

Era ISD
Home of the Hornets

Agenda ~ Regular Board Meeting
Monday, October 18, 2021 ~ 6:00 PM
EISD Board Room, 108 Hargrove Street, Era, TX 76238

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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board would conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Gov't Code, Chapter 551, Subchapters D and E, or Government Code 418.183(f). 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. [See BEC(LEGAL)].

- I. Call to Order / Roll Call**
- II. Opening Ceremony**
- III. Public Forum / Comments to the Board**
 - A. Concerning items not on the agenda
 - B. Concerning items on the agenda
- IV. Public Hearing**
 - A. Declaration of Era ISD Board Training Hours 3
- V. Consent Agenda**
 - A. Approve minutes of previous meetings 12
 - B. Approve financial reports
 - 1. Cash Flow & Investment Reports
 - 2. Check Register
 - 3. Fund Financial Statements
 - 4. Consider acceptance of donations
 - C. Consider approval of Contract for Assessment and Collection Services 15
 - D. Consider approval of Memorandum of Understanding between Era ISD and the Era Education Foundation 19
 - E. Consider appointing the members, chair, and co-chair of the School Health Advisory Committee (SHAC) for 2021-2022 23
- VI. New Business**
 - A. Superintendent's Report 24
 - 1. Balanced Scorecard Goal Progress Monitoring
 - 2. District Construction/Maintenance Issues
 - 3. Superintendent and Board Training
 - B. Presentation by the Era Education Foundation
 - C. Presentation on Delinquent Tax Collections, Corey Fickes of Linebarger Attorneys at Law
 - D. Presentation by Derek Honea, RBC Capital Markets, LLC
 - E. Consider Budget Amendments
 - F. Personnel
 - 1. Resignations / New Employment

VII. Closed Session Pursuant to Sections 551.074 through 551.084 of the Texas Government Code.

Adjourned to close 7:24

Reconvene in open 8:26

VIII. Adjourn

The notice for this meeting was posted in compliance with the Texas Open Meetings Act at the Era ISD Administration Office and on the web at www.eraisd.net on Friday, October 15, 2021 at 4:00 pm.

Dr. Shannon Luis, Superintendent

TRAINING REQUIREMENTS FOR SCHOOL BOARD MEMBERS

Length of Service	Local District Orientation	Intro to TEC	Open Government ³	Cybersecurity	Post-Legislative Update to TEC	Child Abuse Prevention	Evaluating and Improving Student Outcomes (formerly SB 1566)	Team Building	Additional Continuing Education (based on assessed needs)
New Trustees (First Year) ~25 hrs	Local Orientation ² (within 120 days) 3 hrs	(within 120 days) 3 hrs	OMA ³ (within 90 days) 1-2 hrs PIA 1-2 hrs	~1 hr each year	N/A because update is incorporated into Intro to TEC	1 hr every two years	(within 120 days) 3 hrs² every two years	3 hrs² each year with all trustees and superintendent	10 hrs first year
Experienced Trustees (After First Year) 9-16 hrs¹	Can attend, but not required				Sufficient length ~1-2 hrs after each legislative session				5 hrs each year
Providers	School District	ESC	TASB or other registered provider	See Department of Information Resources website	TASB or other registered provider	TASB or other registered provider	TASB or other authorized provider	TASB or other registered provider	TASB or other registered provider ³

Training Requirements Notes:

¹Required hours after the first year will vary depending on how the Post-Legislative Update, Child Abuse, and Student Achievement and Accountability hours fall for an individual trustee.

²Trustees may receive any training online **except** Local Orientation for new board members, Team Building, and Evaluating and Improving Student Outcomes.

³**OMA** and **PIA training** is required (outside of SBOE rule) of all elected officials within 90 days of election or appointment. PIA training may be delegated by district policy.

OMA: Open Meetings Act

TEC: Texas Education Code

PIA: Public Information Act

SBOE: State Board of Education



TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

Adrian Anderle - Era ISD

Tenure 0.90 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Local District Orientation	12/7/2020	3 hrs (within 120 days)	✓
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Orientation to Texas Education Code	8/11/2021	3 hrs (within 120 days)	✓
Statutory (Legislative)			
Public Info Act (Required Open Govt Training)	12/13/2020	1-2 hrs (within 90 days)	✓
Cybersecurity	7/12/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Member Ethics	2/2/2021	1.00
Board Development	5/11/2021	3.00
Board Development	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		15.00

ATTN District Personnel: If any trainings are inaccurate or missing, please email cec@tasb.org.

E-Mail: cec@tasb.org

TASB Main Number: 800-580-8272 ext. 2453



TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

Jeff Brown - Era ISD

Tenure 4.89 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	6/21/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Board Development	5/11/2021	3.00
Board Development	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		15.00

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TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

James Eaton - Era ISD

Tenure 3.07 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	6/18/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Community Involvement	5/11/2021	3.00
Planning and Goal-Setting Training	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		15.00

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TASB Continuing Education Credit Report
11/1/2020 to 10/11/2021

Chad Greer - Era ISD
Tenure 6.90 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	7/15/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		9.00

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TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

Jennifer Hunter - Era ISD

Tenure 2.34 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	6/18/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Community Involvement	5/11/2021	3.00
Planning and Goal-Setting Training	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		15.00

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TASB Continuing Education Credit Report
11/1/2020 to 10/11/2021

Shannon Luis - Era ISD
Superintendent

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Community Involvement	5/11/2021	3.00
Planning and Goal-Setting Training	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		14.00

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TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

Todd Reiter - Era ISD

Tenure 4.89 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	7/13/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Community Involvement	5/11/2021	3.00
Planning and Goal-Setting Training	6/8/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		15.00

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TASB Continuing Education Credit Report

11/1/2020 to 10/11/2021

K.D Weaver - Era ISD

Tenure 2.92 - Last Election 11/3/2020

<u>Topic 1 – Special Required Training</u>	Date earned	Min Hours Required	Completed
Regulatory (SBOE)			
Non-TASB Provided Training			
Evaluating and Improving Student Outcomes (EISO)	6/7/2021	3 hrs biennially	✓
Child Abuse Prevention	6/23/2021	1 hr biennially	✓
Statutory (Legislative)			
Cybersecurity	6/23/2021	~1 each year	✓

<u>Topic 2 – Team Building</u> (Minimum 3 hours annually)	Date earned	Hours earned
Non-TASB Provided Training		
Team of 8 Training	4/27/2021	3.00
Team of 8 Training	5/10/2021	3.00
Total Hours for Topic 2		6.00

<u>Topic 3 – Additional Continuing Education</u>	Date earned	Hours earned
Non-TASB Provided Training		
Board Development	2/2/2021	1.00
Community Involvement	5/11/2021	3.00
Board Development	10/8/2021	8.00
Total Hours for Topic 3		12.00

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TASB Main Number: 800-580-8272 ext. 2453





ERA ISD
BOARD OF TRUSTEES ~ REGULAR MEETING
MONDAY SEPTEMBER 20, 2021
MINUTES

I. Call to Order / Roll Call

Members Present: Adrian Anderle, K.D. Weaver, Chad Greer, Jennifer Hunter, Todd Reiter, Jeff Brown, James Eaton
Administrative staff present: Dr. Shannon Luis, Superintendent, Carolyn Kasdorf, Courtney Stevens, Matt Brennan

II. Opening Ceremony

III. Public Forum / Comments to the Board

- A. Concerning items not on the Agenda
- B. Concerning items on the Agenda

IV. Closed Session Pursuant to Texas Government Code Section (6:09 P.M.)

Pursuant to 551.0821 Personally Identifiable information about public school student.
A. Conduct Level 3 Grievance Hearing

V. Reconvene to Open Session (6:32 P.M.)

I move that the Board deny the appeal and uphold the Superintendent's decision in regards to the Level 3 grievance as discussed in closed session. Motion made by James Eaton and seconded by Chad Greer. Passed unanimously.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VI. Public Hearing

VII. Consent Agenda

- A. Approve Minutes of previous meeting
- B. Approve Financial Reports
 - 1. Cash Flow & Investment Reports
 - 2. Check Register
 - 3. Fund Financial Statements
 - 4. Consider acceptance of donations

I move to approve all items on the consent agenda. Motion made by Chad Greer and seconded by K.D. Weaver. Passed unanimously.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VIII. New Business

VIII.A. Superintendent's Report

VIII.B. Consider Approval of Revision to Era ISD Strategic Plan 2021-2026
Corrected version of Era ISD Strategic Plan was presented.

Board moved to approve the changes in the proposed strategic plan. This motion, made by K.D. Weaver and seconded by Todd Reiter, Passed unanimously.



Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VIII.C.Era ISD Balanced Scorecard Goal Progress Monitoring: Pillar III: Stakeholder Engagement and Satisfaction

Board moved to approve the revised Era ISD Strategic Plan 2021 – 2026, as presented. Motion made by K.D. Weaver and seconded by Todd Reiter, Passed unanimously.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VIII.D.Consider Budget Amendments

VIII.E. Consider Authorized District representatives for all financial accounts at District Depositories

Board moved to authorize the addition of Carolyn Kasdorf as an approved representative of Era ISD for all approved depositories and all financial accounts held by Era ISD, and the removal of Suzette Henderson. Motion made by Todd Reiter and seconded by Jennifer Hunter, Passed Unanimously.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VIII.F.Student Issues – None at this time


VIII.G.Personnel

VIII.G.1. – Resignations/New Employment - none

IX. Adjourn

Motion to adjourn at 7:20 p.m. This motion, made by K.D. Weaver and seconded by Jennifer Hunter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea



Jeff Brown, Board President 10-18-21
Date



Jennifer Hunter, Board Secretary 10-18-21
Date



ERA ISD
BOARD OF TRUSTEES ~ SPECIAL MEETING
TUESDAY, SEPTEMBER 14, 2021
MINUTES

I. Call to Order / Roll Call

Members Present: Adrian Anderle, K.D. Weaver, Chad Greer, Todd Reiter, Jeff Brown, James Eaton

Members Absent: Jennifer Hunter

Administrative staff present: Dr. Shannon Luis, Superintendent, Carolyn Kasdorf, Courtney Stevens

II. Opening Ceremony

III. Public Forum / Comments to the Board

A. Concerning items on the Agenda

IV. Consider Approval of Updating First State Bank Signature Cards

Board moved to approve the updates to the signature cards at First State Bank to remove Suzette Henderson and add Carolyn Kasdorf. This motion, made by James Eaton and seconded by Chad Greer, passed.

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Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

V. Demographic Study Presentation by School District Strategies

Brent Alexander, Director with School District Strategies (SDS), will be presenting the results of our District Demographic Study.

VI. Era ISD Facility Assessment Presentation by Gallagher Construction


Keith Scharnhorst presented the results of Era facility assessment

VII. Closed Session Pursuant to Sections 551.074 through 551.084 of the Texas Government Code

VIII. Adourn

Board moved to approve the motion to adjourn the meeting at 8:09 p.m. This motion made by Chad Greer and seconded by K.D. Weaver, passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Todd Reiter: Yea, K.D. Weaver: Yea



Jeff Brown, Board President 11/15/21
Date



Jennifer Hunter, Board Secretary 11-15-21
Date

CONTRACT FOR ASSESSMENT AND COLLECTION SERVICES

On this 1st day of January 2022, the Cooke County Appraisal District (hereinafter called “District” and Era Independent School District (hereinafter called “Taxing Unit”) enter into the following:

PURPOSE

The parties to this agreement wish to consolidate the assessment and collection of property taxes in one agency, the Cooke County Appraisal District. Both parties enter this agreement to eliminate the duplication of the existing system and to promote governmental efficiency.

The parties enter this contract with the Taxing Unit pursuant to the authority granted by Section 6.24, property Tax Code, and Chapter 791 of the Texas Government Code.

TERMS

For the current tax year and each year thereafter this contract will remain in effect unless a termination of this agreement is given (see Termination of Agreement). To remain effective this contract must be approved by a majority vote of Cooke County Appraisal District Board of Directors, and the authorized agent for the Taxing Unit.

SERVICES TO BE PERFORMED

1. The District shall collect the ad valorem property taxes owing to the Taxing Unit. The district further agrees to perform for said Taxing Unit all the duties provided by Chapter 31, 32 & 33 of the Texas Property Tax Code for the collection of said taxes.

- *Chapter 31 – Collection
- *Chapter 32 – Tax Liens Personal Liabilities
- *Chapter 33 – Delinquencies

2. The District shall perform all the functions set out in the definition section of this contract. Specifically the District agrees to prepare consolidated tax statements for each parcel on the rolls for the said Taxing Unit. The District shall mail said statement to each taxpayer within the District.
3. The Taxing Unit hereby designates the Chief Appraiser as its Tax Assessor for purposes of compliance with Chapter 26, of the State Property Tax Code, as amended. In addition the parties agree that the Chief Appraiser of the District shall perform all the duties required by law of the Tax Assessor-Collector of the contracting Taxing Unit in regards to assessing and collection ad valorem taxes.

AMOUNT OF PAYMENT

1. The Taxing Units agree to pay the District the cost of performing the services above. These costs shall be allocated among the Taxing Units contracting for assessment and Collection services in the following manner: Each Taxing Unit shall pay the portion of the cost of assessing and collecting equal to the proportion of District cost to be paid by that taxing unit under Section 6.06 (d) of the Property Tax Code.
2. The Appraisal District shall estimate its cost of assessing and collection taxes for all participating taxing units each year during normal budgeting process for the appraisal district. The estimate of the cost of assessing and collecting shall be approved in the same manner as the rest of the appraisal district's budget. However, the cost of assessment and collection shall be separately stated from the remainder of the appraisal district budget. Should the amount estimated for assessment and collection prove insufficient; the appraisal district may amend the budget at that time by utilizing the same procedures used to amend the appraisal district's budget.
3. In the event payment received in any one year exceeds the actual cost of assessing and collection. The district shall reimburse the taxing units the excess fund or apply as a credit to future payments in compliance with Section 6.06 (j) of the Property Tax Code.

METHOD OF PAYMENT

The **cost of assessment and collection** for the term of this contract shall be paid to the District in four (4) quarterly installments. The first installment payable to the District on or before **January 1**, the second installment payable to the District on or before **April 1**, the third installment payable to the District on or before **July 1**, the fourth installment payable to the District on or before **October 1**.

REMITTANCE OF COLLECTION

The taxes collected for each Taxing Unit shall be remitted on a daily basis during peak collection periods. Peak collection periods are defined as the time span beginning when the tax statement are mailed in October and ending February 10. The remainder of the year, funds are disbursed weekly.

ADMINISTRATIVE PROVISIONS

1. All expensed incurred by the District for the assessment and collection of taxes shall be kept clearly on the books and records of the District, and a designated representative is authorized to examine the records to be kept by the District at such reasonable time and interval as the Taxing Unit deems fit.
2. The District maintains a Public Fidelity Bond covering all officers, officials and employees in the amount of \$100,000.00.

MISCELLANEOUS PROVISIONS

1. The Taxing Units agree to transfer to the possession and control of the district, without charge, copies of all records necessary for the performance of the duties and responsibilities of the District pursuant to this contract. These records shall include all tax records, including delinquent tax rolls or records available to the

Taxing Units.

2. The District shall not be liable to the Taxing Units on account of any failure to collect taxes nor shall the Chief Appraiser be liable unless the failure to collect taxes results from some failure on his part to perform the duties imposed upon him by law and by this agreement.

DELINQUENT TAX SUITES

The Taxing Unit reserves the right to institute such suits for the collection of delinquent taxes, as the Taxing Unit deems necessary and to contract with an attorney for collection of delinquent taxes.

TERMINATION OF AGREEMENT

This agreement may be terminated, by written notice by the governing body of either party to the other, given **no later than 180 days** preceding the date of termination. If this agreement should be terminated, both parties hereto agree:

1. All collection records, current and delinquent tax rolls, including those stored in electronic data processing equipment, that pertain to the Taxing Unit shall be delivered to the Taxing Unit prior to the termination date in the form in which they exist, and such records shall become the property of the Taxing Unit.
2. The Taxing Unit shall assume any contractual obligations, which were executed, pursuant to the provisions of this agreement, on behalf of Taxing Unit.

DEFINITIONS

For purposes of this agreement, the terms “assessment” and “collection” shall include the following: Calculation of tax, preparation of current and delinquent tax rolls, proration of taxes, correction of clerical errors in tax rolls, collection of current liabilities, collections of delinquent taxes only with authorization of Taxing Unit, issuance of refunds, and calculation of effective tax rate required by Section 26.04 of the Property Tax Code. The term “assessment” shall not include those functions defined as “appraisal” by the Property Tax Code.

APPRAISAL DISTRICT SIGNATURES

Executed at Era, Texas on the 18th day of October, 2021.

_____, Chairperson, Board of Directors

_____, Vice-Chairman, Board of Directors

_____, Secretary, Board of Directors

_____, Member, Board of Directors

_____, Member, Board of Directors

TAXING UNIT SIGNATURES

_____, Authorized Agent for Taxing Unit

_____, (Name and Title)

_____, Taxing Unit Contracting

Executed at _____, Texas on the ___ day of _____ 20__.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Era Independent School District Board of Trustees ("ISD Board") of the Era Independent School District (the "District") and the Era Education Foundation Board of Directors ("Foundation Board") of the Era Education Foundation (the "Foundation"), desiring to memorialize the nature of their relationship, ratify and approve past activities and mutually acknowledge, for the future, the respective obligations and rights of the parties.

A. Public Purposes: The ISD Board has identified the following educational public purposes for the district's support of the Foundation:

1. Because of the uncertainty and restrictions inherent in the Texas public school finance system, the District must seek alternative sources of revenue in order to continue and/or enhance its quality education programs.
2. Strong community support to assist the District in maximizing alternative revenue sources requires reciprocal commitment and support from the District.
3. The important role played by an independent foundation warrants the support of the District through both monetary and non-monetary resources.
4. Continuation of the momentum achieved in maximizing alternative revenue sources through the Foundation requires a continual commitment from the District.
5. The Foundation has committed to provide funds to the District and its staff for instructional needs in alignment with the District's mission and strategic plan.
6. Community involvement in raising money for educational programs achieves a concurrent psychological and philosophical investment in the school district.
7. The Foundation is a nonprofit education corporation organized in Cooke County for educational and charitable purposes. The Foundation invests time and resources to generate and improve community support for creating alternative revenue sources that benefit the District and its students.
8. All revenues generated by the Foundation's efforts will be used for the betterment of the District, its students, educators, and educational programs.
9. The community's legitimate expectation is that the District supports the Foundation through the Foundation's limited use of facilities, equipment and personnel in exchange for the Foundation's commitment to provide monetary resources to the district.
10. Allowing the Foundation limited use of facilities, equipment and personnel promotes involvement in the Foundation by more members of the community because the District's facilities are conveniently located and its personnel and equipment are suited for the purposes needed by

the Foundation. The community realizes a convenience in having the District allow use of its facilities by the Foundation.

11. Solicitations of additional revenue by Foundation directors and personnel relieves the fundraising burden of the District's Superintendent, administrators, teachers and staff, leaving them free to focus on the District's educational mission.

12. Revenues obtained by the Foundation will be provided to supplement, not supplant, the District's educational programs.

13. It is essential that the District have some oversight over an individual who represents the District or the Foundation, especially individuals involved in seeking additional revenue sources for the District.

14. The ISD Board has determined that support of and investment in the Foundation as authorized herein will yield a substantial benefit and return on investment to the District.

B. Commitment: The ISD Board agrees to provide the following to the Foundation, provided that the public purposes continue to be met, the controls continue to be implemented, and are subject to the ISD Board's continuing right to refuse to appropriate the necessary funds in any budget year. All District contribution amounts shall be within the sole discretion of the ISD Board, whose contributions shall be monitored by the ISD Board and recorded in the District's accounting records as donations to the Foundation.

1. One or more volunteer employees of the District to periodically provide clerical, administrative, and other services to the Foundation on an "as needed" basis.

2. Office space facilities, furniture, and utilities for the Foundation employees or volunteers serving the Foundation.

3. All or a portion of the equipment used by the Foundation employees or volunteers serving the Foundation, including, but not limited to laptop, printer, and copiers.

4. Office equipment, telephone service, and minor consumable supplies used by the Foundation while on site at Era ISD.

5. Hardware, network connections and licensed software for authorized personnel performing services for the Foundation, subject to the District's Acceptable Use Policy.

6. Reasonable and necessary access to technology support services including, but not limited to one Zoom license, EEF board email addresses, and EEF website link added to Era website that will be used as needed for board and committee meetings or for other activities that support the work of the Foundation. The District agrees to work in conjunction with the foundation in administering a survey to the student body to assist in identifying ideas for educational enrichment.

7. Fees for initial formation consulting services in order to maximize the fundraising and marketing strategies that will ultimately benefit the students of the district. The Foundation is to

award back an additional \$4000.00 per year within the first three years in the form of Teacher and/or Instructional Grants to the Era Independent School District.

C. Responsibilities of Foundation:

1. The Foundation is, and shall continue to operate, as a nonprofit educational corporation organized in 2021 for the educational and charitable purposes for the benefit of the District and its students and former students.

2. The Foundation agrees that, during the term of this Memorandum of Understanding, the Foundation will use its best efforts to solicit, collect, invest and administer funds for the Foundation, which shall be used to enrich the educational environment of the District.

3. The Foundation agrees to award back at least \$11,800 or more in addition to the proposed budget in teacher grants in the first three years, or the Foundation initial formation consulting fee will be reimbursed to the district.

4. The Foundation agrees that, in each of the Foundation's fiscal years, the Foundation shall contribute more to the District than the value of the District's contribution to the Foundation or District funding may, in the ISD Board's discretion, either cease or be decreased for the coming fiscal year. For purposes of this Agreement, amounts contributed to the District in any fiscal year shall include all grants to teachers, educational programs, and all payments to an endowment fund made in that fiscal year, but shall not include monies deposited into retained earnings until those retained earnings are spent for the benefit of the District through a teacher grant, educational program or endowment payment.

5. The Foundation agrees that it will require its personnel and the District personnel providing services to the Foundation to follow all policies and procedures of the District when representing the District or the Foundation in any capacity.

6. The Foundation agrees that it will continue to recognize the District as the sole beneficiary of its solicitation program.

D. Controls: The ISD Board and the Foundation Board agree on the following controls, to ensure that a proper public educational purpose is served by this arrangement:

1. The Foundation shall provide the ISD Board with an annual report, which shall be presented to the ISD Board at a public ISD Board meeting. The Foundation shall provide a cost-benefit evaluation to the District regarding the District's investment in the Foundation and the Foundation's use of this investment for educational or public purposes.

2. The Foundation shall provide an IRS Form 990 annually to the ISD Board, which shall reflect the District's contributions to the Foundation and which shall be reviewed against the District's accounting records to ensure accuracy.

3. The Foundation shall abide by all policies and procedures of the District related to facility and equipment use, personnel, public information, and all other applicable policies.
4. The Foundation Board will designate the Executive Director of the Foundation as the fiscal agent with the authority to accept grants on behalf of the Foundation and the District. The Executive Director shall report all grants awarded to the Foundation to the Era ISD Superintendent of Schools.
5. The District shall determine each year, at the time of development of the District's budget, whether adequate consideration has been received from the Foundation in the previous fiscal year and will likely be received in the following fiscal year, to assist the Foundation Board in determining funding for the coming fiscal year.
6. The Foundation understands that, as a result of the District's investment in the Foundation, the documents of the Foundation are subject to the Texas Public Information Act, absent any specific exemption.
7. The Executive Director and any support personnel serving the Foundation shall be under the direct supervision and control of the EEF Board. The Foundation may consult with the Superintendent regarding the Executive Director's job performance.

AGREED TO this _____ day of _____, 2021.

 Jeff Brown, Era ISD Board of Trustees, President

 Theresa Stevens, Era EF Board President

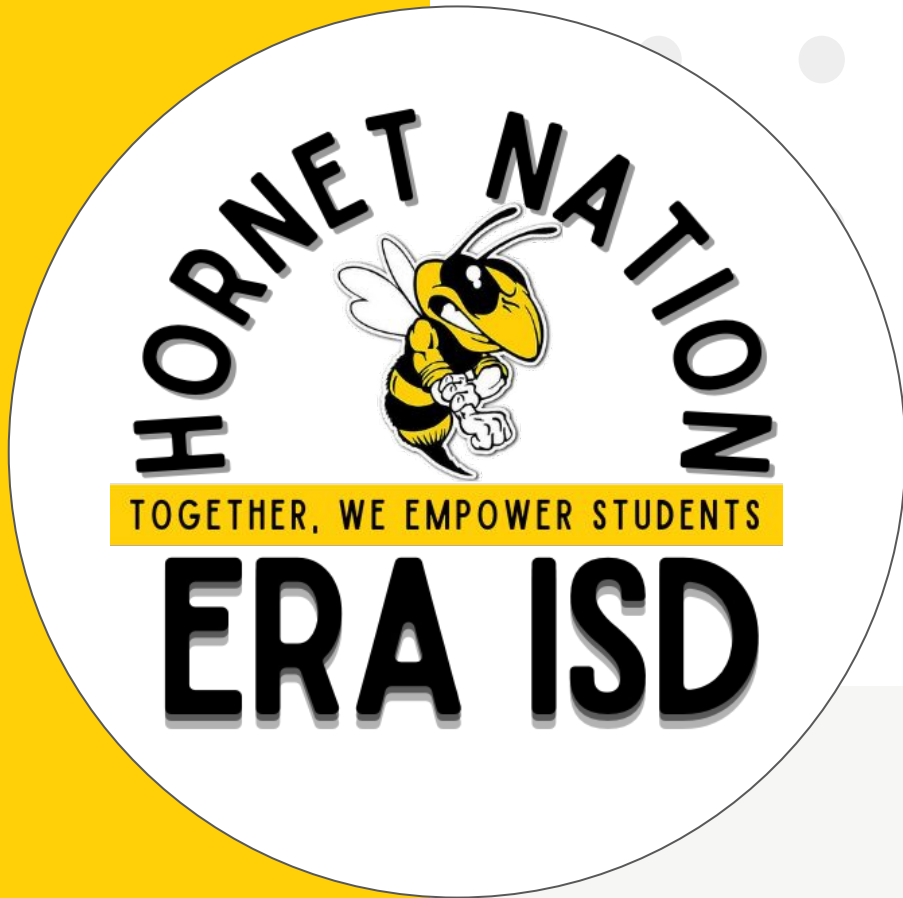
 Dr. Shannon Luis, Era Superintendent

 Nicole Purnell, Era EF Executive Director

2021-2022

SCHOOL HEALTH ADVISORY COUNCIL

- | | |
|------------------------------|---|
| • Samantha Gerngross (Chair) | District Nurse |
| • Meghan Mihalyi (Co-Chair) | School Nurse |
| • Courtney Stevens | Elementary Principal |
| • Matt Brennan | Secondary Principal |
| • John Erwin | Jr. High/High School Counselor |
| • Lisa Jones | Elementary Counselor |
| • Kristy Holt | Food Services Director |
| • Jereme Dietz | District Maintenance/Transportation Director |
| • Julie Twiner | Elementary P.E. Teacher |
| • Kendall Lisle | AST |
| | |
| • Jennifer Hunter | Parent/ EISD School Board Member |
| • Kelly Farris | Parent/ Life Skills Aide |
| • Suzanne Wheeler | Parent |
| • Kim Savell | Parent |
| • Amber Garrett | Parent |
| • Prudy Bayer | Parent |
| • Tasha Kuykendall | Parent |
| • Lacey Jones | Parent |
| • Nicole Purnell | Parent |
| • Daniel Jones | Parent |
| • Brittany Barclay | Parent |
| • Megan Krebs | Parent |
| • Angel Neu | AgriLife (County Extension office, Family & Community Health) |
| | |
| • Cortlyn Holt | 5th grade student |
| • Tristan Bowles | 7th grade student |
| • Rowdy Whited | 12th grade student |

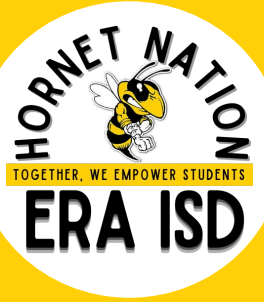


STRATEGIC PLAN

24

Balanced Scorecard

ERA ISD 2021-2026



VISION:

Together, We
Empower
Students

MISSION:

A Community
Dedicated to
Equipping and
Empowering
Students for a
Lifetime of
Success

IN ERA ISD WE BELIEVE...

- **Students** are at the center of our work and will be instructed in a way that maintains the flexibility to engage in a variety of programs, and with that freedom, the student shall accept the responsibility of maintaining the integrity of Era ISD.
- **Parents and Families** should be the greatest of advocates for their children, flexible, involved, encouraging, and seek to partner with, and support our teachers as an investment in the future success of our students.
- **Faculty and Staff** are respected role models in our community who challenge themselves and our students to be continual learners in a way that supports them in and out of the classroom to equip our children for success in life.
- **Campus Leaders** are trustworthy, committed and invested in our students and community, and hold themselves and others accountable in a way that inspires and empowers.
- **The Superintendent and Central Office Staff** are servant leaders who demonstrate integrity, transparency, and open communication in a way that values diversity and directs resources towards the overall mission while maintaining accountability to all stakeholders.
- **The School Board** members are trusted leaders with integrity who are actively involved in the community while providing checks and balances, adherence to the chain of command, strong financial stewardship and always acting in the best interest of Era ISD students.

GUIDING PILLARS



**STUDENT
SUCCESS**



**FACULTY AND
STAFF
RECRUITMENT,
RETENTION AND
CAPACITY
BUILDING**



**STAKEHOLDER
ENGAGEMENT
AND
SATISFACTION**



**EFFECTIVE
AND
EFFICIENT
OPERATIONS**

ERA ISD STRATEGIC PLAN 2021-2026

PILLAR II: FACULTY AND STAFF RECRUITMENT, RETENTION AND CAPACITY BUILDING

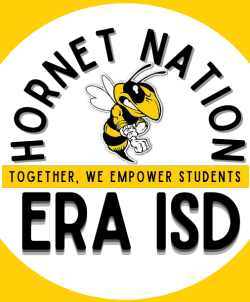
PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
2.1 Annually increase faculty and staff satisfaction	2.1.A. Staff satisfaction survey and follow-up actions
2.2 Annually increase faculty and staff engagement	2.2.A. Staff engagement survey and follow-up actions
2.3 Professional development plans are developed and required for all categories of employees	2.3.A. All employees have goal-setting conference with their supervisor

Sept. 7-Sept. 17, 2021:

- In collaboration with Dr. Gibson, a survey was created and disseminated to students, staff, parents, and community members.
- Questions were designed to capture feedback on engagement and satisfaction from each stakeholder group.
- We are reviewing survey data and focusing on questions with lower than 75% positive responses. Focus groups are being formed for follow-up conversations about survey results.
- This will serve as our baseline set of data. The survey will be distributed again in the spring to provide a post-assessment of our progress in this area.
- Upon closing the survey, we had 402 responses.

October 2021:

- Goal-Setting Conferences for non-teaching staff have been held by Dr. Luis, Mr. Brennan and Mrs. Stevens. We are working to house all evaluations and goals in Eduphoria, which is where teachers' evaluations are currently housed. This will be completed in the first semester.



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