this Agreement, which may be in the form of a subsequent Products and Services Amendment that expressly invokes this Agreement, must be in a writing and signed by the respective authorized representatives to be bound thereby. This Agreement shall be construed, interpreted, and enforced exclusively under the laws and venue applicable in College Station, Brazos County, Texas. Section and paragraph headings have been included in this Agreement in hopes of facilitating ease of reference, but such headings shall not affect the interpretation of this Agreement. In the event of any inconsistency that cannot be

reasonably resolved between this Agreement and an applicable Products and Services, the Products and Services section shall control for purposes of resolving the inconsistency, and a more recent Products and Services section shall control over inconsistent terms in Products and Services section(s). To the extent of any inconsistency that cannot be reasonably resolved between this Agreement and the Terms of Use associated with our Websites, this Agreement shall control throughout the Term, while the Terms of Use will control after the Term. You also agree that this Agreement will not be construed against CKH by virtue of having drafted it.

Section 8: Acceptance & Term

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

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

Section 9: Confirmation

On behalf of the Client, the undersigned individual hereby confirms that they have read and understand all the terms and conditions of this Agreement, and, as the contact person and authorized representative of the Client for all purposes of this Agreement, will endeavor to see that all policies and related details are understood and completed by all Client involved parties in the planning of the Products and Services. The undersigned individual applies their signature to this Agreement on behalf of their respective party for the purposes of entering into a legally binding contractual relationship between CKH and Client.

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

Granbury Independent School District

By:

Printed Name:
Client's Authorized Representative

Title:

Date:

Contact Information:

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

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	Jul 20, 2026	Agenda Placement: ☐ Recognition ☑ Consent ☐ Report ☐ Discussion/Action	Funding Status: ☑ Recurring ☐ One-Time ☑ Budgeted ☐ Unbudgeted	Funding Source: ☑ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Houcine Chraibi			
Expenditure:	$25,000			

Agenda Item Title : Facilities Management Portal Agreement with Facilitron, Inc.

Background Information: The District currently uses SchoolDude / FS Direct (now Brightly Software, a Siemens company) for facility scheduling and work-order management. That system is set to lapse, and staff has evaluated Facilitron, Inc., a web-based facilities management platform used by Texas public school districts for facility presentation, scheduling, and rental; Certificate of Insurance (COI) validation; and work-order, asset, and inventory management. The proposed agreement would replace the District's current system, with go-live on or before September 1, 2026.

- **Financial Impact:** The base platform carries no fixed annual subscription; the Company is compensated on a commission basis (16% of the Client Fee per transaction).
- **Minimum Annual Rental Volume:** Under Exhibit A, if completed rental payments during a 12-month period total less than $100,000, the District pays the Company 16% of the difference between actual volume and $100,000. On early termination, this obligation is pro-rated by days elapsed.

The Agreement was reviewed and revised by the District's legal counsel. As revised, it provides for indemnification of the District by the Company; insurance requirements with the District named as an additional insured; collected funds held in trust and segregated from Company funds; and preservation of the District's governmental immunity.

Facilitron will be procured through EPCNT, a cooperative purchasing program that satisfies the competitive procurement requirements of Texas Education Code § 44.031

Supporting Document(s) Included:

- Agreement

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*

Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation: Approve the Facilities Management Portal Agreement with Facilitron

Submitted by:	**Approved by:**
Houcine Chraibi Assistant Director of Finance	Dr. Courtney Morawski Superintendent

Granbury Independent School District and Facilitron, Inc.
Facilities Management Portal Agreement

This Facilities Management Portal Agreement (this "Agreement") is made and entered into as of _____, 2026 (the "Effective Date"), by and between Granbury Independent School District, a political subdivision and public school district of the State of Texas (the "Client"), and Facilitron, Inc., a Delaware corporation (the "Company"). The Client and the Company may be referred to herein individually as a "Party" and collectively as the "Parties".

W I T N E S S E T H

WHEREAS, the Company is the operator of a web platform that provides its customers with solutions and services for the presentation, scheduling and rental of facilities, validation of Certificates of Insurance ("COI"), integration of scheduled Building Automation Systems ("BAS") activities, processing of Developer Fees, management of facility inspections, work orders, assets and consumable inventory; and

WHEREAS, the Client desires to use a web platform hosted by the Company ("the "Facilities Management Portal") to perform some or all of the following: present, schedule, rent and administer facilities, validate COI, schedule BAS activities, process developer fees, manage facility inspections, work orders, and track assets and consumable inventory.

NOW, THEREFORE, in consideration of the mutual promises contained herein and other good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the Parties agree as follows:

A G R E E M E N T

1. Definitions. As used in this Agreement, the following terms, when capitalized, shall have the following meanings:

(a) "**Company Site**" shall mean the Company's website maintained at www.facilitron.com and any successor or supplemental locations.

(b) "**Client Site**" shall mean Client's website maintained at: https://www.granburyisd.org/ and any successor or supplemental locations.

(c) **"End Users"** shall mean any employee, contractor or agent of Client, as well as individuals or outside group representatives who use the Facilities Management Portal.

(d) "**Client Facilities**" shall mean the facilities that the Client intends to schedule, rent and administer using Facilities Management Portal.

(e) **"Facilities Management Portal"** shall mean the website and e-commerce platforms on the Company Site provided to Client by the Company for the purpose of presenting, scheduling, renting and administering of facilities, managing work orders, and processing Developer Fees in accordance with existing Client's board policy.

(f) **"Services"** shall mean the act of implementing and operating Facilities Management Portal to present, schedule and administer internal and external use of Client Facilities, to validate COIs, to automate scheduled BAS activities, to process developer fees, to manage

work orders and facility inspections, and to track assets and consumable inventory, providing additional offerings facilitating transactions, such as liability insurance and processing of payments and disbursements, providing customer support, facility-based data analytics, best practices and other consultative services.

(g) **"Transaction"** shall mean the total of each reservation by an End-User. For example, if a reservation is made that includes twenty (20) uses of a Client Facility, the "Transaction" will be the total costs associated with all twenty (20) uses.

2. Grant of Rights.

(a) The Client hereby designates Company as the primary platform for all external third-party facility scheduling, rentals, and administration, and agrees to use the Facilities Management Portal as the system of record for all such activities during the Term. The Client grants Company the right to present and rent Client Facilities to End-Users in accordance with the provisions of this Agreement during the Term.

(b) Appointment of the Company as Limited Payment Collection Agent for the Client. The Client hereby appoints Company as the Client's limited payment collection agent solely for the purpose of accepting rental and service payments from End Users. Company shall hold all such funds in trust for Client, segregated from Company's funds, shall not commingle, pledge, encumber, or offset such funds, The Client agrees that Company may, in accordance with the cancellation policy selected by the Client (i) permit the End User to cancel the booking and (ii) refund (via Company) to the End User that portion of the fees specified in the applicable cancellation policy. Company may not amend the cancellation policy selected by Client without prior written approval from Client.

(c) Pricing and Payment Terms. The Client shall determine the pricing for its facilities, application, equipment usage, custodial and other associated services provided by the Client (the "Client Fee"). **Company shall withhold a commission from the Client or charge End Users a service fee, as determined by the Client pursuant to Exhibit "A", which is attached hereto and incorporated herein by reference.** Notwithstanding the foregoing, in no event shall the aggregate fees to be charged to End Users exceed those limits set forth in Texas law or Client's board policies. Company shall remit all collected Client Fee payments for completed rentals minus any applicable commission and any End User refunds by a check to the Client on a monthly basis, and such funds must be sent by Company to Client by the 20th day of the following month. Any payment from an End User that is returned, dishonored, or otherwise rejected due to an error by the End User, including but not limited to, non-sufficient funds or the submission of incorrect payment information, shall be subject to a service fee up to the maximum amount allowable by Texas law. Company shall bear the responsibility for and not charging back to Client any processing errors, reversals, chargebacks, returns, fraud losses, processor/network fees, or penalties.

(d) Audit. Upon at least ten (10) calendar days prior written demand to Company, the Client shall have the right, at its own cost and expense, to audit Company's books, records, and accounts for the sole purpose of verifying payments reported under Section 2(c). Company shall provide all such relevant books, records, and accounts to Client upon such demand. If Client (through its certified public accountant or other appropriate auditor) concludes that additional amounts were owed during the audited period, the Company shall pay such additional

amounts within thirty (30) calendar days of the date the Client delivers to Company such accounting firm's written report so concluding. The fees charged by such accounting firm shall be paid by the Client; provided, however, if the audit discloses that the payments payable by Company for such period are more than thirty percent (30%) of the amounts actually paid for such period, then the Company shall pay the reasonable fees and expenses charged by such accounting firm in addition to any additional amounts owed.

3. Scope of Services.

Based on the options selected by the Client, the Company shall be responsible for (a) designing and hosting facility booking websites equipped with photos, application, payment processing and COI validation, (b) provisioning and populating the work order management platform, including recurring work orders, tracking of assets and consumable inventory, (c) setting up Facility Inspection Tool ("FIT"), (d) integrating automated scheduling for BAS, (e) setting up Developer Fee portal, (f) maintaining the websites and calendar to ensure that the sites are functional and usable, (g) providing PCI compliant payment processing, (h) providing account management and customer personnel as are reasonably necessary to perform, maintain and manage the Services, (i) coordinating all administrative functions associated with the Services, and (j) conducting any other operations reasonably necessary to perform the Services. Company shall comply with all industry standards, any Client rules and regulations concerning the use of Client Facilities, Client's reasonable requests, and all applicable law.

(k) Addition of Future Services. The Client may, from time to time during the Term, elect to procure additional products or services offered by the Company ("Additional Services"). The selection of such Additional Services may be effectuated by written notice from an authorized representative of the Client to the Company and a formal amendment to this Agreement as described in Section 11(f). Fees for such Additional Services shall be governed by the pricing set forth in Exhibit "A", not to exceed twenty thousand dollars ($20,000), or as otherwise mutually agreed upon in writing by the Parties.

4. Client Obligations.

(a) Solely for purposes of conducting the Services, Client shall use reasonable efforts to assist Company in performing the Services by providing access to its staff, facilities, and updated availability data in a timely manner.

(b) The Client shall use reasonable efforts to provide on its website and other communications, at its discretion, instructions, links, and other information to promote the Services therein.

(c) Annual Board Presentation. The Client shall ensure that a representative of the Company is scheduled to present an annual review of the Services and performance to the Client's Board of Education.

(d) Ongoing Training. The Client is encouraged to participate in annual training or educational programs provided by the Company, including the opportunity to attend Facilitron University, to ensure continued proficiency and best practices in the use of the Services.

(e) Implementation Timeline. The Parties agree that the Facilities Management Portal shall launch or go-live on or before September 1, 2026. Should delays caused by circumstances

within the reasonable control of the Client result in a delayed launch or go-live date, the Company reserves the right to invoice the Client for reasonable costs incurred, including, but not limited to, staff time and administrative overhead.

5. No Transfer of Intellectual Property Rights. The Client and the Company acknowledge and agree that no transfer of any proprietary technology, inventions, developments, improvements, art, ideas, art form, or the like, including, but not limited to patents, patent applications, trademarks, copyrights or trade secrets (collectively, "Intellectual Property"), is intended in connection with this Agreement. Each Party's ownership interest in any Intellectual Property owned or licensed by such Party as of the date of this Agreement or acquired by it during the Term of this Agreement is not, and shall not be affected by the terms of this Agreement.

6. Trademarks; Client Marks and Company Marks.

(a) Subject to obtaining prior District approval as well as the terms and conditions of this Agreement, the Client grants Company a limited, nonexclusive, non-transferable, revocable license to use the Client's trademarks ("Client Marks") solely on the Facilities Management Portal and in connection with any promotions, marketing and press releases relating to the Services contemplated under this Agreement. The Client Marks are, and shall remain, the sole property of Client. Upon termination of this Agreement or of the herein granted license for any reason, the Company shall promptly discontinue use of the Client Marks.

(b) Subject to the terms and conditions of this Agreement, Company grants Client a nonexclusive, non-transferable, revocable license to use the Company's trademarks and servicemarks (the "Company Marks") in connection with marketing of the Client Facilities and any related services. The Company Marks are, and shall remain, the sole property of the Company. Client recognizes the Company's title to the Company Marks. Client shall use reasonable efforts not to do or suffer to be done any act or thing which will in any way impair the rights of the Company and to the Company Marks. It is understood that Client shall not acquire and shall not claim any title to the Company Marks adverse to the Company by virtue of the license granted herein, it being the intention of the Parties that use of the Company Marks by Client shall at all times inure to the benefit of the Company. Upon termination of this Agreement or of the herein granted license for any reason, Client agrees to promptly discontinue use of the Company Marks except that historical records may remain and be subject to internet access and/or public records requests.

7. Privacy Policy.

Company, including its affiliates and subsidiaries, shall ensure that any collection, use of or disclosure of any individual, aggregate and/or personally-identifiable customer data and information about the End Users by Company complies with all applicable laws and regulations, including, but not limited to the Children's Online Privacy Protection Act of 1998 (15 U.S.C. §§ 6501, et seq.), the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. §§ 1232g, et seq.) and related regulations, relevant State law, and with Client's privacy policy and the Company's privacy policy (the "Privacy Policy"). Company shall post throughout the Term of this Agreement, on at least the main page of the Online Facilities Rental Storefront, a copy or link to

the Privacy Policy. The Privacy Policy must be prominently published on the web page and provide adequate notice, disclosure and choice to users regarding Company's collection, use and disclosure of user information. Company shall ensure that the Privacy Policy does not create any liability to Client for the use of any customer or user data by either Party in any manner.

8. Confidentiality.

(a) Confidential Information. For purposes of this Agreement, "Confidential Information" shall mean any information disclosed by a Party hereto (the "Disclosing Party") to the other Party ("Recipient"), either directly or indirectly, in writing or by inspection of tangible objects (including without limitation documents, prototypes, samples, plant and equipment), which is designated as "Confidential," "Proprietary" or would reasonably be regarded as being of a confidential nature or, if disclosed orally, is identified as confidential or proprietary at the time of its disclosure to the Recipient or would reasonably be regarded as being of a confidential nature; provided, however, that any information relating to financial, product and business plans and strategies shall be deemed to be Confidential Information whether or not so designated. Notwithstanding the foregoing, Confidential Information shall not include any information which (i) was publicly known and available in the public domain prior to the time of disclosure to the Recipient by the Disclosing Party; (ii) becomes publicly known and available in the public domain after disclosure to the Recipient by the Disclosing Party through no action or inaction of Recipient; (iii) Recipient is able to demonstrate by documentary evidence that the Confidential Information was lawfully in the possession of Recipient at the time of disclosure by the Disclosing Party; (iv) is independently developed by Recipient, provided Recipient can show by documentary evidence that such development was accomplished by or for Recipient without any use or beneficial reference to any Confidential Information of the Disclosing Party; (v) is disclosed pursuant to legal, judicial or administrative proceeding or as otherwise required by law, provided that (A) Recipient gives reasonable prior notice to the Disclosing Party to allow it to seek a protective or similar order preventing or restricting the disclosure of such information, and (B) such information shall be deemed not to be Confidential Information only to the extent that such disclosure is compelled by such proceeding or law and only for the purpose of complying with such proceeding or law; or (vi) has been approved in writing for disclosure by the Disclosing Party.

(b) Duty to Hold in Confidence. Each Recipient agrees that, to the extent permitted by law, it will preserve in strict confidence and secure against accidental loss any Confidential Information disclosed by the Disclosing Party to Recipient. In preserving the Disclosing Party's Confidential Information, Recipient will use the same standard of care it would use to secure and safeguard its own Confidential Information of similar importance, but in no event less than reasonable care. Any permitted reproduction of the Disclosing Party's Confidential Information shall contain all confidential or proprietary legends that appear on the original.

(c) Permitted Disclosures. To the extent permitted by law, Recipient shall permit access to the Disclosing Party's Confidential Information solely to its employees, agents and contractors who have a need to know such information for purposes of the Recipient's performance of the Agreement. Except as permitted by law or in the exercise of the rights granted under this

Agreement, Recipient shall not disclose or transfer any Confidential Information to any third party, without the specific prior written approval of the Disclosing Party.

(d) Obligation to Return Confidential Information. Recipient acknowledges that the Disclosing Party retains ownership of all Confidential Information disclosed or made available to Recipient. Accordingly, upon any termination, cancellation or expiration of this Agreement, or upon the Disclosing Party's request for any reason (other than in violation of this Agreement), Recipient shall return promptly to the Disclosing Party the originals and all copies (without retention of any copy) of any written documents, tools, materials or other tangible items provided by the Disclosing Party to the Recipient containing or embodying Confidential Information.

9. Representations and Warranties.

(b) Company Representations and Warranties. The Company represents and warrants to Client as of the Effective Date that:

(i) Corporate Authority. The Company is a corporation duly organized, validly existing, and in good standing under the laws of the jurisdiction of its incorporation, has the corporate power and authority to execute and deliver this Agreement and to perform its obligations hereunder, and has by all necessary corporate action authorized the execution and delivery of this Agreement and the performance of its obligations hereunder.

(ii) No Conflicts. The execution, delivery and performance by the Company of this Agreement and each other agreement, document, or instrument now or hereafter executed and delivered by the Company pursuant thereto or in connection herewith will not: (A) conflict with or violate the articles of incorporation or bylaws of the Company or any provision of any law, rule, regulation, authorization or judgment of any governmental authority having applicability to the Company or its actions; or (B) to the best knowledge of the Company, materially conflict with or result in any breach of, or constitute a default under, any note, security agreement, commitment, contract or other agreement, instrument or undertaking to which the Company is a party or by which any of its property is bound.

(iii) Binding Obligation. When executed and delivered by the Company and Client, this Agreement will be valid and legally binding obligation of the Company in accordance with its terms, subject to bankruptcy, reorganization, insolvency, moratorium and similar laws and to general principles of equity which are within the discretion of courts of applicable jurisdiction.

(iv) Confidentiality Agreements. The Company has and will maintain with all the Company employees, agents, and consultants, written agreements sufficient to enable the Company to perform its obligations hereunder with confidentiality terms at least as restrictive as those provided for the Parties under this Agreement.

(v) Non-infringement. The Company represents and warrants that the Company Site and the Facilities Management Portal do not knowingly infringe any Intellectual Property Rights of any third party.

10. Termination.

(a) Term. The initial term of this Agreement shall be **twelve (12)** months from the Effective Date (the "Term"). Company will be the provider of Client Facilities Management Portal for the Term, unless terminated early per Paragraph 10(b). Thereafter, this Agreement shall continue on a month-to-month basis unless terminated by either Party as set forth in Paragraph 10(c).
(b) Termination for Breach. In the event of a material breach of this Agreement by a Party (the "Breaching Party"), expressly including Company's failure to abide by the payment and reporting terms as set forth in the Agreement, this Agreement may be terminated by the non-breaching Party, effective upon delivery of written notice to the Breaching Party, unless within seven (7) business days after receiving written notice of such breach from the non-breaching Party the Breaching Party cures such breach (or agrees with the non-breaching Party on a plan to cure such breach, which agreement shall not be unreasonably withheld, conditioned or delayed by the non-breaching Party).
(c) Termination without Cause. Either Party may terminate this Agreement at any time, without cause or penalty upon thirty (30) days' written notice.
(d) Termination for Non-Appropriation of Funds. If sufficient funds are not appropriated or otherwise made available under the Agreement, Client may terminate the Agreement without penalty by providing Company with thirty (30) days written notice.

(e) Survival. Notwithstanding anything to the contrary in this Agreement, the provisions of Sections 5, 6 and 8 shall survive the expiration or earlier termination of this Agreement.

11. Indemnification. COMPANY SHALL INDEMNIFY, DEFEND, AND HOLD HARMLESS THE CLIENT, INCLUDING ITS TRUSTEES, OFFICERS, EMPLOYEES, AGENTS, AND REPRESENTATIVES, FROM AND AGAINST ANY AND ALL CLAIMS, DEMANDS, CAUSES OF ACTION, SUITS, PROCEEDINGS, INVESTIGATIONS, LIABILITIES, LOSSES, DAMAGES, PENALTIES, FINES, JUDGMENTS, SETTLEMENTS, AND EXPENSES (INCLUDING REASONABLE ATTORNEYS' FEES, EXPERT FEES, AND COURT COSTS) ARISING OUT OF OR RELATING TO (I) ANY GOODS, DELIVERABLES, OR SERVICES PROVIDED OR TO BE PROVIDED BY COMPANY UNDER THE AGREEMENT, (II) COMPANY'S PERFORMANCE OR NONPERFORMANCE, (III) ANY ACT OR OMISSION OF COMPANY OR ITS SUBCONTRACTORS OR PERSONNEL, (IV) ANY BREACH OF THE AGREEMENT (INCLUDING ANY REPRESENTATION OR WARRANTY), (V) THE NEGLIGENCE, GROSS NEGLIGENCE, OR WILLFUL MISCONDUCT OF COMPANY OR THOSE FOR WHOM IT IS RESPONSIBLE, (VI) ANY VIOLATION OF APPLICABLE LAW BY COMPANY OR THOSE FOR WHOM IT IS RESPONSIBLE, AND/OR (VII) ANY ACTUAL OR ALLEGED INFRINGEMENT, MISAPPROPRIATION, OR VIOLATION OF ANY INTELLECTUAL PROPERTY OR PROPRIETARY RIGHT ARISING FROM OR RELATED TO THE GOODS, DELIVERABLES, SERVICES, OR CLIENT'S USE THEREOF AS CONTEMPLATED BY THE AGREEMENT. COMPANY SHALL NOT SETTLE ANY MATTER WITHOUT CLIENT'S PRIOR WRITTEN CONSENT UNLESS THE SETTLEMENT FULLY RELEASES CLIENT AND IMPOSES NO ADMISSION, MONETARY, OR NON-MONETARY OBLIGATION ON CLIENT. COMPANY'S OBLIGATIONS SHALL NOT BE LIMITED BY INSURANCE AND SHALL SURVIVE TERMINATION OR EXPIRATION OF THE AGREEMENT.

12. Insurance. Throughout the initial Term and any subsequent renewal Term, Company shall maintain insurance in the following amounts and provide proof of such insurance prior to providing services to the Client. Company's insurance must be placed only with companies that have achieved at least an "A" rating with A.M. Best. Company shall name Client as an additional insured on its policies.

TYPES OF INSURANCE & LIMITS OF LIABILITY:

WORKER'S COMPENSATION

- Statutory

EMPLOYER'S LIABILITY

- $500,000 each accident
- $500,000 policy limit
- $500,000 each employee

COMMERCIAL GENERAL LIABILITY, BODILY INJURY, & PROPERTY DAMAGE

- $500,000 combined single limits

$1,000,000 aggregate

13. General Provisions.

(b) Assignment. This Agreement may not be assigned by either Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld, conditioned or delayed.

(c) Headings. The section headings appearing in this Agreement are inserted only as a matter of convenience and in no way define, limit, construe or describe the scope or extent of such section or in any way affect the Agreement.

(d) Counterparts. This Agreement may be executed simultaneously in two or more counterparts, each of which will be considered an original, but all of which together will constitute one and the same instrument. The signature page of any counterpart may be detached therefrom without impairing the legal effect of the signatures thereon provided such signature page is attached to any other counterpart identical thereto except having additional signature pages executed by the other Party. Counterparts may be delivered by email or facsimile provided that original executed counterparts are delivered to the recipient within the next three (3) business days following the email or facsimile transmission.

(e) Delivery of Notices. All notices permitted or required under this Agreement shall be given to the respective Parties at the following address, or at such other address as the respective Parties may provide in writing for this purpose:

If to Client:	Granbury Independent School District 217 N Jones St. Granbury, TX 76048 Attn: Telephone: (817) 408-4000
If to the Company:	Chief Executive Officer

Facilitron, Inc.
PO Box 1935
Los Gatos, CA 95031-1935
Telephone: 800-272-2962

Notice delivered by hand shall be deemed to have been received by the addressee on the date delivered. Notice given by registered or certified mail, return receipt requested, shall be deemed to have been received by the addressee on the date marked on the receipt. Notice given electronically or by confirmed facsimile shall be deemed to have been received by the addressee on the business day following the day on which it was sent.

(f) Entire Agreement. This Agreement and the Exhibits hereto are the complete agreement of the Parties relating to the subject matter hereof. This Agreement supersedes and governs any other prior or collateral agreements with respect to the subject matter hereof. Any amendment to this Agreement or any modification of any term of this Agreement must be in writing and be executed by an authorized officer of each Party.

(g) Governing Law, Dispute Resolution and Exclusive Venue. This Agreement shall be governed by and construed under the laws of the State of Texas, without reference to conflict of laws principles. Venue for any dispute arising under this Agreement shall be in Hood County, Texas.

(h) Governmental Immunity. Nothing in the Agreement shall be construed as a waiver or relinquishment of any governmental immunities or defenses on behalf of Client, its trustees, officers, employees, and agents as a result of the execution of the Agreement or performance of the functions or obligations described herein.

(i) Severability. The illegality or unenforceability of the whole or any part of the provisions of this Agreement will not affect the continued operation of the remaining provisions of this Agreement.

(j) Waiver. The failure of either Party at any time to insist upon strict performance of any of the terms and conditions contained in this Agreement will not be deemed a waiver of its right at any time thereafter to insist upon strict performance.

(k) Independent Contractors. The relationship of the Parties established by this Agreement is that of independent contractors, and nothing contained in this Agreement shall be construed to (i) give either Party the power to direct and control the day-to-day activities of the other, (ii) constitute the Parties as partners, joint venturers, co-owners or otherwise as participants in a joint or common undertaking, or (iii) allow either Party to create or assume any obligation on behalf of the other Party for any purpose whatsoever.

(l) Force Majeure. Neither Party to this Agreement shall be held responsible for any failure or delay in performance under this Agreement where such performance is rendered impracticable by any act of war, compliance with laws, governmental acts or regulations, fire, flood, other natural disaster, epidemic, strikes and other causes similar to those listed, in each case where failure to perform is beyond the control, and not caused by the negligence of the non-performing Party ("Force Majeure").

(m) No Third-Party Beneficiaries. Unless otherwise expressly provided, no provision of this Agreement is intended or shall be construed to confer upon or give to any person or entity other than the Parties any rights, remedies or other benefits under or by reason of this Agreement.

(n) No Energy Boycott. Pursuant to Texas Government Code Chapter 2276, if the Agreement is valued at $100,000 or more and if Company has at least ten (10) full-time employees, then Company represents and warrants to Client that Company does not boycott energy companies and will not boycott energy companies during the term of the Agreement. This provision does not apply to a sole proprietorship.

(o) No Boycotting Israel. Pursuant to Texas Government Code Chapter 2271, as amended, if the Agreement is valued at $100,000 or more and Company has at least ten (10) full-time employees, then Company, by its execution of the Agreement represents and warrants to Client that Company does not boycott Israel and will not boycott Israel during the term of the Agreement. This section does not apply to a sole proprietorship.

(p) No Foreign Terrorist Organization. Company represents and warrants that it is not engaged in business with Iran, Sudan, or a foreign terrorist organization, as prohibited by Section 2252.152 of the Texas Government Code. Additionally, Company verifies and affirms that it is not a foreign terrorist organization as identified on the list prepared and maintained by the Texas Comptroller of Public Accounts. If Company has misrepresented its inclusion on the Comptroller's list such omission or misrepresentation will void the Agreement.

(q) No Abortion Provider. Pursuant to Texas Government Code Chapter 2273, Client is prohibited from contracting with any abortion provider, an affiliate of an abortion provider whereby the provider or affiliate receives something of value derived from state or local tax revenue, or an abortion assistance entity. Any contract entered into by Client is void if the Company has such a prohibited affiliation or contractual relationship. By executing the Agreement, Company is certifying to Client that Company does not have such an affiliation or contractual relationship.

(r) No Boycotting Firearms. Pursuant to Texas Government Code Chapter 2274, if the Agreement is valued at $100,000 or more and if Company has at least ten (10) full-time employees, then Company represents and warrants to Client that Company does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of the Agreement. This provision does not apply to sole proprietorships.

(s) Pursuant to Texas Government Code § 2252.908, Company completing, signing, and filing with the Texas Ethics Commission a Certificate of Interested Parties (Form 1295) for this Agreement at the time and in the manner required by law, and by delivering to Client a copy of the filed certificate and TEC-generated certification page/acknowledgment before this Agreement may be executed by Client; Company represents that the information provided is true and correct and agrees to promptly update and re-file the certificate as required by Texas Government Code § 2252.908 and TEC rules if any information becomes inaccurate or incomplete during the term; failure to timely file, deliver, or maintain a compliant certificate constitutes a material breach and authorizes Client, in its sole discretion and without waiver of any rights or remedies, to withhold execution, suspend performance and/or payments, or terminate this Agreement.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their representatives thereunto duly authorized as of the date first written above.

"CLIENT"	"COMPANY"
Granbury Independent School District	Facilitron, Inc.
By: _____	By: _____
Name: _____	Name: _____
Title: _____	Title: _____
Date: _____	Date: _____

EXHIBIT “A”
Company Fees

The Client shall determine the pricing for its facilities rental, application, equipment usage, custodial and other associated services provided by the Client (the “Client Fee”).

Based on the options selected by the Client, the pricing shall be as follows:

Product	Description	Pricing
I. Base Platform (Client shall select ONE)		
Facilitron Works + S&R	Facilitron S&R integrated with the work order management and assets/inventory tracking system.	Commission of 16% of the total Client Fee amount per Transaction.
II. Additional Services (Client may select any)		

The initial product option(s) shall be determined as part of the launch/go-live process.

Minimum Annual Rental Volume. Beginning on the Effective Date, in the event that the total Client Fee payments for completed rentals during a 12-month period (the “Actual Rental Volume”) are less than $100,000 (the “Minimum Rental Volume”), the Client agrees to pay the Company a percentage of the difference between the Minimum Rental Volume and the Actual Rental Volume, with the applicable percentage being equal to the commission rate of the Base Platform selected by the Client as set forth in this Exhibit. The Company shall invoice the Client 30 days after the end of the 12-month period. In the event of early termination pursuant to Section 10(c), the Minimum Rental Volume obligation shall be pro-rated based on the number of days elapsed in the applicable 12-month period, with a minimum obligation of no less than twenty-five percent (25%) of the Minimum Rental Volume ($25,000) regardless of the date of termination.

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☑ Report ☐ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Houcine Chraibi			
Expenditure:	$$50,000 and $100,000			

Agenda Item Title:
Categorical Spend Report

Background Information:

The attached categorical purchases between $50,000 and $100,000 for June 1–30, 2026, are reported in accordance with Board Policy CH (LOCAL). Under this policy, Board approval is required for any single budgeted purchase of $50,000 or more before the transaction occurs. However, budgeted purchases under $100,000 do not require prior Board approval if they are made through a Board-approved interlocal contract, a cooperative or state purchasing program, or a continuing/periodic purchase under a Board-approved bid or contract. These purchases must be subsequently reported to the Board.

BUDGET IMPACT: $ 108,292.76

Transactions throught Interlocal Agreements:

- **Subject Technologies $50,000.00**
- **Houghton Mifflin Harcourt $58,292.76**

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Submitted by:	**Approved by:**
Houcine Chraibi Assistant Director of Finance	Dr. Courtney Morawski Superintendent

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☑ Budgeted ☐ Unbudgeted	Funding Source: ☑ General ☑ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Tim Rocka Ms. Latisha Griffin			
Expenditure:	$1,407,076.66			

Agenda Item Title:

Discuss for Approval the 2026-2027 Compensation Plan

Background Information:
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 2026-2027 Recommended Compensation Plan includes:

- 2% mid-point increase and annual step increase for classroom teachers who earn an additional year of service.
- 2% mid-point increase to all positions in the Clerical/Paraprofessional, Auxiliary, and Administrative/Professional pay tables.

Supporting Document(s) Included:
- 2% Midpoint Pay Increase Scenario

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Recruit, develop, and retain high-quality staff (#2 Human Capital)

Recommendation:

Approval of the Granbury ISD Compensation Plan for the 2026-2027 school year.

Submitted by:	**Approved by:**
Dr, Tim Rocka **Executive Director of Human Resources**	Dr. Courtney Morawski Superintendent

		SN 2026-2027 Base Plan	SN 2026-2027 2% All Staff	AMT/AVG OF DIFF	PCT OF DIFF
		Created 04/29/26	SN 2026-2027 2% All Staff		
CONTRACT					
Teacher Pt	TEAC4	$76,326.0000	$77,796.0000		
Teacher	TEACH	$37,930,494.0000	$38,718,603.0000		
Teachers Excellence Initiative	XGTEI	$145,250.0000	$145,250.0000		
CONTRACT TOTALS		$38,152,070.0000	$38,941,649.0000	$789,579.0000	2.0696%
CONTRACT AVERAGE		$70,914.6283	$72,382.2472	$1,467.6190	
CONTRACT FTE		538.0000	538.0000		
SALARY					
Admin Contract	ADMIN	$9,941,782.4400	$10,122,350.5300		
Administrator of Security	ADMSE	$102,063.3800	$104,117.7200		
Couns Contract	COUNS	$1,304,984.5800	$1,327,771.6300		
Stipend Teaching Duties	HSTIP	$2,000.0000	$2,000.0000		
Librarian	LIB	$297,087.9400	$302,550.5400		
PART TIME PROF ANNUALIZED	PTPRA	$119,263.6100	$121,167.9000		
Registered Nurse	RN	$201,825.4600	$205,836.6100		
Speech Pathol	SPCH	$229,950.3400	$234,679.1300		
Superintendent Xfer	SUPT1	$220,125.8100	$220,125.8100		
Teacher	TEACH	$2,911,012.5700	$2,937,060.2100		
Teacher Intern	TEACI	$200,000.0000	$200,000.0000		
Transportation Manager	TRANP	$80,498.9400	$81,879.8000		
Annuity Xfer	XANT1	$6,500.0000	$6,500.0000		
AUTO TECH STIPEND	XATEC	$10,500.0000	$10,500.0000		
Band Stipend	XBAND	$73,195.0000	$73,195.0000		
Bilingual 2	XBIL2	$10,500.0000	$10,500.0000		
Bilingual	XBILG	$80,500.0000	$80,500.0000		
Choir Director	XCHOR	$36,965.0000	$36,965.0000		
Cheer Sponsor	XCHRL	$20,118.0000	$20,118.0000		
Colorguard Inst	XCLRG	$7,210.0000	$7,210.0000		
Counselor Coor	XCOUN	$2,500.0000	$2,500.0000		
Culinary Coor	XCUL	$6,000.0000	$6,000.0000		
Cate Dept Head	XDHCT	$5,400.0000	$5,400.0000		
Fa Dept Head	XDHFA	$4,500.0000	$4,500.0000		

SN 2026-2027 Base Plan			SN 2026-2027 2% All Staff	
Created 04/29/26			SN 2026-2027 2% All Staff	
			AMT/AVG OF DIFF	PCT OF DIFF
Drama Sponsor	XDRAM	$13,331.0000	$13,331.0000	
Drill Team Spon	XDTSP	$14,526.0000	$14,526.0000	
EMT	XEMT	$1,500.0000	$1,500.0000	
English Dept Hd	XENG	$6,200.0000	$6,200.0000	
F1 SPONSOR	XF1	$2,000.0000	$2,000.0000	
Grade Lv Ld	XGDLD	$31,500.0000	$31,500.0000	
Teachers Excellence Initiative	XGTEI	$14,500.0000	$14,500.0000	
National Honor Society	XHNSO	$3,000.0000	$3,000.0000	
XDuty IPM Coordinator	XIPM	$3,000.0000	$3,000.0000	
XJROTC Stipend	XJROT	$24,000.0000	$24,000.0000	
Foreign Lang Dh	XLANG	$2,500.0000	$2,500.0000	
Math Dept Head	XMATH	$5,200.0000	$5,200.0000	
One Act Play	XONE	$1,575.0000	$1,575.0000	
EXTRA PAY	XPAY	$30,774.2100	$30,774.2100	
Pe Dept Head	XPE	$2,000.0000	$2,000.0000	
Pirate Study	XPIRA	$2,000.0000	$2,000.0000	
Proj Lead The Way Stipend	XPTLW	$1,500.0000	$1,500.0000	
Science Dpt Hd	XSCI	$5,100.0000	$5,100.0000	
Security Stipend	XSEC	$18,000.0000	$18,000.0000	
Social Stud Dh	XSOC		$5,000.0000	
Visual Impairment Specialist	XSPD1	$6,000.0000	$6,000.0000	
Special ED Admin	XSPE1	$80,500.0200	$80,500.0200	
Special Prgm Ld	XSPEC	$6,000.0000	$6,000.0000	
Special Ed Dh	XSPED	$9,500.0000	$9,500.0000	
Social Stud Dh	XSS	$5,000.0000	-	
Stu Councel Spn	XSTCO	$3,750.0000	$3,750.0000	
Supplemental Pay Xfer	XSUP1	$19,733.3700	$19,733.3700	
Baseball	ZBASE	$25,437.0000	$25,437.0000	
Boys Basketball	ZBBSK	$49,630.0000	$49,630.0000	
Boys Golf	ZBGLF	$11,705.0000	$11,705.0000	
Boys Soccer	ZBSOC	$18,908.0000	$18,908.0000	
Boys Track	ZBTRK	$49,524.0000	$49,524.0000	
Cross Country	ZCCTR	$12,255.0000	$12,255.0000	
Athletic Coordinator	ZCOOR	$11,676.0000	$11,676.0000	

SN 2026-2027 Base Plan Created 04/29/26			SN 2026-2027 2% All Staff SN 2026-2027 2% All Staff	AMT/AVG OF DIFF	PCT OF DIFF
Football	ZFOOT	$173,157.0000	$173,157.0000		
Girls Basketbal	ZGBSK	$43,345.0600	$43,345.0600		
Girls Ath Coor	ZGCOR	$3,376.0000	$3,376.0000		
Graphics/Schedule	ZGRAP	$1,000.0000	$1,000.0000		
Girls Soccer	ZGSOC	$18,908.0000	$18,908.0000		
Girls Track	ZGTRK	$42,433.0000	$42,433.0000		
Powerlifting	ZPWRL	$12,000.0000	$12,000.0000		
Softball	ZSOFT	$20,260.0000	$20,260.0000		
Swimming	ZSWIM	$14,632.0000	$14,632.0000		
Tennis Assist	ZTENA	$7,000.0000	$7,000.0000		
Tennis Hd Coach	ZTENH	$9,004.0000	$9,004.0000		
TRAVEL	ZTRVL	$9,000.0000	$9,000.0000		
Volleyball	ZVOLL	$55,590.0000	$55,590.0000		
Yearbook Sponsor	ZYRBK	$7,000.0000	$7,000.0000		
SALARY TOTALS		$16,783,012.7300	$17,031,957.5400	$248,944.8100	1.4833%
SALARY AVERAGE		$32,773.9870	$33,260.1282	$486.1412	
SALARY FTE		512.0833	512.0833		
ENTERED HOURLY					
Bus Attendant - support	BUSAD	$242,356.6000	$247,473.6000		
Bus Driver	BUSDR	$850,913.2400	$866,695.9600		
Bus Lead	BUSLD	$79,717.3200	$81,168.1200		
Bus Retired Hourly	BUSRH	$13,332.1500	$13,570.8000		
Bus Spec Ed	BUSSP	$282,862.6000	$287,936.6000		
Cafeteria Mgr Assistant	CAFEA	$199,584.0000	$203,859.0400		
Cafeteria Manager	CAFMG	$274,019.5200	$279,507.4400		
Custodian 240 Hourly	CSHR2	$2,216,793.6000	$2,261,625.6000		
Custodian PT Hourly	CSHR4	$131,827.2000	$134,515.2000		
Custodian 240 Salaried	CUST1	$66,163.2000	$67,507.2000		
CUSTODIAL SUBSTITUTE	CUSUB	$1,296,307.2000	$1,323,187.2000		
Extended School Day Aide	EXAID	$248,304.4200	$253,709.8200		
Food Service 6 Hours	FSHR6	$413,709.1200	$422,579.5200		
Food Service 7 Hours	FSHR7	$467,455.7100	$477,179.7700		

		SN 2026-2027 Base Plan	SN 2026-2027 2% All Staff	AMT/AVG OF DIFF	PCT OF DIFF
		Created 04/29/26	SN 2026-2027 2% All Staff		
Food Service 8 Hours	FSHR8	$25,372.1600	$25,864.9600		
FOOD SERVICE SUBSTITUTE	FSSUB	$66,915.2000	$68,455.2000		
Bus Aide Sub	HRBAD	$55,435.6000	$56,639.6000		
Bus Driver Substitute	HRBUS	$138,855.6000	$141,401.2000		
Maintenance	MAINT	$1,144,166.4000	$1,165,440.0000		
Para/Clerical	PARA	$7,602,001.2000	$7,746,567.3200		
Para/Clerical Transfer Assgnmt	PARA1	$79,841.5200	$81,442.2400		
Security Officer	SECOF	$820,998.0800	$820,998.0800		
Security Gate Guards	SECUR	$62,076.0000	$63,168.0000		
Technician	TECH	$285,014.8800	$290,140.0000		
Training	TRAIN	$12,900.0000	$12,900.0000		
Transportation	TRANS	$252,768.0000	$257,510.4000		
ENTERED HOURLY TOTALS		$17,329,690.5200	$17,651,042.8700	$321,352.3500	1.8543%
ENTERED HOURLY AVERAGE		$28,320.0611	$28,845.2129	$525.1518	
ENTERED HOURLY FTE		611.9228	611.9228		
PAY GRAND TOTALS		$72,264,773.2500	$73,624,649.4100	$1,359,876.1600	1.8818%
PAY AVERAGE		$43,480.4495	$44,298.6632	$818.2137	
PAY FTE TOTALS		1,662.0061	1,662.0061		
BENEFITS		BENEFITS 26-27 GROUP	BENEFITS 26-27 GROUP		
MEDICARE	1MED	$1,001,111.5000	$1,020,064.2500		
SOCIAL SECURITY	1SOC	$107,588.5100	$109,632.7500		
TRS EMPLOYER CONTRIBUTION	1TRE	$502,372.8200	$511,882.1000		
DISTRICT LIFE 24	DISTL	$23,936.6400	$23,936.6400		
TRS ACTIVE2 EMP/CH 24	I2CN2	$4,536.0000	$4,536.0000		
TRS ACTIVE HD EMP CHILD 24	IHCN2	$149,688.0000	$149,688.0000		
TRS ACTIVE HD EMP 24	IHEN2	$358,344.0000	$358,344.0000		
TRS ACTIVE HD EMP FAM 24	IHFN2	$27,216.0000	$27,216.0000		
HLTH HD E SP24	IHSN2	$4,536.0000	$4,536.0000		
Primary+ Employee Child 24 pay	IPCN2	$249,480.0000	$249,480.0000		
Primary Employee/Only 24 pay	IPE02	$1,397,088.0000	$1,397,088.0000		
Primary Employee/Child 24 pay	IPEC2	$607,824.0000	$607,824.0000		

SN 2026-2027 Base Plan				SN 2026-2027 2% All Staff			
Created 04/29/26				SN 2026-2027 2% All Staff			
					AMT/AVG OF DIFF	PCT OF DIFF	
Primary Employee/Family 24 pay	IPEF2	$40,824.0000		$40,824.0000			
Primary+ Employee Only 24 pay	IPEN2	$517,104.0000		$517,104.0000			
Primary Employee/Spouse 24 pay	IPES2	$31,752.0000		$31,752.0000			
Primary+ EmployeeFamily 24 pay	IPFN2	$45,360.0000		$45,360.0000			
Primary+ EmployeeSpouse 24 pay	IPSP2	$27,216.0000		$27,216.0000			
NON-OASDI	NFICA	$925,839.4200		$931,665.8300			
TRS Surcharge TRS Care	TRSRH	$19,260.0000		$19,260.0000			
TRS Surcharge TRS Pension	TRSRP	$88,558.9400		$90,118.3400			
UNEMPLOY COMP	UNEMP	$55,606.6800		$56,659.9800			
WORKERS COMPENSATION	WKCMP	$435,855.9600		$444,111.0800			
BENEFITS TOTALS		$6,621,098.4700		$6,668,298.9700	$47,200.5000	0.7129%	
BENEFITS AVERAGE		$3,971.8647		$4,000.1793	$28.3146		
BENEFITS FTE		1,667.0000		1,667.0000			
GRAND TOTALS		$78,885,871.7200		$80,292,948.3800	$1,407,076.6600	1.7837%	
AVERAGE		$47,464.2486		$48,310.8620	$846.6134		
CONTRACT TOTALS(FTE)		$38,152,070.0000	(538.0000)	$38,941,649.0000	(538.0000)		
EXTENDED TOTALS(FTE)		$0.0000	(0.0000)	$0.0000	(0.0000)		
EXTRA DUTY TOTALS(FTE)		$0.0000	(0.0000)	$0.0000	(0.0000)		
HOURLY TOTALS(FTE)		$0.0000	(0.0000)	$0.0000	(0.0000)		
SALARY TOTALS(FTE)		$16,783,012.7300	(512.0833)	$17,031,957.5400	(512.0833)		
ENTERED HOURLY TOTALS(FTE)		$17,329,690.5200	(611.9228)	$17,651,042.8700	(611.9228)		
DAILY RATE TOTALS(FTE)		$0.0000	(0.0000)	$0.0000	(0.0000)		

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	Jul 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☑ Recurring ☐ One-Time ☑ Budgeted ☐ Unbudgeted	Funding Source: ☑ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Houcine Chraibi			
Expenditure:	$761,174			

Agenda Item Title:

Property & Casualty Insurance Procurement (RFP No. 2026-3) — Evaluation Results and Recommended Award

Background Information:

At the June 8, 2026 meeting, the Board received an informational briefing on the competitive procurement of the District's Property & Casualty (P&C) insurance program for the 2026–27 policy year. The District's current coverage through the Texas Political Subdivisions Joint Self-Insurance Fund (TPS) expires September 1, 2026, and the carrier has confirmed in writing that no extension is available past that date.

The procurement was conducted as a Competitive Sealed Proposal under Texas Education Code §44.031(a)(2). RFP No. 2026-3 was posted on the District's Ionwave eBid portal, advertised as required, and held open through the published deadline. Vendor questions were addressed solely through posted addenda available to all respondents. Sealed proposals were opened on June 20, 2026.

The District received one (1) responsive proposal, submitted by USI Insurance Services LLC, proposing placement with Texas Political Subdivision for all lines. A single responsive proposal is permissible under §44.031, and District legal counsel has confirmed the District may evaluate and award where the procurement requirements were followed, the proposal is acceptable, and the District does not elect to re-solicit.

The evaluation committee scored the proposal against the 100-point best-value matrix published in RFP Section 8.0 and consistent with the factors in §44.031(b). The proposal was determined to be responsive and to provide best value to the District.

Following procurement negotiations with USI/TPS to secure the most favorable pricing for the District, the administration received a proposal providing property coverage on a blanket limit of $254,259,644, with a total program contribution of $761,174 across all lines of coverage for the 2026-27 policy year. This coverage level, along with all other terms and pricing, is subject to confirmation against the District's Statement of Values prior to binding. The administration recommends this proposal for the District's property and casualty program and will bring a final award recommendation to the Board at the August 17 meeting.

Supporting Document(s) Included:

- Proposal 1

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*

Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation:

This item is presented for information and discussion. No action is requested at the July 20, 2026 meeting.

Submitted by:	**Approved by:**
Houcine Chraibi Assistant Director of Finance	Dr. Courtney Morawski Superintendent

Granbury ISD

Response to Request for Proposal 2026-3 for Property & Casualty Insurance Services

June 20, 2026

USI Insurance Services LLC
303 N. Oregon Street, Suite 310
El Paso, TX 79901

www.USI.com

Phillip Briscoe
USI Insurance Services
303 N. Oregon Street, Suite 310
El Paso, TX 79901

June 20, 2026

Granbury Independent School District
217 N. Jones St.
Granbury, TX 76048

Dear Mr. Chraibi,

Granbury ISD is dynamic and integral part of the community you serve. As you strategize for an exciting future, you also must prepare for the rapid change that comes with it, which means adapting your operations to the increasingly complex risk management and insurance landscape. Planning for a successful future requires Granbury ISD to continually identify, quantify, and eliminate an array of evolving risk exposures to prepare and protect your district. — that's where USI Insurance Services (USI) can help you thrive. With proprietary analytics for measurable results, local resources bolstered by a national network of experts, and an emphasis on superior client service, Granbury ISD can be confident USI is the right strategic partner as you navigate the challenges ahead.

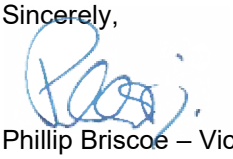
Here's why our partnership is the best choice for Granbury ISD:

- **Analytical Insight**: Data is power. We perform quantitative and qualitative analyses of your historical experience and risk exposures, providing a thorough and actionable understanding of your unique risk factors and tolerance.
- **Innovative Tools**: Our proprietary tools, such as USI PATH® and Ask V, empower USI to offer different and better solutions than our competitors. These innovations provide unparalleled insights into your risk profile, helping you make informed decisions.
- **Cost-Effective Solutions**: We understand the impact of budget constraints on your risk management decisions. Leveraging our expertise, we will negotiate competitive pricing and tailor coverage specifically to meet your financial and operational goals.
- **Market Leverage**: As one of the largest insurance brokers, we work extensively with carriers every day. Our market clout enables us to secure favorable pricing and terms that align with your financial goals.
- **Local Expertise with National Support**: Our model combines locally accessible resources with a vast network of USI experts and industry innovators. This ensures you receive the hands-on client service and specialized knowledge you deserve.

Our ultimate commitment to Granbury ISD is the USI ONE Advantage® — a fundamentally different approach to risk management that generates targeted recommendations for improving total cost of risk and delivers the data and consultative planning you need to make informed, bottom-line decisions.

I appreciate the opportunity to present this proposal and continue to be the trusted partner for Granbury ISD's Property & Casualty Insurance program. I am excited to be a part of your continued growth. Please do not hesitate to reach out with any questions.

Sincerely,



Phillip Briscoe – Vice President | Partner
Direct: 915.534.9412 | Mobile: 915.490.0420
phillip.briscoe@usi.com

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> *At USI, we've become a leader by doing things differently. We are truly changing the insurance brokerage and consulting industry with new proprietary solutions, unparalleled resources, and a unique process to deliver results.*
>
> — Mike Sicard, CEO

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Executive Summary

As Granbury ISD looks to expand its position as a leading education district in Texas, you must navigate a multifaceted insurance and risk management landscape, including:

- Fluctuating rates and unique conditions across segments.
- Increased underwriting scrutiny from carriers.
- A greater need to differentiate your risk from peers to obtain optimized coverage, terms, and pricing from insurers.

USI Insurance Services (USI) understands these challenges. We are committed to collaborating with Granbury ISD to develop a program that helps address emerging and evolving risks and maximizes your potential by:

- **Utilizing Innovative Tools & Resources**: USI continuously invests in tools, technology, and talent to provide unprecedented insight into your portfolio and help design and deliver cost-efficient programs.
- **Providing Specialized, Data-Driven Insight**: We present the most meaningful and frequently used solutions, market trends, and more positively impacting clients in your arena.
- **Leveraging Advanced Risk Control Strategies**: Thinking like insurance carriers, we proactively anticipate potential concerns and develop a strategy to address areas of concern when writing a comprehensive insurance program for Granbury ISD.

USI PATH® – Uncover Risks, Unlock ROI

We are pleased to introduce USI PATH, a proprietary risk control platform that delivers an interactive and transparent journey through the complex risk control process. Offering indisputable data and a clear view into your industry risk profile, PATH provides Granbury ISD with:

- Valuable insights into key loss factors and their impact through a real-time, interactive experience.
- A way to uncover areas of potential improvement for your risk control programs and a path toward better claims results.
- Curated vendor solutions with preferred pricing and ROI projections.

To schedule a demonstration or for more information, please contact Phillip Briscoe or visit **USI.com**.

The strategies above and demonstrated throughout this proposal comprise the **USI One Advantage®**, our fundamentally different approach to risk management that we are confident can bring significant value to Granbury ISD.

AUTHORIZED NEGOTIATOR

Include name, address, email, and telephone number of a person in your organization authorized to negotiate Contract terms and render binding decisions on Contract matters.

For Contract terms and negotiations with Granbury ISD, Phillip Briscoe, Vice President, is authorized to render binding decisions in contract matters.

USI Insurance Services LLC Authorized Signatory	USI Insurance Services LLC Day-to-Day Contact
Phillip Briscoe Partner / Vice President USI Insurance Services LLC Direct: 915.534.9412 / Mobile: 915.490.0420 phillip.briscoe@usi.com Bethany Loving Regional Director of Operations USI Insurance Services, LLC Direct: 713.490.4513 bethany.loving@usi.com	Marcela Garcia, CISR Commercial Lines Account Manager USI Insurance Services LLC Direct: 915.534.9461 marcela.garcia@usi.com

ABOUT USI

Founded April 28, 1994, incorporated in Delaware, and headquartered in Valhalla, New York, USI is one of the largest insurance brokerage and consulting firms in the world, delivering property and casualty, employee benefits, personal risk program, and retirement solutions throughout the United States. USI connects approximately 10,500 industry leading professionals across nearly 200 offices to serve clients' local, national, and international needs. USI's Southwest Region includes offices located throughout Texas, Oklahoma, and Louisiana with approximately 900 insurance professionals and specialists across a broad spectrum. Please refer to the interactive service map at www.usi.com/about- usi/locations/ to view the depth of USI's local presence nationwide.

USI has grown to a $3 billion organization in revenue over the past two decades—through both sustainable, organic growth and a series of strategic acquisitions.

USI Brings National Capabilities & Local Expertise

USI is a national insurance brokerage and consulting firm with approximately 200 local offices connected across the U.S. and a leading market position in all core businesses. The USI El Paso office has been serving the local community since 1933.

Leading National & Local Broker
Approaching $3B in Revenue



Commercial P&C | Employee Benefits | Personal Risk | Programs | Retirement Consulting

USI's Southwest Region

- Over 850 insurance professionals with an average tenure of 8 years and specialists across a broad range of industries
- Dedicated regional property and casualty analytics, claims, risk control, environmental, international and Executive & Professional Risk Solutions (EPS) experts
- Revenue ~$300M

USI's El Paso Office

- Vertical market focus on **public entities**, real estate, manufacturing, transportation, and more
- Office began in 1933 as Rogers & Belding.

USI Insurance Services LLC and its insurance operations and subsidiaries are registered to do business and are insurance department licensed in all necessary lines of authority in all 50 U.S. States, District of Columbia, and several U.S. Territories. For more information, visit www.usi.com.

Privately held, USI is majority owned by entities affiliated with Kohlberg Kravis Roberts & Co. (KKR). Over 2,500 USI sales professionals, leaders, and employees also have an ownership stake in USI. KKR is a global investment firm managing investments across multiple asset classes. With KKR as our majority owner, USI continues to accelerate the path we have set for ourselves as a leading local and national insurance brokerage and consulting firm across the United States, delivering best in class property & casualty, employee benefits, personal risk, and retirement solutions.

Service Structure

To better service clients, USI transitioned from a traditional “producer + account manager” approach utilized by many regional brokers to a team service model with locally-based client executives supported by shared resources networked to national USI specialists. Our local offices operate with a high degree of autonomy, allowing us to meet your unique needs with face-to-face management and timely service. Our consulting approach emphasizes constructive dialogue with clients to arrive at sensible, sustainable, long-term solutions.

Our disciplined approach to strategic service planning provides the foundation and structure for how we initially engage with our clients and how we manage the ongoing relationship. USI deploys a team of subject-matter experts that support the Account Management function who are all in-house and integrated. **It’s an important distinction that our regional and national technical resources are USI employees and are not comprised of retainer nor outsourced resources.** While many competitors in the industry employ or put on a retainer the various subject-matter experts in reaction to clients requesting services, USI has proactively employed these resources and implemented them in a manner that is yielding tangible results

USI ONE Advantage ®

What sets USI apart is the USI ONE Advantage®—a unique value proposition that delivers robust risk management and benefit solutions with measurable financial impact. This approach combines three core elements: Omni, Network, and Enterprise. **Omni** is our proprietary analytics platform that transforms insights from over 500,000 clients and decades of experience into actionable strategies tailored to each client. It is dynamic, interactive, and built in-house by subject matter experts.

Our **Network** includes approximately 10,500 professionals across the country, offering deep local expertise backed by national resources. Unlike smaller firms with limited reach or larger firms with remote support, USI’s structure ensures hands-on service and consistent follow-through from integrated account teams. This allows us to deliver customized solutions with agility and precision.

The **Enterprise** component is our strategic planning process, which aligns Omni analytics and our national network to address each client’s specific business challenges. Through collaborative, consultative meetings, we develop risk management strategies that are both data-driven and business-focused. Together, these elements form the USI ONE Advantage®—a powerful combination of insight, resources, and execution that consistently delivers superior results. Let me know if you’d like this tailored for a specific proposal or audience.

To learn how USI’s approach to risk management and employee benefits delivers customized, actionable solutions with bottom line impact, please watch our new USI ONE Advantage® video. Click here to view.

PATH™ - Uncover Top Business Risks & Unlock Significant ROI

USI PATH is a proprietary risk control platform that delivers a clear, interactive, and transparent journey through the complex risk control process. Offering indisputable data and a clear view into your industry risk profile, PATH provides:

- Valuable insights into key loss factors and their impacts through a real-time, interactive experience
- A way to uncover areas of potential improvement for your risk control programs and a path toward better claims results
- Curated vendor solutions with preferred pricing and ROI projections



PATH will enable you to gain clear insights with visibility into top loss drivers and impact, including improvement areas by line of coverage that help position ROI and success to improve claims and outcomes.

1,573+

Risk Control solutions available

86%

Solutions offering multiple products to better address your needs

9:1

ROI on Personal Safety Alert Devices noticed in year 1

Award-Winning Culture

Ranked by Insurance Business America as a Top Insurance Employer **8 Consecutive Years**

Named to the Fortune Best Workplaces for Women List **2 Years in a Row***

Multi-Year Recognition from Insurance Journal as a **Top Property & Casualty Agency**

Named to the 2025 Fortune Best Workplaces in Financial Services & Insurance List **2 Years in a Row****

Winner of Insurance Business America's 5-Star Diversity, Equity and Inclusion Award **3 Years in a Row**

Named a Best Place to Work in Insurance **6 Years in a Row**

TECHNOLOGY INNOVATION
USI INSURANCE SERVICES
Named a PropertyCasualty360 **2025 Insurance Luminaries Honoree**

Named to the **2025 Best Companies Group Best Places to Work for Women List**

Ranked by Best and Brightest as One of the Nation's Best and Brightest Companies to Work For **3 Years in a Row**

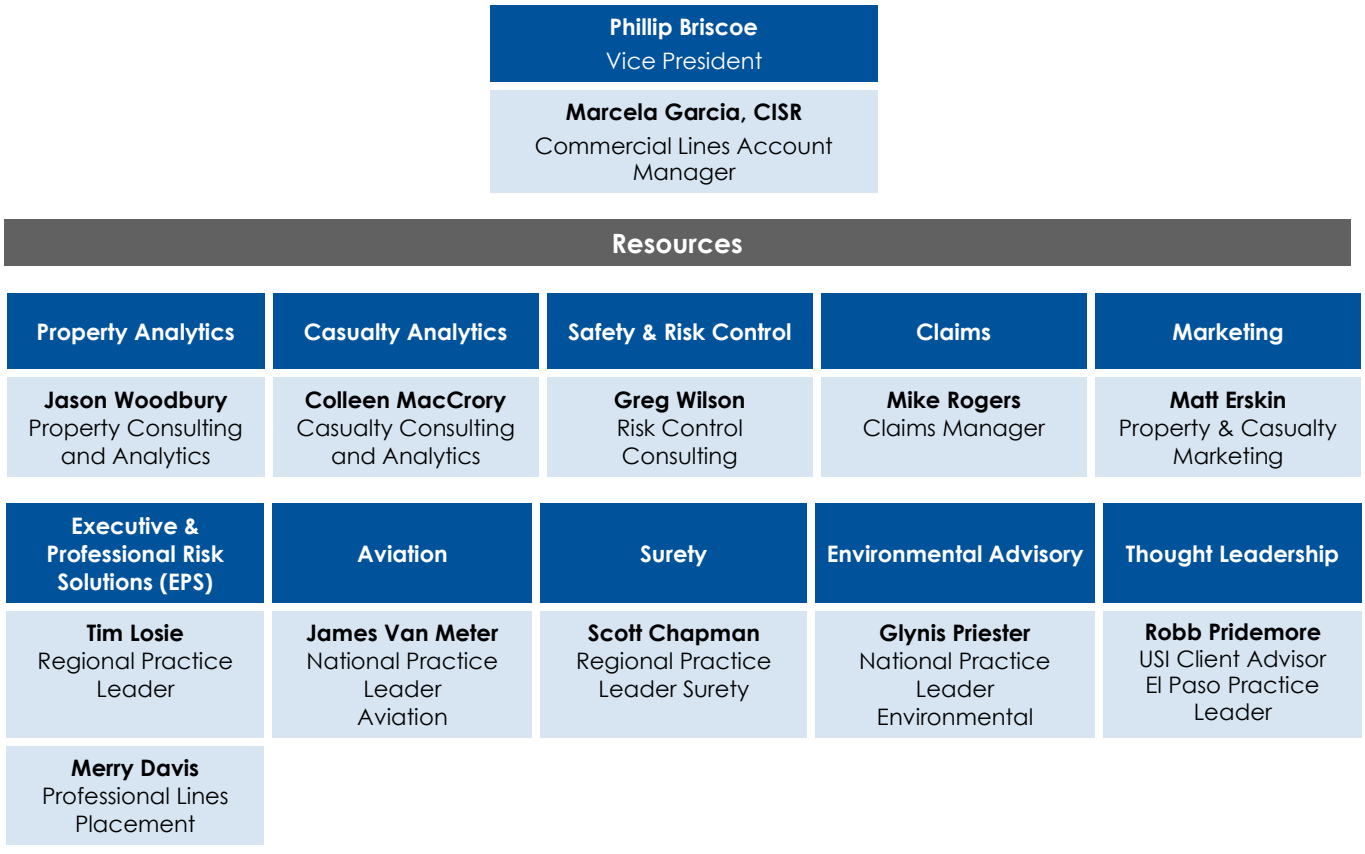
Certified as a Great Place To Work **2 Years in a Row**

USI brings the public sector expertise and clout to make certain we deliver as expected and achieve our agreed goals and objectives. Granbury ISD's service team was hand-picked based on their experience. USI's account service team has the resources and in-depth experience and expertise needed to support your risk management goals and directives.

Because we are a flat organization with minimal bureaucracy, our service teams are structured with our sole focus on our clients. We continually draw on strategic knowledge from throughout the company to make certain your team is equipped to partner with Granbury ISD to meet your risk management goals and objectives.

We assembled a core brokerage team comprised of senior members of our staff with complimentary skill sets — experts in the area of strategic program design and development, program marketing, actuarial analysis and loss development (including collateral negotiation), risk management consulting, claims advocacy, program administration, and transactional processing.

Organizational chart



In the following table, we provide key information on the proposed team members. We will also include resumes for each.

Team members	Role and qualifications
Team Leaders & Account Service Team	
Phillip Briscoe Public Entity Specialist Property & Casualty Consultant El Paso, TX **Years of industry experience:** 15+ **With USI since:** 2015 **Current # of accounts:** 75 (63 are public entities)	▪ Phillip is a USI Southwest Public Entity Specialist. ▪ He will work very closely with Granbury ISD on all aspects of their insurance and risk management programs. ▪ He will ultimately be responsible for the overall performance of the Insurance team. ▪ He coordinates the service team resources, oversees all policy coverage and premium negotiations, and provides intellectual capital and advice to GISD. ▪ Provides intellectual capital and advice to GISD. ▪ He specializes in complex layered and quota share property placements, specific and aggregate excess casualty placements, risk management services, loss projections and accrual analysis, risk control services, and alternative risk transfer program design and placement. ▪ He has worked with public entities for 15 years.
Marcela Garcia, CISR Commercial Lines Account Manager El Paso, TX **Years of industry experience:** 20+ **With USI since:** 2002 **Current # of accounts:** ~35	▪ Serve as Commercial Liness Account Executive. ▪ Acts as the central point of contact for GISD, ensuring consistent communication and alignment with client objectives. ▪ **Service Team Oversight**: Manages the USI service team in collaboration with the Senior Partner, ensuring timely delivery of services and resolution of open items. Interact with carriers and brokerage teams with placement strategy ▪ **Placement Strategy**: Leads interactions with carriers and brokerage teams to develop and execute tailored insurance placement strategies. ▪ **Service Planning & Execution**: Establishes service expectations, tracks deliverables, and ensures accountability across all engagement activities. ▪ **Client Engagement**: Attends and contributes to all relevant meetings including safety committees, claims reviews, and stewardship sessions to support continuous improvement and transparency. ▪ **Public Entity Expertise**: Brings over 20 years of experience working with public entities, with deep knowledge of municipal risk exposures and regulatory frameworks.
Property Analytics / Casualty Analytics	
Jason Woodbury Regional Property Leader Houston, TX **Years of industry experience:** 30+ **With USI since:** 2020	▪ Provide oversight, thought leadership, and alignment of services and solutions including technical expertise, analytic tools, best practices, market relations, and product knowledge. ▪ Provide strategic advice and implement programs tailored to meet complex risk management requirements.
Colleen MacCrory Regional Casualty Analyst Houston, TX **Years of industry experience:** 14+ **With USI since:** 2023	▪ Analyze and negotiate casualty programs, leveraging both client data and industry data. ▪ Identify trends, develop solutions, and evaluate financial impact, ensuring that policy terms are aligned with contractual obligations and transferring risk wherever possible. ▪ Perform loss forecasts and stratifications, deductible analysis, client loss development factors analysis, collateral analysis calculations, total cost of risk analysis, and accruals for financial liabilities.
Loss Control	
Greg Wilson, CIC, ARM, CRM, CSP Southwest Region Risk Control Department Manager Houston, TX **Years of industry experience:** 28+ **With USI since:** 1998	▪ Coordinate risk consulting services for the Southwest Region offices. ▪ Identify ways to prevent or minimize the probability of loss in order to decrease expenditures associated with the total cost of risk. ▪ Develop a plan to protect, reduce, or eliminate the chance of loss for company assets. ▪ Coordinate safety and health related services provided by insurance carriers for clients with specific needs.

Team members	Role and qualifications
Claims	
Mike Rogers, AIC Claims Manager El Paso, TX **Years of experience:** 34+ **With USI since:** 1992	▪ Coordinate and oversee complex claims. ▪ Negotiate claim service agreements with insurers and/or third-party claim administrators. ▪ Negotiate with insurers to obtain favorable results in the event of a coverage dispute. ▪ Oversee and evaluate claim costs and the subsequent impact of those costs on total cost of risk. ▪ Provide claims reviews and reserve analysis focused on strategies for claims resolution and ensuring the accuracy of reserves, marketing and implementation of workers' compensation and general liability claims programs. ▪ Assist clients in managing casualty losses and related claims expenses.
Professional Lines	
Tim Losie Regional Practice Leader Executive & Professional Risk Solutions (EPS) Houston, TX **Years of industry experience:** 26+ **With USI since:** 2016	▪ In-house resource for all professional liability including Cyber & Data Privacy Liability, Media Liability, Directors & Officers, Employment Practices Liability, Fiduciary Liability, and Errors & Omissions. ▪ Assess risk and develop comprehensive risk transfer programs, including strategies for future renewals. ▪ Negotiate with insurers, educating clients on pre-breach and post-breach response, and provide guidance on structuring contracts for the best outcomes. ▪ Assist with business continuity planning to ensure smooth operations during and after incidents.
Merry Davis, CPCU Executive & Professional Risk Solutions (EPS) Houston, TX **Years of industry experience:** 34+ **With USI since:** 1991	▪ Provide policy analysis, program design, and marketing of executive liability coverages. ▪ Collaborate to protect clients from losses due to professional risk and network risk.
Marketing	
Matt Erskin Regional P&C Markets Leader Houston, TX **Years of industry experience:** 16+ **With USI since:** 2021	▪ Support client service teams via daily interactions with underwriters and market personnel. ▪ Provide marketing strategies specifically tailored for workers' compensation, property and casualty, and other lines of coverage. ▪ Maintain market partnerships, seek alternative markets for coverage segments, and evaluate both traditional and innovative opportunities to reduce overall insurance costs. ▪ Provide comprehensive insights into market trends.
Surety	
Scott Chapman Regional Practice Leader Spring, TX **Years of industry experience:** 45+ **With USI since:** 2018	▪ Provide assistance in securing commercial surety bonds. ▪ Deliver appropriate surety capacity – choosing the right providers, negotiating terms and conditions, and managing surety portfolio.
Aviation	
James Van Meter, MBA, CPCU, CAIP National Practice Leader **Years of industry experience:** 22+ **With USI since:** 2020	▪ Responsible for managing a diverse portfolio of Aviation accounts, programs, and product development. ▪ Assist client service teams by developing a client risk management plan to address existing liabilities and crafting risk transfer and funding solutions to ensure that any Aviation liabilities are properly covered.

Team members	Role and qualifications
Environmental	
Glynis Priester, CPCU National Practice Leader **Years of industry experience:** 34+ **With USI since:** 2005	▪ Responsible for protecting our customers against environmental related exposures, by offering a full range of environmental liability solutions ranging from traditional risk transfer for operational exposures to custom structured programs for complex M&A transactions. ▪ Assist client service teams by developing a client risk management plan to address existing liabilities and crafting risk transfer and funding solutions to ensure that any Environmental liabilities are properly covered.
Thought Leadership	
Robb Pridemore, CRM, CSRM, CIC, AAI President, P&C Practice Leader El Paso, TX **Years of industry experience:** 29+ **With USI since:** 1997	▪ Responsible for oversight of sales, operations, claims, and assisting in monitoring and driving profit and loss.

USI brings a powerful combination of **People**, **Technology**, and **Process**—a service model designed to deliver exceptional results for complex public entities like GISD. Below are three key competitive advantages that distinguish USI as the most qualified partner for Broker of Record Services:

1. People – Deep Expertise and Public Sector Commitment

USI's greatest strength lies in our people. We offer GISD a dedicated team of seasoned professionals with decades of experience serving large municipalities and public entities across Texas and the nation.

- **Marcela Garcia**, Senior Account Manager, brings over 25 years of experience managing public entity programs and clients.
- **Greg Wilson**, based in Houston, leads our Risk Consulting team with hands-on expertise in field audits, safety training, and risk assessments across major infrastructure projects.
- **Mike Rogers**, Claims Consultant, has 34 years of industry experience performing claims advocacy and risk consulting services to commercial clients ranging from public entities to publicly and privately-held organizations for all types of claims.
- **Phillip Briscoe**, Public Sector Specialist, has over 15 years of sales and insurance experience with a focus on the Public Entity sector.

Our team understands the unique challenges of public sector risk management, including ROCIP programs, governmental immunity, and compliance with the Texas Tort Claims Act. We foster collaboration, diversity of thought, and a proactive mindset to deliver tailored solutions that align with GISD's goals.

Beyond technical expertise, USI is committed to **community engagement**. We actively support outreach initiatives that empower minority-owned businesses and local contractors through education, mentorship, and capacity-building—ensuring that risk management excellence contributes to economic inclusion and local development.

2. Technology – Data-Driven Risk Management Solutions

USI enhances risk management programs through advanced technology and data analytics. We aggregate loss and exposure data from carriers, TPAs, and other sources to create actionable insights that guide strategic decision-making.

Key Technology Tools Include:

ClaimsLens Proprietary web-based solution Holistic view of loss experience Library of standardized loss trending reports Ability to create custom reports	▪ Uses individual client data to achieve best outcomes. ▪ **Puts the client in control** and providing enhanced decision-making insights. ▪ **Provides a tailored risk management** program focused on reducing claim frequency and severity, and the client's total cost of risk. ▪ **Demonstrates to insurance underwriters** what makes a client different/better than their peers, ultimately driving better pricing outcomes and reducing future retained losses.
USI Answerlytics™ Proprietary cyber solution Designed to reduce exposure to risk Preferred access to cyber risk management providers at discounted pricing	▪ **Threat Identification –** Identifies client vulnerabilities (IT system weaknesses, remote work & mobile device use, managed security services, etc.) ▪ **Pre-Event Risk Management Solutions** – Cyber Answerlytics through USI's network of Answerlytics Curated Providers (ACPs). ▪ Addresses key vulnerabilities; ACPs provide prioritized access to risk management solutions at discounted pricing; ACPs help clients improve cyber hygiene. ▪ **Improved Risk Transfer Terms** – Impact/Benefits (Optimal renewal terms, streamlined cyber procurement process, data and analytics, etc.)
CyberCube Cyber Answer to CAT Modeling Powerful benchmarking resource State-of-the-art Cloud-based technology 22-question online assessment	**This assessment and resulting report:** ▪ Incorporates a broad sample of insureds. ▪ Uses Monte Carlo iterative modeling to create a sample set. ▪ Provides general observations for guidance. ▪ Offers decision making views for executives. ▪ Delivers rankings relative to industry peers. ▪ Assesses asset exposures, liability exposures, threat vectors, and security exposures.

3. Process – Strategic Brokerage and Market Execution

USI's brokerage strategy is built on a disciplined, consultative process that positions our clients as best-in-class risks in the marketplace. We begin with a deep dive into historical experience, exposures, and risk philosophy, then develop a tailored strategy that reflects GISD's evolving needs and market conditions.

Our Process Includes:

- Preemptive marketing and underwriter education to generate competitive interest
- Detailed underwriting submissions and carrier selection based on strategic fit
- Negotiation of optimal pricing, terms, and conditions
- Comprehensive proposals including executive summaries, coverage comparisons, and marketing results
- Rapid program binding and electronic delivery of binders within 48 business hours

This approach ensures that GISD receives the best possible coverage, pricing, and service—supported by a team that understands how to navigate the complexities of the public sector insurance marketplace.

Conclusion

USI's integrated model of expert personnel, cutting-edge technology, and strategic process execution makes us uniquely qualified to serve Granbury ISD. We are confident in our ability to deliver a responsive, transparent, and high-performing Broker of Record program that supports GISD's commitment to safety, fiscal responsibility, and operational excellence.

CONCEPTUAL STRATEGY AND COVERAGE PROVISIONS

We take a highly strategic and proactive approach to underwriting, focusing on differentiating your organization as a “best-in-class” risk in the eyes of underwriters. Our process begins with a thorough description of your operations and the development of comprehensive exposure information, which we help you compile. We clearly outline placement objectives, including alternative program options, target pricing, and key coverage and servicing requirements, as well as performance penalties. A detailed loss analysis, including explanations of large claims, is provided to demonstrate transparency and risk management maturity. We also highlight your operational best practices and any recent enhancements to your business continuity program, further positioning your organization as a superior risk. Informational brochures, funding sources, and other key materials are included to provide a complete picture. When selecting potential markets, we emphasize factors such as financial strength, underwriting flexibility, capacity, coverage, claims philosophy, long-term industry commitment, and cost competitiveness. Our team leverages senior relationships to create excitement with underwriters, prepares you for anticipated questions, and follows up immediately after meetings to maintain momentum. This comprehensive, consultative, and data-driven approach ensures that your risk profile stands out in a dynamic and competitive insurance market.

There are three key components critical to creating competitive advantage in the marketplace:

Knowledge	Strategy	Execution
▪ Knowledge of Granbury ISD	▪ Accessing the market	▪ Commitment to Granbury ISD
▪ Your risk appetite	▪ Developing the story	▪ Team ability and empowerment
▪ Desired outcome	▪ Presentation to the markets	▪ Innovation and creativity
▪ The insurance marketplace	▪ Timeline for the overall placement	▪ Effort
▪ Insurance carriers	▪ Design	▪ Focus

Knowledge: Granbury ISD has unique and specific needs as a public entity. The broker’s role is to understand those needs and to have an in-depth knowledge in the latest property and casualty products and services. Creative risk management advice, customized solutions, and objective evaluations are all essential to creating competitive advantage in the marketplace. Our underwriters have the knowledge about GISD which contributes to our ability to continue to negotiate best pricing in combination with best coverage and will lead to a successful placement. If underwriters have relevant information, positioning GISD as best-in-class compared to similar organizations, they can provide proper credits and offer broad coverage terms.

Strategy: Our approach is to utilize our knowledge of GISD to create leverage among carriers. While we will always recommend continuity of a positive carrier relationship, that does not mean that we cannot restructure layers, move carriers up and down in a program to find price efficiencies, or remove carriers that are not performing to our expectations or with the market. Ultimately it is our job to provide GISD with relevant and viable options — options which will be efficient on pricing and provide coverage benefits.

Execution: The ability to secure the best pricing, value, desired levels of coverage, coordination of claims processing, and overall capabilities are all dependent on proper execution. Your brokerage team represents GISD directly, to develop the optimal marketing/positioning strategy, define and negotiate the program, and drive claim resolution. We act with urgency on your behalf — and always in your interests.

Every year, we challenge all assumptions to test validity and inject any new conditions present within your organization or the insurance marketplace. This approach will ensure excellent results for GISD — a responsive program that matches your evolving operations and current appetite for how best to treat risk.

Marketing/Renewal Timeline

The marketing/renewal timeline — like our risk management relationship — is a fluid process and may need to change during the process. Our team is flexible enough to accommodate these changes, whether they are dictated by GISD or the marketplace. The team will work to keep you informed of the process and there are no surprises with the placement.

Analyze Information	Design Programs	Submit to Market	Client Review	Bind and Renewal	Post-renewal Service
150 – 180 Days	120 – 150 Days	90 – 120 Days	45 – 90 Days	10 – 30 Days	Post Renewal
▪ Identify Exposures ▪ Review Existing Coverages ▪ Suggested Coverages ▪ Limits ▪ Retentions ▪ Cash Flow ▪ Insurer Services ▪ Premium/ Cost	▪ Align on Renewal Strategy ▪ Define Program Objective ▪ Discuss and Evaluate Program Design Options with Experts ▪ Implement Risk Strategy	▪ Discuss Program Options with Client ▪ Finalize Programs (Pricing and Designs) ▪ Pre-Qualify Markets ▪ Develop Submission ▪ Review Sample Submission with Client ▪ Submission	▪ Client and USI Meet with Selected Markets ▪ Ongoing Negotiations ▪ Analyze Proposals ▪ Present Options to Client ▪ Finalize Selection and Binding Order	▪ Prepare Binders ▪ Prepare Invoicing and Premium Financing ▪ Issue Renewal Certificates and Auto ID Card ▪ Reconfirm Service Plan for the Coming Cycle ▪ Complete Open Items if any	▪ Ongoing Service ▪ Check Policies ▪ Deliver Policies ▪ Conduct Team Post-Renewal Meeting ▪ Conduct Client Feedback Meeting

We will keep you advised of pricing and service trends, availability of markets, and the longer-term direction of the market year-round so we can continually adjust strategy to changing market conditions.

- 150 days prior to renewal, we will conduct a strategy session to review the upcoming renewal. During this meeting, we will review current market conditions, capacity of markets, and trends in pricing alongside current industry financial conditions that may affect future pricing, and longer-term trends.
- 120 days prior to renewal, we will help GISD prepare comprehensive and effective underwriting presentations and plan marketing trips to be conducted with key U.S., European, and Bermuda markets.
- We will provide underwriters with fully comprehensive underwriting information and specifications including complete engineering 60 days prior to renewal.
- Off-cycle underwriter meetings at National PRIMA, Texas PRIMA, TASBO, TASA, RIMS and other convenient times/places will be conducted in a private setting.

The USI account service team has extensive insurance brokerage expertise on risk management accounts. Members of our team regularly work with key markets across the country and internationally. We keep our clients' interests paramount. We do not use centralized brokering centers designed to funnel business to underwriters who will maximize our revenues. We have access to worldwide insurance markets and fully represent your interests to the most financially capable carriers that can meet you program objectives.

We have access to a national network of brokerages with meaningful market presence and leverage. We have formed relationships with a vast array of insurance carriers, vendors, service providers, and industry specialists with whom we actively collaborate. We will continue conducting dialogue with GISD to describe — in broad terms — the extent of our premium placements on a local, regional, and national basis to assure GISD that we possess significant market penetration in the lines of coverage that we are proposing to provide our services.

We view design and control of risk as equally important to market choice. Our size and volume of business placed allows us broad access to individual insurers and effective access to insurance company decision makers. We places in excess of $11.0 billion in premium annually in domestic, London, Bermuda, continental European, and regional markets.

We serve over 80,000 commercial lines clients—inclusive of 750+ municipalities with over $275M in total written premium, many similar in size and complexity to GISD. We also have significant volume with mono-line workers compensation markets, captives, and proprietary programs for cargo protection, property, builders' risk, terrorism, and cyber/network security/privacy cover. Our partnerships with these and other markets are long-term.

Monitoring Insurer Solvency

USI's objective is to place clients' risks with insurers that are financially sound. In assessing the financial strength of insurers, USI relies upon statutory financial statements as well as the opinions and assessments of recognized rating agencies and other carrier review companies. USI has a centralized Market Management team resource which provides the field with market security recommendations based on financial and other relevant information that is available at the time of placement.

USI authorizes insurers that it believes, at the time of placement, have the financial ability to fulfill their claim payment obligations to our clients. USI is not a guarantor of the solvency of insurers with which its brokers place business. However, our goal is to use reasonable measures to do business with financially healthy insurers.

Please see below for a sample **Renewal Timeline Plan**.

Yearly service and marketing calendar

Sample yearly service and marketing calendar timeline plan for client. Based on a November renewal date.	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Insurance programs – Renewal												
Pre-renewal strategy meeting			■									
Develop submission/specifications				■								
Update/Modify client service instructions Continuous as needed	■	■	■	■	■	■	■	■	■	■	■	■
Loss information updates, etc. Continuous as needed	■	■	■	■	■	■	■	■	■	■	■	■
Information received from client (including audited financials and applications)						■						
Submission sent to market						■						
Underwriter meetings									■	■		
Certificate holder list provided for review										■		
Quotes due								■				
Renewal proposal									■			
Receive order to bind from client										■		
Program renewal											■	
Policies invoiced											■	
Provide coverage binders of insurance											■	

Sample yearly service and marketing calendar timeline plan for client. Based on a November renewal date.	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Provide schedule of insurance												
Deliver policies												
Key meetings												
Risk updates												
Strategic risk planning/Pre-renewal												
Underwriter meetings												
Stewardship												
Claims and risk control												
Risk control visits as needed*												
Claims – Consulting, advocacy												
Provide claims handling instructions												
Program administration												
Open items – Monthly update*												
Certificates issued (Per renewal and as needed)												
Endorsements* – as required												
Contract review – Risk assessment												
Audit review and evaluation*												
Strategy/Projects												
Thought leadership – Risk strategies discussion – continuous*												
Educational sessions* – as requested												

USI RISK CONTROL CONSULTING SERVICES

Loss prevention efforts are one of the most important investments an organization can make when building and sustaining an effective risk management program. Beyond a lower total cost of risk, an effective risk control program can have a significant impact on employee and client satisfaction, market reputation, and stability of earnings.

The most successful programs require that proper attention is given to the engineering process, culture, and financial areas of the business. An effective program must be able to match the technical aspects of risk control with the culture and business needs of the organization.

Our consulting team provides client services that help ensure regulatory compliance, establish innovative loss reduction best practices, and assist management in developing and implementing engineering and management controls to combat loss potential.

Our risk control staff has demonstrated their skills repeatedly by implementing practical risk management solutions for our clients in a wide range of industry sectors as well as diverse technical fields. Clients have access to our comprehensive national network of experienced, knowledgeable resources to ensure they get the right solution.

Risk Management Center

Web-Based Enhanced Safety Resource for Bottom Line Results

Risk Management Center

Web-based portal

Free safety programs

Wellness and health management content

Educational webinars

English and Spanish language

Online training and learning management system

Streaming safety videos

Search feature

Save frequently referenced materials to My content area

- Safety policies and programs.
- Online training and PowerPoints.
- Streaming safety videos, Toolbox Talks, and Learning Management System (LMS).
- **Audits and safety observations** – this mobile feature can organize, create, target, and resolve issues before they become incidents.
- **Certificate of insurance tracking** – turns COI tracking into a desktop function to manage certificates of insurance from all sources. Upload and archive COI, RMC tracks and reviews expiration, coverage limits, and policy detail.
- **Incident/Accident reporting** – generates incident reports, OSHA 300 log, and first report of injury. Track claims costs, near miss and all incident types. Provides trending graphics based on data input and tracks liability, property, environmental and fleet incidents.
- **Safety Data Sheet (SDS) tracking** – this desktop access feature assists with maintaining a chemical database by location, find SDS information online, and print hazard labels.
- OSHA recordkeeping.
- **HR and benefits resources** – includes customizable employee handbooks, recruitment and hiring best practices, training, and so much more.
- **Ask the Expert** – provides direct access to safety professionals.

We utilize a combination of in-house expertise and engagement with third-party specialty appraisal firms to address your property appraisal needs. Our Property Analytics & Placement group leverages various software platforms and benchmarks to advise you on property valuations, including reviewing your current statement of values and utilizing tools like CoreLogic (Marshall & Swift) and E2 value valuation software. For single or multiple locations that require formal appraisals, we engage with third-party appraisal firms to ensure accuracy and compliance with market expectations. This approach allows us to provide comprehensive and reliable property valuation services tailored to your specific requirements.

Our Property Analytics & Placement group provides the following services to evaluate the adequacy of your property values:

- Reviewing your current statement of values for key data points that factor into the valuation of the building, contents, or business interruption calculations
- Gathering or confirming any missing information through various software platforms, previous appraisals, or previous risk engineering reports completed to assist in developing the correct replacement cost estimates
- Completing a benchmark review of your building, content, and business interruption values
- Utilization of CoreLogic (aka Marshall & Swift) and E2 value valuation software to estimate the appropriate replacement cost
- Assist with completion of Business Interruption and Extra Expense worksheets to evaluate the values reported
- Review pre-emergency and business continuity plans to evaluate their impact on the business interruption values reported
- Provide recommendations for building, contents, and business interruption values based on the analysis completed along with estimated premium change based on current program rates
- Engage with third-party appraisal firms to appraise single locations or multiple locations if needed

Keeping current with valuations and market expectations is a critical component of every renewal. As these replacement cost factors and your revenues change over time, it is critical to review these values every year to ensure your values are adequate, avoiding under-insurance, harmful exclusions, restrictions, or warranties placed on your policy that will result in a lower claim recovery following a loss. USI will complete this review every year to ensure you are reporting adequate values to align with your changing exposures.

Casualty Analytics & Placement

USI utilizes data analytics to establish the optimal program structure tailored to our client's risk objectives and savings opportunities. Utilizing our client's own data along with industry data allows us to explain and demonstrate why our client is different/better than their peers. Our team utilizes several tools/models to analyze and negotiate your risk management program including:

- Loss Forecasts & Stratifications
- Deductible Analysis
- Client Loss Development Factors (Loss Triangulations)
- Collateral Analysis Calculations
- Total Cost of Risk Analysis (TCOR)
- Accruals (Financial Outstanding Liabilities)
- ClaimsLens – USI's proprietary data aggregation and risk control analysis tool
- Experience Modification Analysis
- Benchmarking Limits, Retentions and Premiums
- Alternative Risk/Captive Analysis including Group Captives and Single Parent Captives

Benchmarking Limits, Retentions, & Premiums

USI utilizes industry and peer benchmarking to review the appropriateness of limits, premiums risk retention levels, and risk management initiatives allowing you to make an informed decision around your risk and insurance program.

We utilize both USI and industry data to assess our clients' risk exposures, design coverage, set pricing, and mitigate future loss costs. We use the following benchmarking tools and methods to assist in our analysis:

- NCCI Annual Statistical Bulletins – loss dollars by type, loss development factors
- Advisen – 10,000+ companies, 60,000+ policies to benchmark your company next to peers
- USI Customer Database – leadership and industry practices

- Bureau of Labor Statistics – incident rates by industry, lost workday cases
- OMNI Knowledge Engine™ – USI's proprietary solutions platform that provides real-time, interactive analytics supported by over 500,000 clients, thousands of professionals, and 150+ years of client servicing

Our benchmarking and analysis focus on:

- Establishing limits, retention, total cost of risk
- Loss development patterns
- Incidents and losses by industry, type, nature, and cause of loss
- Ultimate loss rate per exposure
- Large loss trends
- Risk Control and Safety Initiatives

Claims Value Statement

Our claims consulting teams are committed to the delivery of high-impact advocacy and consultative services with the primary goal of optimizing outcomes in the event of a loss or claim. Our approach is to complement GISD's claims efforts in a way that supports your overall risk management objectives by providing tangible value to your risk management team and to all internal and external stakeholders in the claims process.

While our primary goal focuses on claims outcomes, effective claims management starts long before a claim occurs. Our claims services delivery model utilizes skilled resources at all levels to assist GISD with the claims process and outcomes management. We work extensively with carriers and claims administrators daily. Our long history with these companies positions us to network effectively on behalf of the clients we serve. We are knowledgeable about the claims service models, information systems, and talent levels of the carriers and claims administrators on a branch, regional, and national basis, which facilitates effective communication and favorable outcomes.

We know from experience that assertive claims management is critical to your program since claim costs contribute to overall program costs. We will bridge any stagnant service issues or problems by leveraging our relationships with your administrator's senior management to improve your claims management program. We rely heavily on risk management information systems (RMIS) and USI's proprietary ClaimsLens system for claims oversight. Maintaining access to these systems is a fundamental step in our approach.

USI creates a systematic approach to complement your team, beginning with a services installation meeting to coordinate and customize a service plan. We review and amend claims handling instructions, so we are appropriately embedded within your process. We consult with you on problematic and complex claims. We set an appropriate diary process on those designated claims to ensure adjusters are aggressively managing the files and following up on the recommended file resolution strategy.

Our claims consulting professionals are positioned to operate as an integral component of your risk management department and have, on average, more than 20 years of experience in all lines of insurance as industry claim managers, examiners, analysts, and attorneys. We are unique in that our claims professionals are strategically deployed to serve on local service delivery teams in our regions yet linked to a national network to foster collaboration, continuous improvement, and innovation.

Claims Reporting Installation

To facilitate an efficient and timely claim intake process, most insurance carriers and third-party administrators (TPAs) today offer web-based and/or 24-hours-a-day, seven-days-a-week, telephonic claim reporting methods already embedded in GISD's premium or administration costs. Therefore, we focus our efforts on installing the best methods available, so most of your claims can be directly reported to your insurance carrier or TPA. This expedites the claim handling process. Our consultants help you establish turnkey claims processes focused on improving claim outcomes and financial expenditures. We consult with you to develop a comprehensive Claim

Reporting Advisory Manual for your primary property and casualty coverage layer, and we report and monitor designated claims for specialty lines and complex claims.

Claim Advocacy

It's said a broker earns its keep when there is a claim. Our commitment to Granbury ISD is to help you receive prompt, fair, and equitable handling on your claims for optimal results. We monitor the services of the insurer to confirm you are receiving professional, quality service and to confirm compliance with the terms and conditions of your service agreements.

We provide the following services as appropriate:

- Develop and/or revise special account instructions for insurers and/or third-party administrators to maintain proper claim handling procedures and communication protocols, including reserve advisories, settlement authority, litigation guidelines, and other services.
- Develop loss reporting procedures to confirm claims are reported in a timely manner with the appropriate information. Where applicable, we assist in preparing written notice of claims, losses, and lawsuits to insurance carriers.
- Assist with properly documenting and providing details of a claim to insurers/claim administrators, including development of proof of loss.
- Advocate on GISD's behalf for timely resolution of claims including negotiating coverage issues where reservation of rights and coverage denials are received and, if necessary, escalating matters with the insurance carrier's senior management.
- Assist in identifying outside experts in various disciplines to provide forensic claim accounting, loss development, and evaluations.
- Assist with resolution strategies, claim settlements, and collecting insurance proceeds, including encouraging advance payments on large losses.
- Develop action plans on complex claims, high exposure claims, or high-profile claims, and provide claim status reports as appropriate.
- Monitor claim reserving practices and negotiate claim reserve levels to reflect probable ultimate outcome.
- Provide claim advice and assistance as needed, including resolving any claim handling performance issues that may arise.

Claims Consulting Services/Capabilities

As a standard practice, we meet with our clients at service implementation to customize claims service plans to meet their specific needs. We can offer GISD the following menu of services in the development of our client service plans:

Pre-Loss Consulting

- Assist clients in developing/enhancing claim management programs and processes based on business needs, loss history, and management philosophy.
- Perform claims data analytics to flush out trends and identify opportunities to guide us in our strategy.
- Develop specific programs and procedures to address GISD's unique needs and ensure the effective management of all aspects of claims, i.e., disability management, return-to-work, and litigation management.
- Evaluate claim management options such as insured plans, third-party administration programs, and self-administered programs.
- Assist with the facilitation and project-management of a competitive selection process to identify the proper claims administrator based on established criteria, including networks, information systems, account flexibility,

staff qualification, compliance and controls, pricing, and service value. We can help GISD design performance metrics and gain sharing programs.
- When applicable, designate adjusting teams to improve claim communication and management.
- Educate and train managers, supervisors, and/or employees on claim reporting, the claim process, benefits, related costs, and newly adopted rules and regulations.
- Negotiate access to insurance carrier's risk management information system (RMIS) and provide periodic claim reports based on the type and frequency.
- Collaborate with risk control and safety for pre-loss strategizing and planning.

Post-Loss Advocacy and Consulting

- Assist GISD in evaluating claim strategies and maximizing insurance recoveries.
- Conduct strategic claim reviews on a pre-determined frequency to confirm insurers and/or third-party administrators are effectively managing claims and aggressively pursuing resolution.
- Perform quantitative and qualitative loss data analysis including loss triangles and identify claim trends and opportunities for program improvement.

Strategic Claim Reviews

USI realizes the economic ramifications that malingering and unmanaged claims can have on GISD's outstanding liabilities. The strategic claim review process will assist in the closure of neglected files and aid in developing strategies to eliminate or cap the cost of claims with future financial exposures. Utilizing insightful analytics and aggressive claims management, USI can mitigate these liabilities and assist in closing targeted claims as swiftly and economically as possible.

Our strategic claim reviews are planned and scheduled discussions with adjusting staff to assess claim handling performance and strategies with the goal of closing claim files, examining obstacles to closure, and helping GISD maximize claim outcomes.

Our approach is to collaborate with GISD on selecting claims for the review that meet specific criteria that may include, but are not limited to:

- Significant open duration
- Designated reserve threshold
- Litigated claims
- Questionable liability/compensability

As a part of the claim review process, we will also examine:

- The adequacy of claim staffing levels
- Skill level and proficiency of the adjusting staff
- Communication gaps between the claim administrator and GISD
- A clear understanding of GISD's claims management philosophy by the claim administrator
- Adherence to claim service instructions
- Litigation management process
- Key claims management performance metrics

We will assist in coordinating the claim review meeting, which will include the receipt and review of claim summaries prior to the meeting, and the claim administrator presenting the status, action plans, and reserves on each claim selected for the review. Our objective is to focus on conducting substantive, financially impactful meetings, implementing strategic initiatives, and following up with the claim administrator to ensure the completion of agreed-upon action steps.

Property Claims Consulting

Property claims can represent an immediate and tangible stress on business and capital assets. These claims can be complex and involve complicated insurance programs with comprehensive coverage forms that can include obscure language. As such, we recognize that property claims are highly visible to GISD's executive management teams.

USI's Property Claims Practice comprises a select team of highly qualified professionals from our national network of claim consultants. This designated team is strategically positioned to assist GISD in the event of a large or catastrophic event. They provide complex first party property claims consulting and advocacy services to help maximize policy benefits and confirm the most favorable outcome for our clients.

We utilize a three-phase approach:

Phase 1 – Evaluate and Plan

- Review policy and outline coverage, limits, deductibles, and limitations
- Establish communication protocols
- Advise on accounting procedures for capturing loss detail

Phase 2 – Claim Preparation and Submission

- Assist in tracking and documenting all property damage claimed (repairs, inventory, etc.)
- Submit claim to carrier
- Monitor timeline for claim process

Phase 3 – Adjustment and Settlement

- Respond to insurer inquiries
- Prepare rebuttal analysis to respond to insurer differences
- Assist in final negotiations and settlement

EXAMPLE 1: Hurricane Harvey
Our client was severely hit by Hurricane Harvey in August of 2017. Their Education Service Center and elementary school were severely flooded. USI immediately deployed the designated claim adjuster who arrived just after the storm moved out of the area. First responders were deployed to start the clean-up process which was due to the damage from the flooding. USI delivered a $5M claim advance 10 days after the storm flooded their locations which allowed our client to initiate the rebuilding process. The loss was settled for an eventual paid amount of $25,000,000 plus loss adjustment expenses.
EXAMPLE 2: Large Texas County Needed Service
A Texas County had been insured with a broker who offered very minimal service from a claims and loss prevention perspective. The County's ultimate loss projection was more than $1,000,000 for their workers' compensation on an annual basis, which was a $35% increase from the 3 years prior. Their self-insured retentions were $500,000 for all employees except $600,000 for emergency responses so their balance sheet was exposed to frequency claims. The new Director of Risk Management realized the County had to do something different or ultimate losses were going to spiral out of control. The County engaged the services of USI to provide loss prevention, safety training and claims advocacy. We trained the County supervisors on loss prevention techniques, accountability, loss cost allocation programs and the value of a safe workplace. The County's loss projection was reduced by 65% after a two-year period which is due to the combined efforts of the County and USI. This freed up capital which was redirected to other cost centers to reduce expenses.

EXAMPLE 3: Proactive Claims Advocacy Led to Old Hail Recovery

A TX city sustained damage from a recent hailstorm. USI approved roof damage appraisers were dispatched to assess the damage. The appraisers noticed some older hail damage near their hotel which was several miles from the affected area. USI immediately engaged their property analytics team. The team confirmed a hail event occurred in that area, overlayed the storm pattern over the city's SOV, and confirmed a hail event occurred 2 years ago by the appraiser's hotel. The appraiser's confirmed hail damage occurred. USI contacted the carrier who was the insurer at the time the older hail loss occurred and secured their agreement to pay or damages. The city recouped $9M in damages net of deductible.

Experience Handling Public Sector Clients

USI has extensive public entity client expertise and understands the need for balanced risk financing—risk transfer vs. risk retention—in the public sector, including guiding clients through when to purchase insurance and when to self-insure. We help our clients implement risk management strategies such as departmental cost allocation and incentive-based safety programs, provide training for governmental employees (contractual risk transfer and claim reserving best practices), and help manage complex claims to confirm successful settlement.

Within the public sector, USI handles all lines of property/casualty insurance, employee benefits, and bonds. We represent county governments, cities and towns, public utilities, airports, bus/rail transportation systems, and specialized governmental agencies, including law enforcement, joint power authorities, and school districts.



Our Client Base Includes the Following:
1,500+ Public Sector clients
50+ Sports and Entertainment venues
800+ Municipalities/Counties
300+ Aviation clients
10+ Transportation and Rail clients
100+ Fire and Rescue

USI is committed to serving public sector clients. We support a national/regional public sector resource group that provides industry knowledge, market information, and assistance to USI brokers who serve governmental entities throughout the country.

With more than 1,500 public sector clients, USI has the capacity and expertise to address the current and emerging needs of Granbury ISD. USI also has served the public sector for project-specific engagements such as:

- Construction wrap-ups (Owner-Controlled Insurance Program)
- Claims audit (third-party administrators)
- Loss control analysis
- Safety services—customized contracts to provide supplemental safety professionals to staff (outsourcing)
- Environmental due diligence
- Independent risk assessment
- Litigation management

Although our team specializes in the public sector, our professionals also bring valuable experience in complex risks from a variety of industries, including transportation, education, and manufacturing. We are confident our breadth of experience and solutions will benefit Granbury ISD.

Our public sector resource group has monthly group conferences and works collaboratively to offer their expertise and insights on risk management trends, insurance marketplace conditions, newly developed resources, and other issues relevant to our public entity clients. Team members have been carefully selected for their skill set in brokering, servicing, marketing, claims handling, and overall risk management capabilities. The work we do for our public sector clients encompasses a full range of risk management services, property, casualty, environmental, and management liability exposures.

Risk Solutions for All Facets of the Public Sector

USI knows every public entity is operationally unique, with departments pursuing an often-elusive balance between risk and finance. Our Public Entity Practice's holistic approach to understanding your operations, culture, and strategic direction allows us to customize an insurance and risk management program that drives cohesion and success across your organization.

We take the time to understand your operations, culture, and strategic direction and tailor the right insurance and risk management solutions for your specific needs. From finance, human resources, and operations to safety personnel and road crews, we can help your internal teams speak the same language, achieve the same overall goals, and embrace an integrated risk management strategy.

USI understands the unique ways that risk impacts public entities, be it employment litigation, emerging cybers risks, or environmental legislation, among many other exposures. We have extensive experience in successfully managing risk for state and local municipalities, utilities, public school districts, transit authorities, public safety departments, parishes, and nonprofit organizations.

Being one of the largest insurance brokers in the U.S. gives us market leverage and risk-sharing pool presence to negotiate competitive rates, terms, and coverages, including public officials' professional liability, law enforcement liability, environmental liability, employee benefits, and more.

Our solutions for our public entity clients include:

- **Analysis and Forecasting.** We analyze your program, help you identify areas of concern, and develop a customized risk management plan. For high-value risk exposures, we forecast your losses so you can make strategic business decisions.
- **Network Security and Data Privacy.** Public entities warehouse an abundance of sensitive information, making them attractive targets for data privacy crimes. We provide access to coverage that helps protect you from claims related to data breaches, unauthorized access, identity theft, loss of portable electronics, and other technology risks.

- **Claims Management and Loss Control.** We understand local laws impacting claims against public entities and are well equipped to help you manage your liability costs more effectively. When claims occur, our dedicated claims service center works on your behalf to quickly achieve an optimal result.
- **Employee Benefits.** We offer consulting services for benefits planning, cost control, employee advocacy, and ongoing administrative support. Our team works with inter-local governmental risk pools, cooperatives, trusts, bargaining groups, and insurance committees. We also help employers minimize Governmental Accounting Standards Board (GASB) and Other Post-Employment Benefits (OPEB) liabilities.
- **Employee Safety Training.** We offer access to web-based courses through our Risk Management Center, a collection of approved Occupational Safety and Health Administration (OSHA) training courses on topics such as occupational safety, transportation, and environmental hazards.
- **Administration Support.** InsurLink, our proprietary online portal, helps you organize insurance information and streamline administration of your property, casualty, and employee benefits programs with efficient, paperless transactions.
- **Property Protection Consulting.** We assist our clients in evaluating risk to their assets and determining loss scenarios to better enable them to protect and adequately insure their assets. Services include benchmarking, analyzing loss experiences, cost-benefit analysis, plan review, code dispute, and loss investigations. Our interdependency studies analyze supply chain exposures and contingent business interruption exposures to determine vulnerabilities and solutions.
- **Business Continuity Services.** USI consultants help you systematically identify critical business functions, prioritize their impact on the business, and develop cost-effective recovery strategies to minimize disruptions. Our plans address seasonal issues, supply chains, vendor/customer agreements, and communication protocols. We also assist clients with plan maintenance and facilitate testing exercises. Our Business Continuity Practice Group comprises certified consultants with expertise in operational recovery, disaster recovery, emergency response, and crisis management.
- **Surety Bonds.** Our Surety Practice Group helps public entities secure the commercial surety bonds they need to grow. Our holistic approach to understanding your organization, goals, and financials allows us to help deliver appropriate surety capacity, choose the right providers, negotiate terms and conditions, and manage your surety portfolio.
- **Fleet.** We offer a range of options to provide specialized coverage for your unique fleet. Our loss prevention team has the knowledge and experience to help develop and implement a safety platform, review your management controls and maintenance program, and assist in executing a driver training course.
- **Environmental Liability.** Our extensive expertise in environmental exposures enables us to review your operations and develop strategies to help you protect your assets.

Our Client Service Model Allows Us to Commit To:

- Acknowledge—and, if possible, resolve—100% of GISD's service requests within a 24-hour window.
- Address emergency or time-sensitive requests as soon as possible within that window.
- For service requests or outstanding concerns that will require more than one business day, escalate procedures through appropriate channels, and provide GISD status reports until timely resolution.



KEY TAKEAWAY

USI is a "flat" organization with minimal bureaucracy. Unlike competitors, we do not utilize "service centers" that may be located remotely from clients, but instead perform all client-facing services for Granbury ISD from our local office.

Your dedicated service team in the Southwest issues certificates of insurance and automobile ID cards, checks policy accuracy, and handles accounting issues locally, ensuring the highest degree of customization and performance.

Our brokerage team for GISD coordinates overall service delivery and the day-to-day program administration, with the involvement of appropriate technicians to analyze your exposures to risk, negotiate with carriers, make recommendations, and implement as instructed. Each core team member has specific roles and responsibilities. We manage our GISD duties internally to consistently provide the appropriate level of service. No individual's business travel, vacation, or unexpected absence will affect our results on your behalf.

As needed, your local core team will access an extended team of national practice leadership—local, regional, and national experts collaborating to provide technical advice, analytic tools, best practices, market relations, and product knowledge. National practice leaders are ready to provide strategic expertise in developing and implementing a program that meets the requirements for GISD's complex risk management program.

The following outlines our traditional general areas of service we anticipate providing to GISD.

- Summary of coverage: carriers, premiums, deductibles, limits, etc.
- Review of all in-force coverage by line of insurance
- Review and delivery of electronic policies
- Review and delivery of hardcopy policies
- Issuance of certificates of insurance/memorandums of insurance
- Issuance of automobile ID cards
- Risk analysis
- Answers to coverage questions
- Topical research/education/forums
- Client meetings – no anticipated limitation
- Open items meetings/calls
- Underwriter meetings (as needed)

All the services outlined above are included as part of our account relationship. We have no restrictions on the number of client meetings we will conduct, but at a minimum, we anticipate several of the following:

- Kick-off meeting at the beginning of our engagement
- Pre-Renewal meeting for all major renewals
- Underwriter meetings, as needed, during the renewal process and during the policy period to identify opportunities to improve existing or new relationships
- Monthly open items meetings or conference calls (at your discretion)

The following will provide you with a brief overview of our service-related deliverables:

- **Work Plan:** We will develop, in conjunction with you, a comprehensive work plan that will include key placement timetables plus service milestones throughout the year.
- **Placement Planning Sessions:** These sessions will provide USI and GISD the opportunity to develop a strategic plan including form considerations, vendor selection, program design, structure innovations, retention analysis, etc.
- **Program Management Services:** We will provide all customary brokerage services which will accomplish timely and accurate issuance of binders, policy review and delivery, endorsement review and delivery, certificate issuance, pertinent industry and market information, and accurate invoice delivery.
- **Claims Management:** It's our belief that to proactively anticipate underwriter's response in our renewal discussions, a thorough and accurate understanding of current status of all claims, including estimates as to likelihood of prevailing settlement values and estimated timing of claim payment, is helpful data in negotiating any renewal with current underwriters or new participants.

Risk Control Services

- Determine GISD's risk control needs and long-term strategy
- Determine carrier risk control objectives
- Coordinate, implement, and oversee carrier-based risk control services

- Provide feedback on carrier risk control site visit reports and recommendations/guidance on responses to carrier risk control recommendations
- Accompany carrier risk control specialists on project assignments (as needed)
- Develop and implement specified risk control programs/projects as needs arise (maybe subject to additional compensation)

Administrative Services

The cornerstone to any successful and sustainable insurance risk management program is flawless service delivery. We are prepared to customize our services, so that GISD's needs are met.

Brokerage Services

The following is a listing of our core day-to-day service deliverables included within the scope of our brokerage appointment.

- Respond to detailed coverage questions within 24 hours, or next business day
- Respond to all other coverage questions within the hour
- Assist in preparing all program applications
- Assist with coverage terms and conditions negotiations
- Arrange meetings and negotiate with underwriters
- Review and deliver insurance binders, policies, endorsements, premium audits, retroactive adjustments, etc. within the timeframe outlined in the service plan and client service agreement
- Provide premium allocation and invoicing in accordance with your needs (USI protocol — invoice all premiums accurately within 48 hours of terms being finalized and provide a detailed cover letter along with all invoices to facilitate better understanding and payment instructions)
- Oversee coverage dispute issues
- Provide Certificates of Insurance in accordance with your needs and customize where appropriate (USI protocol — 100% accuracy, 24 hours or less turnaround)
- Provide automobile identification cards in accordance with your needs and customize where appropriate (USI protocol — 100% accuracy, issued five (5) days prior to binding, immediate turnaround on requests post binding)
- Prepare Schedules of Insurance at inception, anniversary and update as required
- Create and maintain a monthly open-items list, schedule monthly meetings (or as needed) to ensure continuing quality of service throughout the plan year
- Prepare and deliver Stewardship report in a mutually agreed upon format
- Contractually-review insurance and indemnification provisions
- Provide InsurLink, a collaboration and self-service resource web portal, which provides e-services such as 24 hour a day, seven day a week access to your insurance program and the ability to issue your own certificates and pay your bills online
- Conduct risk review of facilities for liability exposures
- Review policies and forward to GISD within 60 days of receipt, correspond with carrier for correcting endorsements
- Obtain a list of all certificates of insurances provided to GISD by contractors, subcontractors, vendors, and suppliers, if requested, and review upon receipt
- Conduct independent file review of selected policies (performed by a non-team member)
- Review carrier loss control recommendations, prioritize and develop alternative solutions
- Conduct research on special projects (claims issues, adequacy of limits, jury verdict polling)
- Provide casualty manuscript wording (as necessary)
- Provide in-house coverage education sessions (as necessary)

Analytical Services

- Develop benchmarking data on costs, retentions and limits
- Perform loss forecasts and accrual analysis
- Perform risk retention analysis

- Provide program comparison and cash flow modeling
- Provide cost of risk allocation strategies (as necessary)
- Perform collateral reduction analysis (as necessary)
- Administer merger and acquisition analysis (as necessary)
- Catastrophic claims investigation

Coverage Analyses

We will provide you with a full review of current policies to ensure that the broadest terms and conditions in the marketplace are included in your coverage. We will provide you with a policy summary by line of coverage highlighting essential terms and conditions. We will also identify any shortcomings in your policy coverage and advise you of solutions to mitigate those issues. Our local and national claims advocacy group will work closely with you to resolve any coverage disputes between you and your insurers.

The following is a summary of the day-to-day services and support that USI will provide Granbury ISD. This is a fluid list, so we expect to adjust this once we better understand your operations, internal resources, and priorities.

Service	Our Commitment to Excellence
Certificates of Insurance	▪ 24 hours or less turnaround with 100% accuracy ▪ Request information form design/review ▪ InsurLink tool made available to GISD for self-service certificate issuance, if desired
Auto ID Cards	▪ Immediate turnaround time with 100% accuracy ▪ Overview of State requirements
Client Inquiries	▪ Account manager available all business hours/days by phone and/or email ▪ Immediate response to any inquiry
Open Items Review	▪ Bi-monthly, monthly, or quarterly conference calls ▪ Establish realistic due dates ▪ 100% closure of open items by due date
Market Updates	▪ Real-time ongoing updates ▪ Formal semi-annual update report and impact analysis ▪ Legislative and industry updates provided ▪ Seminars, workshops, webinars on timely issues and information
Stewardship Meeting	▪ 180 days in advance of client's renewal ▪ Strategic discussion ▪ Program and market analysis ▪ Placement objectives, success metrics, and timeline ▪ Presentation of formal report on past years' accomplishments and activity as well as future strategy and objectives
Accrual Analysis	▪ Provide quarterly assessments of liability accruals ▪ Determine appropriate level of funding ▪ Annual projection provided for audit ▪ Cost allocations as needed
Program Documentation	▪ Performance metrics for carrier issuance ▪ All program documents issued by carrier within 60 days ▪ Delivered to client within 30 days of receipt ▪ Thorough review with 100% of corrections identified prior to delivery ▪ All corrections requested from carrier immediately after review of documents
Underwriting Database and Manual	▪ Risk Management is provided with an underwriting database which can be maintained in the InsurLink client portal, if desired. ▪ Upon completion of each renewal cycle, a program manual is prepared and presented to GISD which includes details on every aspect of every policy including

Service	Our Commitment to Excellence
	limits, retention, terms, conditions, and pricing. This will also be available in the InsurLink client portal if desired.
Consultative Support	▪ We are committed to supporting GISD to the extent that we would be available for advice and counsel to ensure that your program performs optimally
Contractual Liability Review	▪ Review current contractual practices ▪ Develop a contractual checklist outlining standard and special provisions ▪ Review all contracts as provided by GISD, for appropriateness of coverage and hold harmless agreements
Premium Invoicing and Payment	▪ Within 48-hours of finalizing terms ▪ 100% accuracy, detailed cover letter ▪ InsurLink tool made available for electronic payment of agency-billed invoices ▪ Submit payment to carriers on behalf of GISD

Client Engagement Process – USI's Consultative Approach

Our client engagement process will be the cornerstone of our commitment to great service, successful marketing, and creative solutions. We will invest significant time and resources into understanding GISD and creating a close working relationship. The following graphic details our high touch, high impact client engagement model. From the very beginning of our relationship to the final presentation of your insurance program, we will follow the client engagement process to ensure that quality never diminishes.



Communication is the centerpiece of this process. Our team is motivated to understand your business, anticipate your needs, suggest unique solutions, and consistently deliver outstanding service. We will work collaboratively with GISD, acting as an outsourced Risk Management team. This close working relationship will allow us to achieve optimal results on your behalf.

- **Review** and evaluate current insurance programs
- **Assess** environment and business operations
- **Identify** full range of current and emerging business risks
- **Plan** and develop client service management strategies
- **Deliver** "best in class" services consistent with agreed-upon objectives
- **Review** performance and continually optimize plan to increase value

We define our services by first understanding your needs. Our first step, if appointed as your broker, will be to meet with GISD to better understand your business, operations, goals, objectives, and the metrics that will be used to measure success. Then our team will work with you to assess how well risks are currently managed by the business units, the likelihood and projected magnitude of each risk, and how they might impact not only the individual business units but also the rest of the organization.

At the beginning of our partnership with GISD, our team of professionals meets regularly with you. We believe regular meetings are important to address ongoing and changing exposures, and frequent communication enhances our ability to satisfy your business needs.

Throughout the insurance cycle, USI engages in several key meetings with our clients as detailed in the following table.

Strategy and Goal Setting Meeting	Renewal Strategy Meeting	Renewal Proposal Meeting	Stewardship
▪ Identify client business goals, risks, costs of risk trending, and market outlook ▪ Set risk management goals and address: – Pre-loss mitigation – Risk finance – Post-loss cost containment – Align client risks/ concerns with USI resources	▪ Review exposures, loss history, historical pricing, and policy wordings/exclusions ▪ Review market conditions for each line of business ▪ Review analytics, as needed, including forecasts, stratification, retention, collateral, CAT modeling, benchmarking ▪ Set specific goals and options desired for each renewal ▪ Develop a marketing and negotiation strategy ▪ Establish a timeline and team assignments for execution	▪ Present renewal quotations and available options ▪ Explain the advantages and disadvantages of each option, including cost/benefit analysis ▪ Provide analysis of collateral and cash flow impacts of each option ▪ Provide USI's comprehensive recommendations with supporting analysis	▪ Review goals established for the year and progress made on each ▪ Review continuing objectives and plans with timeframes for completion ▪ Obtain client feedback on what went well and areas where improvement is needed ▪ Plan risk identification and assessment update for completion and review at the strategy and goal setting meeting

Keeping Abreast of Regulatory Issues & Trends Affecting the Company

USI team members stay abreast of changes and developments in the marketplace through regular and on-going conversation with carriers, underwriters, and other marketplace professionals; subscriptions to industry-specific periodicals and publications; continuing education courses, webinars, and seminars; and membership and participation in industry-related groups, professional societies, and trade associations.

We receive changes in pricing and underwriting guidelines directly from the carriers themselves. We augment this information with insights on claim or loss trends impacting appetite or discretionary pricing factors gleaned through the conversations we have with — and feedback we receive from — the clients we insure and renew annually.

Cutting Edge Research to Stay on Top of Industry Trends

Your dedicated service team will keep GISD apprised of new and emerging developments we believe will create opportunities or challenges for you with respect to your risk programs, including concerns related to the relative financial condition of the insurers with whom we and our clients do business.

We will disseminate this information to you using an array of media based on your preference, including phone, email, web, white papers, and seminars. These communications will address topics such as risk management techniques, the state of the market, carrier solvency, new products, legislative and regulatory changes, emerging torts, and best practices.

In addition, USI also offers an "**Executive Insights**" landing on our website which has articles on various topics across lines of business and lines of coverage that are timely and of interest. These articles – and the most recent "**Market Outlook**" with expert analysis on challenges, industry trends, and solutions for organizations across the P&C market – can be found at: https://www.usi.com/executive-insights/executive-series/.

Our Risk Control Service Team provides several **white papers and webinars** per year on the status of the insurance industry, industry-specific trends, risk optimization topics, alternative program structures, and other topics. These webinars are free of charge to clients and non-clients, and typically considerable time is allotted for a question and answer period.

Your team will have access to all this information and will pass on items that are relevant or of interest to you.

USI follows the news and collects information from markets and regulators on new developments in their respective lines of business. They produce risk advisories on new developments that are communicated to all team members when released. Your team will have access to all this information and will pass on items that are relevant or of interest to you.

As part of our ongoing service dialogue with GISD, we will discuss market developments, underwriting trends, the litigation environment, and other matters impacting the availability and cost of insurance coverage. At our annual pre-renewal strategy meeting, we typically have a detailed discussion of the current state of the insurance market and relay our thoughts and recommendations regarding coverage structure. Throughout the course of the year, we update our recommendations and provide additional observations based on current developments in the insurance market and the changing needs of GISD. We forward industry commentary and articles of interest to our clients on a regular basis.

We gather market information from our own experience in placing similar risks, by participating in various industry organizations (i.e., Risk & Insurance Management Society and CPCU Society) and through internal resources.

USI also uses a host of external sources to keep up to date including:

- A.M. Best (Bestwire Services)
- Advisen
- Bisys
- Carrier Notices
- Dow Jones Newswires
- Insurance Newlink.com
- Lloyd's Broker Market Update
- Roughnotes, including IMP (Insurance Marketplace)
- Workers' Comp Executive Newsdesk

USI also has a centralized resource, Market Management team, which provides the field with market security recommendations based on financial and other relevant information that is available at the time of placement. USI is not a guarantor of the solvency of insurers with which its agents place business. The goal is to use all reasonable measures to do business with financially healthy insurers.

Our core services include:

Core Services	
Broker Service for "Leading Edge" Risk Management	▪ We are your outsourced risk management unit: ▪ Helping protect assets, reduce liability, and lower your cost of risk ▪ Customizing protection that benefits your bottom line ▪ Working closely with you to ensure we clearly understand your risk tolerance and financial goals ▪ Helping you make better decisions about risk via our research and analytics team ▪ Providing cutting-edge solutions and market clout for best-in-class results
Risk Management Services	Managing risk by identifying and controlling potential sources of loss is the most effective strategy to protect your business and control insurance costs. We will identify and analyze your company's risks and then find solutions to help you eliminate or minimize them. We quantify risk to let you weigh the trade-offs between risk assumption and risk transfer. Also, we evaluate risk-funding options, such as deductible plans, retrospectively rated programs, captive insurance subsidiaries, and qualified self-insurance. Services we offer include:

Core Services	
	▪ Risk identification and assessment ▪ Enterprise risk management ▪ Insurance procurement ▪ International risk management/global solutions ▪ Claims management services ▪ Contract review ▪ Risk retention analysis ▪ Certificate management (1st and 3rd party) ▪ Property catastrophe modeling ▪ Risk control ▪ Business continuity ▪ Loss forecasting ▪ Captive feasibility and alternative risk solutions ▪ Acquisition and divestiture due diligence ▪ Surety services ▪ Property protection engineering ▪ Environmental consulting
Insurance Services: Property and Casualty Placement	We will provide you with access to worldwide insurance markets and the leverage needed to fully represent your interests with strong underwriters. We have the financial clout to secure the pricing and terms that align with your financial goals. Our partnerships with these and other markets are long-term. In addition to daily contact with underwriters and market personnel, we employ full-time marketing teams for workers' compensation, property and casualty, and executive liability coverage. These professionals support our client service teams by maintaining market partnerships, seeking alternative markets for coverage segments, and evaluating traditional and innovative opportunities to reduce overall insurance costs and provide coverage enhancements. You — Granbury ISD — are part of our team interfacing with carriers and building and maintaining a three-way partnership: Insured + Carrier + Broker.
Analytics	The Analytics Practice provides analytical consulting for risk management clients. Services include loss forecasting and accrual studies, collateral reduction analysis, risk retention analysis, program comparisons and cash flow modeling, cost of risk allocation, and risk bearing capacity analysis.
Collateral Optimization	USI understands both an insured's cost to maintain collateral and its effect on an organization from a strategic growth perspective. Utilizing a holistic approach to collateral reduction, USI begins with a collaborative strategy and ends with a mutually agreed collateral instrument. Understanding the "drivers" of collateral, USI can evaluate an insured's risk control strategy, post-loss claims mitigation strategy, and collateral calculation. By combining the financial products and capabilities of our organization with senior management carrier negotiations, our clients can be confident they are achieving the best collateral outcome possible.
Alternative Risk Solutions	Our service team can help the following types of clients: clients that have unique balance sheet issues, exposures to losses that aren't easily addressed in the traditional marketplace, and those willing to consider alternative solutions that go beyond conventional insurance products. USI maintains relationships with all the major Alternative Risk Transfer insurers and reinsurers and meets regularly with them to ensure we are staying current on any new developments. Solutions include captives, integrated risk programs, dual trigger programs, credit enhancement solutions, collateral replacement alternatives, and weather-related products.
Certificate Management System	The USI Account Management team for GISD will handle all certificate related questions, and turnaround time for insurance is within 24 hours, or sooner. Additionally, USI invests in resources to produce secure paperless web-based tools that allows us to electronically communicate with clients. The El Paso office generates thousands of certificates each month, with many requests being on short notice.
Contract Review	Contract review is part of the standard consulting services we provide to our clients. We can analyze leases and vendor contracts, providing recommendations to contain costs and minimize potential impact to the business. Our reviews include scope of work, indemnification, limitations of liability, and insurance requirements. We can provide a draft contract insurance manual breaking out coverage requirements by type of contract — all tied to the scope of work. Our advice will always be from an insurance standpoint and legal advice should be sought as well when dealing with contracts.
Risk Control Solutions	We believe that employees are an organization's most valuable asset. We understand the importance of ensuring employee safety, while maximizing the use of insurance in a cost-effective manner. We normally suggest the following risk control strategies:

Core Services	
	▪ Exposure assessment ▪ Ergonomic evaluations ▪ Business interruption analysis ▪ Business continuing planning ▪ Regulatory compliance ▪ Training on environmental, health, and safety topics ▪ Fleet site safety evaluations and safety training, workplace safety training to mitigate risk, online training through Risk Management Center ▪ Workplace violence workshops ▪ Return to work/modified duty consultation ▪ Seminars and workshops including OSHA courses
Property Loss Control	Fire/life safety assessments – provide regulatory consultation and code compliance review of safety and health programs: ▪ Catastrophe perils modeling ▪ Property valuation services ▪ Emergency planning ▪ Property protection assessments – Anticipate and analyze potential loss areas and develop workable solutions ▪ Coordination of carrier loss control services ▪ Advocacy and cost benefit analyses surrounding carrier loss control recommendations
Claims Advocacy and Consulting	USI offers a comprehensive suite of claim services and is committed to the delivery of responsive advocacy and strategic consultative services with the primary goal of optimizing outcomes in the event of a loss or claim. Our approach blends the attentiveness of expert professionals with seamless access to pan-regional and national resource depth and specialization. Our objective is to complement and support your overall risk management objectives by providing advice and deploying resources to support your risk management objectives: ▪ Assist clients in evaluating claim strategies and maximizing insurance recoveries ▪ Conduct strategic claim reviews on a pre-determined frequency to ensure that insurers and/or third-party administrators are effectively managing claims and aggressively pursuing resolution ▪ Perform quantitative and qualitative loss data analysis including loss triangles, and identify claim trends and opportunities for program improvement ▪ Provide claim advice and assistance as needed, including resolving any claim handling performance issues that may arise ▪ Conduct claim audits to evaluate insurers' and/or third-party administrators' performance relative to claim handling best practices and service specifications ▪ Develop action plans on complex claims, high exposure claims, or high-profile claims and provide claim status reports regularly ▪ Advocate on our client's behalf on all coverage issues including reservation of rights and coverage denials ▪ Assist in the timely resolution of the claim including negotiating coverage issues and, if necessary, escalating the matters with senior management at the carrier ▪ Monitor claim reserving practices and negotiate claim reserve levels to reflect probable ultimate outcome
Surety	Our National Surety Practice consists of approximately 80 commercial and contract Surety professionals operating in 20 office locations across the country. Our bond clients range from small companies with miscellaneous bonds to corporate Surety programs for Fortune 500 companies both domestically and internationally — across all industry segments including business material companies.

Beyond the normal property, liability, and automobile exposures, we offer placement of these critical coverages:

Additional coverages	
Employment Practices Liability	The relationship between the employer and employee has become increasingly complex, and this has given rise to new insurance coverages to protect the employer. These coverages include wrongful termination, sexual harassment, and other coverages. It is important that you understand your exposure to loss in these critical areas.
Cyber Liability/ Network Security	▪ Inadvertent transmission of a computer virus, Trojan horse, key logger, etc. ▪ Sending an email that crashes another party's network ▪ Failure to prevent unauthorized access to computer systems by a third party or an unauthorized employee ▪ Disclosure of or misuse of confidential information ▪ Allegations of infringement of copyright, trademark, trade name, title, or slogan ▪ Allegations of defamation because of emails, web content, blog, or forum postings ▪ Privacy Liability: Covers liability of the company arising out of the unintentional and unauthorized disclosure or loss of non-public personal information or confidential corporation information in any format ; this provides protection against a violation of any privacy regulations including the HITECH Act, HIPAA, GLBA, and Massachusetts 201 CMR 17 or the failure to comply with the company's own privacy policies ▪ Internet Liability: Damages arising when your internet service provider goes down or is hacked ▪ Web Content Liability: Damages and defense costs arising from claims of libel, copyright or trademark infringement, or defamation; damages to a website by a hacker or disgruntled employee ▪ Electronic communications: Damages and defense costs arising as a result of electronic communications, such as breach of confidence or infringement of any right to privacy, intellectual property rights, or any statutory duty (Example: some states now require notification to those affected by a loss of private information and provision of credit monitoring services at your cost) ▪ Intangible assets: Damages to code, data, etc. ▪ Network extortion threat and reward payments: Reimburses the company for any extortion expense and reward paid by the company as a direct result of network extortion threat
Directors & Officers Liability	This coverage agreement provides protection for the directors and/or officers of the insured corporation against claims resulting from alleged breach of duty, negligence, error, or omission while acting in their capacities as directors and/or officers.
Pollution Legal Liability	This coverage helps mitigate the environmental risks that come with owning or operating a commercial real estate facility or site. We can design a policy to provide coverage for pre-existing unknown conditions, new conditions, on-site and off-site third-party coverage for cleanup costs, bodily injury, and property damage.
Fiduciary	The Employee Retirement Income Security Act of 1974 imposes personal liability on Fiduciaries of employee welfare plans for acts of mismanagement or errors in judgment. This policy will pay on your behalf all sums you become legally obligated to pay as a result of any Wrongful Act. Wrongful Act means a breach of fiduciary duty, including negligence, by you in the discharge of duties as respects Trusts or Employee Benefit Plans.
Professional Liability	This coverage is designed to protect professionals (e.g., agents and brokers) against liability incurred as a result of errors and omissions in the performance of their professional duties.

NATIONAL PROPERTY ANALYTICS & PLACEMENT GROUP

The USI national property analytics and placement group, led by Jeff Buyze, consists of specialists in mono-line property underwriting, analytics, and placement with a strong technical property background. Many of our specialists have decades of experience in underwriting with carriers. Our property specialists are located within our local offices, close to our clients—not in placement hubs, so we can deliver timely solutions that result in a demonstrated financial impact to your organization. When you work with USI, this group is included in your services, and you automatically receive access to the collective knowledge and experience of our local, regional, and national group.

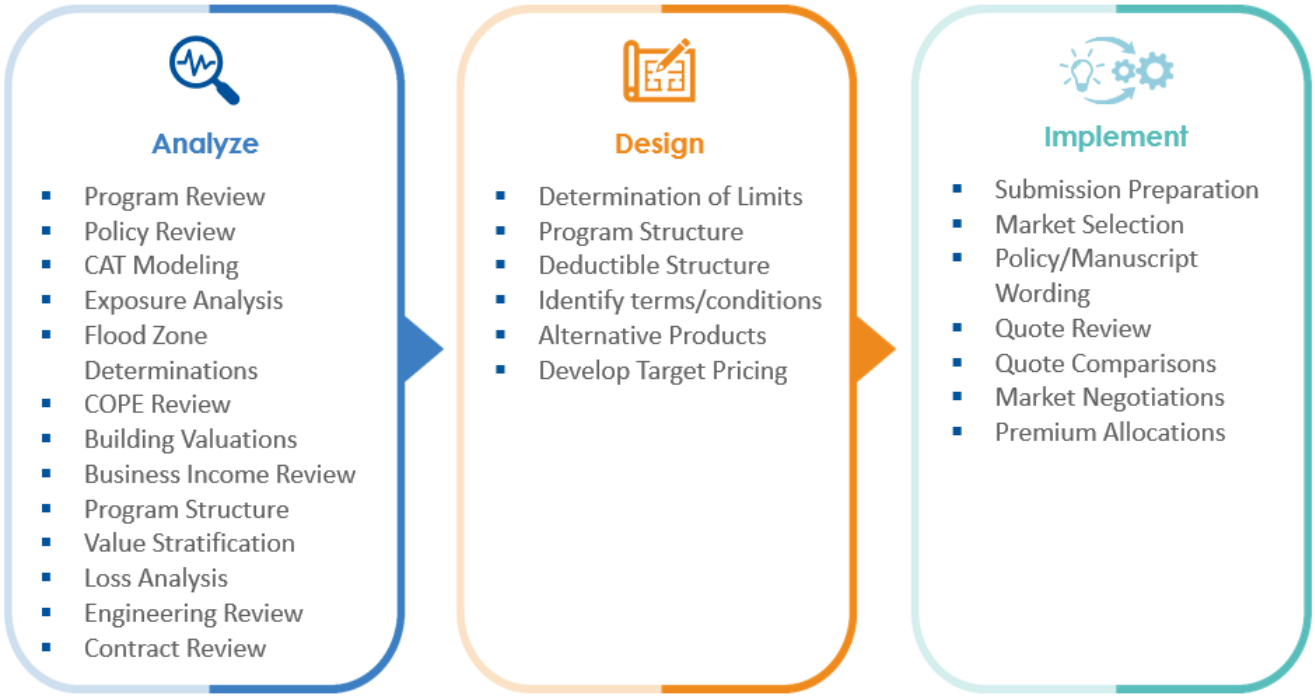
Our Property Analysts & Placement Colleagues Have Expertise In:

- Large property quota-shared and layered programs
- Global property programs
- Excess placements for specific perils like wind, earthquake and flood
- Monoline Terrorism programs
- Builder's Risk programs
- Stock Through-Put programs
- Inland Marine Programs
- Deductible Buy-Downs
- Equipment Breakdown
- Alternative Risk Financing
- Parametric insurance products
- Coverage design and specifications
- Composing manuscript wording for policies
- Review and modification of third-party insurance requirements
- Policy review and comparison
- Review of valuations for buildings, contents and business interruption
- Catastrophe modeling interpretation and guidance
- Exposure analysis for natural catastrophe perils such as flood, earthquake, hurricanes, tornado, hail and wildfire
- Review of COPE data for complete and accurate submissions
- Premium allocations for large schedules of values with multiple entities

How Our Work Benefits Clients

By having our team pre-underwrite your risk with the same tools used at the carriers, we have unmatched insight to design and place your property program around your exposures, your risk tolerance, your budget and your third-party requirements. We review and assess your program every year to ensure it is cost-efficient, adequate for the exposures present, and ready to adapt to evolving market conditions. As the market fluctuates, insurer appetites change, and new products are released in the market. Through our annual review you will be stay apprised of all the activity to make informed decisions to benefit your program. When you are acquiring or divesting assets, we can complete the same process to assist with due diligence or program restructuring after the closing to ensure your limits, retentions, and coverage stays current with your changing risk profile. By having USI complete this process annually, you will have the most current information with the latest strategies to approach any market condition or issue facing your program.

Property Analytics & Placement Process



We provide a comprehensive, thorough review of your property program starting with detailed analytics using the same tools the carriers use to price and underwrite your risk. We conduct this pre-underwriting process internally before any submission is sent into the market, giving you unmatched insight into your exposures, data quality, adequacy of values, program design, losses and risk control measures. Completing this process allows us to design your program using data and analytics, all while contemplating your risk tolerance, third-party insurance requirements, budget and goals. Once complete, our team will provide you with recommendations to lower your total cost of risk or provide options for a more cost-efficient program design, focusing on the items that will provide the largest financial impact to your organization. This process creates a road map for long-term risk improvement, continuously improving upon the data provided while offering alternative strategies for risk transfer.

Our analysis of your program will include the following:

- **Spread of Risk** – Review of concentration of values in geographic areas to determine total values exposed to specific types of losses and identify the appropriate program limits.
- **COPE Review** – Review of data points for construction, occupancy, protection and exposures to evaluate data adequacy and identify areas of improvement for reduction of total cost of risk.
- **Valuation Review** – Analysis of building values and business interruption values for adequacy and alignment with market expectations.
- **Catastrophe Modeling** – Completed for hurricane, earthquake, severe storm (tornado/hail/straight-line winds) winter storm, inland flood, pluvial flood, storm surge, wildfire and terrorism to review probability of loss and premium estimates by peril.
- **Utilization of Secondary Characteristics** – Identify additional building details that would improve catastrophe modeling loss estimates and premium estimates.
- **Loss Analysis** – Completed to determine whether any change in deductibles is appropriate, given past loss experience and potential future exposure.

- **Probable Maximum Loss (PML) and Maximum Foreseeable Loss (MFL) Analysis** – The PML results are used to establish coverage layer breaks and the MFL analysis is used to determine appropriate limits to purchase.
- **Risk Control Recommendation Review** – Completed to identify and prioritize outstanding risk control recommendations made to reduce hazards or mitigate losses.
- **Policy/Coverage Analysis** – A comprehensive review of limits, deductibles, exclusions, conditions, and endorsements to evaluate whether existing coverage is sufficient or should be modified based on the analytics completed.
- **Program Design** – Used to evaluate optimal program structure to obtain cost-efficiency given the analytics, risk tolerance, third-party requirements and budget. Also reviews the potential for alternative products or alternative risk financing techniques.

Property Valuation Services

Assessing your property values is an important step in the renewal process since your coverage and limits purchased are derived from the values you report to the carriers. The cost to repair or replace your buildings and personal property are impacted by inflationary trends factoring in cost of labor, cost of materials, availability of labor and other items. Valuations need to adjust over time to reflect the current cost to repair or replace building or contents should a loss occur. Similarly, your business interruption values, which change as your revenue increases or decreases, need to also be evaluated at least annually or when acquisitions or divestitures occur.

USI uses various software platforms and benchmarks to advise you on property valuations. Whether it be your building values, equipment values, content values or business interruption values, USI has the tools, resources, and experience to keep your values in alignment with market expectations and current replacement cost estimates. Our Property Analytics & Placement group provides the following services to evaluate the adequacy of your property values:

- Reviewing your current statement of values for key data points that factor into the valuation of the building, contents, or business interruption calculations
- Gathering or confirming any missing information through various software platforms, previous appraisals, or previous risk engineering reports completed to assist in developing the correct replacement cost estimates
- Completing a benchmark review of your building, content, and business interruption values
- Utilization of CoreLogic (aka Marshall & Swift) and E2 value valuation software to estimate the appropriate replacement cost
- Assist with completion of Business Interruption and Extra Expense worksheets to evaluate the values reported
- Review pre-emergency and business continuity plans to evaluate their impact on the business interruption values reported
- Provide recommendations for building, contents, and business interruption values based on the analysis completed along with estimated premium change based on current program rates
- Engage with third-party appraisal firms to appraise single locations or multiple locations if needed

Keeping current with valuations and market expectations is a critical component of every renewal. As these replacement cost factors and your revenues change over time, it is critical to review these values every year to ensure your values are adequate, avoiding under-insurance, harmful exclusions, restrictions, or warranties placed on your policy that will result in a lower claim recovery following a loss. USI will complete this review every year to ensure you are reporting adequate values to align with your changing exposures.

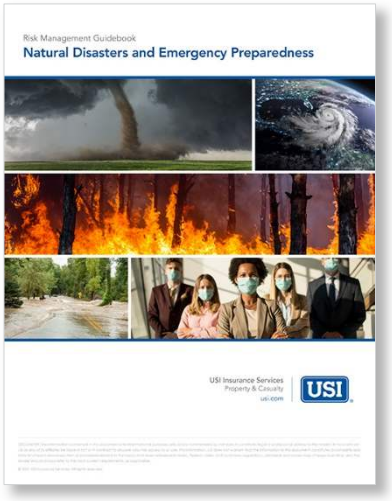
Catastrophe Resources

Our national property claims unit is managed by Mike Gallagher. Together with his team, it is their mission to aggressively advocate our clients' claims on their behalf and take charge in a coordination role from the beginning. In a catastrophe loss situation, the adjusters will initially be overloaded. Whatever we can do to make their job easier, we will do to expedite the process. This includes organizing with the client all the various resources that will be needed at one point or another: emergency contractors, salvors, forensic accountants, independent adjusters, policy holder attorneys and miscellaneous other consultants. We maintain an up-to-date contact list of all adjusters and vendors who we will need to call upon.

Catastrophe Planning

Pre-loss planning, along with specific and well-informed claim advocacy, will help to streamline the adjustment process after a major loss and facilitate the most favorable resolution for our clients. In its simplest form, we take the following steps with a new client and thereafter review annually at renewal and/or strategy meetings:

- Review of policy language specific to client exposures and identify how specific coverage will respond to various CAT scenarios
- Identify and assign an agreeable adjuster and educate that individual on the program structure and exposures prior to loss
- Assist the client in understanding the benefits of aligning with vendors (such as those mentioned above) on a pre-loss basis and the role they can play in aiding their recovery after a major catastrophe
- Identify each member of the claims team and establish protocols for the adjustment process that will follow any major loss



Hurricane (& Flood) Preparedness: A Risk Management Guidebook

If GISD does not currently have a formal hurricane & flood preparedness plan, we will put this together for you. We begin with the captioned base document we can tailor to your needs. We offer the same for flood preparedness. The basics that are addressed include:

- Preparedness outside and inside the building, the emergency response team and the response team equipment and materials
- What to do during the hurricane
- What to do after the storm
- A hurricane checklist
- A recovery/restoration checklist
- Important resources and links

Client Emergency Preparedness Claims Kit

This document is designed to make preparation and claims reporting a smooth and efficient process and includes:

- The USI Office Location Directory – contact information for each USI office
- Claims Reporting Procedures – overview of the claims reporting process
- Insurance Company Claims Reporting Directory – 1-800 numbers for most insurance carriers
- Property Loss Investigation – guideline on managing/facilitating your property loss
- Important Phone Numbers – FEMA, Red Cross, Ready.gov, National Hurricane Center, etc.
- Small Business Administration Information – disaster assistance for businesses of all sizes with basic tips on how to prepare for and obtain financial assistance

- Property Loss Notice and Content Form – blank form that identifies the basic loss information you need to provide to USI and/or your insurance carrier when reporting a claim

Catastrophic Claim Management

It is often said, a broker earns their keep after a major loss. A broker should be expected to do more than report the claim and then follow its progress. We are fully involved in the claim process providing guidance and direction throughout, with the goal of maximizing policy benefits in the most efficient manner possible.

After a loss, our actions include but are not limited to:

- Understanding the specifics of the loss to develop a strategy for both the property damage and time element claims
- Reviewing all applicable policy forms to maximize coverage response while minimizing the impact of sub-limits and deductibles
- Establishing communication protocols to create as much efficiency and specific ownership of roles and responsibilities as possible throughout the adjustment process
- Leveraging our relationships with partners in the claims process (i.e., adjusters, insurers, etc.) to drive favorable results
- Maintaining routine and scheduled calls to follow up on deliverables and assure the process stays on track
- Identifying experts/consultants that can provide professional assistance with documentation and preparation of the formal claim
- Pursuing partial payments
- Submitting the formal claim and addressing questions/concerns with the insurers as to quantum or coverage issues
- Assisting in the negotiation and final settlement

Typical Catastrophic Claim Issues

Most direct physical damage claims are relatively straightforward; however, with CAT events, there are transportation, power and commercial disruptions. There are several additional or extended coverages that have played predominantly in big claim settlements – Civil Authority, Ingress/Egress, Service Interruption and Contingent Time Element or Supply Chain Coverage. It is often difficult to secure documentation supporting claims of these types, so it is important to understand the coverage triggers and what specific documentation will be required by the insurers. Your USI team knows the questions to ask regarding these extended coverages and the specific policy limitations to remove to assure maximum coverage response. As mentioned earlier, this thorough review of policy language will be a key step in our pre-loss planning.

In summary, it is all about being proactive. You cannot stop the wind from blowing but you can plan ahead to protect your properties, deal with the aftermath, get your business back up and running and rapidly collect insurance proceeds. Our USI risk consulting resources are ready to partner with GISD to this purpose

To learn more, please visit USI's **Natural Disaster Planning** page at: https://www.usi.com/natural-disaster-planning/

TECHNOLOGY-DRIVEN RESOURCES

eRisk Hub®

Resources to Help Prevent and Mitigate Network and Privacy Breaches

eRiskHub®

Resources to help prevent and mitigate data, network, and privacy breaches.

How prepared are you?

When should you report a breach?

What help do you need to recover?

Who can help when you have a breach?

- **Breach Coach™** – Our Breach Coach service, staffed by attorneys who are certified privacy professionals, provides immediate triage assistance in the event of a breach.
- **News Center** – The news center keeps you up to date with cyber risk stories, security and compliance blogs, security news, risk management events, and helpful industry links.
- **Data Breach Calculator** – The calculator estimates the cost of a data privacy incident accurately and realistically. It factors in data points like type of data compromised, the location of the data and if this was an organization's first event.
- **Learning center** – The learning center contains best-practices articles and white papers written by leading technical and legal professionals on compliance, network security, privacy, and breach recovery.
- **eRisk resources directory** – From security consultants to PCI (Payment Card Industry) and FACTA (Fair and Accurate Credit Transaction Act of 2003) specialists, to forensic investigators, to eDiscovery specialists, the eRisk resources directory helps you quickly find external resources with deep experience in pre- and post-breach disciplines. Information about their services, pricing, and key personnel is provided.

Risk Management Center

Web-Based Enhanced Safety Resource for Bottom Line Results

Risk Management Center

Web-based portal

Free safety programs

Wellness and health management content

Educational webinars

English and Spanish language

Online training and learning management system

Streaming safety videos

Search feature

Save frequently referenced materials to My content area

- Safety policies and programs.
- Online training and PowerPoints.
- Streaming safety videos, Toolbox Talks, and Learning Management System (LMS).
- **Audits and safety observations** – this mobile feature can organize, create, target, and resolve issues before they become incidents.
- **Certificate of insurance tracking** – turns COI tracking into a desktop function to manage certificates of insurance from all sources. Upload and archive COI, RMC tracks and reviews expiration, coverage limits, and policy detail.
- **Incident/Accident reporting** – generates incident reports, OSHA 300 log, and first report of injury. Track claims costs, near miss and all incident types. Provides trending graphics based on data input and tracks liability, property, environmental and fleet incidents.
- **Safety Data Sheet (SDS) tracking** – this desktop access feature assists with maintaining a chemical database by location, find SDS information online, and print hazard labels.
- OSHA recordkeeping.
- **HR and benefits resources** – includes customizable employee handbooks, recruitment and hiring best practices, training, and so much more.
- **Ask the Expert** – provides direct access to safety professionals.

InsurLink

Our Portal for Client Collaboration and Self- Service Resources

InsurLink powered by Vertafore

- **Certificate issuance** – Our service team will issue certificates of insurance for you. If you need to print a copy of a certificate or would prefer to issue your own certificates, you can use this service to instantly view, print, or email a certificate directly from your computer or mobile device.

Viewing or issuing certificates of insurance Viewing, printing, or emailing Auto ID cards Sharing information	▪ **Auto ID reprint** – View, print or email Auto ID cards. ▪ **Policy information** – Review policies and endorsements and other key program documents. ▪ **Document Sharing –** Post and update Statements of Value, schedules of insurance and similar documents. ▪ **InsurLink** service is at no cost to our clients.

ClaimsLens

Proprietary Claims Aggregation and Trending System

ClaimsLens Web-based solution Library of standardized loss trending reports Ability to create custom reports	▪ Uses individual client data to achieve best outcomes. ▪ **Puts the client in control** and providing enhanced decision-making insights. ▪ **Provides a tailored risk management** program focused on reducing claim frequency and severity, and the client's total cost of risk. ▪ **Demonstrates to insurance underwriters** what makes a client different/better than their peers, ultimately driving better pricing outcomes and reducing future retained losses.

USI Answerlytics™

Cyber & Privacy Liability

USI Answerlytics™ Proprietary cyber solution Designed to reduce exposure to risk Preferred access to cyber risk management providers at discounted pricing	▪ **Threat Identification –** Identifies client vulnerabilities (IT system weaknesses, remote work & mobile device use, managed security services, etc.) ▪ **Pre-Event Risk Management Solutions** – Cyber Answerlytics through USI's network of Answerlytics Curated Providers (ACPs). – Addresses key vulnerabilities; ACPs provide prioritized access to risk management solutions at discounted pricing; ACPs help clients improve cyber hygiene. ▪ **Improved Risk Transfer Terms** – Impact/Benefits (Optimal renewal terms, streamlined cyber procurement process, data and analytics, etc.)

CyberCube Analytics & Benchmarking

The Cyber Answer to CAT Modeling

CyberCube Powerful benchmarking resource State-of-the-art Cloud-based technology 22-question online assessment	**This assessment and resulting report:** ▪ Incorporates a broad sample of insureds. ▪ Uses Monte Carlo iterative modeling to create a sample set. ▪ Provides general observations for guidance. ▪ Offers decision making views for executives. ▪ Delivers rankings relative to industry peers. ▪ Assesses asset exposures, liability exposures, threat vectors, and security exposures.

USI PATH™

Uncover Top Business Risks & Unlock Significant ROI

USI PATH™ Proprietary Risk Control Platform	PATH™ will enable you to gain clear insights with visibility into top loss drivers and impact, including improvement areas by line of coverage that help position ROI and success to improve claims and outcomes.

Proprietary Risk Control Platform Offers indisputable data and a clear view into your industry risk profile	▪ Valuable insights into key loss factors and their impacts through a real-time, interactive experience. ▪ A way to uncover areas of potential improvement for your risk control programs and a path toward better claims results. ▪ Curated vendor solutions with preferred pricing and ROI projections.

USI ONE Advantage®

Business Analytics & Team-Based Consultative Process

 Real time, interactive, dynamic, and evolving, and customized for each client Built in-house by USI Subject Matter Experts A set of customized, actionable, measurable solutions with bottom line impact through cost reduction & coverage enhancement	▪ **O: Omni Knowledge Engine™** – USI's Proprietary Analytics – Omni captures the experience of more than 500,000 clients, thousands of professionals, and over 150 years of business activity through our acquired agencies into targeted, actionable solutions. ▪ **N: Network –** USI's Local and National Resources – Our local and regional experts ensure account team availability, hands-on service, and ongoing diligent follow-through so we can deliver on the solutions we customize for our clients. ▪ **E: Enterprise –** USI's Team-Based Strategic Planning Process – Highly consultative meetings integrate USI's Omni analytics with our broad resource network to build a risk management strategy aligned with client business needs. Our enterprise process is a proven method for identifying, quantifying, and minimizing client risk exposures.

Web-based Communications

 Can be accessed on our public website **www.usi.com**	▪ Client Advisories ▪ White Papers ▪ Webinars ▪ Industry-Specific knowledge and case studies ▪ **Executive Insights –** Explore your specific needs and discover customized solutions ▪ **Market Outlook –** Provides updates on insurance market changes over the past several months and forecasts trends

DISCLOSURES

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Compensation Disclosure

Information Concerning Our Fees

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

APPENDICES

APPENDIX I – KEY USI TEAM MEMBER BIOS

Meet the Team

CORE AND RESOURCE TEAM



Phillip Briscoe
Property & Casualty Consultant
El Paso, TX
Direct: 915.534.9412
phillip.briscoe@usi.com
Years of experience: 15+
With USI since: 2015

Phillip is a commercial insurance Property & Casualty Consultant with USI Southwest where he is responsible for account management, servicing, carrier negotiations, and direct placement of insurance coverages. His focus is on the Public Entity sector. Phillip has over 15 years of sales and insurance experience and has a comprehensive background in Property & Casualty insurance. He has been with USI since 2015.

Prior to joining USI, Phillip graduated with a Bachelor of Business Management degree and successfully managed his own business and a large manufacturing company. He is currently working on receiving his CIC designation as well as the ARM-P designation.

Phillip has been successful in helping to develop and grow our business prospects in the region, as well as serving on many boards that focus on helping the El Paso community and shaping the future of El Paso and the region.



Marcela Garcia
Commercial Lines Account Manager
El Paso, TX
Direct: 915.534.9461
marcela.garcia@usi.com
Years of experience: 20+
With USI since: 2002

Marcela is a Senior Account Manager with the USI commercial lines team located in El Paso, Texas. She joined the agency in 2002 as a Commercial Insurance Specialist. In her current role, she handles large commercial accounts with an emphasis on public entities, private schools, and distributors.

She has earned the Certified Insurance Service Representative designation and is working towards adding additional certifications to her career in insurance.



Colleen MacCrory
Regional Casualty Analyst
Houston, TX
Direct: 713.490.4796
Mobile: 832.423.5812
colleen.maccrory@usi.com
Years of experience: 14+
With USI since: 2023

Colleen MacCrory is a Regional Casualty Analyst out of the Houston, Texas office. She has over 14 years of industry experience and joined USI in 2023. She is responsible for program design, casualty analytics, and marketing of major accounts.

Prior to USI, Colleen began her career at Travelers Insurance Company as a Middle Market underwriting trainee in 2012. In 2017, she transitioned to their risk management National Accounts division where she underwrote bundled and unbundled large retention programs. While in National Accounts, she was responsible for several Fortune 100 casualty programs in a variety of industries.

She earned her BBA in economics and marketing, and a minor in mathematics from Baylor University in Waco, TX.

CORE AND RESOURCE TEAM



Jason Woodbury
Senior Vice President,
Regional Property Leader
Houston, TX
Direct: 713.490.4662
Mobile: 832.471.7327
jason.woodbury@usi.com
Years of experience: 30+
With USI since: 2020

Jason joined USI in 2020 as the Regional Property Leader for USI's Southwest Region. Jason has over 30 years of commercial property underwriting and placement experience. He is responsible for oversight, thought leadership, and alignment of USI services and solutions for property coverages for our clients.

Jason began his insurance career in 1996 as an underwriter for Liberty Mutual in their HPR/Property Special Risk unit in Dallas, TX. Focused on large real estate and manufacturing risks, Jason spent six years with Liberty Mutual in Dallas and Houston growing a multi-million-dollar premium book of property business. In 2002, Jason left the industry to pursue a lifelong dream of playing golf professionally. Jason returned to the property insurance arena in 2003 in Houston as a senior underwriter for CNA Insurance in their Large Property division, working on large real estate, healthcare, and manufacturing risks.

In 2005, Jason left CNA to become a property wholesale broker for CRC Insurance Services in Houston, TX. Jason spent the next 12 years working on a team that placed more than $20,000,000 in wholesale property premium annually, located mostly in hurricane-prone and flood-prone areas along the USA Gulf Coast. In 2017, Jason left CRC to help open the Houston brokerage office for Risk Placement Services, Inc. and continued with Risk Placement Services until September 2020 when he joined USI.

Jason is a 1996 graduate of the University of Wisconsin – Eau Claire with a Bachelor of Business Administration double-major in Marketing and Management.



Mike Rogers, AIC
Claims Manager
El Paso, TX
Direct: 915.534.9463
Mobile: 915.345.7165
mike.rogers@usi.com
Years of experience: 34+
With USI since: 1992

Mike Rogers is currently the Claims Manager for USI in the Austin and San Antonio, Texas locations. He has been performing claims advocacy and risk consulting services to commercial clients ranging from public entities to publicly and privately-held organizations for all types of claims for over 34 years.

Prior to coming to USI, he worked for Employers Casualty as a Claims Specialist, where he handled property, automobile, general liability, and workers compensation claims for clients spanning a wide variety of industries, municipalities, and school districts.

Since joining USI in 1992, he has performed claims advocacy and administration services for many non-subscriber programs, including what is believed to be the first true insured non-subscription program in Texas. He also has vast knowledge of the Texas Workers' Compensation Act, having been actively involved in several legislative and task force initiatives involving proactive changes in the Act.

Mike regularly provides training to our clients on a variety of risk management topics. He is proficient in data analytics where he generates recommendations to assist clients in reducing their overall cost of risk. His skill of effectively interpreting insurance policies have resulted in the reversal of many claim declinations.

A graduate of the University of Oklahoma, Mike earned a B.B.A. in Real Estate/ Finance with emphasis on insurance. In addition to holding a multi-line Texas Claim Adjuster License and a Local Recording Agent's license, he has earned the Associate in Claims (AIC) designation through the Insurance Institute of America and continues with studies toward the Certified Risk Manager (CRM) designation.

Mike is a graduate of Leadership El Paso class 26 and has served as a member of several local boards of directors, including as President of the Sun Bowl Association (Tony the Tiger Sun Bowl), Hospice of El Paso, local Children's Miracle Network Advisory Board, and the El Paso Center for Children.

CORE AND RESOURCE TEAM



Gregory J. Wilson, CIC, ARM, CRM, CSP
Partner, Southwest Region Risk Control Department Manager
Houston, TX
Direct: 713.490.4551
Fax: 484.652.5139
greg.wilson@usi.com
Years of experience: 28+
With USI since: 1998

Greg Wilson has extensive experience in risk control and insurance risk management, beginning his career at Liberty Mutual in the Loss Prevention department before joining CNA. He later served as Assistant Vice President at a regional insurance broker and, over a decade ago, transitioned to USI's Risk Management Consulting Division to lead Risk Control operations in the Southwest Region.

Greg and his team partner with clients to reduce the total cost of risk across workers' compensation, business auto, property, general liability, and select specialty lines. Prioritizing exposures for loss based on probability and severity, they develop strategies to protect assets and minimize loss. The team also coordinates safety and health services with insurance carriers and delivers innovative risk management and loss prevention solutions to diverse industries.

Greg holds a Bachelor of Science in Biology from Syracuse University and professional designations including Certified Insurance Counselor (CIC), Associate in Risk Management (ARM), Certified Risk Manager (CRM), and Certified Safety Professional (CSP). He frequently conducts client management training, webinars, teaches risk management principles for The National Alliance's CRM program, and contributes to industry standards through roles such as revising CSP/ASP exams for the Board of Certified Safety Professionals. Greg has served on multiple boards, including the Syracuse University Alumni Board, and as president of the Houston Syracuse University Alumni Chapter achieved national recognition for program excellence under his leadership.



Tim Losie
Partner, Senior Vice President & Regional Practice Leader, Executive & Professional Risk Solutions (EPS)
Houston, TX
Direct: 713.490.4627
tim.losie@usi.com
Years of experience: 26+
With USI since: 2016

Tim joined USI's Executive & Professional Risk Solutions (EPS) group in 2016. In his current role, he leads the Southwest Region EPS team, which focuses on the placement and servicing of USI's clients' management liability, professional liability, crime, and cyber coverages. As a super-regional leader, he also oversees the EPS efforts in the West and Northwest regions. Since joining USI, Tim has been recognized as a Power Broker® by industry publication Risk & Insurance®.

Prior to joining USI, Tim worked in these lines of coverage for nearly 16 years, most recently managing a 12-state region for one of the largest underwriters of management liability insurance in the United States. Tim also spent time as a broker in Aon's Financial Services Group in Denver, an underwriter at one insurance carrier and a claims adjuster at another, both in New York City. The breadth of his background gives him unique insight into both clients' and insurers' needs.

Tim earned an M.B.A. at The McCombs School of Business at The University of Texas at Austin and a bachelor's degree in economics at Ohio University in Athens, Ohio. Tim is an alumnus of the Andrew Beazley Broker Academy at Lloyd's (London). He is an active member of the Professional Liability Underwriting Society (PLUS).

Outside of the office Tim has volunteered his time as a mentor for Big Brothers Big Sisters, has participated in the building of multiple houses for Habitat for Humanity and is a regular participant in the USI Gives Back philanthropic efforts.

Tim grew up Michigan and Ohio and lived throughout the U.S. before moving to Houston. He has a passion for hi-fi audio/vinyl records, and he most enjoys simply spending time with his wife and two daughters.

CORE AND RESOURCE TEAM



Merry Davis, CPCU
Partner, Senior Vice President, Executive & Professional Risk Solutions (EPS)
Houston, TX
Direct: 713.490.4583
merry.davis@usi.com
Years of experience: 35+
With USI since: 1991

Merry is a Senior Vice President in the Executive & Professional Risk Solutions (EPS) group of the Southwest region of USI. Located in Houston, she has over 35 years of experience in the field of management liability insurance. As part of the EPS team, she focuses on policy analysis, program design, and marketing of our clients' executive liability coverages.

Merry began her career with a predecessor of USI in 1991 as an underwriter for our IBAT Bond Trust program, which was a captive that insured community banks in Texas for their Fidelity Bond, Directors and Officers Liability (D&O), and related insurance coverages. Merry was appointed a Vice President in 2001 and continued to manage the IBAT Bond Trust captive. In 2007, Merry joined the EPS practice where she represents our clients for their D&O, Cyber, and other executive liability insurance needs. Her experience includes design and placement of executive lines for complex private companies, public companies, IPOs, and reverse mergers. She also performs due diligence for clients working on acquisitions.

She is a graduate of The University of Texas at Austin, where she received a BBA in Risk Management and Insurance/Finance in 1990. She received her Chartered Property Casualty Underwriter (CPCU) designation in 1999.



Glynis Priester, CPCU
Senior Vice President, National Practice Leader Environmental Practice
Direct: 703.932.8332
glynis.priester@usi.com
Years of experience: 34+
With USI since: 2005

Glynis Priester is Senior Vice President and National Environmental Practice Leader for USI Insurance Services. Experienced in the insurance brokerage industry since 1992, she also has over 34 years of specializing in environmental insurance placement and risk management.

One of her primary specializations in environmental risk includes merger and acquisition work, supporting the environmental due diligence process of private equity firms and law firms from the perspective of environmental risk management and risk financing. She has also designed environmental risk management strategies for power and utility as well as energy customers.

Glynis also specializes in real estate risk including complex Brownfield redevelopment projects and large real estate portfolios, including mold liability exposures. She also focuses her efforts on developing risk-financing solutions for large, complicated environmental problems involving mega-Superfund liabilities, significant natural resource damage matters, or ongoing toxic tort liabilities.

Glynis was recognized as an "Environmental Industry Power Broker" by Risk & Insurance Magazine most recently in 2016, as well as 2007, 2008, and 2009. Other significant accomplishments include structuring the first environmental insurance cap policy for a portfolio of more than 80 power-generating assets acquired by a private equity firm in 1999 and again in 2000 for a portfolio of seven large coal-fired plants. She also developed an insured-fixed price program on behalf of many stakeholders for a complicated New York mixed residential and commercial brownfield project.

Glynis received her bachelor's in Government and Politics (1987) from the University of Maryland, College Park, Maryland. She also earned her Chartered Property Casualty Underwriter (CPCU) designation in 1992.

CORE AND RESOURCE TEAM



Matt Erskin
Senior Vice President, Regional P&C Markets Leader
Houston, TX
Direct: 713.490.4563
Mobile: 504.450.7931
matt.erskin@usi.com
Years of experience: 16+
With USI since: 2021

Matthew joined USI in Fall of 2021 as Senior Vice President and member of the Regional Senior Leadership Team. He maintains responsibilities for strategic relationships with all carriers and $1.5B in annual premium placements.

Matthew began his insurance career at Travelers Insurance in New Orleans as a Commercial Underwriter and was promoted to Managing Director for Louisiana and Arkansas in 2017. Most recently he transitioned as Managing Director for South Texas with Travelers in March of 2020.

Matthew currently serves as a Board Member for the IICF and a Council Member for the University of Houston Downtown Risk Management Program. He earned his B.S. in Physiology (2008) from the University of New Orleans and his M.B.A. (2010) from Louisiana State University.



Robb Pridemore, CRM, CSRM, CIC, AAI
President
El Paso, TX
Mobile: 915.534.9710
robb.pridemore@usi.com
Years of experience: 29+
With USI since: 1997

Robb Pridemore is the President and a Commercial Lines Insurance Advisor at USI, located in the El Paso, Texas office. He joined the agency in January of 1997 and has clients among a variety of different industries with an emphasis in public entities.

Robb attended the University of Texas at El Paso on an academic scholarship and graduated with a B.B.A. in Finance.

He has served with many civic and philanthropic organizations such as the Leadership El Paso Program with the Chamber of Commerce, Big Brothers, and the UTEP Alumni Association. Robb has earned the designations of Accredited Adviser in Insurance (AAI), Certified Insurance Counselor (CIC), Certified School Risk Manager (CSRM), and Certified Risk Manager (CRM). Robb holds a risk managers license and is licensed to do business in multiple states.

APPENDIX II – TPS QUOTE

Quality Since 1983

TEXAS POLITICAL SUBDIVISIONS

JOINT SELF INSURANCE FUND

"Complete Workers' Comp and Property/Casualty Solutions"

P.O. Box 803356 • Dallas, Texas 75380-3356

800-588-0013 • 972-361-6300 • www.tpspool.org

To: Phillip Briscoe

Agency: USI Southwest, Inc. - El Paso 3

Date: June 10, 2026

Reference: Granbury ISD

Property/Casualty Proposal

09-01-2026 to 09-01-2027

(Proposal is valid until: 12:01AM on September 01, 2026)

Dear Phillip Briscoe:

Based upon the information received, we are pleased to offer the attached proposal. Please review and advise if you have any questions.

The contract has Crisis Management (Workplace Violence) Coverage. This is a coverage we provide to our Members at no additional cost. In addition, Cyber Liability Coverage has been included. However, due to the increased cost of Cyber Liability Coverage, there will be a charge added to the General Liability Contribution. Please refer to the Crisis Management & Cyber Liability attachments for coverage details.

To bind coverage we will need you to complete our New/Renewal Binder, prior to inception date.

We appreciate the time you have invested in answering our questions and providing information necessary for preparation of this proposal. Thank you for giving us the opportunity to serve you. We look forward to working with you on this account.

Sincerely,

Chrystal Bradford

Chrystal Bradford
Senior Underwriter
Office: 972-360-6311
chrystal.bradford@tpspool.org

SUMMARY OF PROPOSAL

Granbury ISD

09-01-2026 to 09-01-2027

COVERAGE	DEDUCTIBLE	TOTAL CONTRIBUTION
General Liability	Various See Proposal Page	$7,364
School Board Legal Liability	$10,000 Per Claim	$20,720
Law Enforcement	$5,000 Each and Every Claim	$7,780
Auto Liability	Various See Proposal Page	$37,370
Physical Damage	Various See Proposal Page	$32,202
Garagekeepers	Various See Proposal Page	$354
Property	Refer to Property Proposal	$643,877
Electronic Data, Media and Hardware	$5,000 Per Occurrence	Included
Contractor's Equipment	$2,500 Per Occurrence	Included
Musical/Band Instruments & Uniforms	$1,000 Per Occurrence	Included
Audio/Visual	$1,000 Per Occurrence	Included
Miscellaneous Equipment	$1,000 Per Occurrence	Included
Equipment Breakdown	$10,000 Per Accident	Included
Crime	Refer to Crime Proposal	$1,491
Cyber Liability	Refer to Highlights	$10,016
Crisis Management	Refer to Highlights	Included at no charge
Foreign & Domestic Terrorism	$10,000 Per Occurrence	Applies to Property coverage only
	Total Contribution	**$761,174**

SPECIAL CONDITIONS:

****Effective at renewal, the Property Coverage Document will be updated to include several coverage enhancements. A Sample copy and summary of these changes will be provided with the proposal.***

Crisis coverage is contingent upon receipt of updated SOV prior to binding. (Only locations listed in SOV are covered except as it relates to an off-site event.) Newly acquired/constructed locations should be reported to TPS as soon as possible.

Please note: Locations may be vacant, provided that fire protection, security, and alarm services are maintained at all times. Additionally, the following perils are excluded on "Vacant" buildings:

·Vandalism;

·Sprinkler leakage;

·Building glass breakage;

·Water damage; and/or

·Theft or attempted theft.

A completed and signed renewal Cyber application will be required upon binding.

Pricing contemplates TPS writing all lines of coverage quoted.

This proposal shall automatically expire as of the effective date.

Coverage must be bound prior to the inception date and all contributions are due according to the terms of our billing invoice.

Commission percentage is the standard 10% of the overall premium.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

GENERAL LIABILITY

Granbury ISD

09-01-2026 to 09-01-2027

Proposal

	LIMITS / DEDUCTIBLES
General Aggregate	$1,000,000
Products & Completed Operations Aggregate	$1,000,000
Each Occurrence	$1,000,000
Personal & Advertising Injury	$1,000,000
No Deductible Applies to the Above	
Fire Damage to Rented Premises	$100,000
Employee Benefits (Not Claims-Made)	Included in General Liability Each Occurrence Limit of Self-Insurance
Employee Benefits Aggregate	Included in General Liability General Aggregate Limit of Self-Insurance
Employee Benefits Deductible Limit	$1,000
General Liability	$7,364
Cyber Liability	$10,016
Total Contribution	**$17,380**

INCLUDED COVERAGES	EXCLUDED COVERAGES
Occurrence Form	Employee-Related Claims
Bodily Injury	Polution
Property Damage	Asbestos
Personal Injury	Coverage for:
Advertising Injury	All Hospital Operations
Additional Coverage for:	Contractors
Elected and Appointed Officials	Law Enforcement Professional Liability (including security guard operations)
Members of Boards or Commissions	School Board Legal Liability
Employees & Volunteers	
	Terrorism
Incidental Medical Malpractice	Mold
Employee Benefits Liability	
Corporal Punishment	

Applicable Addenda:
107, 107a, 130, 139, 140, 141

The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

In response to HB 4623, TPS has crafted an addendum to the General Liability Coverage Document that specifically addressesChapter 118 claims. Addendum # 141- Exclusion of Chapter 118 Claims will be a mandatory addendum effective7 /1/26. Thisaddendum specifically excludes claims pursuant to Chapter 118 claims from COVERAGE A. BODILY INJURY AND PROPERTYDAMAGE LIABILITY, and COVERAGE B. PERSONAL INJURY AND ADVERTISING INJURY LIABILITY. A copy will be providedwith the proposal.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

SCHOOL BOARD LEGAL LIABILITY

Granbury ISD

09-01-2026 to 09-01-2027

Proposal

Limits of Self-Insurance	
Annual Aggregate	$1,000,000
Per Claim	$1,000,000
Per Claim Deductible	$10,000
Retro Date	None - Full Prior Acts
Total Contribution	**$20,720**

HIGHLIGHTS	**EXCLUDED COVERAGES**	**CONDITIONS of PROPOSAL**
Claims-Made Coverage Defense costs in additions to limits Pays on Behalf of Duty to Defend 60 Day Notice of Cancellation Sexual Misconduct Limited Non-Percuniary Defense	Punitive or Exemplary Damages Student-Student Sexual Abuse	Coverage must be written in conjunction with General Liability coverage.

Applicable Addenda:
405, 406

The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

In response to HB 4623, TPS has crafted an addendum to the School Board Legal Liability Coverage Document that specificallyaddresses Chapter 118 claims. Addendum # 406-Chapter 118 Addendum will be a mandatory addendum effective 7/1/26. Thehighlights are:·Defines Chapter 118 claims and adds those claims to the list of Exclusions .·Provides a sublimit of $500,000 perClaim, and an Aggregate of $1,000,000, including Defense Expense. A copy will be provided with the proposal.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

LAW ENFORCEMENT LEGAL LIABILITY

Granbury ISD

09-01-2026 to 09-01-2027

Proposal

Limits of Self-Insurance	
Maximum Limit of Self-Insurance Each Claimant:	$1,000,000
Maximum Limit of Self-Insurance, Each Law Enforcement Occurrence:	$1,000,000
Maximum Aggregate Limit of Self-Insurance, all Claims for all covered Law Enforcement Occurrences	$1,000,000
Deductible (each and every Claim)	$5,000
Total Contribution	**$7,780**

HIGHLIGHTS	EXCLUDED COVERAGES	CONDITIONS of PROPOSAL
Pays of behalf of Occurrence Duty to Defend Defense costs in addition to limits Broad definition of Covered Party Wrongful Acts including Civil Rights 60 Day Notice of Cancellation	Intentional Acts Punitive Damages	Coverage must be written in conjunction with General Liability coverage.

Applicable Addenda:

702

The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

AUTOMOBILE

Granbury ISD

09-01-2026 to 09-01-2027

COVERAGE	LIMITS	DEDUCTIBLE
Liability:		Combined BI & PD
BI - Each Person	$ 100,000	$ 5,000
BI - Each Accident	$ 300,000	Each Accident
PD - Each Accident	$ 100,000	
Collision	Actual Cash Value	$2,500
Comprehensive	Actual Cash Value	$2,500
GKLL Collision	$50,000	
	Actual Cash Value	$2,500
GKLL Comprehensive	$50,000	
	Actual Cash Value	$2,500
	Max Any One Event	$12,500
HIRED Collision	$50,000	$2,500
HIRED Comprehensive	$50,000	$2,500

	Contributions:
Liability	$37,370
Physical Damage	$31,679
Garagekeepers	$354
Hired Car Physical Damage	$523
Total Contribution:	**$69,926**

HIGHLIGHTS	**EXCLUDED COVERAGES**	**CONDITION of PROPOSAL**
60 day notice of cancellation Broad definition of Covered Party Hired PhysDam on a EXCESS Basis All owned, hired and non-owned vehicles for liability, including vehicles under long-term lease. Automatic coverage on vehicles acquired during policy term subject to annual self-audit.	Refer to coverage document for details. Personal Injury Protection Medical Payments Uninsured/Underinsured Motorists Terrorism Mold	This proposal contemplates **176 vehicles** based on the schedule provided. Anuual Payment ONLY Contribution adjusted at anniversary to reflect unit changes Physical Damage Coverage was requested for only selected vehicles.

Applicable Addenda:
215, 216a, 238

The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

Deletion of any coverage is subject to Underwriter approval prior to binding.
Automobile coverage may be written on a monoline basis subject to Underwriter approval

PROPERTY

Granbury ISD

09-01-2026 to 09-01-2027

Limit of Self-Insurance		
Property		$254,259,644
Equipment Breakdown		$250,000,000 Maximum any one Accident
Causes of Loss		All Risk of Direct Physical Loss or Damage
Basis of Coverage		**Blanket**
Valuation		Replacement Cost except ACV on Contractor's Equipment & Other IM Coverages
Deductibles:		
Any Other Coverage Loss	$100,000	Per Occurrence
Windstorm/Hail*	**2%**	of Total Insurable Values at the time of the loss at each location subject to a minimum of $500,000 any one Occurrence for all loss or damage arising out of Wind/Hail.
Earth Movement	$100,000	Per Occurrence
Flood	$100,000	Per Occurrence
Equipment Breakdown	$10,000	Per Accident
Basic Contribution	$641,424	
Electronic Data, Media and Hardware	$612	
Contractor's Equipment	$961	
Musical/Band Instruments & Uniforms	$196	
Audio/Visual	$196	
Miscellaneous Equipment	$488	
Total Contribution:	**$643,877**	

OTHER COVERAGES	BASIC LIMITS
Newly Acquired Property	120 Days/$50,000,000
Extra Expense	$25,000,000
Valuable Papers and Records	$5,000,000
Property In Transit	$1,000,000
Accounts Receivable	$5,000,000
Demolition Cost & ICC	$1,000,000
Flood & Earth Movement	$10,000,000
Spoilage	$250,000
Outdoor Property (max per item may apply)	$1,000,000
Miscellaneous Unnamed Locations	$10,000,000
Unscheduled Tracks & Fields	$2,500,000

Applicable Addenda:
303, 308, 343, 365a

** For the purpose of the windstorm/hail deductible each line item reported on SOV constitutes a separate location. It will apply to the total value at that location (sum of building content and TE, if applicable).*

The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

By binding this coverage, the Member consents to the survey of some or all of the Member's buildings and /or property by drone videos/photos utilizing a drone operated by a commercially licensed sUAS Remote Pilot.

SPECIAL EQUIPMENT

Granbury ISD

09-01-2026 to 09-01-2027

Proposal

COVERAGE	Values:	Causes of Loss	Valuation:	Deductible: Per Occurence	Contribution
Electronic Data, Media and Hardware	$1,000,000	All risk of Direct Physical Loss or Damage	RCV	$5,000	$612
Contractor's Equipment	$350,000	All risk of Direct Physical Loss or Damage	ACV	$2,500	$961
Musical/Band Instruments & Uniforms	$100,000	All risk of Direct Physical Loss or Damage	ACV	$1,000	$196
Audio/Visual	$100,000	All risk of Direct Physical Loss or Damage	ACV	$1,000	$196
Miscellaneous Equipment	$250,000	All risk of Direct Physical Loss or Damage	ACV	$1,000	$488

Total Contribution: Included in Property Proposal

SPECIAL CONDITIONS:

Coverage will not be written without Property Coverage.

Please refer to the Coverage Document for complete coverages and exclusions.

CRIME

Granbury ISD

09-01-2026 to 09-01-2027

Proposal

Crime Coverages:	**Single Loss Limit of Self-Insurance**	**Single Loss Deductible Amount**
Coverage A - Fidelity/Employee Dishonesty Limit	$100,000	$1,000
Coverage B - Forgery or Alteration	$50,000	$1,000
Coverage C - On Premises	$50,000	$1,000
Coverage D - In Transit	$50,000	$1,000
Coverage E - MO & Counterfeit Money	$50,000	$1,000
	Total Contribution	**$1,491**

Applicable Addenda & Coverage Forms:

Please refer to the Coverage Document, Coverage Forms & Addenda for complete coverages and exclusions.

SPECIAL CONDITIONS:

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

ACCOUNTING SUMMARY SHEET

MEMBER: Granbury ISD

INTERLOCAL AGREEMENT NUMBER: 26-F0738

AGREEMENT PERIOD: 09-01-2026 to 09-01-2027

QUOTE TYPE: Renewal

COVERAGE	DEDUCTIBLE	FSF	TOTAL CONTRIBUTION
General Liability Coverage	N/A	$921	$7,364
School Board Legal Liability	$10,000	$2,590	$20,720
Law Enforcement	$5,000	$973	$7,780
Auto Liability	$5,000	$4,671	$37,370
Physical Damage		$4,025	$32,202
Garagekeepers		$45	$354
Property		$45,072	$643,877
Crime		$186	$1,491
Cyber Liability		$1,252	$10,016
	Total:	**$59,735**	**$761,174**

AGENT: USI Southwest, Inc. - El Paso 3

TEXAS POLITICAL SUBDIVISIONS JSIF CYBER LIABILITY HIGHLIGHTS

GENERAL TERMS	
Carrier	Chubb
A.M. Best Rating	A++ (Superior)
Consultants	Chubb Vendors & Partners: TPS utilizes an approved Chubb list for members Cyber Breach Coach, Forensics & Investigations, Notification & Monitoring and Public Relations to provide cyber management services.
Policy Number	EON G29012052 005
Territory	Territory is Worldwide unless amended with Excluded Countries
Deductibles	$25,000 for members with revenues below $50,000,000, $50,000 for members with revenues between $50,000,000-$250,000,000 & $100,000 for members with revenues greater than $250,000,000 ***social engineering deductible is $100,000 per member*** ***Member deductibles do not erode Chubbs limit. After a member deductible is satisficed the member has access to full limits***
Annual Aggregate	$1,000,000 for All Other $2,000,000 available to members with total revenues of $100,000,000+ with underwriting approval. $100,000 for Social Engineering Fraud & Payment Card
Ransomware Encounter Endorsement	If the proximate cause of a ransom loss were directly related to the member not having MFA implemented, the member's deductible would be $100,000. Endorsement only applies if a member does not have MFA implemented for access to Email or Network. Additionally, the endorsement does not apply to any other type of loss, only ransom losses.
Neglected Software Exploit Endorsement	If a member knew (first known date) a patch, fix, or mitigation technique was available but did not implement it and had a loss directly related to not implementing the patch, fix, or mitigation technique 46 days after the first known date, the members limit for that loss would be reduced, and a coinsurance percentage would apply per this Period of Neglect chart. Period of Neglect - % of Coinsurance - Limit: 46-90 days - 5%/95% - $500k, 91-180 days - 10%/90% - $250k, 181-365 days - 25%/75% - $150k or 365+ days - 50%/50% - $100k. Coinsurance defined: If a loss of this type occurred, the normal member deductible would apply, then the member shares in the coinsurance limit split (member/Chubb) up to the limit for that period of neglect.

COVERAGE	LIMIT/WAITING PERIOD		COVERAGE DESCRIPTION
		First Party Coverage	
CYBER INCIDENT RESPONSE FUND			
Notification	**Limit**	$1,000,000	Provides coverage for drafting notification letters and reports and communicates as required with any regulatory, administrative, or supervisory authority. Retaining call center and other related services for notification as required by law. Notifying a natural person whose PI has been wrongfully disclosed or otherwise compromised, including retaining a notification service.
Credit Monitoring	**Limit**		Provides credit monitoring, credit freezing, credit thawing, healthcare record monitoring (where available), social media monitoring, password management service, or fraud alert services.
Public Relations	**Limit**		Provides expenses related to retaining the services of a public relations or crisis communications firm for the purpose of protecting or restoring the reputation of or mitigating financial harm to the insured.
Forensics Investigation	**Limit**		Provides expenses for retaining the services of a third-party computer forensics firm to determine the cause and scope of a cyber incident.
Criminal Reward	**Limit**		Provides any reasonable amount to an informant or information not otherwise available which leads to the arrest and conviction of a natural person or an entity responsible.
Limits for Non-Panel Providers $250,000/$250,000			
BUSINESS INTERRUPTION LOSS & EXTRA EXPENSES			
Business Interruption Loss & Extra Expenses	**Limit**	$1,000,000	Provides coverage for continuing normal operating and payroll expenses (net profit before tax) that would have been earned had no interruption in service of an Insured's computer system occurred.
	Waiting Period	< $250M Revenues = 12 Hours & > $250M Revenues = 18 Hours	
CONTINGENT BUSINESS INTERUPTION LOSS & EXTRA EXPENSES			
Contingent Business Interruption Loss & Extra Expenses	**Limit**	$1,000,000	Provides coverage for continuing normal operating and payroll expense (net profit before tax) that would have been earned had no interruption in service of a shared computer system occurred.
	Waiting Period	< $50M Revenues = 12 Hours, > $50M- < $250M Revenues = 18 Hours & > $250kM Revenues = 24 Hours	
DIGITAL DATA RECOVERY			
Data Recovery	**Limit**	$1,000,000	Provides reasonable & necessary costs incurred by an insured to replace, restore, recreate, re-collect or recover digital data from written records or form partially or fully matching electronic records. Includes loss from fraudulent infiltration & manipulation of Telephone System.
NETWORK EXTORTION THREAT			
Network Extortion	**Limit**	$1,000,000	Provides reasonable & necessary expenses incurred, including money, cryptocurrencies (including Bitcoin), or other considerations surrendered as payment.
CYBER CRIME			
Social Engineering Fraud	**Limit**	$100,000	Covers payment for loss of money or securities sustained directly from Social Engineering Fraud committed by a person purporting to be a vendor, client, or employee.
		Third Party Liability Coverage	
CYBER, PRIVACY & NETWORK SECURITY LIABILITY			
Liability	**Limit**	$1,000,000	Covers any error, misstatement, misleading statement, act, omission, neglect, breach of duty, or other offense actually or allegedly committed or attempted by any insured.
PAYMENT CARD LOSS			
Payment Card Loss	**Limit**	$100,000	Covers monetary assessments, fines, penalties, chargebacks, reimbursements, and fraud recoveries due to the actual or alleged failure of payment card loss.
REGULATORY PROCEEDINGS			
Regulatory Proceedings	**Limit**	$1,000,000	Covers regulatory fines of any civil monetary fine or penalty imposed by a federal, state, local, or foreign governmental entity in such entity's regulatory or official capacity.
ELECTRONIC, SOCIAL & PRINT MEDIA LIABILITY			
Electronic, Social & Print Media	**Limit**	$1,000,000	Covers damages and claim expenses related to any error, misstatement, misleading statement, act, omission, or neglect of breach of duty actually or allegedly committed or attempted by an insured. Or posted on the insured's website, printed material, or posted on any social media site or anywhere on the internet.

CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tpspool.org, 800-588-0013 or directly to the Director of Claims at 972-835-5221

This is a summary of coverage. Please refer to the policy form & endorsements for specific policy details and exclusions. Full policy & endorsement details are available on the TPS website at www.tpspool.org

Revised on May 29, 2024

TEXAS POLITICAL SUBDIVISIONS JSIF
CRISIS MANAGEMENT (Workplace Violence) HIGHLIGHTS

GENERAL TERMS			
Carrier	Beazley Group (Lloyd's Syndicate 2623/0623)		
Insured	TPS Property and Liability Members (Insured person means a human third party individual, who is in or on the location(s), except when specifically excluded under any Section of this Policy. Insured person does not include the assailant of any deadly weapon event.)		
A.M. Best Rating	A+ (Superior)		
Consultants	CrisisRisk Strategies LLC: Crisis Response (Event Responder) Firm approved to provide crisis management services (www.crisisrisk.com).		
Policy Number	B0507NU2502855		
Deductible	$0 for Crisis Management Services, Event Responder, and AD&D. $10,000 for each Deadly Weapons Event.		
Type	Occurrence and in the Aggregate		
Limits	$2,250,000 each occurrence w/$2,250,000 Aggregate (see below for sub-limits)		
Purpose	Provided as a value added service to assist TPS member's in the event of a workplace violence or similar crisis event. Submission of member's most recent property Statement-of-Values (SOV) is required upon renewal.		
Triggering Event	Deadly weapon event means any event involving an assailant where a weapon has been used or brandished on any member location(s) that was provided to TPS in the member's SOV.		
COVERAGE	**LIMIT/INDEMNITY/WAITING PERIOD**		**COVERAGE DESCRIPTION**
PROPERTY DAMAGE			
Property Damage	**Limits**	$2,250,000 w/$2,250,000 AGG	Indemnifies against physical loss or physical damage to insured property caused by a deadly weapon event. In the event that fire or sprinkler leakage ensues from a deadly weapon event, then physical loss or physical damage to insured property directly caused by that ensuing fire or sprinkler leakage is included. Additionally: A. The costs incurred to put up temporary plates or board up openings if repair or replacement of damaged glass is delayed; B. The costs incurred in the removal of debris, including biological cleaning and sanitizing; C. The costs incurred in re-filling, recharging or replacing any fire extinguishers, local or fixed fire suppression or gas flooding systems, sprinkler installations and sprinkler heads, and in having any fire or intruder alarms, or closed circuit television equipment re-set; D. The costs incurred in replacing locks to external doors if security at the location(s) is compromised in consequence.
ACCIDENTAL DEATH & DISMEMBERMENT			
AD&D	**Per Person Limit**	$50,000	Benefit for loss of limb, mutilation, loss of sight, loss of speech, loss of hearing, permanent total disability or death.
	Aggregate Limit	$2,250,000	
MEDICAL EXPENSES			
Medical Expenses	**Limits**	$25,000 w/$2,250,000 AGG	Reimburses for payments made to an eligible person, regardless of fault, in respect of medical expenses necessarily incurred solely and directly by the eligible person as a result of identifiable physical injury due to an accident directly caused by a deadly weapon event occurring at any of the location(s).
	Indemnity Period	356 Days	
CRISIS MANAGEMENT SERVICES			
Crisis Management Services	**Limits**	$2,250,000 w/$2,250,000 AGG	Provides for the reasonable & necessary expense, in connection with a deadly weapon event, incurred in the provision of crisis management services directly after such deadly weapon event. Includes, but not limited to, emergency travel & accommodation for eligible person(s) & their immediate family member(s), child care for the immediate family member(s) of eligible person(s), brand rehabilitation, public relations, media management, legal, crisis counselling, site security, remediation, recovery & restoration.
		$250,000 w/$1,000,000 AGG	Additionally at underwriters sole and entire discretion, they will consider other expense costs not listed above which are directly incurred.
	Indemnity Period	90 Days & 1st Anniversary	
CIRCUMSTANCE - EVENT RESPONDER			
Event Responder	**Limit**	Unlimited (outside limit)	Provides for event responder fees associated with the provision of Prevention Services and Crisis Response by the event responder following any specific circumstance.
COUNSELLING SERVICES			
Counselling Services	**Limits**	$350,000 Each Event	Provides for reasonable and necessary expense incurred in the provision of counselling services to any eligible person and their immediate family member(s) in connection with a deadly weapon event that occurs during the period of insurance at any of the location(s).
		$15,000 Each Person	
		$1,000,000 AGG	
FUNERAL EXPENSES			
Funeral Expenses	**Limits**	$350,000 Each Event	Provides for reasonable and necessary funeral expenses incurred in connection with a deadly weapon event that occurs during the period of insurance at any of the location(s).
		$15,000 Each Person	
		$1,000,000 AGG	
EXTRA EXPENSE EXTENSION FOR THREAT ENDORSEMENT			
Extra Expense Extension for Treat	**Limits**	$350,000 Each Event	Additionally insures for the reasonable and necessary extra expense incurred following a threat.
		$1,000,000 AGG	
EXTRA EXPENSE EXTENSION ENDORSEMENT			

Extra Expense Extension	**Limits**	$350,000 Each Event	Provides for the reasonable and necessary extra expense incurred in order to continue as nearly as practicable the normal conduct of business services following a deadly weapon event.
		$1,000,000 AGG	
	Indemnity Period	356 (all other) or 30 (prevention of access) Days	
LOSS OF TUITION FEES EXTENSION ENDORESMENT			
Loss of Tuition Fees	**Limits**	$250,000 Each Loss	In the event of a deadly weapon event that occurs during the period of insurance, provides for the actual loss sustained resulting directly from the reduction in tuition fees during the period of indemnity.
		$2,250,000 AGG	
	Indemnity Period	356 Days	
DEMOLITION, CLEARANCE & MEMORIALIZATION COSTS EXTENTION ENDORSEMENT			
Demolition, Clearance & Memorialization Costs	**Limits**	$250,000 Each Event	Provides for reasonable and necessary costs, for demolition, removal, memorial, incurred as a direct result of a deadly weapon event.
		$10,000 Each Loss for Memorial Plaques	
		$1,000,000 AGG	
OFF-SITE COVERAGE EXTENSION ENDORSEMENT			
Off-Site Coverage	**Limits**	$250,000 Each Event	Off-site incident means a deadly weapon event which occurs during the period of insurance at a location in the United States other than the insured location, to an employee or insured person who was participating in a sporting event sanctioned or acting within the scope of his or her employment at the time of the off-site incident. If a deadly weapon event occurs at an off-site location that has not previously been agreed prior to the event and where such event / activity was being conducted under your care, custody and control then only liable to pay the event responder fees.
		$1,000,000 AGG	
CHILD ABDUCTION EXTENSION ENDORSEMENT			
Child Abduction	**Limits**	$250,000 Each Event	In the event of an Abduction of a Covered Child that occurs during the Period of Insurance, the Underwriters shall be liable for the loss sustained by the Named Insured directly attributable to, either, the Abduction or to the Named Insured's efforts to counter or mitigate the effects of the Abduction, and which will comprise.
		$1,000,000 AGG	
	Indemnity Period	Varies	
SWATTING ENDORSEMENT			
Swatting Endorsement	**Limits**	$250,000 Each Event	Anonymous threat coverage means a situation, action, event, behavior, or information containing a threat made against you or a report of a fictitious Deadly Weapon Event, either to an emergency service provider or to you directly, which does not come from an identifiable assailant. We will only be liable to provide crisis management support and counselling services as defined in the policy and its endorsements.
		$1,000,000 AGG	
BUSINESS INTERRUPTION EXTENSION ENDORSEMENT			
Business Interruption Extension	**Limits**	$2,250,000 Each Loss	A direct result of the necessary interruption of your business services due to prevention of access to any of your location(s) by order of a civil or military authority, provided that such order is a sole and direct result of a deadly weapon event occurring at such location(s) and for a period of time not exceeding thirty (30) consecutive days from the date of such deadly weapon event.
		$2,250,000 AGG	
	Indemnity Period	356 Days	

CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tpspool.org, 800-588-0013 or directly to the Director of Claims at 972-835-5221

Should you require immediate assistance with an incident or possible incident, contact the CrisisRisk Strategies LLC Event Responder 24-hour/7-day @ 860-677-3790 or DWP@crisisrisk.com

This is a summary of coverage, please refer to the policy form for specific policy details and exclusions. Full policy & endorsement details are available on the TPS website at www.tpspool.org

Revised on March 14, 2025

TEXAS POLITICAL SUBDIVISIONS JSIF TERRORISM HIGHLIGHTS

GENERAL TERMS	
Carrier	Ironshore Insurance Service LLC (A Liberty Mutual Company)
Insured	TPS Property Members
A.M. Best Rating	A (Excellent)
Policy Number	3642600
Territory	United States
Deductibles	$10,000 (24 hour Ingress/Egress/Service Interruption)
Limit	$100,000,000 Per Occurrence & In The Aggregate
Type	Foreign & Domestic Terrorism/Sabotage (real property)
Purpose	Provided to assist TPS members in the event of a Property Terrorism Event

COVERAGE	LIMIT/INDEMNITY PERIOD/MILES		COVERAGE DESCRIPTION
		Underlying Sublimits	
ACCOUNTS RECEIVABLE			
Accounts	**Limit**	$250,000	As per property coverage document.
BUSINESS INTERRUPTION			
Business	**Limit**	$1,000,000	Available if applied for.
CIVIL OR MILITARY AUTHORITY			
Civil or Military Authority	**Limit**	$1,000,000	Actual loss sustained during the period of time when access to real or personal property is prohibited by an order of civil or military authority.
	Indemnity Period	30 days	
	Miles	1	
DEBRIS REMOVAL EXPENSES			
Debris Removal Expenses	**Limit**	$1,000,000	Covers the necessary and reasonable expense of removal from locations of debris.
DECONTAMINATION COSTS EXCLUDING NCBR			
Decontamination Costs	**Limit**	$250,000	Covers decontamination costs excluding nuclear, chemical, biological and radiological.
DEMOLITION & ICC			
Demolition & ICC	**Limit**	$1,000,000	Covers enforcement of any law, ordinance, governmental directive or standard in effect at the time of loss or damage regulating the construction, repair or use and occupancy of the property.
ELECTRONIC DATA PROCESSING EQUIPMENT MEDIA (Physical Damage Only)			
Electronic Data Processing	**Limit**	$1,000,000	As per property coverage document.
ERROR & OMISSIONS			
Error & Omissions	**Limit**	$1,000,000	Covers direct physical loss or damage due to any error or unintentional omission.
FINE ARTS			
Fine Arts	**Limit**	$250,000	Covers breakage of art, glass, windows, statuary, sculptures, marble, glassware, porcelain, bric-a-brac, antique furniture: antique jewelry or similar fragile articles, unless such breakage.
FIRE PROTECTIVE SYSTEMS			
Fire Protective	**Limit**	$10,000	As per property coverage document.
INGRESS/EGRESS			
Ingress/Egress	**Limit**	$1,000,000	Provides coverage for actual loss sustained during the period of time when ingress to or egress from the real or personal property is prohibited.
	Indemnity Period	30 days	
	Miles	1	
KEY & LOCK EXPENSE			
Key & Lock	**Limit**	$250,000	Covers necessary key & lock expenses.
LANDSCAPING			
Landscaping	**Limit**	$10,000	Covers minimal landscape expense.
LEASEHOLD INTEREST			
Leasehold Interest	**Limit**	$1,000,000	Available if applied for.
MISSCELLANEOUS UNNAMED LOCATIONS			
Miscellaneous Unnamed	**Limit**	$1,000,000	As per property coverage document.
	Indemnity Period	30 days	
NEWLY ACQUIRED LOCATIONS			
Newly Acquired Locations	**Limit**	$10,000,000	As per property coverage document.
	Indemnity Period	90 days	
PRESERVATION OF PROPERTY			
Preservation of Property	**Limit**	$250,000	Reimburses expenses incurred in taking reasonable and necessary actions for the temporary protection and preservation of property.
PROFESSIONAL FEES			
Professional Fees	**Limit**	$250,000	Covers reasonable and necessary expenses incurred to accountants, architects, auditors, engineers, or other professionals or employees to prepare and certify particulars or details of claims.
RELOCATION EXPENSE			
Relocation	**Limit**	$1,000,000	Covers necessary relocation expense.
RENTAL INCOME			
Rental Income	**Limit**	$1,000,000	Available if applied for.

SERVICE INTERRUPTION			
Service Interruption	**Limit**	$1,000,000	Covers physical loss or damage to property and/or time element coverage arising form physical loss or damage.
	Indemnity Period	30 days	
	Miles	1	
SOFT COSTS			
Soft Costs	**Limit**	$250,000	Covers necessary soft costs.
TRANSIT			
Transit	**Limit**	$250,000	Covers loss resulting from loss or damage to property in transit.
VALUABLE PAPERS			
Valuable Papers	**Limit**	$250,000	As per property coverage document.

CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tpspool.org, 800-588-0013 or directly to the Director of Claims at 972-835-5221

This is a summary of coverage, please refer to the policy form for specific policy details and exclusions.

Revised on October 31 2018

APPENDIX III – REFERENCES AND COI'S

Public Entity References

Austin				
1	Temple ISD	PO Box 788 Temple, TX	254-215-6772	Donna Ward
Houston				
1	Houston ISD	4400 West 18th St. Houston, TX 77092	713-556-9229	Candice Wilson
2	Fire & Police Retiree Health Plan	11603 W. Coker Loop, Suite 130 San Antonio, TX 78216	210.494.6500	James Bounds
3	Culberson County	P.O. Box 786 Van Horn, TX 79855	432.283.1419	Susanna Hinojosa
4	Hudspeth County	P. O. Box 279 Sierra Blanca, TX 79851	915.369.4147	Yolanda Esparza
Dallas				
1	Dallas ISD	9400 North Central Expy Ste. 1507 Dallas, TX 75231	972-925-4056	Latoya Robinson
2	Amarillo ISD	7200 I-40 West Amarillo, TX 79106	806-326-1304	Nicole Murphy
3	Katy ISD	6301 South Stadium Lane Katy, TX 77492	281-396-2251	Lance Nauman
4	Lewisville ISD	1565 West Main Street Ste. 220 Lewisville, TX 75067	972-350-4797	Shawna Nevins
5	Northwest ISD	2001 Texan Drive Fort Worth, TX 76177	817-215-0071	Kitty Poehler
6	Plano ISD	6301 Chapel Hill Blvd. Plano, TX 75093	469-752-5389	Darla Bishop
7	City of San Antonio	100 West Houston Street, Ste. 1800 San Antonio, TX 78205	210-207-2045	Debra Ojo
8	Webb County	110 Washington Street, Ste. 204 Laredo, TX 78040	956-523-4140	Ms. Monica Flores
9	Harlandale ISD	102 Genevieve Drive San Antonio, TX 78214	210-989-4420	Ms. Beverly Jackson
10	City of Mesquite	1515 North Galloway Ave Mesquite, TX 75185	972-216-8168	Charles Gillenwater
El Paso				
1	Alamo College	8300 Pat Booker Rd. Live Oak, TX 78233	210-485-0206	Mike Legg
2	Anthony ISD	P.O. Box 2621 Anthony, TX 79821	915-886-6508	Emily Levario
3	Blanco ISD	814 Eleventh St. Blanco, TX 78606	830-833-4414	Tracie Moos
4	Canutillo ISD	7965 Artcraft Road Canutillo, TX 79932	915-877-7423	Jose Barraza
5	Clint ISD	P.O. Box 779 Clint, TX 79836	915-487-3325	Veronica Campbell
6	Clovis Community College	417 Schepps Clovis, NM 881001	575-769-4039	Heather Lovato
7	County of El Paso	500 E. San Antonio El Paso, TX 79901	915-546-2218	Sam Trujillo
8	Culberson County Allamoore ISD	P.O. Box 899 Van Horn, TX 79855	915-283-2245	Ken Baugh
9	City of Amarillo	601 S. Buchanan St. Amarillo, TX 79101	806-378-9379	Sandy Elliott

Public Entity References

10	City of El Paso	P.O. Box 1919 El Paso, TX 79999	915-212-1290	Tony Bernal
11	City of Lubbock	1625 13th St. Lubbock, TX 79401	806-775-2316	Lainey Morrison
12	Denton County	110 West Hickory Street Denton, TX 76201	940-349-4500	Todd Landrum
13	Dona Ana County	845 N. Motel Blvd. Las Cruces, NM	575-525-5813	Steve Mauer
14	El Paso Community College	9050 Viscount El Paso, TX 79925	915-831-6306	Ruben Gallardo
15	El Paso ISD	6531 Boeing El Paso,TX 79925	915-230-3270	Kyle Jeglum
16	Forsan ISD	P.O. Drawer A Forsan, TX 79733	432-457-2223	Jason Mims
17	Fabens ISD	P.O. Box 697 Fabens, TX 79838	915-765-2600	Martin Torres
18	Ft Hancock ISD	P.O. Box 98 Ft.Hancock, TX 79838	915-769-3811	Gloria Galindo
19	Gillespie County	101 W. Main St., Unit 4 Fredericksburg, TX 78624	830-997-6777	Jennifer Doss
20	Glasscock County ISD	P.O. Box 9 Garden City, TX 79739	432-354-2230	Ben Eubanks
21	Granbury ISD	217 North Jones Street Granbury, TX 76048	817-408-4029	Houcine Chraibi
22	Housing Authority City of El Paso	5300 E. Paisano Dr. El Paso, TX 79905	915-849-3781	Enrique Enriquez
23	Howard College	1001 Birdwell Garden City, TX 79739	432-264-5167	Steve Smith
24	Howard County	300 Main Street, Rm 207 Big Spring, TX 79720	432-264-2203	Jackie Olson
25	Kennedale ISD	120 Wl Kennedale Pkwy Kennedale, TX 76060	817-563-8015	Eileen Mode
26	Laredo College	West End Washington Street Laredo, TX 78045	956-401-2211	Casandra Salinas
27	Lubbock County	916 Main St., Lubbock, TX 79401	806-775-1098	Kathy Williams
28	City of Midland	P.O. Box 1152 Midland, TX 79702	432-685-7417	Mark Widmann
29	City of Port Arthur	444 Fourth Street Port Arthur, TX 77640	409-983-8213	Trameka Williams
30	Manor ISD	10335 US Hwy 209E Manor, TX 78653	512-278-4000	Moises Santiago
31	McLennan College	1400 College Drive Waco, TX 76708	254-299-8700	Jodi Tindell
32	Midland College	3600 N. Garfield Midland, TX 79705	432-685-4534	Jeff Chambers
33	Midland County	2110 N. A Street Midland, TX 79705	432-688-4857	Ken Colston
34	Muenster ISD	113 E 7th St. Muenster, TX 76252	940-759-2281	Scott Harrell
35	Pecos-Barstow-Toyah ISD	P.O. Box 869 Pecos, TX 79772	432-447-7204	Bric Turner
36	City of Presidio	P.O. Box 1899 Presidio, TX 79845	432-229-3517	Marco Baeza

Public Entity References

37	Ranger College	1100 College Circle Ranger, TX 76470	254-647-3234	Gaylyn Mendoza
38	Reagan County ISD	1111 E 12th St. Big Lake, TX 76932	325-884-3705	Susan Gunnels
39	Reeves County	P.O. Box 2072 Pecos, TX 79772	432-287-0222	Charles Lewing
40	Region 19 ESC	6611 Boeing Dr. El Paso, TX 79925	915-780-5019	Rebecca Hernandez
41	San Antonio ISD	514 W. Quincy Street San Antonio, TX 78212	210-554-8669	Juan Garcia
42	San Elizario ISD	P.O. Box 920 San Elizario, TX 79849	915-872-3900	Robert Gallegos
43	San Jacinto College	4624 Fairmont Parkway Pasadena, TX 77504	281-998-6129	Susana Gonzalez
44	Sierra Blanca ISD	P.O. Box 308 Sierra Blanca, TX 79851	915-699-3741	Evelyn Loeffler
45	Socorro ISD	P.O. Box 292800 Socorro, TX 79929	915-937-0103	Rene Vargas
46	Southwest Texas College	2401 Garner Field Road Uvalde, TX 78801	830-591-7294	Aubrey Haynes
47	Sutton County	P.O. Box 16 Sonora, TX 76930	325-387-5380	Maura Weingart
48	Temple College	2600 South First Street Temple, TX 76504	254-298-8609	Brian Supak
49	Tornillo ISD	19200 Cobb Ave. Tornillo, TX 79853	915-765-3015	Alicia Reyes
50	Valentine ISD	P.O. Box 188 Valentine, TX 79854	915-467-2671	Debra Engles
51	Victoria ISD	102 Profit Street Victoria, TX 77901	361-574-3406	Sherri Hathaway
52	Wink Loving ISD	P.O. Box 637 Wink, TX 79789	432-527-3700	Scotty Carman
53	Ysleta ISD	9600 Sims El Paso, TX 79925	915-434-0455	Ernie Landeros
San Angelo				
1	Sterling County	P. O. Box 819 Sterling City, TX 76951	325-378-3481	Judge Deborah Horwood
2	Somervell County	P. O. Box 804 Glen Rose, TX 76043	254-897-2923	Carrie Knight-Mapes
Phoenix				
1	City of Mesa	20 E Main Street, Suite 850 P.O. Box 1466 Mesa, AZ 85211	(480) 644-4644	Lisa Lorts
2	Grand Canyon University	3300 W Camelback Rd, Bldg 26, Phoenix, AZ 85017	602-639-8878	Junette West

Client#: 463788 DEANWORM

ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 12/24/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Faith Keegan	
USI Insurance Services LLC 6 International Dr, Suite 205 Rye Brook, NY 10573 914 459-6200	PHONE (A/C, No, Ext): 914 459-6200	FAX (A/C, No): 610 537-4220
	E-MAIL ADDRESS: Faith.Keegan@usi.com	

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Federal Insurance Company	20281
INSURER B : ACE American Insurance Company	22667
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED
USI, Inc.
100 Summit Lake Drive
Suite 400
Valhalla, NY 10595

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE / X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY / PRO-JECT / LOC OTHER:	X	X	36081490	01/01/2026	01/01/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG 	$1,000,000 $1,000,000 $10,000 $1,000,000 $2,000,000 $2,000,000 $
A	AUTOMOBILE LIABILITY ANY AUTO OWNED AUTOS ONLY / SCHEDULED AUTOS X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY	X	X	73637447	01/01/2026	01/01/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) 	$1,000,000 $ $ $ $
A	X UMBRELLA LIAB / X OCCUR EXCESS LIAB / CLAIMS-MADE DED / X RETENTION $10000	X	X	56719728	01/01/2026	01/01/2027	EACH OCCURRENCE AGGREGATE 	$25,000,000 $25,000,000 $
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y / N: N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N / A	X	71834771	01/01/2026	01/01/2027	X PER STATUTE / OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $1,000,000 $1,000,000 $1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

The General Liability, Commercial Auto and Umbrella policies include an automatic Additional Insured endorsement that provides Additional Insured status to the Certificate Holder, only when there is a written contract that requires such status, and only with regard to work performed on behalf of the Named Insured Waiver of Subrogation and Primary Non-Contributory wording included as required by written contract.
(See Attached Descriptions)

CERTIFICATE HOLDER

Evidence of Coverage

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

189 Will Scott

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DESCRIPTIONS (Continued from Page 1)

Coverage is extended to all subsidiaries and DBAs of USI Insurance Services.

RE: USI Insurance Services LLC

Client#: 1420259 DEANWORM1

ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 12/22/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Kerri Kacperowski	
USI Insurance Services, LLC	PHONE (A/C, No, Ext):	FAX (A/C, No):
	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A : XL Specialty Insurance Company	37885
INSURED	INSURER B :	
USI Advantage Corp. 100 Summit Lake Drive, Suite 400 Valhalla, NY 10595	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$
	CLAIMS-MADE OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$
	POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$
	OTHER:							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
	UMBRELLA LIAB OCCUR						EACH OCCURRENCE	$
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$
	DED RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						PER STATUTE OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED?	N / A					E.L. EACH ACCIDENT	$
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
A	Professional Liability (E&O)			ELU20841025	12/31/2025	12/31/2026	$15,000,000	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Professional Liability / E&O Liability coverage is extended to all subsidiaries and DBA's of USI Advantage Corp. / USI Insurance Services LLC. All USI employees are covered under this policy for the work performed as directed by USI.

CERTIFICATE HOLDER	CANCELLATION
Evidence of Coverage	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

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Client#: 1420259 DEANWORM1

ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 12/22/2025

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PRODUCER	CONTACT NAME: Kerri Kacperowski	
USI Insurance Services, LLC 180 Park Avenue Suite 103 Florham Park, NJ 07932	PHONE (A/C, No, Ext):	FAX (A/C, No):
	E-MAIL ADDRESS: kerri.kacperowski@usi.com	
	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A : Houston Casualty Company	42374
INSURED USI Advantage Corp. 100 Summit Lake Drive, Suite 400 Valhalla, NY 10595	INSURER B : Crum & Forster Specialty Insurance Co.	44520
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$
	CLAIMS-MADE OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$
	POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$
	OTHER:							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
	UMBRELLA LIAB OCCUR						EACH OCCURRENCE	$
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$
	DED RETENTION $							$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						PER STATUTE OTH-ER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED?	N / A					E.L. EACH ACCIDENT	$
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
A	Cyber Liability			H25PVS5137705	12/31/2025	12/31/2026	$5M per claim/agg	
B	Excess Cyber Liab			CYB124754	12/31/2025	12/31/2026	$2.5M per claim/agg	

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Evidence of Cyber, Privacy and Network Security Liability. Coverage is extended to all subsidiaries and DBA's of USI Advantage Corp. / USI Insurance Services LLC.

CERTIFICATE HOLDER	CANCELLATION
Evidence of Coverage	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE

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General Lines Agent

Qualification Effective Dates

Property and Casualty 04/15/2015

PHILLIP JAKE BRISCOE

NPN: 8788342

401 PERTH CT

EL PASO, TEXAS 79922-1224

is authorized to transact business as described above

License No: 1386480 Issue Date: 05/09/2006 Expiration Date: 09/30/2027

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TEXAS
DEPARTMENT OF INSURANCE

THIS IS TO CERTIFY THAT

PHILLIP JAKE BRISCOE

401 PERTH CT

EL PASO, TEXAS 79922-1224

LICENSE NUMBER: 1386480 NPN: 8788342

IS HEREBY AUTHORIZED TO TRANSACT BUSINESS IN ACCORDANCE TO THE LICENSE DESCRIPTION SHOWN BELOW:

General Lines Agent

Property and Casualty

Issue Date: 05/09/2006 Expiration Date: 09/30/2027

Generated by Sircon 354918789

APPENDIX IV – REQUIRED FORMS

RFP ATTACHMENT 1
RESPONDENT QUESTIONNAIRE
(Restate each question as written & provide response)

SECTION 1. GENERAL INFORMATION

1. **Company Information:** Provide the following information regarding your company.

   Name/Name of Firm/Company: USI Insurance Services LLC
   Address 303 N. Oregon St., Suite 310
   State: Texas Zip Code: 79901
   Telephone No. 915-534-9412 Fax No: 866-494-6822

   Location of Principal Office of Company: El Paso, TX

   Number of Company employees in Texas: 500+

2. **Contact Information:** List the person who the District may contact concerning your proposal or setting dates for meetings.

   Name: Phillip Briscoe
   Address: 303 N. Oregon St., Suite 310, El Paso, TX 79901
   State: Zip Code:
   Telephone No. 915-534-9412 Fax No:
   Email: Phillip.Briscoe@usi.com

3. Does your Firm/Company anticipate any mergers, transfer of organization ownership, management reorganization, or departure of key personnel within the next twelve (12) months that may affect the organization's ability to carry out its proposal?

   Yes ☐ No ☒

4. All insurance companies proposing coverage must be licensed by the State of Texas and subject of the Texas Insurance Guaranty Fund unless coverage is not available through a licensed company. All insurance companies must have a current A.M. Best Rating of "A" to be considered.

   A. Is your Firm/Company authorized/licensed to conduct insurance business in Texas?

   Yes ☒ No ☐

   B. Current A.M. Best Rating N/A.

5. Provide any other names under which your business has operated within the last 10 years.
   USI Southwest, Inc.
6. Has the Company or any of its principals been debarred or suspended from contracting with any public entity?

   Yes ☐ No ☒

   If yes, identify the public entity and the name and current phone number of a representative of the public entity familiar with the debarment or suspension, and state the reason for or circumstances surrounding the debarment or suspension, including but not limited to the period of time for such debarment or suspension.

7. Bankruptcy Information. Has the Company or any of its principals ever been declared bankrupt or filed for protection from creditors under state or federal proceedings?

   Yes ☐ No ☒

If yes, state the date, court, jurisdiction, cause number, amount of liabilities and amount of assets.

8. Israel Certification. Pursuant to Texas Government Code Chapter 2271, if Proposer has 10 or more full-time employees and is not a sole proprietorship, Proposer certifies that it does not and will not boycott Israel during the term of this Agreement. This does not apply to sole proprietorships.

   Yes, Proposer so certifies ☒ No, Proposer cannot make this Certification ☐

9. Energy Certification. Pursuant to Texas Government Code Chapter 2274, if Proposer has 10 or more full-time employees and is not a sole proprietorship, Proposer certifies that it does not boycott energy companies and will not boycott energy companies during the term of the Agreement. This does not apply to sole proprietorships.

   Yes, Proposer so certifies ☒ No, Proposer cannot make this Certification ☐

10. Firearm Certification. Pursuant to Texas Government Code Chapter 2274, if Proposer has 10 or more full-time employees and is not a sole proprietorship, Proposer certifies that it does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of the Agreement. This does not apply to sole proprietorships.

    Yes, Proposer so certifies ☒ No, Proposer cannot make this Certification ☐

11. Non-Terrorist Certification. Proposer certifies that it is not a foreign terrorist organization as identified on the list prepared and maintained by the Texas Comptroller of Public Accounts.

    Yes, Proposer so certifies ☒ No, Proposer cannot make this Certification ☐

12. Historically Underutilized Business (HUB). Is your Company certified by the State of Texas as an Historically Underutilized Business (HUB)? If you answer yes, please provide a copy of your HUB certification with your Proposal.

    Yes ☐ No ☒

13. Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs). The term "minority business enterprise" means a business, at least 51 percent of which is owned, controlled and managed by minority group members. Minority group members are African-Americans, women, Hispanic Americans, Native Americans, Asian-Americans and other socially or economically disadvantaged groups. Is your Company recognized as a Minority Business Enterprise or Women Business Enterprise? If you answer yes, please provide documentation supporting your recognition as an MBE or WBE with your Proposal.

    Yes ☐ No ☒

14. Past Litigation and Sanctions Disclosure.

    a. Identify all claims, lawsuits, or arbitration proceedings with respect to Proposer's provision of goods or services, if any, brought by or against your firm within the last five (5) years. None
    b. Describe all instances in which your firm was unable to complete the work or provide goods/services under a contract. None
    c. Identify any judgments, claims, arbitration proceedings or suits pending or outstanding against your firm or its officers. None
    d. Has your firm ever been sanctioned by any local, state, or federal agency? If yes, list and describe each sanction and the outcomes. No

e. Has your firm or its officers been a party to litigation against a school district, including Granbury Independent School District? If so, identify the claims, lawsuits, or proceedings. No

CERTIFICATION REGARDING LOBBYING

Applicable to Grants, Sub grants, Cooperative Agreements, and Contracts Exceeding $100,000 in Federal Funds.

Submission of this certification is a prerequisite for making or entering this transaction and is imposed by section 1352, Title 31, U. S. Code. This certification is a material representative of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

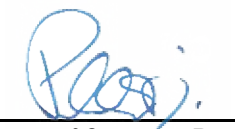
The undersigned certifies, to the best of his or her knowledge and belief, that:

1) No Federal appropriated funds have been paid or will be paid by or on behalf of the Undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer of employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewable, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "disclosure Form to Reporting Lobbying," in accordance with its instructions.

3) The undersigned shall require that the language of this certification be included in the award documents for all covered sub awards exceeding $100,000 in Federal funds at all appropriate tiers and that all sub recipients shall certify and disclose accordingly.

(PLEASE TYPE OR PRINT CLEARLY)



Signature of Company Representative

6/20/2026
Date

Phillip Briscoe
Printed Name

Vice President
Title

Company Name: USI Insurance Services LLC

Address: 303 N. Oregon St., Suite 310

City: El Paso State: TX Zip: 79901

Note: I understand that providing false information on this form may be grounds for debarment and discontinuation of all business with GISD

Chapter 809 (VERIFICATION)
DOES NOT BOYCOTT CERTAIN ENERGY COMPANIES

Pursuant to Texas Government Code, Section 1, Subtitle A, Title 8, as amended by adding Chapter 809, and Section 2, Subtitle F, Title 10, as amended by adding Chapter 2274, (TX SB13 | 2021-2022 | 87th Legislature), if Contractor is a for-profit sole proprietorship, organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company, or affiliate of those entities or business associations, that exists to make a profit, which has ten (10) or more full- time employees and the value of the contract with Owner is $100,000 or more, the Contractor represents and warrants to the Owner that the Contractor does not and will not boycott certain energy companies during the term of this Agreement.

If not exempt from this requirement, pursuant to Texas Government Code Chapter 2274, as amended, the undersigned authorized representative of the company named below (hereinafter referred to as Company), verifies, represents and warrants to the Hurst-Euless-Bedford ISD that the Company:

1. **Does not boycott energy companies; and**
2. **will not boycott energy companies during the term of the contract (if any) between the above-named Company, business or individual with the Hurst-Euless-Bedford Independent School District**

This statement will also be included in any contract that may result from this procurement.

Pursuant to Texas Government Code Section 1.A.8.809 and Section 2.F.10.2274:

1. *"Boycott energy company" means, without an ordinary business purpose, refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations with a company because the company:*
   (A) invests in or assists in the exploration, production, utilization, transportation, sale, or manufacturing of fossil fuel-based energy; or
   (B) does business with a company described by Paragraph (A).
2. *"Listed company" means a company listed by the comptroller under Section 809.051.*
3. *"Company" means a for-profit organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company, or affiliate of those entities or associations that exists to make a profit.*

THE COMPANY SHALL INDEMNIFY AND HOLD HARMLESS THE HURST-EULESS-BEDFORD ISD, ITS OFFICIALS AND EMPLOYEES FROM ANY AND ALL CLAIMS, DAMAGES, EXPENSES, AND COSTS OF ANY NATURE BASED UPON GISD.

Exempt due to (select applicable condition): ☐ Sole Proprietorship 10 or fewer employees

Signature of Company Representative — Date: 6/20/2026

Phillip Briscoe — Printed Name

Vice President — Title

Company Name: USI Insurance Services LLC

Address: 303 N. Oregon St., Suite 310

City: El Paso State: TX Zip: 79901

Note: I understand that providing false information on this form may be grounds for debarment and discontinuation of all business with GISD

RESIDENT BIDDER'S CERTIFICATION

Texas Government Code Chapter 2252.001A (3) and (4) defines "nonresident bidder" and "resident bidder" as follows:

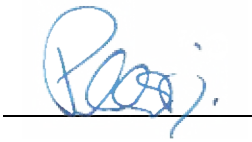
Chapter 2252.001A (3) "Nonresident bidder" refers to a person who is not a resident.

Chapter 2252.001A (4) "Resident bidder" refers to a person whose principal place of business is in this state (Texas), including a contractor whose ultimate parent company or majority owner has its principal place of business in the state of Texas.

Chapter 2252.002 states "A governmental entity may not award a governmental contract to a nonresident bidder unless the nonresident underbids the lowest bid submitted by a responsible resident bidder by an amount that is not less than the amount by which a resident bidder would be required to underbid the nonresident bidder to obtain a comparable contract in the state in which the nonresident's principal place of business is located."

I certify that USI Insurance Services LLC is a resident bidder of
(Company Name)

Texas as defined in Texas Government Code 2252.001A (4).

Signature: 

Print Name: Phillip Briscoe

I certify that _____ is a nonresident bidder of
(Company Name)

Texas as defined in Texas Government Code 2252.001A (4).

Provide City and State of Residency: _____

Signature: _____

Print Name: _____

DEBARMENT OR SUSPENSION CERTIFICATION FORM

Non-Federal entities are prohibited from contracting with or making sub-awards under covered transaction to parties that are suspended or debarred or whose principals are suspended or debarred. Covered transactions include procurement of goods or services equal to or in excess of $100,000. Contractors receiving individual awards of $100,000 or more and all sub-recipients must certify that the organizations and its principals are not suspended or debarred.

By submitting this offer and signing this certificate, this Firm:

(1) Certifies that no suspension or debarment is in place, which would preclude receiving a federally funded contract under the Federal OMB, A-102, common rule.

FIRM'S NAME: USI Insurance Services LLC

ADDRESS: 303 N. Oregon St., Suite 310

CITY: El Paso

STATE: TX **ZIP CODE:** 79901 + _____

PHONE: (915) - 534-9412

FAX: (_____) - _____

E-MAIL: Phillip.Briscoe @ usi.com

Phillip Briscoe
AUTHORIZED COMPANY OFFICIAL'S NAME (Printed or typed)

Vice President
TITLE OF AUTHORIZED OFFICIAL



SIGNATURE OF AUTHORIZED OFFICIAL

06/20/2026
DATE

Chapter 2272 (VERIFICATION) NON-ABORTION AFFILIATION

Pursuant to Texas Government Code Chapter 2272, the District is prohibited from contracting with any abortion provider or an affiliate of an abortion provider whereby the provider or affiliate receives something of value derived from state or local tax revenue. Any contract entered into by the District is void if the prospective vendor has such a prohibited affiliation or contractual relationship. By submitting a proposal in response to the request for proposal, you are certifying to the District that you do not have such an affiliation or contractual relationship.

This bill prohibits a governmental entity, including a school district, from entering into a taxpayer resource transaction with an abortion provider or an affiliate of an abortion provider.

Abortion provider means a facility licensed under Texas Health and Safety Code chapter 245 or an ambulatory surgical center licensed under Texas Health and Safety Code chapter 243, which is used to perform more than 50 abortions in any 12-month period. A facility is not considered to be an abortion provider solely based on the performance of an abortion at the facility during a medical emergency as defined by Texas Health and Safety Code section 171.002.

Affiliate means a person or entity who enters into a legal relationship with another person or entity created or governed by at least one written instrument, including a certificate of formation, a franchise agreement, standards of affiliation, bylaws, or a license, that demonstrates: (1) common ownership, management, or control between the parties to the relationship; (2) a franchise granted by the person or entity to the affiliate; or (3) the granting or extension of a license or other agreement authorizing the affiliate to use the other person's or entity's brand name, trademark, service mark, or other registered identification mark.

Taxpayer resource transaction means a sale, purchase, lease, donation of money, goods, services, or real property, or any other transaction between a governmental entity and a private entity that provides to the private entity something of value derived from state or local tax revenue, regardless of whether the governmental entity receives something of value in return.

Providing basic public services, including fire and police protection and utilities to an abortion provider or affiliate in the same manner as the services are provided to the general public is not a taxpayer resource transaction.

Advocacy or lobbying by or on behalf of a governmental entity on behalf of the interests of an abortion provider or affiliate is considered a taxpayer resource transaction, unless an officer or employee of a governmental entity provides information to a member of the legislature or appears before a legislative committee at the request of the member or committee; an elected official advocates for or against or otherwise influences or attempts to influence the outcome of legislation pending before the legislature while acting in the capacity of an elected official; or an individual speaks as a private citizen on a matter of public concern.

The bill does not apply to certain hospitals and licensed physicians or to a taxpayer resource transaction that is subject to a conflicting federal law as determined by the executive commissioner of HHSC and confirmed in writing by the AG.

Effective date: *September 1, 2019.*

_____	6/20/2026
Signature of Company Representative	Date
Phillip Briscoe	Vice President
Printed Name	Title

Company Name: USI Insurance Services LLC

Address: 303 N. Oregon St., Suite 310

City: El Paso State: TX Zip: 79901

Note: I understand that providing false information on this form may be grounds for debarment and discontinuation of all business with Granbury ISD

SENATE BILL 252 – CHAPTER 2252 CERTIFICATION FORM

Prohibition on Contracts with Terrorist Organizations

The Texas Legislature approved legislation that will impact all government contracts for goods and services. This procurement process requires a certification from any vendor/independent contractor entering into a contract for the Granbury Independent School District to ensure the vendor/contractor complies with the requirements stipulated herein.

Pursuant to Texas Government Code, Chapter 2252, Section 2252.152 and Section 2252.153:

SB 252 prohibits governmental entities from contracting with parties on the State Comptroller's list of companies known to have contracts with, or provide supplies or services to, and organization designated as a Foreign Terrorist Organization by the U.S. Secretary of State. As a result of this law, governmental entities are required to certify that vendors/independent contractors are not on the listing of companies on the website of the Comptroller of the State of Texas which do business with Iran, Sudan, or any Foreign Terrorist Organization.

I, (authorized official) Phillip Briscoe, do hereby depose and certify the truthfulness and accuracy of the contents of the statements submitted on this certification, that the company named below:

1) Does not do business with Iran, Sudan or any Foreign Terrorist Organization, and;
2) Will not do business with Iran, Sudan or any Foreign Terrorist Organization during the term of this contract, and;
3) Is not listed on Comptroller of the State of Texas Divestment Statute Lists

Company Name: USI Insurance Services LLC

Address: 303 N. Oregon St., Suite 310

City: El Paso State: TX Zip: 79901

Signature of Authorized Company Representative

Date: 6/20/2026

Printed Name: Phillip Briscoe

Title: Vice President

Firm hereby assigns to purchaser any and all claims for overcharges associated with this bid/RFP which arise under the antitrust laws of the United States, 15 USCA Section I and which arise under the antitrust laws of the State of Texas, Business and Commerce Code, Section 15.01.

CONFLICT OF INTEREST QUESTIONNAIRE

FORM CIQ

For vendor doing business with local governmental entity

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).

By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. *See* Section 176.006(a-1), Local Government Code.

A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.

OFFICE USE ONLY

Date Received

1 **Name of vendor who has a business relationship with local governmental entity.**

N/A

2 ☐ **Check this box if you are filing an update to a previously filed questionnaire.** (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)

3 **Name of local government officer about whom the information is being disclosed.**

N/A

Name of Officer

4 **Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary.**

A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?

☐ Yes ☐ No

B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?

☐ Yes ☐ No

5 **Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.**

6 ☐ Check this box if the vendor has given the local government officer or a family member of the officer one or more gifts as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a-1).

7

Phillip Briscoe	204	6/20/2026
Name of signatory	Signature	Date

CONFLICT OF INTEREST QUESTIONNAIRE
For vendor doing business with local governmental entity

A complete copy of Chapter 176 of the Local Government Code may be found at http://www.statutes.legis.state.tx.us/Docs/LG/htm/LG.176.htm. For easy reference, below are some of the sections cited on this form.

Local Government Code § 176.001(1-a): "Business relationship" means a connection between two or more parties based on commercial activity of one of the parties. The term does not include a connection based on:

(A) a transaction that is subject to rate or fee regulation by a federal, state, or local governmental entity or an agency of a federal, state, or local governmental entity;

(B) a transaction conducted at a price and subject to terms available to the public; or

(C) a purchase or lease of goods or services from a person that is chartered by a state or federal agency and that is subject to regular examination by, and reporting to, that agency.

Local Government Code § 176.003(a)(2)(A) and (B):

(a) A local government officer shall file a conflicts disclosure statement with respect to a vendor if:

***

(2) the vendor:

(A) has an employment or other business relationship with the local government officer or a family member of the officer that results in the officer or family member receiving taxable income, other than investment income, that exceeds $2,500 during the 12-month period preceding the date that the officer becomes aware that

(i) a contract between the local governmental entity and vendor has been executed; or

(ii) the local governmental entity is considering entering into a contract with the vendor;

(B) has given to the local government officer or a family member of the officer one or more gifts that have an aggregate value of more than $100 in the 12-month period preceding the date the officer becomes aware that:

(i) a contract between the local governmental entity and vendor has been executed; or

(ii) the local governmental entity is considering entering into a contract with the vendor.

Local Government Code § 176.006(a) and (a-1)

(a) A vendor shall file a completed conflict of interest questionnaire if the vendor has a business relationship with a local governmental entity and:

(1) has an employment or other business relationship with a local government officer of that local governmental entity, or a family member of the officer, described by Section 176.003(a)(2)(A);

(2) has given a local government officer of that local governmental entity, or a family member of the officer, one or more gifts with the aggregate value specified by Section 176.003(a)(2)(B), excluding any gift described by Section 176.003(a-1); or

(3) has a family relationship with a local government officer of that local governmental entity.

(a-1) The completed conflict of interest questionnaire must be filed with the appropriate records administrator not later than the seventh business day after the later of:

(1) the date that the vendor:

(A) begins discussions or negotiations to enter into a contract with the local governmental entity; or

(B) submits to the local governmental entity an application, response to a request for proposals or bids, correspondence, or another writing related to a potential contract with the local governmental entity; or

(2) the date the vendor becomes aware:

(A) of an employment or other business relationship with a local government officer, or a family member of the officer, described by Subsection (a);

(B) that the vendor has given one or more gifts described by Subsection (a); or

(C) of a family relationship with a local government officer.

GRANBURY
Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	T Clark			
Expenditure:	$			

Agenda Item Title:

Policy Update 127
(LEGAL) policies
(LOCAL) policies- see attached list of codes

Background Information:

Although (LEGAL) policies are not adopted by the board, there may be some discussion. (LOCAL) policies listed include either additions, deletions, or replacements for your review this month for final approval at the August board meeting.

BJCF (LOCAL)
CAA (LOCAL)
DH (LOCAL)
DP (LOCAL)
DPA (LOCAL)
DPB (LOCAL)
EHBB (LOCAL)
EHBG (LOCAL)
FFF (LOCAL)

Supporting Document(s) Included:

- Explanatory Notes for all (LEGAL) and (LOCAL) policy manual updates included in #127
- Each (LOCAL) policy under consideration as red-line/change copy

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*

Maintain safe, supportive, and connected learning environments (#1 Student Achievement)

Recommendation:

Review (LEGAL) updates for your information and (LOCAL) recommendations for manual update #127.

Submitted by:	**Approved by:**
Tammy Clark	Dr. Courtney Morawski Superintendent

Explanatory Notes
TASB Localized Policy Manual Update 127

Granbury ISD

ATTN(NOTE) GENERAL INFORMATION ABOUT THIS UPDATE

All changes to the legal framework provided in this update are currently effective unless otherwise indicated in the explanatory note for that code.

AIA(LEGAL) ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions throughout the A-F Performance Ratings section of this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature.

AIB(LEGAL) ACCOUNTABILITY: PERFORMANCE REPORTING

Citations have been updated in accordance with redesignated Administrative Code rules.

AIC(LEGAL) ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. This legislation repealed some provisions and amended others.

BAA(LEGAL) BOARD LEGAL STATUS: POWERS AND DUTIES

An obsolete cross-reference has been deleted at Discretionary Powers and Duties.

BDF(LEGAL) BOARD INTERNAL ORGANIZATION: ADVISORY COMMITTEES

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

BJA(LEGAL) SUPERINTENDENT: QUALIFICATIONS AND DUTIES

A cross-reference has been updated due to recoding material in the DP series of policies.

BJCF(LOCAL) SUPERINTENDENT: NONRENEWAL

Recommended revisions to this local policy on nonrenewal of a superintendent align with language at DFBB(LOCAL) relating to accommodations of disability and the addition of two nonrenewal reasons included in Update 126 that were related to Senate Bill 12 from the 89th Legislature.

CAA(LOCAL) FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

A cross-reference in the Note has been updated to reflect changes to the DH series of policies, which are described in more detail below.

CBB(LEGAL) STATE AND FEDERAL REVENUE SOURCES: FEDERAL

The Federal Acquisition Regulation has increased the micro-purchase threshold limit to $15,000 and increased the simplified acquisition threshold to $350,000. The language under Procurement Methods has been adjusted accordingly.

CE(LEGAL) ANNUAL OPERATING BUDGET

Revisions at Authorized Expenditures are due to House Bill 8 from the Second Special Session of the 89th Legislature. Section 3.006 of the bill amends Education Code 45.105(c-1).

Granbury ISD

CHE(LEGAL) PURCHASING AND ACQUISITION: VENDOR DISCLOSURES AND CONTRACTS

Citations in the Required Contract Provisions section relating to Energy Companies have been updated after redesignation of the material by House Bill 4595 and to correct a typographical error.

CKEA(LEGAL) SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

Substantive revisions are due to rule changes. For readability, additional margin notes have been included. A note has been added under the Required Policies section to point the reader to TCOLE model policies and forms available on the TCOLE website.

CKEB(LEGAL) SECURITY PERSONNEL: SCHOOL MARSHALS

The citation has been corrected at Fit for Duty Review.

CMD(LEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING

19 Administrative Code 67.1001(e) has been amended. On page 4, the list at Permitted Expenditures adds items to implement Senate Bill 13 from the 89th Texas Legislature by updating the allowable expenditures from a district's instructional materials and technology allotment.

CNC(LEGAL) TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY

Language has been added from the Texas Administrative Code. The amended provisions regarding safety standards changed requirements that were once placed on manufacturers of school buses to now be requirements for school districts. The citation to the Transportation Code has been removed, as it is not necessary.

COA(LEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

A citation has been corrected at Procurement Training.

CPC(LEGAL) OFFICE MANAGEMENT: RECORDS MANAGEMENT

13 Administrative Code 7.125 has been repealed, and separate rules for each retention schedule have been adopted. Citations relating to the TSLAC Retention Schedules have been updated accordingly.

CQA(LEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

The Required Website Postings section has been revised to reflect new statutory and rule requirements for postings, and the format has been modified to provide a clear citation to each requirement. The Note preceding the list has been revised to provide information regarding why the requirements are posted in the order that has been chosen by TASB.

D(LEGAL) PERSONNEL

Restructuring of codes in the DH section and the DP section necessitates an update to the D section table of contents.

DC(LEGAL) EMPLOYMENT PRACTICES

A cross-reference in the Employment Policies section has been updated to reflect changes to the DP series of policies.

Granbury ISD

DC(LOCAL) EMPLOYMENT PRACTICES

The cross-reference at Employment Assistance Prohibited has been updated to reflect changes to the DH series of policies. Standard policy language at BJA(LOCAL) notes that the superintendent may delegate responsibilities to other employees of the district but shall remain accountable to the board for the performance of all duties, delegated or otherwise. For this reason, TASB recommends removing "or designee" from the Posting Vacancies section.

Please note: The enclosed policy includes revisions to the text delegating all hiring authority to the superintendent at Employment of All Personnel, as requested by and sent to the superintendent on May 11, 2026. Please contact your policy consultant if you have any questions or need further revisions to this policy.

DCA(LEGAL) EMPLOYMENT PRACTICES: PROBATIONARY CONTRACTS

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DEAA(LEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included. Also, House Bill 2, Article 2.20(b) from the 89th Legislature repealed Education Code 48.114 effective September 1, 2026. TASB has opted to reflect this repeal with Update 127, as it will be the Update closest in time to the effective date.

DF(LEGAL) TERMINATION OF EMPLOYMENT

The cross-reference at Report to Superintendent has been updated to reflect changes to the DP series of policies. We have also updated the cross-reference at Prohibited Classroom Instruction to reflect policy EMB.

DFBA(LEGAL) TERM CONTRACTS: SUSPENSION/TERMINATION DURING CONTRACT

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included. Also, the cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DFE(LEGAL) TERMINATION OF EMPLOYMENT: RESIGNATION

The cross-reference at Report by Principal has been updated to reflect changes to the DP series of policies.

DH(LEGAL) EMPLOYEE STANDARDS OF CONDUCT

Because DHA(LEGAL) has been created to focus on educator ethics, the section by that name has been deleted from this code. In addition, the Duty to Report section of this legal framework has been bolstered with additional text around the duty to report child abuse or neglect.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The two cross-references to DH(EXHIBIT) have been revised to reflect changes to the DH series of policies, which are described in more detail below.

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DH(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT

This exhibit is being deleted from the manual, and the Educators' Code of Ethics is being recoded to DHA(LEGAL).

DHA(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: EDUCATOR CODE OF ETHICS

This new legal framework has been created to house information relating to the Educators' Code of Ethics. This material has been recoded to clarify that elements 3.8 and 3.9 of the Code of Ethics now form the basis of the reporting requirements for educator misconduct that changed during the 89th Legislature. Prior to Update 127, the Educators' Code of Ethics was housed as an exhibit to the manual at DH(EXHIBIT). Because the definitions relating to inappropriate communication and boundaries are from the Code of Ethics, they are now in this new legal framework.

DHB(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO STATE BOARD FOR EDUCATOR CERTIFICATION

The cross-reference at Deadline to Report After Termination or Resignation has been updated to reflect changes to the DP series of policies.

DHC(LEGAL) EMPLOYEE STANDARDS OF CONDUCT: REPORTS TO TEXAS EDUCATION AGENCY

The cross-reference at Deadline to Report has been updated to reflect changes to the DP series of policies. A citation has been corrected in the Contents of Report section.

DK(LEGAL) ASSIGNMENT AND SCHEDULES

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DL(LEGAL) WORK LOAD

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DMA(LEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

DP(LEGAL) PERSONNEL POSITIONS

Material at DP(LEGAL) is being recoded to DPA, regarding principals, and DPB, regarding other personnel positions, as the requirements specific to principals have expanded sufficiently to warrant a separate legal framework.

DP(LOCAL) PERSONNEL POSITIONS

To accommodate the restructuring of the DP series due to the requirements specific to principals, this local policy is recommended for deletion. Materials regarding principal qualifications have been moved to a new code at DPA(LOCAL), and the language relating to school counselors has been moved to DPB(LOCAL).

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DPA(LEGAL) PERSONNEL POSITIONS: PRINCIPALS

Information relating to principals previously found at DP has been relocated to this new code. In addition, a note relating to the requirement to report child abuse or neglect has been added so all reporting requirements for principals are housed in one location for clarity.

DPA(LOCAL) PERSONNEL POSITIONS: PRINCIPALS

This new code specifically related to principals now houses principal qualification language that was previously at DP(LOCAL). Minor revisions have been made to the text at Qualifications to align with the model job description provided by TASB HR Services. Any posting for a principal position would, at minimum, include the items provided in this list. Other qualifications may be included as provided by the last item in the list.

DPB(LEGAL) PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

All information previously at DP(LEGAL) that is not related to principals (now at DPA) and substitutes (now at DPC) has been moved to this legal framework. The School Psychological Services section has been amended to reflect changes in 22 Administrative Code 465.38(b)-(c).

DPB(LOCAL) PERSONNEL POSITIONS: OTHER PERSONNEL POSITIONS

This new policy now houses text relating to school counselors that was previously at DP(LOCAL).

DPC(LEGAL) PERSONNEL POSITIONS: SUBSTITUTE, TEMPORARY, AND PART-TIME POSITIONS

This new legal framework now houses information formerly in DPB(LEGAL) relating to substitute positions.

EB(LEGAL) SCHOOL YEAR

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

EC(LEGAL) SCHOOL DAY

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

EEB(LEGAL) INSTRUCTIONAL ARRANGEMENTS: CLASS SIZE

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

EFA(LEGAL) INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

Substantive revisions are due to amendments to 19 Administrative Code 67.1501 and 67.1502 regarding TEA standards for review of instructional materials. Additional revisions have been made for organization and to margin notes to improve clarity and readability.

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EHAC(LEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Changes to this policy regarding course offerings in grades 9-12 were needed after amendments to 19 Administrative Code 74.3. Citations have also been updated to conform with the new amendments.

EHBB(LEGAL) SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Revisions to this legal framework are due to amendments to 19 Administrative Code 89.1.

EHBB(LOCAL) SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Recommended changes at Identification Criteria are the result of amendments to 19 Administrative Code 89.1.

EHBCA(LEGAL) COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

Revisions to this legal framework are due to House Bill 8 from the Second Special Session of the 89th Legislature. Please note that the English II end-of-course (EOC) assessment is still a requirement for the 2026 and 2027 graduating classes.

EHBG(LOCAL) SPECIAL PROGRAMS: PREKINDERGARTEN

Under House Bill 2 from the 89th Legislature, the child of a classroom teacher is eligible for enrollment in the prekindergarten program in the district where they teach; therefore, we have adjusted your policy to incorporate a cross-reference to EHBG(LEGAL) for clarification. We have also added a cross-reference to FEA(LOCAL) at the end of the policy. Please contact your policy consultant if additional revisions to this policy are necessary.

EHDD(LEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

The FAST Program section has been revised due to amendments to 19 Administrative Code 13.503(a)-(b). Deletions throughout are due to repealed provisions from the Administrative Code.

EKB(LEGAL) TESTING PROGRAMS: STATE ASSESSMENT

Revisions throughout this legal framework are due to changes from House Bill 8 from the Second Special Session of the 89th Legislature.

FA(LEGAL) PARENT RIGHTS AND RESPONSIBILITIES

A section prohibiting infringement on parental rights has been added after voters approved Senate Joint Resolution 34 from the 89th Legislature.

FDA(LEGAL) ADMISSIONS: INTERDISTRICT TRANSFERS

The note at the top of this legal framework has been updated to remove the hyperlink to the district's innovation plan. The hyperlink to the district's innovation plan is located in AF(LOCAL), and a cross-reference to that code has been included.

FED(LEGAL) ATTENDANCE: ATTENDANCE ENFORCEMENT

Changes regarding sanctions as they relate to truancy prevention measures are due to revisions at 19 Administrative Code 129.1047.

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FFAC(LEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

13 Administrative Code 7.125, which contained all the TSLAC retention schedules, was repealed and replaced with 13 Administrative Code 7.126-.137. Each rule now contains a single retention schedule. The Records of Public School Districts schedule is now located at 13 Administrative Code 7.131. The revision at Records in the section on the Maintenance and Administration of Epinephrine Delivery Systems reflects this change. Related revisions also appear in CPC(LEGAL).

FFEB(LEGAL) COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

The cross-reference in the Exception: Court Order section has been updated to reflect changes to the DP series of policies.

FFF(LOCAL) STUDENT WELFARE: STUDENT SAFETY

The definition of misconduct has been amended to include provisions from Senate Bill 571 from the 89th Legislative Session. The misconduct definition has also been reformatted to improve readability.

FM(LEGAL) STUDENT ACTIVITIES

In the Limits on Participation and Practice section, "one activity" has been revised to "two activities" due to amendments to 19 Administrative Code 76.1001(d).

FOA(LEGAL) STUDENT DISCIPLINE: REMOVAL BY TEACHER OR BUS DRIVER

At Appeals, a citation error has been corrected, and margin notes have been added to assist with clarity and readability.

FOCA(LEGAL) PLACEMENT IN A DISCIPLINARY ALTERNATIVE EDUCATION SETTING: DISCIPLINARY ALTERNATIVE EDUCATION PROGRAM OPERATIONS

House Bill 6 from the 89th Legislature removed a district's authority to exempt itself from Chapter 37 requirements through a District of Innovation plan; therefore, the note indicating such an exemption has been deleted.

GKA(LEGAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

A citation in the Tobacco and E-Cigarettes section has been updated after 20 U.S.C. 7183 was redesignated to 20 U.S.C. 7973.

GKD(LEGAL) COMMUNITY RELATIONS: NONSCHOOL USE OF SCHOOL FACILITIES

Substantial revisions have been made regarding Facilities Use by Religious Organizations based on Senate Bill 2986 from the 89th Legislature.

GNC(LEGAL) RELATIONS WITH EDUCATIONAL ENTITIES: COLLEGES AND UNIVERSITIES

19 Administrative Code 9.141-9.144, 9.146, and 9.147 have been repealed, which led to substantive changes to this legal framework. Provisions that are duplicative of those in EHDD(LEGAL) have been deleted.

Instruction Sheet

TASB Localized Policy Manual Update 127

Granbury ISD

Code	Type	Action To Be Taken	Note
ATTN	(NOTE)	No policy enclosed	See explanatory note
AIA	(LEGAL)	Replace policy	Revised policy
AIB	(LEGAL)	Replace policy	Revised policy
AIC	(LEGAL)	Replace policy	Revised policy
BAA	(LEGAL)	Replace policy	Revised policy
BDF	(LEGAL)	Replace policy	Revised policy
BJA	(LEGAL)	Replace policy	Revised policy
BJCF	(LOCAL)	Replace policy	Revised policy
CAA	(LOCAL)	Replace policy	Revised policy
CBB	(LEGAL)	Replace policy	Revised policy
CE	(LEGAL)	Replace policy	Revised policy
CHE	(LEGAL)	Replace policy	Revised policy
CKEA	(LEGAL)	Replace policy	Revised policy
CKEB	(LEGAL)	Replace policy	Revised policy
CMD	(LEGAL)	Replace policy	Revised policy
CNC	(LEGAL)	Replace policy	Revised policy
COA	(LEGAL)	Replace policy	Revised policy
CPC	(LEGAL)	Replace policy	Revised policy
CQA	(LEGAL)	Replace policy	Revised policy
D	(LEGAL)	Replace table of contents	Revised table of contents
DC	(LEGAL)	Replace policy	Revised policy
DC	(LOCAL)	Replace policy	Revised policy
DCA	(LEGAL)	Replace policy	Revised policy
DEAA	(LEGAL)	Replace policy	Revised policy
DF	(LEGAL)	Replace policy	Revised policy
DFBA	(LEGAL)	Replace policy	Revised policy
DFE	(LEGAL)	Replace policy	Revised policy
DH	(LEGAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
DH	(EXHIBIT)	DELETE exhibit	See explanatory note
DHA	(LEGAL)	ADD policy	See explanatory note
DHB	(LEGAL)	Replace policy	Revised policy
DHC	(LEGAL)	Replace policy	Revised policy
DK	(LEGAL)	Replace policy	Revised policy

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Code	Type	Action To Be Taken	Note
DL	(LEGAL)	Replace policy	Revised policy
DMA	(LEGAL)	Replace policy	Revised policy
DP	(LEGAL)	DELETE policy	See explanatory note
DP	(LOCAL)	DELETE policy	See explanatory note
DPA	(LEGAL)	ADD policy	See explanatory note
DPA	(LOCAL)	ADD policy	See explanatory note
DPB	(LEGAL)	Replace policy	Revised policy
DPB	(LOCAL)	ADD policy	See explanatory note
DPC	(LEGAL)	ADD policy	See explanatory note
EB	(LEGAL)	Replace policy	Revised policy
EC	(LEGAL)	Replace policy	Revised policy
EEB	(LEGAL)	Replace policy	Revised policy
EFA	(LEGAL)	Replace policy	Revised policy
EHAC	(LEGAL)	Replace policy	Revised policy
EHBB	(LEGAL)	Replace policy	Revised policy
EHBB	(LOCAL)	Replace policy	Revised policy
EHBCA	(LEGAL)	Replace policy	Revised policy
EHBG	(LOCAL)	Replace policy	Revised policy
EHDD	(LEGAL)	Replace policy	Revised policy
EKB	(LEGAL)	Replace policy	Revised policy
FA	(LEGAL)	Replace policy	Revised policy
FDA	(LEGAL)	Replace policy	Revised policy
FED	(LEGAL)	Replace policy	Revised policy
FFAC	(LEGAL)	Replace policy	Revised policy
FFEB	(LEGAL)	Replace policy	Revised policy
FFF	(LOCAL)	Replace policy	Revised policy
FM	(LEGAL)	Replace policy	Revised policy
FOA	(LEGAL)	Replace policy	Revised policy
FOCA	(LEGAL)	Replace policy	Revised policy
GKA	(LEGAL)	Replace policy	Revised policy
GKD	(LEGAL)	Replace policy	Revised policy
GNC	(LEGAL)	Replace policy	Revised policy

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.

2. Failure to fulfill duties or responsibilities.

3. Incompetency or inefficiency in the performance of duties.

4. Insubordination or failure to comply with Board directives.

5. Failure to comply with Board policies or administrative regulations.

6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]

7. Conducting personal business during school hours when it results in neglect of duties.

8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.

9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.

10. Failure to meet the District's standards of professional conduct.

11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]

12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]

13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, with or without reasonable accommodation.

15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.

16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.

17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.

18. Behavior that presents a danger of physical harm to a student or other individuals.

19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.

20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.

21. Falsification of records or other documents related to the District's activities.

22. Falsification or omission of required information on an employment application.

23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.

24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.

25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.

26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.

27. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

~~27.~~29. Any reason constituting good cause for terminating the contract during its term.

Notice of Proposed Nonrenewal

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.

2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.

3. The Superintendent may cross-examine any witnesses for the Board.

4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the Superintendent fails to request a hearing, the Board shall take the appropriate action and notify the Superintendent in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
  - for Board members — BBF
  - for employees — ~~DH~~DHA
- Financial conflicts of interest:
  - for public officials — BBFA
  - for all employees — DBD
  - for vendors — CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District's investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

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Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

Protection from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards Disclosure

In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future

misconduct. These measures shall be presented to the Board for review.

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See ~~DH(EXHIBIT~~DHA(LEGAL)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an

employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see ~~DH(EXHIBIT~~DHA(LEGAL)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

Safety Requirements

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual.

As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct.

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

Tobacco and Nicotine Products and E-Cigarettes

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

Alcohol and Drugs / Notice of Drug-Free Workplace

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
    - Dishonesty; fraud; deceit; theft; misrepresentation;
    - Deliberate violence;
    - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
    - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
    - Felony driving while intoxicated (DWI); or
    - Acts constituting abuse or neglect under the Texas Family Code.

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Principal Qualifications

In addition to the minimal certification requirement, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to explain policy, procedures, and data;
5. Strong communications, public relations, and interpersonal skills;
6. Prior experience in instructional leadership roles; and
7. Other qualifications deemed necessary by the Board and included in the job description.

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

School Counselors

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Referral

Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.

Screening and Identification Process

The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.

The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.

Parental Consent

The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.

Selection

Identification Criteria

The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.

Assessments

Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.

~~Selection~~Matrix or Threshold System

If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.

Placement Committee

A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.

Notification

The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for

gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment

If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.

Transfer Students

Interdistrict

When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.

[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]

Intradistrict

A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.

Furloughs

The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.

In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.

Exit Provisions

The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.

Appeals

A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the

evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

In addition to admitting four-year-old students to prekindergarten in accordance with legal requirements [see EHBG(LEGAL)], the District shall partner with Head Start to provide a prekindergarten program for eligible three-year-old students in accordance with federal and state law.

After all available spaces have been filled in the three-year-old prekindergarten program, the director of the Head Start three-year-old prekindergarten program shall maintain a waiting list of applicants who meet eligibility requirements. Any available spaces shall be filled on a first-come, first-served basis.

If space is available in the District's four-year-old prekindergarten program after enrollment of all applicants who are eligible under state law, the District shall admit on a first-come, first-served basis children of District employees who do not meet the state eligibility requirements.

The enrollment of more students who are eligible for prekindergarten during the school year shall not result in the withdrawal of enrolled students who do not meet the federal and state eligibility criteria, as applicable; however, students not in compliance with attendance requirements shall be withdrawn~~.~~ in accordance with FEA(LOCAL).

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom a District employee or a person acting as a service provider for the District is alleged to have engaged in misconduct, informing the parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an individual's ~~alleged~~:

1. Alleged abuse or commission of an otherwise unlawful act with a student ~~or involvement in~~;
2. Involvement in or soliciting a romantic relationship, or soliciting or engaging in sexual contact, with a student;
3. Engaging in inappropriate communications with a student; or
4. ~~1.~~ Failing to maintain appropriate boundaries with a student.

Notice of Suspected Criminal Offense

Except as provided by state law regarding child abuse investigations, the District shall notify a parent not later than one business day after the date an employee first suspects that a criminal offense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse and FFH for parental notification requirements regarding prohibited conduct as defined by that policy.]

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 15, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Coutney Morawski			
Expenditure:	$ N/A			

Agenda Item Title: Introduction of the Granbury ISD Strategic Plan Scorecard

Background Information: To support the implementation of the Board-approved Goals and Strategic Plan, the administration has developed the Granbury ISD Strategic Plan Scorecard. The Strategic Plan Scorecard will serve as the district's primary performance monitoring tool by:

- Aligning measurable outcomes with each of the Board's Strategic Priorities.
- Providing a transparent and consistent method for reporting district progress.
- Establishing a standard communication tool that can be shared with trustees, staff, and the community.
- Allowing the Board to monitor progress over time, celebrate successes, and identify areas requiring additional focus or support.

The scorecard is intended to be a living document that will be updated annually as performance data becomes available and will be referenced regularly during Board reports and district communications. The scorecard includes all currently available baseline data. At this time, the 2026 State of Texas Science assessment results have not yet been released by the Texas Education Agency. Once those data become available, the Science measures and any related district achievement metrics will be updated and presented to the Board during the August 2026 meeting.

Supporting Document(s) Included:

- Strategic Plan Scorecard 2026-2031

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Advance academic achievement and growth for every student (#1 Student Achievement)
All Goals Align with this Scorecard.

Recommendation: Approve the Strategic Plan Scorecard as presented by Administration.

Submitted by:	**Approved by:**
Dr. Courtney Morawski Superintendent	Dr. Courtney Morawski Superintendent

GRANBURY ISD
Built on Character. Driven by Excellence.

Granbury ISD Strategic Plan Scorecard 2026-2031

District Checkpoints:								
System Checkpoints:	**Baseline**	**State Ave**	**26-27**	**27-28**	**28-29**	**29-30**	**30-31**	**Goal**
• 3rd Reading Meets or Exceeds State Standards	76%	73%						86%
• 3rd Math Meets or Exceeds State Standards	68%	66%						78%
• 6th Reading Meets or Exceeds State Standards	72%	72%						82%
• 6th Math Meets or Exceeds State Standards	65%	73%						75%
• 8th US History Meets or Exceeds State Standards	57%	57%						67%
• 8th Science Meets or Exceeds State Standards	*	*						*
• Algebra I Meets or Exceeds State Standards	89%	82%						94%
• English I Meets or Exceeds State Standards	82%	71%						87%
PRIORITY ONE: Student Achievement								
	Baseline	**State**	**26-27**	**27-28**	**28-29**	**29-30**	**30-31**	**Goal**
% of All students Meets or Exceeds State Standards-ALL Content	*	*						84%
% of Students Meets or Exceeds State Standards-RLA	78%	75%						87%
% of Students Meets or Exceeds State Standards-Math	69%	70%						79%
% of College, Career, Military Readiness score (CCMR)**	89%	82%						98%
% of HS Students in Extra/Co-curricular Activities	*	*						90%
% of JH/HS Out of Placement (ISS/OSS)	7.5/2.3%							6/1%
PRIORITY TWO: Human Capital								
	Baseline	**State**	**26-27**	**27-28**	**28-29**	**29-30**	**30-31**	**Goal**
Number of Teacher Residencies	8	N/A						15
Retention Rate (measure of retention of effective teachers)	85%	N/A						90%
Average T-Tess Score	3.55	N/A						3.75
PRIORITY THREE: Granbury Culture								
	Baseline	**State**	**26-27**	**27-28**	**28-29**	**29-30**	**30-31**	**Goal**
Student Attendance	94.5%	93.9%						96%
Student and Family Survey Satisfaction Rate	76%	N/A						90%
TEA Intruder Audit	100%	N/A						100%
Graduation Rate (4 year)	95.6%	N/A						97%
PRIORITY FOUR- Facility and Financial Stewardship								
	Baseline	**State**	**26-27**	**27-28**	**28-29**	**29-30**	**30-31**	**Goal**
Transparent and Effective Budget Processes								
• TEA FIRST Report Rating	Superior	N/A						Superior
• Clean/Unmodified Opinion - Financial Audit	Clean	N/A						Clean
Average Resolution Days to Complete Facility Work Orders	9.75	N/A						5.0
Average Resolution Days to Complete Tech Work Orders	5.0	N/A						3.0

Met or Exceeded	On Track towards Goal	Not on Track/Adjust Plan	Did Not Meet Goal

**To be Determined* ***Lag Data*

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Courtney Morawski			
Expenditure:	$ N/A			

Agenda Item Title: Discuss and Possible action for the Hood County Appraisal District Preliminary Budget Under Texas Tax Code § 6.06

Background Information: Granbury ISD is a taxing unit that participates in the Hood County Appraisal District. HCAD is responsible for appraising property for taxation purposes for the taxing units it serves. Each year, the Chief Appraiser prepares a proposed budget for the operations of the appraisal district. The proposed budget is provided to participating taxing units, including Granbury ISD, for review. The HCAD Board of Directors is responsible for holding a public hearing on the proposed budget and adopting the appraisal district's annual budget.

Granbury ISD's Statutory Role: Under Texas Tax Code § 6.06, the Granbury ISD Board of Trustees does not approve the HCAD budget. The HCAD Board of Directors adopts the budget. After the budget is adopted, the governing bodies of the taxing units have statutory authority to disapprove the adopted budget.

Texas Tax Code § 6.06(b) provides:

> "If governing bodies of a majority of the taxing units entitled to vote on the appointment of board members adopt resolutions disapproving a budget and file them with the secretary of the board within 30 days after its adoption, the budget does not take effect, and the board shall adopt a new budget within 30 days of the disapproval."

Granbury ISD may:

- Review the proposed and adopted HCAD budget;
- Ask questions regarding GISD's allocated cost, expenditures, staffing, compensation, capital purchases, and other budget priorities;
- Take no action, allowing the adopted HCAD budget to take effect; or
- Adopt a resolution disapproving the budget and file the resolution with the HCAD Board secretary within the statutory deadline.
  **A resolution adopted by GISD alone does not invalidate the HCAD budget. Resolutions disapproving the budget must be adopted by the governing bodies of a majority of the taxing units entitled to vote on the appointment of appraisal district board members.*

Board Will Review:

- GISD's total proposed assessment for the upcoming fiscal year;
- The dollar and percentage change from the prior year;
- The factors driving any increase or decrease in the HCAD budget;

- Changes in staffing, salaries, benefits, or contracted services;
- Significant capital expenditures or new initiatives;
- Available fund balance and reserves;
- The impact of the assessment on the GISD General Fund; and
- Any concerns identified by District administration regarding the proposed or adopted budget.

Board Decision

The central question before the Board is:

Has the HCAD Board of Directors adopted a budget that reasonably supports the appraisal district's operations while demonstrating appropriate fiscal stewardship of funds provided by Granbury ISD and the other participating taxing units?

Based on the information presented, the GISD Board may take no action or, if concerns warrant, consider adopting a resolution disapproving the HCAD budget in accordance with Texas Tax Code § 6.06(b).

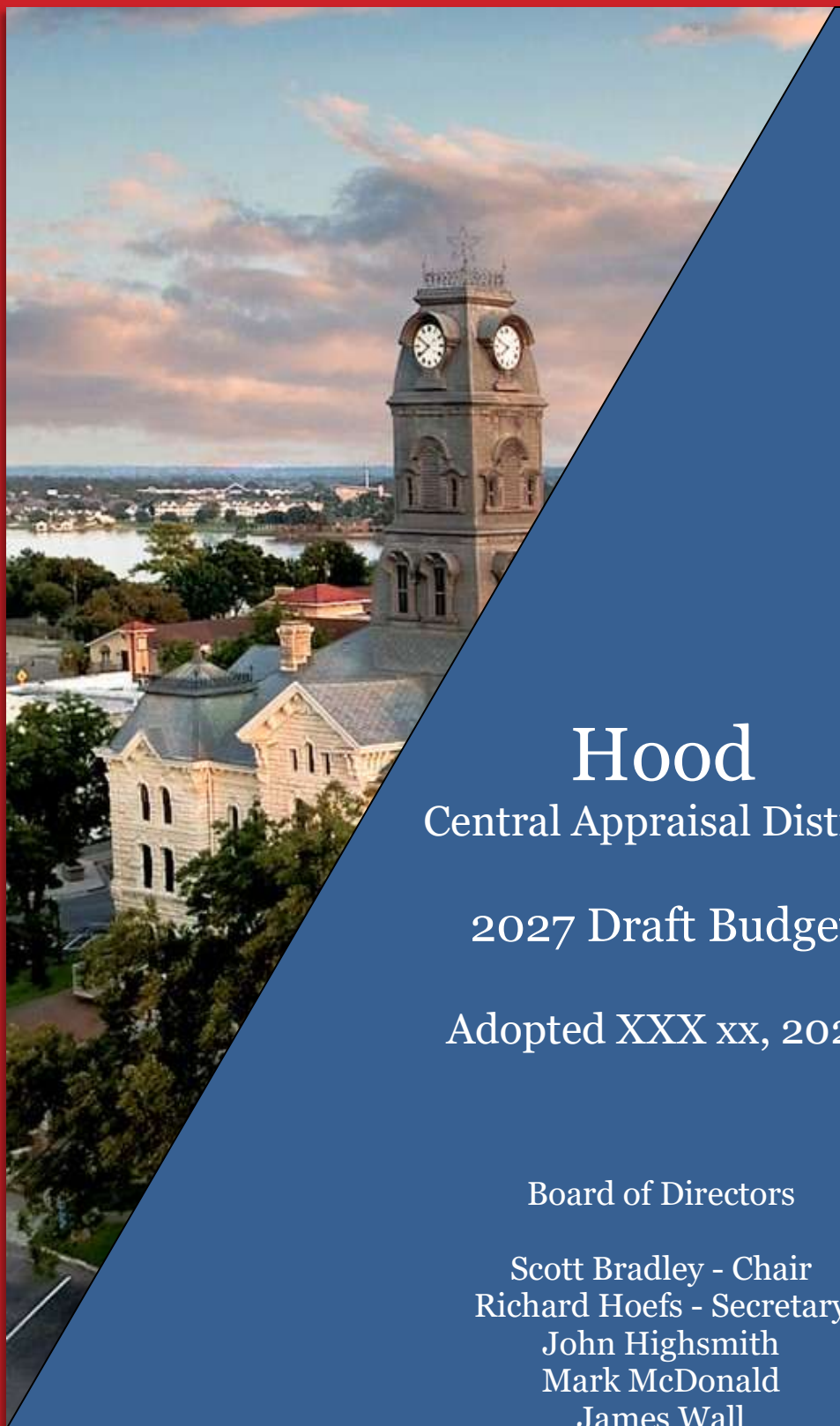
Supporting Document(s) Included:

- Hood County 2027 Preliminary Budget

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*
Steward resources responsibly through transparent planning and budgeting (#4 Facility and Financial St…

Recommendation: Board will determine action.

Submitted by:	**Approved by:**
	Dr. Courtney Morawski Superintendent



Hood

Central Appraisal District

2027 Draft Budget

Adopted XXX xx, 2026

Board of Directors

Scott Bradley - Chair
Richard Hoefs - Secretary
John Highsmith
Mark McDonald
James Wall

2027 Draft Budget
Hood Central Appraisal District
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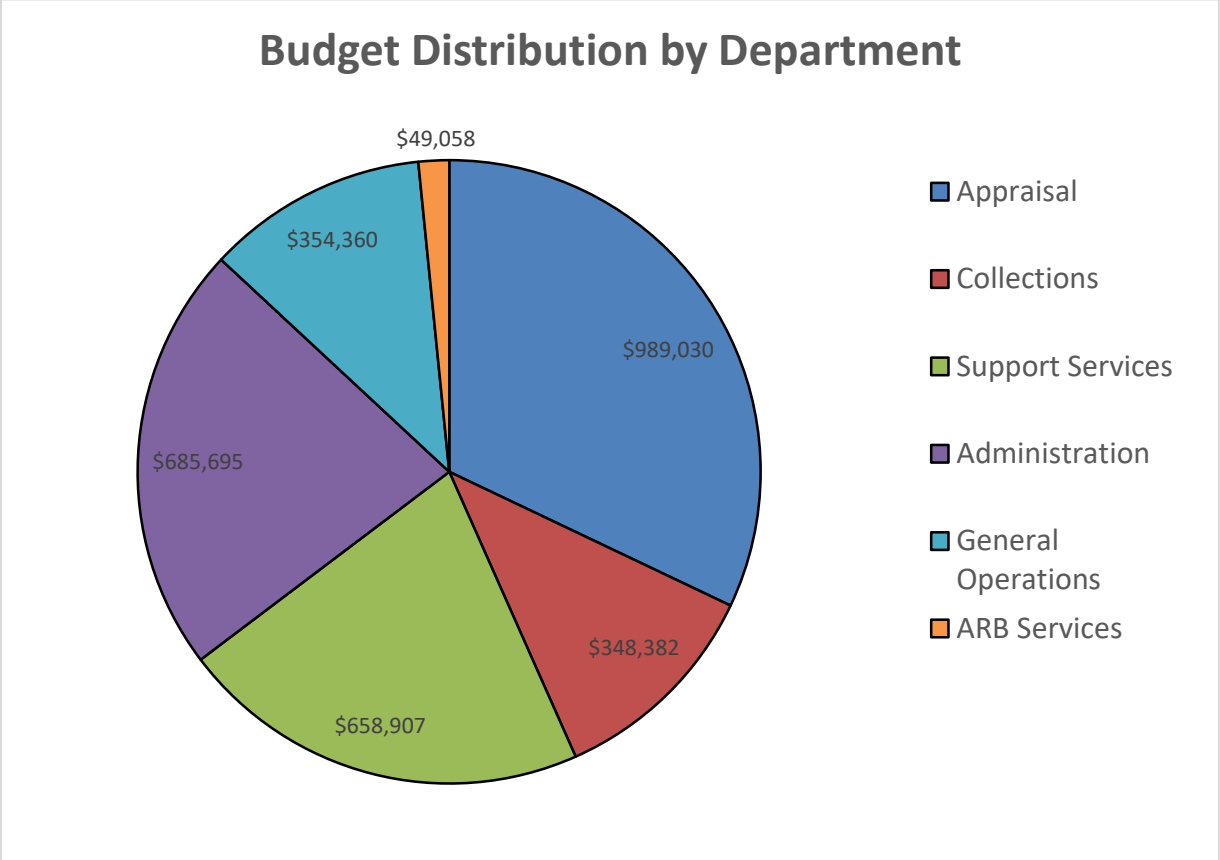
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2027 Draft Budget
Hood Central Appraisal District
Budget Summary & Financing Method

EXPENDITURES:		2026 BUDGET		2027 BUDGET	% Of Total	2027 % CHANGE
Direct Salaries	$	1,588,010	$	1,637,282	53.1%	3.1%
Retirement Benefits	$	191,372	$	177,317	5.7%	-7.3%
FICA/Medicare Taxes	$	129,324	$	133,592	4.3%	3.3%
Group Insurance Benefits	$	285,630	$	352,434	11.4%	23.4%
Total Payroll Costs	**$**	**2,194,336**	**$**	**2,300,625**	**74.6%**	**4.8%**
Training, Travel, Dues & Publications	$	40,772	$	40,701	1.3%	-0.2%
Appraisal Review Board Compensation	$	24,500	$	24,500	0.8%	0.0%
Legal, Litigation & Arbitration Expense	$	108,050	$	108,050	3.5%	0.0%
Information Technologies	$	24,150	$	56,283	1.8%	133.1%
Professional Services - Other	$	152,120	$	152,120	4.9%	0.0%
Leases, Utilities, Maint. & Janitorial	$	61,990	$	62,490	2.0%	0.8%
Telephone & Communications	$	10,524	$	10,524	0.3%	0.0%
Postage, Freight, & Mailing Services	$	91,993	$	72,741	2.4%	-20.9%
Materials, Supplies, Printing Services	$	40,507	$	40,507	1.3%	0.0%
Software Fees	$	166,987	$	167,991	5.4%	0.6%
Other Insurances & Public Notices	$	13,500	$	13,900	0.5%	3.0%
Contingencies	$	35,000	$	35,000	1.1%	0.0%
Capital Outlay	$	-	$	-	0.0%	
Total Other	**$**	**770,093**	**$**	**784,807**	**25.4%**	**1.91%**
Totals	**$**	**2,964,429**	**$**	**3,085,432**	**100%**	**4.1%**
FINANCING METHOD:						
Taxing Unit Allocations	$	2,895,329	$	3,010,232	97.6%	4.0%
Interest Earnings	$	15,000	$	20,000	0.6%	33.3%
Data Sales/Misc. Revenue	$	4,000	$	4,000	0.1%	0.0%
Revenue from Map Sales	$	100	$	100	0.0%	0.0%
Tax Sale Certificate Revenue	$	-	$	100	0.0%	0.0%
Tax Certificates	$	-	$	1,000	0.0%	0.0%
Technology Cmt. Fund ($0)	$	-	$	-	0.0%	0.0%
Litigation Cmt. Fund ($50,000)	$	50,000	$	50,000	0.0%	0.0%
Unassigned Fund Balance (TBD)	$	-	$	-	0.0%	0.0%
Other			$	-	0.0%	0.0%
Totals	**$**	**2,964,429**	**$**	**3,085,432**	**98%**	**4.08%**

2027 Draft Budget
Hood Central Appraisal District
Department / Division Budget Totals

Department	2026 BUDGET	2027 BUDGET	2027 % CHANGE
Appraisal	$ 929,544	$ 989,030	6.40%
Collections	$ 327,115	$ 348,382	6.50%
Support Services	$ 621,497	$ 658,907	6.02%
Administration	$ 700,132	$ 685,695	-2.06%
General Operations	$ 354,467	$ 354,360	-0.03%
ARB Services	$ 48,674	$ 49,058	0.79%
Totals	**$ 2,981,429**	**$ 3,085,432**	**$ -**



2027 Draft Budget
Hood Central Appraisal District
Account Summary
All Departments / Divisions

ACCOUNT NUMBER	ACCOUNT NAME	2025 ACTUAL	2026 BUDGET	2027 BUDGET
6000	Salaries	$ 1,522,944.99	$ 1,588,010	$ 1,637,282
6001	Overtime and Temporary Support	$ -	$ -	$ -
6050	Employee Benefits - Retirement	$ 193,340.04	$ 191,372	$ 177,317
6010	Employee Benefits - FICA/Medicare/SUI	$ 112,150.49	$ 123,824	$ 127,592
6030	Employee Benefits - Group Health Insurance	$ 284,679.22	$ 285,630	$ 352,434
6040	Workers' Compensation Insurance	$ 136.32	$ 5,500	$ 6,000
6120	Building Maintenance	$ 3,603.37	$ 12,020	$ 12,020
6180	Equipment Repair/Maintenance	$ -	$ -	$ 500
6270	Miscellaneous Supplies	$ 3,109.17	$ 6,369	$ 6,369
6280	Office Supplies	$ 11,761.74	$ 15,653	$ 15,653
Var*	Insurance Bonds	$ 11,818.37	$ 10,400	$ 10,800
6381	Information Technology/Hardware	$ 39,201.52	$ 24,150	$ 12,160
6382	Information Technology Consulting	$ 39,626.66	$ 17,000	$ 44,123
6290	Postage-Freight-Mail Services	$ 41,986.65	$ 91,993	$ 72,741
Var*	Utilities	$ 6,163.73	$ 11,760	$ 11,760
6280	Printing Services	$ 9,733.79	$ 18,485	$ 18,485
6300	Public and Legal Notices	$ 5,309.55	$ 3,100	$ 3,100
6370	Telephone	$ 18,817.91	$ 10,524	$ 10,524
6230	Janitorial and Building Services	$ 14,033.31	$ 16,490	$ 16,490
Var*	Software Fees	$ 183,568.94	$ 166,987	$ 167,991
6185	Hardware Rental/Leases	$ 9,185.52	$ 21,720	$ 21,720
6345	Membership/Subscriptions/Fees/Dues	$ 17,579.01	$ 15,377	$ 15,306
6340	Travel	$ 14,268.14	$ 13,740	$ 13,740
6341	Training	$ 12,953.58	$ 11,655	$ 11,655
Var*	Legal & Litigation Expenses	$ 52,672.85	$ 105,800	$ 105,800
6070	Appraisal Review Board Fees	$ 18,562.00	$ 24,500	$ 24,500
6080	Arbitration/Administrative Hearing Expenses	$ -	$ 2,250	$ 2,250
6383	Other Professional Services	$ 109,528.00	$ 152,120	$ 152,120
6150	Contingencies	$ -	$ 35,000	$ 35,000
6170	Forensic Auditing Servcices	$ 167,317.53	$ -	$ -
	CAPITAL OUTLAY:			
6130	Furniture	$ -	$ -	$ -
6130	Equipment	$ -	$ -	$ -
6130	Capital Outlay: Other	$ -	$ -	$ -
6131	Building Renovation and Alteration	$ 7,088.69	$ -	$ -
6132	Capital Outlay - Land and Building:	$ -	$ -	$ -
	TOTALS	**$ 2,911,141**	**$2,981,429**	**$ 3,085,432**

There are currently no capital outlay projects scheduled for 2027. If the need arises for a 2027 capital outlay project the board will utilize the budget amendment process for those expenditures.

2027 Draft Budget
Hood Central Appraisal District
Staffing
All Divisions / Departments

DEPARTMENT	2025	2026	2027	CHANGE	2027 SALARY BUDGET
Appraisal	10	8	8	0	
Sr. Appraiser					95,000
Sr. Appraiser					88,000
Sr. Appraiser					73,800
Appraiser					50,800
Appraiser					48,800
Appraiser					43,600
Appraiser					61,000
Appraiser					60,800
Collections	3	3	3	0	
Collections Manager					101,800
Collections Specialist					78,200
Collections Specialist					51,800
Support Services	5	6	6	0	
Support Services Manager					101,200
Mapping/Records Specialist					57,400
Deed Recors Specialist					40,600
Appraisal Support Specialist					38,000
Appraisal Support Specialist					35,000
Appraisal Support Specialist					51,800
Administration	2	3	3	0	
Chief Appraiser					205,000
Deputy Chief Appraiser					130,200
Office Manager					120,600
TOTALS	**20**	**20**	**20**	**0**	**$ 1,533,400**
Merit/Equity/COLA	4.0%	4.0%	5.0%	1.0%	$ 67,786
Less Salary Savings - Attrition					$ (8,458)
Salary Supplement - Auto		13			$ 98,800
Service Incentive					$ 16,940
TOTALS					**$ 1,640,682**

2027 Draft Budget
Hood Central Appraisal District
Appraisal Department
Table of Organization

Job Title	Number of Positions 2025	2026	2027	2027 Changes		2027 Budget
Appraisal Manager	1	0	0		$	-
Senior Appraiser	3	3	3		$	256,800
Appraiser	5	5	5		$	265,000
Appraisal Services Specialist	1	0	0		$	-
Totals	**10**	**8**	**8**	**0**	**$**	**521,800**
Merit/Equity/COLA	4.0%	4.0%	5.0%		$	17,937
Salary Savings - Attrition Lag	1.0%	1.0%	1.0%			(5,218)
Salary Supplement - Auto	9	8	8	=	$	76,800
Service Incentive					$	5,292
Total Salaries for Budget					**$**	**598,674**

2027 Draft Budget
Hood Central Appraisal District
Appraisal Department
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME	2026 BUDGET	2027 BUDGET
6000	Salaries	$ 566,000	$ 598,674
6001	Overtime and Temporary Support	$ -	$ -
6050	Employee Benefits - Retirement	$ 63,279	$ 64,836
6010	Employee Benefits - FICA/Medicare/SUI	$ 44,235	$ 46,735
6030	Employee Benefits - Health Insurance	$ 105,270	$ 129,882
6345	Membership/Subscriptions/Fees/Dues	$ 12,085	$ 12,085
6270	Miscellaneous Supplies	$ 365	$ 365
6280	Office Supplies	$ 3,000	$ 3,000
6290	Postage - Freight - Mail Services	$ 5,549	$ 3,692
6275	Printing Services	$ 60	$ 60
6383	Other Professional Services	$ 117,000	$ 117,000
6140	Appraisal Collection Software	$ 2,001	$ 2,001
6340	Travel	$ 7,200	$ 7,200
6341	Training	$ 3,500	$ 3,500
6130	Capital Outlay	$ -	$ -
	TOTALS	**$929,544**	**$989,030**

2027 Draft Budget
Hood Central Appraisal District
Collections Department
Table of Organization

JOB TITLE	NUMBER OF POSITIONS 2025	2026	2027	2027 CHANGES		2027 BUDGET
Collections Manager	1	1	1		$	101,800
Senior Collections Specialist	1	1	1		$	78,200
Collections Specialist	1	1	1		$	48,400
TOTALS	**3**	**3**	**3**	**0**	**$**	**228,400**
Merit/Equity/COLA	4.0%	5.0%	5.0%		$	10,859
Salary Savings - Attrition Lag	0.0%	0.0%	0.0%			0
Salary Supplement - Auto		1	1	=	$	2,500
Service Incentive				=	$	4,557
Total Salaries for Budget					**$**	**235,457**

2027 Draft Budget
Hood Central Appraisal District
Collections Department
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME	2026 BUDGET	2027 BUDGET
6000	Salaries	$ 225,553	$ 235,457
6000	Overtime and Temporary Support	$ -	$ -
6050	Employee Benefits - Retirement	$ 25,217	$ 25,500
6010	Employee Benefits - FICA/Medicare/SUI	$ 17,606	$ 18,363
6030	Employee Benefits - Insurance	$ 45,090	$ 55,638
6345	Membership/Subscriptions/Fees/Dues:	$ 510	$ 510
6270	Miscellaneous	$ 94	$ 94
6280	Office Supplies	$ 6,190	$ 6,190
6290	Postage - Freight - Mail Services	$ 1,170	$ 945
6280	Printing Services	$ -	$ -
6300	Public and Legal Notices	$ -	$ -
6140	Software Fees	$ 4,120	$ 4,120
6340	Travel	$ 1,030	$ 1,030
6340	Training	$ 535	$ 535
6130	Capital Outlay	$ -	$ -
	TOTALS	**$ 327,115**	**$ 348,382**

2027 Draft Budget
Hood Central Appraisal District
Support Services Department
Table of Organization

JOB TITLE	NUMBER OF POSITIONS 2024	2025	2026	2026 CHANGES		2026 BUDGET
Support Services Manager	1	1	1	0	$	101,200
Mapping/Records Support Specialist	1	1	1	0	$	57,400
Deed Records Specialist	1	1	1	0	$	40,600
Appraisal Support Specialist	0	1	2	1	$	86,800
Appraisal/Exemptions Support Specialist	0	1	1	0	$	38,000
TOTALS	**3**	**5**	**6**	**1**	**$**	**324,000**
Merit/Equity/COLA			5.0%		$	16,200
Salary Savings - Attrition and Lag			1.0%		$	(3,240)
Salary Supplement - Auto		1	1	=	$	2,500
Service Incentive				=	$	4,858
Total Salaries for Budget					**$**	**328,118**

2027 Draft Budget
Hood Central Appraisal District
Support Services Department
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME	2026 BUDGET	2027 BUDGET
6000	Salaries	$ 313,495	$ 328,118
6000	Overtime and Temporary Support	$ -	$ -
6050	Employee Benefits - Retirement	$ 35,049	$ 35,535
6010	Employee Benefits - FICA/Medicare Taxes	$ 24,685	$ 25,803
6030	Employee Benefits - Insurance	$ 90,180	$ 111,276
6170	Deed Record Services	$ -	$ -
6345	Membership/Subscriptions/Fees/Dues	$ 86	$ 86
6270	Miscellaneous Supplies	$ 75	$ 75
6280	Office Supplies	$ 2,570	$ 2,570
6290	Postage - Freight - Mail Services	$ 5,741	$ 5,314
6280	Printing	$ -	$ -
6300	Public and Legal Notices	$ -	$ -
Var*	Software Fees	$ 149,366	$ 149,880
6340	Travel	$ -	$ -
6340	Training	$ 250	$ 250
6130	Capital Outlay	$ -	$ -
	TOTALS	**$ 621,497**	**$ 658,907**

* Various Chart of Accounts

2027 Draft Budget
Hood Central Appraisal District
Administration Department
Table of Organization

JOB TITLE	NUMBER OF POSITIONS 2025	2026	2027	2027 CHANGES		2027 BUDGET
ADMINISTRATIVE DIVISION						
Chief Appraiser	1	1	1		$	205,000
Deputy Chief Appraiser		1	1		$	130,200
Office Manager/Executive Assistant	1	1	1		$	120,600
TOTALS	**2**	**3**	**3**	**0**	**$**	**455,800**
Merit/Equity/COLA			5.0%		$	22,790
Salary Savings - Attrition/Lag			0.0%			0
Salary Supplement - Auto Allowance				=		17,000
Service Incentive				=	$	2,233
Total Salaries for Budget					**$**	**475,033**

2027 Draft Budget
Hood Central Appraisal District
Administration Department
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME		2026 BUDGET		2027 BUDGET
6000	Salaries	$	482,962	$	475,033
6050	Employee Benefits - Retirement	$	67,827	$	51,446
6010	Employee Benefits - FICA/Medicare/SUI	$	37,298	$	36,691
6030	Employee Benefits - Insurance	$	45,090	$	55,638
6200	Insurance/Bonds	$	1,100	$	700
6240	Legal Services	$	9,000	$	9,000
6345	Membership/Subscriptions/Fees/Dues	$	606	$	535
6270	Miscellaneous Supplies	$	-	$	-
6280	Office Supplies	$	1,170	$	1,170
6383	Other Professional Services	$	35,120	$	35,120
6290	Postage - Freight - Mail Services	$	429	$	342
6280	Printing Services	$	1,350	$	1,350
6300	Public Legal Notices	$	1,500	$	1,500
Var*	Software Fees	$	8,000	$	8,490
6340	Travel	$	5,510	$	5,510
6340	Training	$	3,170	$	3,170
6130	Capital Outlay	$	-	$	-
	TOTALS	**$**	**700,132**	**$**	**685,695**

* Various Chart of Accounts

2027 Draft Budget
Hood Central Appraisal District
General Operations
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME	2026 BUDGET	2027 BUDGET
6040	Workers Compensation	$ 5,500	$ 6,000
6120	Building Maintenance	$ 12,020	$ 12,020
6345	Membership Dues and Subscriptions	$ 2,075	$ 2,075
6180	Equipment Repair and Maintenance	$ -	$ 500
6185	Hardware Equipment Leases	$ 21,720	$ 21,720
Var*	Insurance & Bonds	$ 9,300	$ 10,100
6381	Information Technology Expenses	$ 24,150	$ 12,160
6382	Information Technology Consulting	$ 17,000	$ 44,123
6230	Janitorial Service/Supplies	$ 16,490	$ 16,490
6240	Legal and Litigation Expenses	$ 95,000	$ 95,000
6080	Arbitration/Admin Hearing Expenses	$ 2,250	$ 2,250
4001	Miscellaneous Supplies	$ 5,525	$ 5,525
4005	Office Supplies	$ -	$ -
6383	Other Professional Services	$ -	$ -
4020	Postage - Freight - Mail Services	$ 68,428	$ 51,388
6300	Public & Legal Notices	$ 1,400	$ 1,400
6280	Printing Services	$ 16,325	$ 16,325
4055	Telephone	$ 10,524	$ 10,524
4035	Utilities	$ 11,760	$ 11,760
6005	Contingencies	$ 35,000	$ 35,000
6130	Capital Outlay	$ -	$ -
6132	Capital Outlay - Land and Building	$ -	$ -
	TOTALS	**$ 354,467**	**$ 354,360**

* Various Charts of Accounts

2027 Draft Budget
Hood Central Appraisal District
Appraisal Review Board
Account Summary

ACCOUNT NUMBER	ACCOUNT NAME	2026 BUDGET	2027 BUDGET
6070	ARB Board Member Per Diem	$ 24,500	$ 24,500
	Contract Labor	$ -	$ -
6240	Legal Services	$ 1,800	$ 1,800
6270	Miscellaneous Supplies	$ 310	$ 310
6280	Office Supplies	$ 2,723	$ 2,723
6290	Postage - Freight - Mail Services	$ 10,676	$ 11,060
6280	Printing Services	$ 750	$ 750
6300	Public & Legal Notices	$ 200	$ 200
Var*	Software Fees	$ 3,500	$ 3,500
6345	Subscriptions	$ 15	$ 15
6070	Travel	$ -	$ -
6070	Training	$ 4,200	$ 4,200
	TOTALS	**$ 48,674**	**$ 49,058**

* Various Charts of Accounts

Title / Position	2027 Proposed	Other Compensation	Benefits for Proposed Positions
Chief Appraiser	$ 205,000	$ 12,000	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Deputy Chief Appraiser	$ 130,200	$ 2,500	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Office Administrator	$ 120,532	$ 2,500	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Senior Appraiser	$ 95,000	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Senior Appraiser	$ 87,854	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Senior Appraiser	$ 73,770	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Staff Appraiser	$ 50,640	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Staff Appraiser	$ 48,750	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Staff Appraiser	$ 43,500	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Staff Appraiser	$ 60,939	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Staff Appraiser	$ 60,721	$ 9,600	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Collections Manager	$ 101,694	$ 2,500	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Collections Clerk	$ 78,099	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Collections Clerk	$ 48,243	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Support Ser. Manager	$ 101,120	$ 2,500	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Mapping Support	$ 57,285	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Deed/Records Support	$ 40,437	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Appraisal Support	$ 51,696	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Appraisal Support	$ 37,895	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave
Appraisal Support	$ 34,944	$ -	Health, Dental, Life, Retirement, Accured Vacation/Sick Leave

GRANBURY Independent School District

Board of Trustees Meeting Memo:

Meeting Date:	July 20, 2026	Agenda Placement: ☐ Recognition ☐ Consent ☐ Report ☑ Discussion/Action	Funding Status: ☐ Recurring ☐ One-Time ☐ Budgeted ☐ Unbudgeted	Funding Source: ☐ General ☐ Grant ☐ Bond ☐ Other:
Presenter:	Dr. Courtney Morawski			
Expenditure:	$			

Agenda Item Title: Consider Approval of Nomination for the Open Position on the Hood County Appraisal District Board of Directors

Background Information: On June 18, 2026 the Hood Central Appraisal District received the resignation of Mark McDonald from the Board of Directors. His term was originally set to expire on December 31, 2027. In accordance with Section 6.03(l) of the Property Tax Code, when a vacancy occurs on the Board of Directors, each taxing unit entitled to vote under this section may nominate a candidate by adopting a resolution through its governing body. The unit must submit its nominee's name to the Chief Appraiser within 45 days of receiving notification from the Board of Directors about the vacancy. Within five days of receiving these nominations, the Chief Appraiser will prepare and deliver a list of nominees to the Board of Directors. The Board will then elect a nominee by a majority vote of its members to fill the vacancy. The new member will serve out the remainder of Mr. McDonald's term.

Section 6.03(l) of the Property Tax Code

"If a vacancy occurs on the board of directors of an appraisal district, each taxing unit that is entitled to vote for the election of a director under this section may nominate a candidate to fill the vacancy. The nomination shall be made by resolution adopted by the governing body of the taxing unit. The taxing unit shall submit the name of its nominee to the chief appraiser of the district not later than the 45th day after the date the taxing unit receives notification from the board of directors of the existence of the vacancy. The chief appraiser shall, not later than the fifth day after the date the chief appraiser receives the list of nominees, prepare and deliver to the board of directors a list of the nominees. The board of directors shall then elect by a majority vote of the members of the board of directors one of the nominees to fill the vacancy."

To ensure compliance with this process, please submit your candidate nomination by written resolution no later than August 7, 2026.

Supporting Document(s) Included:

- ***None***

Alignment to Strategic Plan and Board Goal(s): *Use the drop down to select.*

Strengthen student, family, and community partnerships (#3 Granbury Culture)

Recommendation: Approve the nomination as presented for the open position on the Hood County Appraisal District Board of Directors.

Submitted by:	**Approved by:**
Dr. Courtney Morawski Superintendent	Dr. Courtney Morawski Superintendent