# Public Meeting

Monday, June 23, 2025 5:00 PM
Granbury ISD Board Room, 217 N. Jones St., Granbury, Texas 76048

1. **CALL TO ORDER**
2. **CONVENE IN CLOSED SESSION**

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

1. Staff Recommendations
a. 1st Sgt Jose Guerra, New JROTC Marine Instructor
2. Superintendent Evaluation

b. 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 negotations with a third person.
(Texas Government Code 551.072)

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

c. Consultation with Attorney
To consult with its attorney when the Board seeks advice about pending or contemplated litigation or a settlement offer, or when the attorney will have an ethical duty of confidentiality
(Texas Government Code 551.071)

3. **RECONVENE IN OPEN SESSION - 6:00 PM**
4. **INVOCATION**
5. **PLEDGES - U.S. Flag & Texas Flag**
6. **ACHIEVEMENT SPOTLIGHT**
a. UIL Social Studies, Second in State
b. Community Partners
7. **BOARD COMMITTEES UPDATE**
8. **SUPERINTENDENT'S REPORT**
9. **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.**
10. **Consider ACTION ON ITEMS DISCUSSED IN CLOSED SESSION**
a. Consider Staff Recommendations
1. 1st Sgt Jose Guerra, New JROTC Marine Instructor
b. Discussion and possible action, including adoption of a resolution, to approve the sale of real property (only surface) consisting of 3.5 acres, more or less, of unimproved property in Hood County, described as Lot 2, Block 1, Acton Elementary School Addition, located at 2850 Acton School Road, Granbury TX 76049
11. **CONSENT AGENDA ITEMS**

a. Previous Board Meeting Minutes: May regular monthly meeting, a Level III grievance, and Community engagement meeting
b. Region 11 ESC Contract for 2025-26
c. Out of State Travel Request: GHS Ag Science staff trip to Iowa
d. Budget Amendments
e. J1 VISA Host School Agreement with the International Alliance Group

12. **DISCUSSION/ACTION**

a. United Way of Hood County Proposal Discussion
b. Preliminary Budget Discussion
c. CKH 2025 Update, Discussion and Approval

13. **REPORTS**

a. Communities in Schools
b. Financial Statements for period ending May 31, 2025
c. Cash Flow and Investment Reports for period ending May 31, 2025

14. **ADJOURN**

# GHS UIL Social Studies team places second at State

*May 21, 2025*



Congratulations to the GHS UIL Social Studies team who took 2nd place at STATE for 5A schools! 🏆🥈

Individually, Quinn King placed 3rd and Cameron Ward placed 6th. The team is made of Quinn King, Cameron Ward, Pete O'Carroll, and Carlee Jo Burnfield. The team is directed by GHS teacher Cindy Leatherman.

**Community Donations**

| Other Donations from Community: | |
|---|---|
| Donation from GHS Volleyball Booster Club to the GHS Volleyball campus activity account to supplement travel to the Pearland and Frenship tournaments | 8,103.88 |
| Donation from Pinnacle Bank to the Granbury Volleyball campus activity account for camp t-shirts | 250.00 |
| Donation of a clarinet from Anastasia Monce to the GHS Band | 200.00 |
| Donation from World's Finest Chocolate from sales bonus to GHS AVID student activity account | 125.00 |
| Donation from Texas Cowboy Symposium (Homer Robertson) to the GHS BBQ team's student activity account | 5,000.00 |
| Donation from Matthew Carlton to the GHS HOSA student activity account for registration fees | 135.00 |
| Donation from Dustin Turnbown to the GHS AG Mechanics campus activity account in support of the program | 300.00 |
| Donation from Civilian Marksmanship to the GHS MCJROTC Rifle team in support of the program | 2,000.00 |
| Donation from Granbury Door & Window to GISD Community Relations in $50 gift cards for teacher appreciation | 1,000.00 |
| Total Donations from Community | **17,113.88** |

| | |
|---|---|
| For: | Board of Trustees |
| Date: | June 23, 2025, |
| Action: | Consent |

| | | | |
|---|---|---|---|
| To: | Board of Trustees | From: | Board Secretary |
| RE: | Previous Board Meeting Minutes for Approval | | |

SUMMARY:

Previous Board Meeting Minutes for your approval:

May Regular Board meeting, Grievance meeting and a Community engagement meeting

RECOMMENDATION:
The recommendation is to approve all as presented.

Respectfully,

Billy Wimberly
Board Secretary

Meeting Minutes
May 19, 2025 5:00 PM

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

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

1. CALL TO ORDER: Courtney Gore called the meeting to order at 5:18 pm.

2. CONVENE IN CLOSED SESSION: Convenes into closed session at 5:19 pm

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

Staff Recommendations

Special Services Director

Granbury High School Principal

2.b. Consultation with Attorney
To consult with its attorney when the Board seeks advice about pending or contemplated litigation or a settlement offer, or when the attorney will have an ethical duty of confidentiality
(Texas Government Code 551.071)

2.c. Real Property
To deliberate the purchase, exchange, lease of real property if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.
(Texas Government Code 551.072)

3. RECONVENE IN OPEN SESSION: Board reconvened in open session at 6:00 pm.

4. INVOCATION: Led by Board Trustee Barbara Townsend.

5. PLEDGES led by MCJROTC Seniors and the National Anthem sung by AMS Varsity Treble Choir

6. ACHIEVEMENT SPOTLIGHT

6.a. Recognition of AMS Varsity Treble Choir

6.b. Recognition of MCJROTC: Honored the Rifle Team, the Physical Fitness Team, and the Robotics Team.

6.c. Recognition of JC Campbell Memorial Day Essay contest winners
Katherine Daniels OES, Anniston Goodman AES, LJ Desormeaux Baccus,
Zoey Hernandez Brawner and District Winner

6.d. Recognition of CKH Campuses

Rising Star Campuses: Emma Roberson Early Learning Academy, Brawner, Baccus, Acton Elementary, Mambrino, and Oakwoods Elementary. National Showcase School awarded to Stars Alternative High School.

6.e. Recognition of State Golf participants: Riley Ronecheck and Lincoln Sherrill

6.f. Recognition of Shottenkirk Senior of the Month Student: Jocelyn Berry

6.g. Recognition of DECA International Qualifiers: International Qualifiers School Based Enterprise: Hayden Meyer and Reece Hunt

6.h. Recognition of Valedictorian and Salutatorian for Granbury High School: Both students are at UIL Social Studies State.

7. SUPERINTENDENT'S REPORT presented by Dr. Courtney Morawski

8. PUBLIC COMMENTS:
Patti Sisco: 11A, in favor
David Rogers: 11A, not opposed to go from 3 to 4 years, opposed to holding it in off years
Don Johnson: 11a, opposed
James Wall: 11a, opposed

9. Consider ACTION on ITEMS DISCUSSED IN CLOSED SESSION

9.a. Staff Recommendations
Move to accept staff recommendations as presented. This motion, made by Nancy Alana and seconded by Mike Moore, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

9.b. Special Services Director
Move to approve the Special Services Director as presented. This motion, made by Nancy Alana and seconded by Barbara Townsend, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

9.c. Granbury High School Principal
Move to approve the appointment of Granbury High School Principal as presented. This motion, made by Tim Bolton and seconded by Karen Lowery, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

10. CONSENT AGENDA ITEMS

10.a. Previous Board Meeting Minutes

10.b. Annual MOU with Upbring HeadStart for the 2025-2026 school year

10.d. Approve a Professional Development waiver.

10.e. Consider Board Resolution to declare nonbusiness days under the Public Information Act for 2025 and 2026.

Move to accept consent agenda items except the ones pulled. This motion, made by Nancy Alana and seconded by Mike Moore, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0
*Pulled 10 C Low attendance day waiver and 10F Out of State Travel for more discussion.

Discussion & Motion to approve low attendance day waiver

The waivers we will submit to TEA are as follows:

GISD Jan 30th attendance 81.35% 2023-2024 avg GISD attendance 94.09%

GISD Jan 31st attendance 78.87% 2023-2024 avg GISD attendance 94.09%

GHS Feb 3rd attendance 82.97% 2023-2024 avg GHS attendance 94.04%

Stars Jan 29th attendance 66.67% 2023-2024 avg Stars attendance 90.86%

Stars Feb 3rd attendance 70.45% 2023-2024 avg Stars attendance 90.86%

AES Jan 29th attendance 83.03% 2023-2024 avg AES attendance 94.70%

ERES Jan 28th attendance 78.48% 2023-2024 avg ERES attendance 91.22%

ERES Jan 29th attendance 75.89% 2023-2024 avg ERES attendance 91.22%

Baccus Jan 28th attendance 77.57% 2023-2024 avg Baccus attendance 93.53%

Baccus Jan 29th attendance 76.74% 2023-2024 avg Baccus attendance 93.53%

Mambrino Jan 29th attendance 80.27% 2023-2024 avg Mambrino attendance 93.83%

Brawner Feb 3rd attendance 83.90% 2023-2024 avg Brawner attendance 94.70%
This motion was made by Tim Bolton and seconded by Barbara Townsend, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

Motion to approve out of state travel requests as presented was made by Barbara Townsend and seconded by Nancy Alana, passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

11. DISCUSSION/ACTION

11.a. Discuss Board Election Terms: Brief discussion to not change election terms at this time as it is part of current legislation.

11.b. Discuss a Nomination to fill the vacancy on the Johnson County Appraisal District Board. No Action Taken.

11.c. Consider for approval Budget Amendments
Discussion: CFO mentioned sizable deposit from state and will update board as needed in coming months regarding whether the funds will remain or be adjusted accordingly.
Move to approve budget amendments as presented. This motion, made by Barbara Townsend and seconded by Nancy Alana, passed.
Tim Bolton: Abstain (Without Conflict), Nancy Alana: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 6, Nay: 0, Abstain (Without Conflict): 1

Donations from the community: Board of Witness and Outreach (Kay Jones, Our Savior Lutheran Church), Constellation Power (Amy Fleshman), Golden Chick, Optimist Club of Granbury, Flying B Mercantile (Brianne Langdon), Northeastern Pavers, Elizabeth Crocket Chapter DAR, Hood and Somervell A&M Club, and A Plus Roofing (Chad Ammons), for a total of $64082.19

11.d. Consider the Approval of the purchase of 200 wireless access points for GHS.
Move to approve the purchase of 200 wireless access points for GHS as presented. This motion, made by Nancy Alana and seconded by Tim Bolton, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

11.e. Discuss for Approval an attorney contract with Leasor Crass.
Move to accept recommendation to approve transition from Walsh Gallegos to Leasor Crass effective immediately with current items being seen through to completion. This motion, made by Tim Bolton and seconded by Karen Lowery, Failed.
Nancy Alana: Nay, Courtney Gore: Nay, Mike Moore: Nay, Barbara Townsend: Nay, Billy Wimberly: Nay, Tim Bolton: Yea, Karen Lowery: Yea
Yea: 2, Nay: 5
Tim Bolton: Yea, Karen Lowery: Yea
Discussion:
BT- Worry about ending a legal relationship with present legal issues in process at the time. I would suggest taking one piece of all to Leasor Crass and have WG keep the rest.
TB- Prefer to start fresh and new, but may not need to cut ties completely with WG; Would like to give all business to LC and let WG wrap up outstanding issues.
NA- Not willing to completely cut ties with Walsh Gallegos, but would consider bringing LC on slowly
MM: Reservations about giving LC all in the beginning
CG: Would like to hear from all board members

KL: Feels same at TB, give all business to LC
CM: Can have both retainers

BW: Consider bringing LC on for new business and keep WG to wrap up issues that are in process.
A second motion came with an amendment made by Karen Lowery and seconded by Tim Bolton to take LC on as board council as well as for PIR's and Grievances. The amendment vote failed.
Move to have Leasor Crass to take over PIRs and grievances and keep WG on for all other items. This motion, made by Barbara Townsend and seconded by Nancy Alana, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0

11.f. Approve the J1 Host School Agreement with the International Alliance Group: Tabled this agenda item.

12. REPORTS

12.a. Director of Transportation Brian Caruthers presented the Student View Transportation Update

12.b. Lamont Moore, Athletic Director presented the Athletics Report

12.c. Tammy Clark Asst. Superintendent presented the Academic Report

12.d. Dr. Morawski presented the First 90 Days Superintendent Report

12.e. Emmett Whitefield, CFO, presented the Financial Statements for the period ending April 30, 2025, and the Cash Flow and Investments Report as well as the Categorical Spending Report.

13. Meeting adjourned at 8:15 pm.

Special Called Meeting Minutes
May 19, 2025 4:00 PM

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

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

CALL TO ORDER

Courtney Gore called the meeting to order at 4:02pm and noted a quorum of board members was present.

PUBLIC COMMENTS REGARDING AGENDA ITEMS ONLY: No one signed up for public comments.

CONVENE IN CLOSED SESSION: Board adjourned into closed session at 4:03pm

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

Conduct Level III grievance hearing regarding a complaint or charge against an officer or employee.

Board RECONVENED at 5:16pm

Possible action regarding Level III grievance against GISD employees.

A motion to grant remedy in part was made. This motion, made by Tim Bolton and seconded by Nancy Alana, Passed.
Nancy Alana: Yea, Tim Bolton: Yea, Courtney Gore: Yea, Karen Lowery: Yea, Mike Moore: Yea, Barbara Townsend: Yea, Billy Wimberly: Yea
Yea: 7, Nay: 0
Tim Bolton made the motion to grant remedy to grievant in part to be discussed further in closed session.

ADJOURN: Meeting adjourned at 5:17pm.

# MEETING MINUTES

Community Engagement Meeting
June 9, 2025, 5:30pm

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

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

Present: 7.

Call To Order

President Courtney Gore noted that a quorum of the Board was present and called the meeting to order at 5:30pm.

Board Member Karen Lowery gave the invocation, and Mike Moore led the pledges.

Public Comments-No one signed up online to speak.
Community Engagement Session- Superintendent Dr. Courtney Morawski delivered a presentation to the community followed by an opportunity for questions & answers.

The meeting adjourned at 5:46pm.

**OFFICE OF SUPERINTENDENT**

| | |
|---|---|
| **For:** | **Board of Trustees** |
| **Date:** | **June 23, 2025** |
| **Action:** | **Consent** |

**TO:** **Board of Trustees**
**From:** **Dr. Courtney Morawski, Superintendent**
**Date:** **June 11, 2025**
**RE:** **Approval of 2025-2026 Region 11 ESC Contracts**

**SUMMARY:**

This is an annual review and renewal of the support and services contract provided by the Region 11 Educational Service Center.

**RECOMMENDATION:**

It is recommended that the Board approve the 2025-2026 Granbury ISD Region 11 ESC contract as presented.

**Respectfully submitted,**

**Dr. Courtney Morawski, Superintendent**

EDUCATION SERVICE CENTER REGION 11
1451 S. Cherry Lane
White Settlement, TX 76108

# GRANBURY ISD Contract Summary Report

**Last Year Enrollment: 7962**

| Contract | Lock Date | Enroll Start | Enroll End | Total |
|---|---|---|---|---|
| Comprehensive Services Basic Contract | 03/12/2025 | 09/01/2025 | 08/31/2026 | $650.00 |
| Discovery Ed. Science Supplemental Options (formerly Digital Resources Supplemental) | 04/21/2025 | 09/01/2025 | 08/31/2026 | $6,775.00 |
| DMAC Solutions | 04/17/2025 | 09/01/2025 | 08/31/2026 | $26,037.30 |
| Instructional Solutions and Support | 04/21/2025 | 09/01/2025 | 08/31/2026 | $68,321.28 |
| OnDataSuite | 04/17/2025 | 09/01/2025 | 08/31/2026 | $6,250.00 |
| Superintendent & School Board Member Training | 04/17/2025 | 09/01/2025 | 08/31/2026 | $1,000.00 |
| Technology Services | 04/17/2025 | 09/01/2025 | 08/31/2026 | $9,000.00 |
| Texas Curriculum Management Program Cooperative ( Formerly TEKS Resources) | 04/21/2025 | 09/01/2025 | 08/31/2026 | $44,109.20 |
| TSDS (PEIMS, TIMS, UID, Core Collections) | 04/17/2025 | 09/01/2025 | 08/31/2026 | $6,320.00 |

Print Date: 4/21/2025

**$168,462.78**

**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
Atten: Dr. Clyde W. Steelman, Jr.
1451 S. Cherry Lane
White Settlement, Texas 76108
Fax (817) 740-7675
clydes@esc11.net

For additional information, contact:
Dr. Clyde W. Steelman, Jr.
(817) 740-3630
clydes@esc11.net

ESC Region 11 Executive Director Signature

| | |
|---|---|
| For: | Board of Trustees |
| Date: | June 23, 2025 |
| Action: | Consent |

| | | | |
|---|---|---|---|
| To: | Board of Trustees | From: | Todd Gibson, CTE Director |
| RE: | Consider an Out of State Travel Request | | |

SUMMARY: Annual GHS Ag Science staff trip to purchase pigs.

RECOMMENDATION:
It is Recommended that the Board approve the request as presented.

Respectfully submitted,

Todd Gibson, CTE Director

GRANBURY ISD

**Granbury ISD**

**Request for Out of State Travel**

**Name of group or organization:** Ag Science

**Date of request:** 06/05/2025

**Date of departure and return:** 08/26/2025 - 08/29/2025

**Destination:** IOWA

**Purpose of trip, i.e., event to be attended, instructional value of the trip:**
FFA Show Pigs Purchase

**Estimation of total trip cost:** $2,000

**Estimation of district's cost of trip:** $2,000

**Estimation of organizations cost of trip:** 0

**District employee sponsor and organization:** Emilee Jackson, Ag Science/FFA

**Number of students/employees participating:** 0

**Signature of district employee sponsor:**

**Signature of campus principal:**

***For Office Use Only***

☐ Approved

☐ Denied

Reason, if denied:

**Board or Designee Signature:**

**Date:**

**GRANBURY INDEPENDENT SCHOOL DISTRICT**

**INTEROFFICE MEMO**

**FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: June 23, 2025
For: Approval

**TO**: Dr. Courtney Morawski, Superintendent

**FROM**: Emmett Whitefield
Chief Financial Officer
**DATE**: June 11, 2025
**RE**: Budget Amendments

**SUMMARY:**

Attached are the monthly general fund budget amendments for Board approval. The first page is the budget amendment for the current period and indicates any increases to revenue as well as increases/decreases to each function and the overall net effect of the amendment totals to the budget. The second page is a summary and indicates how the current amendment will impact the overall general fund budgets as well as how any previous amendments have impacted these budgets.

**BUDGET IMPACT:** As indicated on the attached.

**RECOMMENDATION:**

I recommend the Board approve the amendments as presented.

Respectfully submitted,



Emmett Whitefield
Chief Financial Officer

Staff Person Responsible: Emmett Whitefield

Date Submitted: June 11, 2025

**2024-2025**
**Budget Amendment #9**
**General Operating**

| | June 23, 2025 Meeting<br>Proposed Budget Amendment #9 | Increase | Decrease | Net Effect |
|---|---|---|---|---|
| **Object** | **Revenue** | | | |
| **5700** | Revenue Generated | 0 | 0 | |
| **5800** | | 0 | 0 | |
| **5900** | | 0 | 0 | |
| | **Total** | **0** | **0** | **0** |
| | | | | |
| **Function** | **Expenses** | | | |
| **11** | SPED - Amend funds for physical therapy services | 2,350 | 0 | |
| | SPED - Amend funds for summer testing | 650 | 0 | |
| | CTE - Amend funds from AVID to CCMR | 6,592 | 0 | |
| | Finance - Amend funds to replace portable roofs at AES | 0 | 45,792 | |
| | Finance - Amend funds for year end utilities expense | 0 | 306,000 | |
| | Finance - Amend funds for year end software entry | 0 | 48,600 | |
| | **Overall effect on Function 11** | **9,592** | **400,392** | **(390,800)** |
| **12** | **Overall effect on Function 12** | **0** | **0** | **0** |
| **13** | SPED - Amend funds for summer testing | 0 | 650 | |
| | CTE - Amend funds from AVID to CCMR | 0 | 6,592 | |
| | **Overall effect on Function 13** | **0** | **7,242** | **(7,242)** |
| **21** | **Overall effect on Function 21** | **0** | **0** | **0** |
| **23** | **Overall effect on Function 23** | **0** | **0** | **0** |
| **31** | SPED - Amend funds for Physical Therapy Services | 0 | 2,350 | |
| | **Overall effect on Function 31** | **0** | **2,350** | **(2,350)** |
| **32** | **Overall effect on Function 32** | **0** | **0** | **0** |
| **33** | **Overall effect on Function 33** | **0** | **0** | **0** |
| **34** | **Overall effect on Function 34** | **0** | **0** | **0** |
| **36** | **Overall effect on Function 36** | **0** | **0** | **0** |
| **41** | Finance - Amend funds for year end software entry | 48,600 | 0 | |
| | **Overall effect on Function 41** | **48,600** | **0** | **48,600** |
| **51** | Finance - Amend funds for year end utilities expense | 306,000 | 0 | |
| | **Overall effect on Function 51** | **306,000** | **0** | **306,000** |
| **52** | **Overall effect on Function 52** | **0** | **0** | **0** |
| **53** | **Overall effect on Function 53** | **0** | **0** | **0** |
| **61** | **Overall effect on Function 61** | **0** | **0** | **0** |
| **71** | **Overall effect on Function 71** | **0** | **0** | **0** |
| **81** | Finance - Amend funds to replace portable roofs at AES | 45,792 | 0 | |
| | **Overall effect on Function 81** | **45,792** | **0** | **45,792** |
| **91** | **Overall effect on Function 91** | **0** | **0** | **0** |
| **93** | **Overall effect on Function 93** | **0** | **0** | **0** |
| **99** | **Overall effect on Function 99** | **0** | **0** | **0** |
| | **Total** | **409,984** | **409,984** | **0** |

**Granbury Independent School District**

**Fiscal Year 2024-2025**

| | | Adopted Budget | Prior Budget Amendments | Budget Amendment | Revised Budget |
|---|---|---|---|---|---|
| | **REVENUE** | | | | |
| 5700 | Local Revenue | 76,026,730 | - | - | 76,026,730 |
| 5800 | State Revenue | 16,002,246 | 16,100,000 | - | 32,102,246 |
| 59/7900 | Federal Programs/Other Sources | 1,872,965 | - | - | 1,872,965 |
| | **Total** | **93,901,941** | **16,100,000** | **-** | **110,001,941** |
| | **EXPENDITURES** | | | | |
| 11 | Instruction & Instr. Related Services | 56,019,573 | (1,264,038) | (390,800) | 54,364,735 |
| 12 | Instructional Resources & Media Serve | 814,295 | (1,000) | - | 813,295 |
| 13 | Curriculum & Instr. Staff Development | 810,677 | (25,812) | (7,242) | 777,623 |
| 21 | Instructional Leadership | 1,168,517 | (79,275) | - | 1,089,242 |
| 23 | School Leadership | 4,425,860 | (15,204) | - | 4,410,656 |
| 31 | Guidance, Counseling & Evaluation Serve | 2,604,355 | 7,078 | (2,350) | 2,609,083 |
| 32 | Social Work Services | - | 0 | - | - |
| 33 | Health Services | 571,762 | 0 | - | 571,762 |
| 34 | Student (Pupil) Transportation | 4,113,609 | 1,602,954 | - | 5,716,563 |
| 35 | Food Service | - | 0 | - | - |
| 36 | Co curricular/Extracurricular Activities | 2,229,788 | (3,685) | - | 2,226,103 |
| 41 | General Administration | 3,135,945 | 28,911 | 48,600 | 3,213,456 |
| 51 | Plant Maintenance and Operations | 9,050,561 | 450,627 | 306,000 | 9,807,188 |
| 52 | Security & Monitoring Services | 1,688,178 | (5,022) | - | 1,683,156 |
| 53 | Data Processing Services | 1,629,021 | 104,099 | - | 1,733,120 |
| 61 | Community Services | 52,911 | 0 | - | 52,911 |
| 71 | Debt Service (M&O) | 39,158 | 177,006 | - | 216,164 |
| 81 | Facilities Acquisition | 57,500 | 1,231,026 | 45,792 | 1,334,318 |
| 91 | Contracted Instruction Services - Chapter 41 | 3,740,231 | 0 | - | 3,740,231 |
| 93 | Shared Services Arrangement | | 0 | - | - |
| 99 | Other Governmental Charges | 1,750,000 | 0 | - | 1,750,000 |
| 00 | Other Uses | | 0 | - | - |
| | **Total Budgeted Expenditures** | **93,901,941** | **2,207,665** | **-** | **96,109,606** |
| | **Excess Revenue over (Under) Expenditures** | **-** | **13,892,335** | **-** | **13,892,335** |

**Director of Human Resources**

| | |
|---|---|
| **For:** | **Board of Trustees** |
| **Date:** | **June 16, 2025** |
| **Action:** | **Discussion/Action** |

**To: Dr. Courtney Morawski, Superintendent** **From: Wes Jones**
**Date: June 23, 2025**
**RE: J1 Host School Agreement**

## SUMMARY:

**Attached is the J1 Host School Agreement with the International Alliance Group approved by our attorney. Due to the shortage of bilingual teachers, this agreement provides us with another option for hiring certified bilingual teachers. Please note that we are not committed or obligated under this agreement unless we choose to hire someone. This agreement simply allows us the ability to conduct interviews. If we decide to proceed after an interview, the applicant will still be presented to the board for approval.**

**Last year, the San Antonio Teacher of the Year came from this program. These teachers arrive fully prepared, participate in professional development tailored for teaching in the U.S., and are provided with a one-on-one mentor (in addition to GISD's mentorship). Their initial VISA is valid for five years, and they have a 90% retention rate. The fee to IAG is $9000. However, after factoring in the savings from not having to pay FICA, health insurance, and TRS for IAG employees, we calculated savings of $10,000, which more than covers the fee.**

**I am requesting this approval now so we can begin interviewing candidates in the coming weeks. There is an eight-week turnaround if we decide to hire.**

**RECOMMENDATION:**
**Approval of the J1 VISA Host School Agreement**

**Respectfully submitted,**

**Wes Jones**
**Director of Human Resources**

**Staff Responsible:** **Dr. Courtney Morawski**
**Wes Jones**

# IAG Host School Agreement

**This HOST SCHOOL AGREEMENT** ("Agreement"), effective as of 05/15/2025 ("Effective Date"), is entered into by and between International Alliance Group, LLC, ("IAG") and the Granbury Independent School District, (the "Host", and together with IAG, each a "Party", and collectively, the "Parties").

**WHEREAS**, IAG offers international teachers the opportunity to be placed in a cultural exchange program in the United States while learning valuable professional skills, improving English language capability, and learning about the culture and history of the U.S.;

**WHEREAS**, the Host agrees that hosting foreign exchange teachers ("Exchange Teachers") and participating in the Program will result in their students' gaining a better understanding of the world outside the United States of America as they interact with Exchange Teachers from another part of the world;

**WHEREAS**, IAG is not an accredited J-1 sponsor, and therefore IAG will work with designated United States Department of State ("State Department") J-1 Teacher cultural exchange program sponsors.

**WHEREAS** the Host agrees to host Exchange Teachers; and

**WHEREAS**, the Parties have read the State Department regulations governing the Program[1] (the "Regulations") and agree that they will comply with the Regulations from the time of signing this Agreement, as such Regulations may be amended from time to time.

## AGREEMENT

**NOW, THEREFORE**, in consideration of the foregoing and of the mutual promises and agreements set forth herein, the Parties, intending to be legally bound, hereby agree as follows:

1. **OBLIGATIONS**

**a. Host Obligations**. During the term of this Agreement, the Host shall use commercially reasonable efforts to comply with the obligations in this Agreement and its Exhibits. The Host shall comply with and require its employees, agents, and subcontractors (including personnel of subcontractors) to observe and comply with any and all legal requirements applicable to the Host Obligations.

b. **IAG Obligations**. During the term of this Agreement, IAG shall use commercially reasonable efforts to recruit and place Exchange Teachers (the "IAG Obligations", and together with the Host Obligations, the "Services") for the Exchange Teacher positions set forth in Exhibit B ("Positions").

[1] Regulations can be found at: https://www.ecfr.gov/cgi-bin/retrieveECFR?gp=&SID=9adf677eb80094061be39ec4fd4fe4e0&mc=true&n=pt22.1.62&r=PART&ty=HTML

c. **Cooperation**. Each Party shall cause its employees to reasonably cooperate with employees of the other and provide reasonable assistance to the extent required for effective delivery of the Services. The Host shall provide IAG with such information and documentation as is reasonably requested by IAG and the Host shall perform actions and tasks requested by IAG to enable IAG to perform the IAG Obligations in accordance with this Agreement.

d. **Third Party Services**. IAG shall have the right to engage the services of independent contractors including but not limited to State Department J-1 Teacher cultural exchange program sponsors to deliver or assist IAG in carrying out the IAG Obligations contemplated under this Agreement. IAG will supervise the performance of such third parties to ensure that the IAG Obligations meet, in all material respects, the requirements of this Agreement.

e. **Consideration for IAG Obligations**. The IAG Obligations shall be provided by IAG in consideration of the Host's payment of the amounts specified for the IAG Obligations set forth in Exhibit C hereto.

## 2. REPRESENTATIONS AND WARRANTIES

a. IAG represents and warrants to the Host, and the Host represents to IAG, that such Party has all necessary rights and authority to enter into this Agreement and to perform its obligations hereunder.

## 3. CONFIDENTIALITY

a. **Confidential Information**. Subject to Paragraph 3.b., each Party acknowledges that in connection with the provision of the Services and the Parties' other obligations contemplated by this Agreement, the Parties will exchange certain confidential information, including the personal information of the Exchange Teachers, consisting of Exchange Teachers' home addresses, personal email addresses, emergency contacts, social security numbers, drivers' license numbers ("Confidential Information"). The Confidential Information will be and remain the sole property of the Party (and its assigns) providing such Confidential Information, provided however, that the personal information of the Exchange Teachers (including health information) will remain the property of the respective Exchange Teacher. Each Party shall use the same degree of care which it normally uses to protect its own Confidential Information to prevent the disclosure to third parties of the Confidential Information belonging to the other Party and the Exchange Teachers. Neither Party shall make any use of the Confidential Information of the other, except as contemplated or required by the terms of this Agreement or any other written agreement between the Parties. Notwithstanding the foregoing, this Section 3 shall not apply to any information that (a) was publicly known at the time of disclosure or has become publicly known through no fault of the receiving Party, (b) was received by the receiving Party from a third party without a duty of confidentiality, or (c) was independently developed by the receiving Party without any reliance on the proprietary information. The parties further understand and agree that the Host is subject to the Texas Public Information Act, and certain information possessed or controlled by the Host may have to be released pursuant to the Act, irrespective of this provision.

b. **Permitted Disclosures**. Nothing herein shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation, or pursuant to the valid order of a court of competent jurisdiction, an authorized government agency, or a valid subpoena, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order.

4. **INDEMNIFICATION**.

a. **Indemnification Obligations**. To the extent permitted by law, each Party ("Indemnifying Party") shall indemnify, hold harmless, and defend the other Party and its managers, officers, directors, employees, agents, affiliates, successors, and permitted assigns (collectively, "Indemnified Party") against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including professional fees and reasonable attorneys' fees, that are incurred by Indemnified Party/awarded against Indemnified Party in a final judgment ("Losses"), arising out of any third-party claim alleging: (i) any grossly negligent or more culpable act or omission of Indemnifying Party or its personnel (including any reckless or willful misconduct) in connection with the performance of its obligations under this Agreement; (ii) any bodily injury, death of any person, or damage to real or tangible personal property caused by the grossly negligent or more culpable acts or omissions of Indemnifying Party or its personnel (including any reckless or willful misconduct); or (iii) any failure by Indemnifying Party to comply with any applicable federal, state, or local laws, regulations, or codes in the performance of its obligations under this Agreement.

b. **Limitations on Indemnification**. Notwithstanding anything to the contrary in this Agreement, Indemnifying Party is not obligated to indemnify, hold harmless, or defend Indemnified Party against any claim (whether direct or indirect) if such claim or corresponding Losses arise out of or result from, in whole or in part, Indemnified Party's: (i) gross negligence or more culpable act or omission (including recklessness or willful misconduct); or (ii) bad faith failure to comply with any of its obligations set forth in this Agreement.

c. **Outside Factors**. The Host acknowledges that some factors, including recruitment of Exchange Teachers with specified qualifications, Exchange Teacher acceptance of the position, and J-1 visa approval, are outside of IAG's control. The Host agrees that, notwithstanding anything else in this Agreement to the contrary, IAG will have no liability to the Host if IAG cannot timely fill the Positions or is otherwise unable to fulfill the IAG Obligations to the satisfaction of the Host.

**5. TERM AND TERMINATION**

a. **Term**. This Agreement begins on the Effective Date and shall continue in effect until June 30th, 2027. Notwithstanding the foregoing, Section 3and Section 4 shall survive any expiration or termination of this Agreement. The Parties may extend this Agreement for similar terms in writing and signed by both Parties at any time before the expiration of any applicable term. When an Exchange Teacher, who has been placed at Host pursuant to this Agreement, has their J-1 extended by the Department of State then this Agreement will automatically extend in accordance with the Exchange Teacher's DS-2019.

b. **Termination**. Either Party may terminate this Agreement at any time if the other Party materially breaches this Agreement relating to the Services, the non-breaching Party has notified the breaching Party in writing of such failure, and such failure continues for a period of fifteen (15) business days after the delivery to the breaching party of written notice of such material breach. This Agreement may be terminated in whole or in part, at any time, by either party, for any reason, upon ninety (90) days' written notice to the other party.

c. **Effect of Termination**. The Parties acknowledge and agree that notwithstanding anything to the contrary contained in this Agreement or otherwise, all obligations of the Parties to provide Services hereunder shall immediately cease upon the expiration of the term for, or the date of termination of, such

Service, provided however, that if at the time of the termination or expiration of this Agreement, any Exchange Teacher is filling a Position at the Host, the Parties will continue to cooperate in good faith to ensure that such Exchange Teacher can successfully complete their Program participation and Host will continue to make payments in accordance with Exhibit C.

## 6. GENERAL

a. **Non-Circumvention/Non-Inducement of Exchange Teachers and J-1 Sponsors**. Host agrees that their business involves, among other activities, introducing, participating, effectuating, and consummating transactions between their respective contacts in accordance with the J-1 regulations. In consideration of the foregoing, Host agrees and warrants that it and its Affiliates, for the duration of this Agreement plus two years following the expiration of this Agreement, shall not, directly or indirectly, interfere with, circumvent, attempt to circumvent, avoid or bypass IAG in regard to Exchange Teachers who were introduced to or placed at the Host School pursuant to this Agreement or obviate or interfere with the relationship of any third party and its contacts for the purpose of gaining any benefit, whether such benefit is monetary or otherwise with regard to said Exchange Teachers. Nothing within this Agreement shall affect, in any way, the Host's current employment relationship with any employees that are working for Host prior to or through the date of execution of this Agreement. Furthermore, the clause does not prevent the Host from utilizing other recruitment or placement agencies other than as indicated herein. Host's continued employment of its current employees who may be employed by the Host through work visas will not constitute a breach of this Agreement., even if such employees are reemployed after a break in service.

b. Host stipulates, covenants, and agrees that during the Term of this Agreement, Host, directly or indirectly, other than on behalf of IAG, without the prior, express, and written consent of IAG, will not induce any J-1 Sponsor issuing a DS-2019 to an Exchange Teacher pursuant to this Agreement to refrain from its obligations to IAG nor induce an Exchange Teacher that has a contract with IAG to be employed by Host outside of the terms and conditions of this Agreement. The Host acknowledges this restriction is fair and reasonable given the purpose of IAG's role in the cultural exchange program and the scope and territory of IAG's business. In the event of a breach of the provisions of this section, the parties acknowledge that actual damages to IAG cannot be ascertained with any certainty and therefore Host shall pay to IAG damages in the amount of 100% of IAG's expected administrative fees for the DS-2019 validity period for each Exchange Teacher indirectly or directly employed by the Host in breach of this provision. All current J-1 Visitors placed as a result of this Agreement may be transferred from Host if there is a breach of the non-inducement clause. Parties agree that this is fair and reasonable to protect the sanctity and intent of the J-1 Visa program.

c. Host agrees to not sponsor the Exchange Teacher's change of status. If, during the validity period of the Exchange Teacher's DS-2019, the Host sponsors the Exchange Teachers change of status to H-1B or any other visa classification, then the Host shall pay a penalty fee of 25% of the Exchange Teacher's annual salary multiplied by the number of years remaining on the Exchange Teacher's DS-2019. For clarity, the number of years remaining includes the current year of the Exchange Teachers J-1 program. The fee becomes due as soon as the J-1 sponsor is notified by the Department of Homeland Security that the Exchange Teacher has changed status from J-1 to a new nonimmigrant or immigrant classification.

d. **Force Majeure**. No Party shall bear any responsibility or liability for any damages arising out of any delay, inability to perform, or interruption of its performance of its obligations under this Agreement due to any acts or omissions of the other Party hereto or for events beyond its reasonable control including, without limitation, acts of God, acts of governmental authorities, acts of the public enemy, or due to war, riot, flood, civil commotion, insurrection, pandemics, labor difficulty, severe or adverse weather conditions,

lack of or shortage of electrical power, malfunctions of equipment or software programs, in each case that could not have been avoided through reasonable efforts by such Party. If any Party's performance of its obligations are subject to any failure or delay as the result of a force majeure event, such Party shall use its commercially reasonable efforts to end the failure or delay as soon as reasonably practicable and to minimize the effects of such event.

e. **Governing Law and Jurisdiction**: Any action or suit brought relating to this Agreement or the Program must be commenced and maintained in the appropriate state court of Texas, located in Hood County, Texas, or the Federal district court in which Hood County, Texas, is located, as applicable. The Parties irrevocably consent to jurisdiction and venue in such courts for such purposes and agree not to seek transfer or removal of any action commenced in any such court and agree that Texas law applies irrespective of any conflict of laws analysis. In the event either Party to this Agreement institutes an action or other proceedings to enforce any rights arising under this Agreement, the Party prevailing in such action or other proceedings will be paid all reasonable costs and attorney's fees by the other Party. Such fees are to be set by the court and not by a jury and to be included in any judgment or award entered in such proceeding.

f. **Relationship of the Parties**. IAG and the Host shall for all purposes be considered independent contractors with respect to each other, and neither shall be considered an employee, employer, agent, principal, fiduciary, partner, or joint ventures of the other.

g. **No Third-Party Beneficiaries**. This Agreement is for the sole benefit of the Parties hereto and their affiliates and their respective successors and permitted assigns and nothing herein, express or implied, is intended to or shall confer upon any other person any legal or equitable right, benefit, or remedy of any nature whatsoever, under or by reason of this Agreement.

h. **Assignment**. Neither party may assign any of its rights or obligations hereunder without the prior written consent of the other party. This Agreement shall inure to the benefit of and be binding upon any successors or permitted assigns of the Parties.

i. **Entire Agreement; Amendment**. This Agreement constitutes the entire agreement between IAG and the Host with respect to the subject matter hereof. This Agreement shall not be amended, altered, or changed except by a written agreement signed by the Parties hereto.

j. **No Waiver**. No delay or omission on the part of either Party to this Agreement in requiring performance by the other Party or in exercising any right hereunder shall operate as a waiver of any provision hereof or of any right or rights hereunder, and the waiver, omission, or delay in requiring performance or exercising any right hereunder on any one occasion shall not be construed as a bar to or waiver of such performance or right, or of any right or remedy under this Agreement, on any future occasion.

k. **Notices**. All notices, requests, demands, claims, and other communications hereunder shall be in writing. Any notice, request, demand, claim, or other communication hereunder shall be deemed duly delivered four business days after it is sent by registered or certified mail, return receipt requested, postage prepaid, or one business day after it is sent for next business day delivery via a reputable nationwide overnight courier service, in each case to the intended recipient as set forth below:

If to IAG:

International Alliance Group, LLC
99 E Virginia Ave, Suite #120
Phoenix, AZ 85004
Attn: Jason Hammond
E-mail: jason@iagusa.org

If to HOST:

Granbury Independent School District
217 N Jones St
Granbury, TX 76048
Attn: Wes Jones – Director of Human Resources
E-mail: wes.jones@granburyisd.org

Any Party may give any notice, request, demand, claim, or other communication hereunder using any other means (including personal delivery, expedited courier, messenger service, facsimile, ordinary mail, or electronic mail), but no such notice, request, demand, claim, or other communication shall be deemed to have been duly given unless and until it actually is received by the Party for whom it is intended. Any Party may change the address to which notices, requests, demands, claims, and other communications hereunder are to be delivered by giving the other Party notice in the manner herein set forth.

l. **Section Headings**. Section headings are for descriptive purposes only and shall not control or alter the meaning of this Agreement.

m. **Severability**. If any provision of this Agreement shall for any reason be held illegal or unenforceable, such provision shall be deemed separable from the remaining provisions of this Agreement and shall in no way affect or impair the validity or enforceability of the remaining provisions of this Agreement.

n. **Counterparts**. This Agreement may be executed in two or more counterparts (including by facsimile or by an electronic scan delivered by electronic mail), each of which shall be deemed an original but all of which together shall be considered one and the same agreement and shall become effective when counterparts have been signed by each Party hereto and delivered to the other Party, it being understood that each Party need not sign the same counterpart. This Agreement may be executed and delivered by facsimile or by an electronic scan delivered by electronic mail.

o. **Official Language**: The Parties hereto agree that English is the governing language of this Agreement. This English version may be translated into another language for the convenience of the Parties. The Parties agree that if there were any discrepancy or controversy regarding the interpretation, content, or meaning of any of the provisions of this Agreement, the English version shall prevail.

p. **E-Verify.** Both Parties acknowledge that its state's laws may require them to register and participate with the E-Verify program (employment verification program administered by the United States Department of Homeland Security and the Social Security Administration or any successor program). Both Parties warrant that, when required by law, they have registered with and participate with E-Verify. If either Party later determines that the other non-compliant Party has not complied with E-Verify, it will notify the non-compliant Party by certified mail of the determination and of the right to appeal the determination.

q. **Non-Discrimination**. Both Parties agree to comply with all applicable provisions of state and federal laws and regulations, including the Americans with Disabilities Act and Executive Order 99-4, which is incorporated herein by reference, mandating nondiscrimination and requiring that all persons, regardless of race, religion, sex, age, national origin or political affiliation shall have equal access to employment opportunity.

r. **Cancellation**. IAG and the Host acknowledge that, if applicable, this Agreement is subject to cancellation by either Party pursuant to the provisions of Texas Revised Statute § 38-511.

s. **Insurance.** At all times during the term of this Agreement, IAG shall maintain, in full force and effect, insurance with limits of liability of not less than two million dollars per occurrence and four million dollars annual aggregate and naming the Host as an additional insured.

t. **Conflict of Interest Disclosure**. Pursuant to Texas Local Government Code Chapter 176, the law requires a conflict of interest disclosure. IAG agrees to complete a conflict of interest questionnaire regardless of whether or not a conflict of interest exists. IAG agrees to file a completed Conflict of Interest Questionnaire as required by law within seven (7) IAG days after IAG becomes aware that conflict of interest exists. If Customer learns that IAG did not properly disclose, Customer may terminate this Agreement with IAG. IAG shall not advertise or publish, without the District's prior consent, the fact that Customer has entered into this Agreement with IAG.

u. **Subcontractors**. If IAG uses subcontractors in the performance of any part of this Agreement, IAG agrees that it is fully responsible to the Customer for all acts and omissions of the subcontractors. Nothing in this Agreement shall create for the benefit of any such subcontractor any contractual relationship between Customer and any such subcontractor, nor shall it create any obligation on the part of Customer to pay or to see to the payment of any monies due any such subcontractor except as may otherwise be required by law. IAG represents and warrants that it is willing, able, and capable of obtaining, supervising, and being responsible for any subcontractors who perform and/or provide products and services related to this Agreement and will ensure that subcontractors are held to the same security and confidentiality requirements under this Agreement for Customer's Content/District Data.

v. **Statutory Notices and Requirements**. Pursuant to Texas Government Code Chapter 2270, the IAG represents and warrants to the District that the IAG does not boycott Israel and will not boycott Israel during the term of this Agreement. Pursuant to Texas Government Code Chapter 2270, the IAG represents and warrants that it is not a foreign terrorist organization as identified on the list prepared and maintained by the Texas Comptroller of Public Accounts. If IAG has misrepresented its inclusion on the Comptroller's list such omission or misrepresentation will void this Agreement. By signing this Agreement, the undersigned certifies as follows: Under Section 231.006 of the Texas Family Code, to the extent applicable to this Agreement, the IAG certifies that the individual or business entity named in this Agreement is not ineligible to receive the specified payments and acknowledges that this Agreement may be terminated and payment withheld in this certification is inaccurate. Pursuant to Texas Government Code Chapters 2274 and 809, if the contract is valued at $100,000 or more and if IAG has at least ten (10) full-time employees, then IAG represents and warrants to the District that the IAG does not boycott energy companies and will not boycott energy companies during the term of the contract. This provision does not apply to sole proprietorships. Pursuant to Texas Government Code Chapter 2274, if the contract is valued at $100,000 or more and if IAG has at least ten (10) full-time employees, then IAG represents and warrants to the District that the IAG 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 contract. This provision does not apply to sole proprietorships.

IN WITNESS WHEREOF, the Host and IAG have duly executed this Agreement as of the day and year first above written.

| | |
|---|---|
| **International Alliance Group, LLC** | Granbury Independent School District |
| By:_____ | By:_____ |
| Name: Jason D. Hammond Garcia | Name:_____ |
| Title: President | Title:_____ |
| Date:_____ | Date:_____ |

## Exhibit A

### Host Responsibilities

1. Employ Exchange Teachers in temporary, non-tenure position for the exchange period as agreed in the Employment Agreement and Letter of Intent to Hire and fulfill all contractual agreements made with Exchange Teachers.
2. Assign Program Exchange Teachers to full-time teaching positions in accredited K–12 classrooms, including prekindergarten language immersion programs, offered as regular courses of study by accredited primary schools. Compensation will be commensurate for similar proven experience and at the equivalent level as counterparts from the U.S. and according to the same duties, responsibilities, hours of employment (at least 32 hours per week), and compensation and in accordance with the written job offer. Pursuant to the J-1 regulations, the J-1 sponsor is required to terminate the Exchange Teacher's J-1 program if the Host or Exchange Teacher does not abide by this regulation.
3. Maintain Exchange Teachers direct supervision and guidance of Exchange Teachers and notify IAG immediately in the event of any issues or concerns with the Exchange Teacher.
4. Notify IAG of any changes in Exchange Teachers' employment status, known address, or any other problem that arises related to Exchange Teachers' health, safety, and welfare.
5. Treat Exchange Teachers equal to non-Exchange Teachers. Host will abide by state law of providing Exchange Teachers notice and due process when required. Host will provide IAG with written documentation detailing any issues or concerns with Exchange Teacher's performance and/or evaluation that results in any corrective action, an improvement plan, and/or termination.
6. Commit to providing Exchange Teachers with continuous and relevant professional learning opportunities throughout the duration of their employment that is commensurate to that which is provided to all new and continuing Teachers. Commit to developing a comprehensive plan to address any missed professional learning opportunities for Exchange Teachers arriving after the first day of school.
7. Agrees to seek assistance regarding the taxation of Exchange Teachers from the Host's own resources. IAG cannot provide tax advice to Hosts or Exchange Teachers. IAG recommends that Exchange Teachers and Hosts utilize Sprintax for assistance (https://www.sprintax.com/).
8. Agrees to embrace the cultural exchange spirit of the program and refrain from encouraging or supporting a change in the Exchange Teachers' nonimmigrant status to H-1B. O-1, or any other visa classification. The penalty for violating this obligation is found in Section 7.c.
9. Agrees to facilitate and encourage Exchange Teachers' participation in at least two cross-cultural activities per academic year and the cross-cultural component as part of the exchange.
10. Within 7 days of full execution of the Exchange Teacher contract, Host will provide IAG copies of any contract signed between the Exchange Teachers and the Host.
11. Per this Agreement, Host may not charge, seek reimbursement from, or cause the Exchange Teacher to pay for Full or Supplemental Coverage. Refrain from charging, seeking reimbursement for, and/or causing Exchange Teacher to pay any fee paid to IAG by Host. These fees include but are not limited to insurance payments, administrative fees, and any other payment made pursuant to this Agreement.
12. Abide by the Regulations found in 22 Code of Federal Regulations Part 62 governing the Exchange Visitor Program.

## Exhibit B

### IAG Responsibilities

1. Support and work in partnership with the Host as an industry expert consultant.
2. Recruit candidates who meet requirements for J-1 visa and sponsorship by accredited agency and provide list of candidates to Host to review resume history, establish interviews, and hire for full-time employment on a J1 Visa for the Exchange Teacher Program via the U.S. Department of State.
3. Assist accredited sponsors with screening candidates for English language proficiency.
4. Guide and assist J1 Exchange Teachers through the J1 Visa throughout the entire process.
5. Ensure J1 Exchange Teacher's foreign transcripts are properly evaluated and assist with certification within Host's state.
6. In cooperation with the Host, assist Exchange Teacher with travel arrangements and airport pickup (as needed).
7. Work in cooperation with Host on recommendations in providing housing and transportation options and other living needs that fit the Exchange Teacher's personal and financial needs.
8. Assist Exchange Teacher with obtaining a Social Security Number.
9. Assist Exchange Teacher with obtaining a bank account.
10. Provide a preservice course before the arrival of Exchange Teachers to facilitate their acculturation into life in the United States.
11. Provide professional development, training, and/or orientation specifically designed for new Exchange Teachers, including but not limited to an overview of the program and significant components including cultural exchange, information on wages and any deductions from wages, information for housing and transportation, and ongoing mentoring.
12. In cooperation with the Host, assist with Cultural Immersion and Volunteer Resources.
13. Provide invoicing information in the J1 Exchange Teacher's first month of employment.
14. Deliver benefits assistance to J1 Exchange Teachers enrolled in IAG's provided insurance.
15. Be attentive and reachable to Host in support of the partnership.
16. Abide by the Regulations found in 22 Code of Federal Regulations Part 62 governing the Exchange Visitor Program.

## Exhibit C

### International Alliance Group Administrative and Insurance Fees

The Host agrees to pay IAG the percentages designated below for each Exchange Teacher (or other listed employment group). Administrative Fees are based on the employee's total annual compensation and invoiced annually following the Exchange Teacher's (or other designated employee's) first day of reported duty.

| **Teacher Types** | **Administrative Fees** |
|---|---|
| PreK-12 FICA* Exempt Exchange Teachers | 20% |
| PreK-12 FICA* Non-Exempt Exchange Teachers | 16% |
| | |
| **Delayed Payment Penalty** | **Rate** |
| Paid any time 30 days after issuance | +12% |
| | |

Invoices outstanding for over 30 days are subject to an added fee of 12% annually calculated daily.

*FICA - All wage income received in the USA is subject to three main types of tax: (1) federal income tax; (2) Social Security tax; and (3) Medicare tax. Social Security taxes and Medicare taxes are collectively called "FICA taxes." Persons in J-1 nonimmigrant status are exempt from FICA payments for the 1st and 2nd calendar year (Social Security 6.2% and Medicare 1.45% of teacher wages).

The FICA and Medicare years are on a calendar year, not a school year and start when the Exchange Teacher arrives in the U.S.

Example: Exchange Teachers arriving in School Year 2022 are exempt from FICA Deductions for the first two calendar years:

January-December 2022 is Calendar Year 1.

January-December 2023 is Calendar Year 2.

Starting January 1, 2024, they are in Calendar Year 3 and are no longer exempt from FICA deductions. The employer portion of FICA also begins when the FICA deductions commence for the Exchange Teachers.

If the Exchange Teachers are renewed for the third school year the Administrative Fee shall be reduced to the non-exempt Exchange Teachers' rate of 16%.

**Contract Requirement**

Host is required to provide IAG a copy of the Exchange Teacher's contract within seven days of execution. In the event a contract is not provided within the agreed timeframe, IAG reserves the right to invoice the Host based on the Host's salary ladder.

**Early Termination or Resignation Refund**

The Host understands that in the event of the Exchange Teacher's (or designated employee's) termination or resignation, IAG will issue a refund that is prorated based on the duration of the Exchange Teacher's (or designated employee's) stay in the United States, less a $1,000 non-refundable fee.

**Insurance Requirement Fees**

IAG offers medical, dental, vision, life insurance and Employee Assistance Program (EAP) services as a package. IAG insurance meets the coverage requirements of the State Department regulation 22 C.F.R. §62.14. See Exhibit D for options. Host must offer Teacher the choice to enroll in Host or IAG insurance package coverage. In the event Teacher chooses IAG package coverage Host agrees to pay the cost of the insurance coverages. IAG will submit an invoice to Host that covers the annual fee the IAG package plan.

Letters of intent issued after **July 1st** will incur an additional charge due to the added demands and expedient process needed for late-arriving J1 Exchange Teachers; the charge is $1000.00 per teacher.

## Exhibit D

### J-1 Exchange Teacher Insurance Requirements

Host acknowledges that the Exchange Teacher must have appropriate medical and repatriation insurance while participating in a J-1 teacher exchange program in accordance with 22 C.F.R. §62.14.
Minimum coverage must provide ALL the following:

- Medical benefits of at least $100,000 per accident or illness.
- Deductibles not to exceed $500 per accident or illness.
- Repatriation of remains in the amount of $25,000.
- Expenses associated with the medical evacuation of exchange visitors to his or her home country in the amount of $50,000.

Failure by the Exchange Teacher to maintain continuous insurance coverage that meets above stated U.S. Department of State requirements is a violation of program regulations and may result in the termination of my Exchange Teacher's program.

To meet this requirement, IAG offers the following options on how to procure the necessary coverage required by law.

Option 1: **Exchange Teacher waives Host package coverage (medical, dental, vision, life, EAP) and is enrolled in IAG package coverage.** IAG will provide medical, dental, vision, life insurance and Employee Assistance Program (EAP) services as a package. IAG insurance meets the coverage requirements of the State Department regulation 22 C.F.R. §62.14. Host will be notified of the cost prior to the Exchange Teacher(s) arriving in the United States. If the Teacher waives Host package coverage, IAG will enroll Teacher in package coverage, then IAG will invoice Host for the annual cost of the policy and Host will pay that cost. IAG will invoice annually using the effective date of IAG insurance package coverage after Teacher's waiver of Host package coverage is confirmed.

Option 2: **Exchange Teacher chooses Host package coverage, IAG enrolls Teacher in Supplemental Coverage, Teacher pays IAG for cost of Supplemental Coverage.** Supplemental coverage will allow the Exchange Teacher to meet the minimum requirements as set forth in 22 C.F.R. §62.14. The Teacher will be required to pay IAG for this supplemental coverage.

An IAG representative will reach out to confirm if Teacher waived Host coverage. Per this Agreement, the Host will pay the cost of IAG Insurance. Host may not charge, seek reimbursement from, or cause the Exchange Teacher to pay for Full Coverage.

IAG is on a self-insured plan and takes on the risk and responsibility of paying employees' medical claims. As a result of taking on the risk and responsibility, IAG may utilize income from self-insurance for any lawful business purpose.

Proposal for Full Property Stewardship Request for Deeded Title Transfer of the Decker Facility
Submitted to: Granbury Independent School District (GISD)
Submitted by: United Way of Hood County

Summary
United Way of Hood County is proud to partner with Granbury ISD in bringing new life to the Decker building-a facility that sat unused for over almost a decade and is now actively serving the people of Hood County. Since October 2024, United Way has transformed the space through community investment, volunteer effort, and significant physical improvements, including full interior cleaning, renovations, and a donated new roof, with gym floor funded and a completion date of April 30, 2025.

Crystal Moore
Executive Director
United Way of Hood County
817 .888.2551 I CrystalMoore@UntiedWayHoodCounty.com

**Proposal for Full Property Stewardship Request for Deeded Title Transfer of the Decker Facility**
**Submitted to:** Granbury Independent School District (GISD)
**Submitted by:** United Way of Hood County
**Date:** 4.10.25

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**Executive Summary**

United Way of Hood County is proud to partner with Granbury ISD in bringing new life to the Decker building—a facility that sat unused for over almost a decade and is now actively serving the people of Hood County. Since October 2024, United Way has transformed the space through community investment, volunteer effort, and significant physical improvements, including full interior cleaning, renovations, and a donated new roof, with gym floor funded and a completion date of April 30, 2025.

Today, this building is not only the future home of a revitalized gym, but also an active, functional hub providing office space, storage, nonprofit training areas, and collaborative workspace for organizations across the county. This is a thriving asset—made available and sustained through GISD's generous partnership and United Way's stewardship.

To continue this important work and unlock the full potential of the facility, United Way is requesting a deeded title transfer of the entire Decker property—including the gym, office, and storage areas—with a legal reversion clause ensuring the building will always serve the community and will automatically return to GISD if United Way ceases use for this purpose.

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**Why This Proposal Is Necessary**

We are preparing to launch a capital campaign and apply for infrastructure grants to finish the gym renovation and build long-term sustainability for community use. Many public and private funders require full ownership—not leaseholds—to approve funding requests. This title transfer would make us fully eligible to pursue transformational resources for Hood County.

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**Two Options for GISD Consideration**

**Option 1: 99-Year Lease Agreement**

A long-term lease would give United Way secure occupancy and eligibility for many—but not all—capital grants.

**Benefits to GISD:**

- Retains ownership and oversight
- No maintenance or operational responsibilities
- Reinforces community goodwill

**Benefits to United Way:**

- Long-term stability
- Eligible for many (but not all) grant sources
- Maintains collaboration with GISD

United Way Better TOGETHER United Way of Hood County

**Option 2: Deeded Title Transfer with Reversion Clause**
**(Preferred Option – Includes Entire Decker Building)**
This option would formally transfer the entire Decker facility to United Way with a reversion clause stating that the property must always be used for community purposes—and would return to GISD if United Way vacates or ceases community-serving operations.

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**Why the Deed is the Better Choice for GISD, United Way, and the Community**

**1. Unlocks Full Capital Campaign and Grant Eligibility**
Ownership allows United Way to access large-scale capital grants and federal funding opportunities not available under a lease. This enables deeper, faster investment in both the gym and shared nonprofit spaces.
**2. Preserves GISD Oversight and Public Trust**
The reversion clause provides a built-in safeguard. If United Way ever stops using the building for its stated mission, the property reverts to GISD automatically—ensuring public benefit is maintained.
**3. Eliminates Cost and Liability for GISD**
United Way already manages and pays for maintenance, insurance, and utilities. This transfer formalizes that responsibility and removes any burden from the district, now and in the future.
**4. Honors GISD's Legacy and Leadership**
This building stood vacant for a decade. GISD's willingness to entrust United Way with its care has turned it into a beacon of nonprofit collaboration and youth support. Deeding the facility for continued public use ensures GISD will be celebrated for enabling long-term impact.
**5. Solidifies United Way's Role as Steward, Not Owner for Profit**
This is not an asset to be sold—it is a building to be protected, used, and invested in. The reversion clause ensures it will never fall into private or for-profit hands.

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**Conclusion**
United Way of Hood County is not asking for ownership—we are asking for **stewardship**.
Deeding the Decker facility with a reversion clause protects GISD, empowers United Way, and serves Hood County for generations to come. We are grateful for your consideration and welcome any opportunity to discuss this partnership further.

**With appreciation,**

Crystal D. Moore

Crystal Moore
Executive Director
United Way of Hood County
817.888.2551 | CrystalMoore@UntiedWayHoodCounty.com

## GRANBURY INDEPENDENT SCHOOL DISTRICT

## INTEROFFICE MEMO

## FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: June 23, 2025
For: Information

**TO**: Dr. Courtney Morawski, Superintendent

**FROM**: Emmett Whitefield
**DATE**: June 11, 2025
**RE**: 2025-26 Preliminary Budget Discussion & Calendar

**SUMMARY:**

I have attached a preliminary budget assumptions page as we move closer to finalizing the budget for the 2025-26 school year. I have also included the budget calendar.

Should you need additional information, please let me know.

Respectfully submitted,



Emmett Whitefield
Chief Financial Officer

Staff Persons Responsible: Emmett Whitefield

Date Submitted: June 11, 2025

# Preliminary Discussion on the Budget Process and Assumptions Guiding the Development of the General Fund Budget 2025-2026 Fiscal Year

## Fiscal Year

The fiscal year will run from September 1, 2025 to August 31, 2026.

## Fund Balance

The general operating Unassigned fund balance as of 8/31/2024 was 25,899,167 and the general operating Assigned fund balance was 1,290,000, for a total of 27,189,167. As of the audit date that fund balance is well within board policy. Unassigned fund balance is projected to increase for the current fiscal year. The current operating budget reflects $13,892,335 more revenues than expenses. This is due to the revised Foundation settle up due to Frozen Levy loss in the 2023-2024 fiscal year. As we have discussed in prior meetings, this settle up is not complete as of yet and can be reduced. However, we have been advised to record it as additional revenue in the current fiscal year. Added expenditures for facilities improvement/remodeling projects and other initiatives will impact projected fund balance. With district spending lapses and conservative budget management the district will likely realize a large increase in fund balance. With the anticipated increase, the District's fund balance will be sufficient for good financial operations.

In addition to the Unassigned fund balance, the District currently has $1.29 million identified as Committed fund balance.

- Capital Expenditures for Vehicle and Equipment - $750,000
- Other Purposes – Instructional Improvement Fund - $540,000

Committed funds are constrained to a specific purpose by the Board of Trustees and require Board action to commit and un-commit. Requests and needs that arise for the utilization of fund balance for necessary improvements and purchases are considered each year by administration for possible presentation to the Board for action and implementation. Consideration of these projects and purchases are based on currently available funds and fund balance policy constraints, as well as future fund balance projections and other issues that may impact fund balance and future district operations. Depending on the amount of the anticipated increase or decrease to fund balance as well as the total costs of any approved projects and purchases, committed fund balance can be increased (or decreased) to keep the District at or below the Optimum Fund Balance level, as determined by our auditors at year end.

Administration will make recommendations to manage Unassigned, as well as Committed Fund Balances, for district needs to maintain balance levels dictated by policy and appropriate to maintain an Optimal Fund Balance level for auditing purposes. The 2024 FYE audit indicated the Unassigned General Fund Balance in the amount of $25,899,167 was 29% of operating. This is well within board required limits and is considered a healthy fund balance. With the projected increase in Unassigned fund balance this fiscal year administration will bring forward the recommendation to commit these funds for future needs in the event the funds are determined to be legitimate Frozen Levy loss revenues.

## Revenue

The district has received the preliminary **taxable values** from all central appraisal districts. Values have again increased. However, keep in mind HB3 (2019) and SB2 (2023) substantially changed the way state funding and recapture are calculated. Among other things, current year property values are now used to calculate state funding and recapture as opposed to using prior year values under the old funding system. Also keep in mind HB3 put in place a 2.5% tax cap.

This tax cap limits the amount of revenue the District can generate from tax collections by compressing the District's Tier One M&O tax rate, currently $0.6169 for tax year 2024, however the district did pass the VATRE brining our M&O rate to $0.7869. The degree to which the District's M&O tax rate will be compressed for tax year 2025 will be determined by using either State or Local tax compression rates. State and local compression work in parallel and the greater amount of compression from the two calculations (lowest tax rate) will apply to the 2025 Tier One maximum compressed rate (MCR).

**How Does State Compression Work?**

To determine the MCR for a given tax year, state compression: (1) compares the extent to which estimated statewide property value growth (set by the General Appropriations Act at 2.87 percent for TY 2024) exceeds 2.5 percent, and (2) may further reduce the maximum state compression rate in accordance with TEC, §48.2552(c), after accounting for additional state revenue as determined under TEC, §48.2552(b). See calculations below. [Note, a reduction of type (2) will not occur in TY 2024.]

**MCR = 0.6855 * (1.025 / 1.0287) -0.000 = $0.6830**

**How Does Local Compression Work?**

Districts that grow faster than the statewide average growth rate will have their tax rates compressed further so that the District's local tax collections increase by no more than 2.5% per year. Therefore, the MCR for a school district with a local growth rate higher than the statewide average is the prior year MCR ($0.6169) * (1.025 / local property value growth percentage). For example, preliminary GISD local value growth percentage rate is 6.94% for tax year 2025, the calculation for local compression will be as follows:

**MCR = 0.6169 * (1.025 / 1.0694) - 0.0000 = $0.5913 ($.6147 MCR floor)**

As previously mentioned, a District's maximum Tier One tax rate (MCR) will be the lesser of the State or Local compression. Therefore, based on the State and Local growth percentage examples used above, the District's tax rate for 2025 would be the lower rate of $0.5913. However, due to the limit that TEA is mandated to maintain a tax rate equity that no district may have an MCR less than 90 percent of any other district. That limit under the example above would be $0.6147. And of course the $0.17 additional Pennies can be added to the MCR to come up with the total M&O tax rate. In the **example** above, local compression lowers the district's M&O tax rate to keep the overall M&O taxes raised by the district limited to a 2.5% increase per year.

These formulas are based on past calculations. TEA will be releasing the new calculations in the near future.

**A Tax collection ratio of 99 percent** will continue to be used, based on past history and current economic conditions.

**The state has passed new funding in HB2 (2025).** As we know from prior conversations, inflation has increased by 22% since the last new legislation was passed. To meet that inflation rate the basic student allotment would need to increase by over $1,000. This new legislation does not get us to that point, however, there will be some relief provided by this new bill.

Based on the preliminary evaluation of the bill the major points and what it will provide for Granbury ISD:

- Teacher compensation increases for teachers with 3-4 years of experience in the amount of $2,500. Teacher compensation increases for teachers with 5+ years of experience in the amount of $5,000.
- Additional $45 per adjusted ADA to be used for all other staff raises other than campus or central administrators.
- New allotment of $106 per enrolled student for the allotment for basic costs that can be used on: Transportation, utilities, insurance, employee benefits, etc. GISD affect approximately $843,972.
- School safety allotment increases from $10 per student to $20 and from $15,000 per campus to $33,540 per campus. GISD affect approximately $260,635
- Statewide $250 million for new Special Education funding system.
- Added funding $1,000 initial full and individual evaluation (FIE)
- Increase to the basic allotment of $55.

**Projected student growth of 2% (based on 160 student increase from snapshot)** will be used for state revenue calculations for 2024-25. Student enrollment at snapshot was 7,962. The district expects continued growth. Average Daily Attendance (ADA) year end was 7289.166. The district expects increased attendance percentages for the 2025-26 school year with the continued use of the RaaWee.

**State Aid and Recapture**

GISD will continue to receive some state funding under HB3. Based on current enrollment data, ADA and projected tax collection data, GISD is anticipating a recapture payment of approximately $3,603,993 to the State for the current 24-25 school year.

Based on HB3 (2019), SB2 (2023), 2025 Preliminary Value Study findings as well as current enrollment projections and HB2 (2025) recapture is estimated to remain steady or slightly increase in 25-26. Of course, this depends on student enrollment and ADA growth, or value growth and tax collections are not as much in 25-26, then the recapture amount will be less.

**Additional sources** of funding will continue to be pursued.

**Expenditures**

A **per pupil allocation** has been calculated for each school based on projected enrollment by grade. Funding considerations maintaining a per pupil allocation will be included in the 2025-26 budget.

The same Central Office and Department allocations as last year will be included in the 2025-2026 budget. Central Office and Departments are expected to work within these parameters by making necessary cuts within their individual departments. There are certain cost that we are unable to avoid such as utility and fuel increases. These increased expenses due to inflation will have some relief from the new allotment for fixed costs discussed above. We will make adjustments were we need to making sure transportation and facilities function as efficiently as possible.

**Salaries & Benefits**

**Staffing Formulas previously utilized will be used** as well as consideration given to staffing information received from the TASB Staffing Study completed in 2020. Each position that is vacated will be reviewed by the Superintendent as to whether or not it will be maintained for future years. New positions will be added to meet the needs of GISD students after extensive

research and consideration by the Superintendent. Reallocation of existing staff will be the first line of support if appropriate.

The district is exploring all increases in salary for the 25-26 budget. New legislation will dictate a variety of salary increases. However, the district will evaluate all other positions not addressed in legislation for increases if possible.

**GISD teacher salary** rankings with area districts will continue to be reviewed as well as information received from the TASB Salary Study completed in 2020. The district made great strides with the passing of the VATRE in 2023 in teacher salaries. Teacher's salaries will be adjusted based on the incoming new legislation.

Continued emphasis on increasing the number of teachers with advanced degrees in subject areas will be made when developing salary schedules and recruiting of new staff.

**Salary schedules for other district employees** will continue to be reviewed to be in line with market rankings for like type jobs and adjusted to reflect related market changes and changes to teacher salary schedules. Again, the district made great strides in this area as well with the passing of the VATRE in 2023. Emphasis will be on campus level personnel when developing these salary schedules and related mid-point increases. These positions will be evaluated for salary increases based on what new legislation dictates.

**District Insurance contribution** will be maintained at $378 per month unless an increase or decrease is approved by the board.

**Ongoing Financial Management**

The budget process will be structured to **identify programs and activities that can be reduced or eliminated** with little or no impact on operations or teaching and learning.

**GRANBURY INDEPENDENT SCHOOL DISTRICT**
**PRELIMINARY BUDGET CALENDAR**
**2025-26**

| DATE | ACTIVITY | PARTICIPANTS | PERSON RESPONSIBLE |
|---|---|---|---|
| February 2025 | Student Projections for 2025-26 | Chief Financial Officer | Chief Financial Officer |
| February 2025 | Budget Parameters Set | Chief Financial Officer | Chief Financial Officer |
| February 2025 | Calendar Established | Chief Financial Officer | Chief Financial Officer |
| February 2025 | Student:Teacher Ratios Established | Board/Superintendent | Chief Financial Officer |
| 2/17/2025 | Budget Assumptions & Calendar Presented to Board | Supt/Chief Financial Officer | Chief Financial Officer |
| 3/3/2025 | Budget Packets Disseminated | Principals/Directors | Chief Financial Officer |
| 3/3/2025 | Allocations to Department Budget Managers | Budget Managers | Chief Financial Officer |
| 3/3/2025 | Allocations to Campus Budget Managers | Budget Managers | Chief Financial Officer |
| March, 2025 | Meetings with Prin/Dir to Discuss Budget Needs | Prin/Dir/Asst Supt/Supt/CFO | Asst Supt/ Supt/CFO |
| 3/4/2025 | Skyward Budget Input open to Campus/Departments | Prin/Dir/Bus Ofce | Chief Financial Officer |
| 3/17/2025 | Maintenance Needs to Finance and Facilities Director | Principals/Directors | Chief Financial Officer |
| 3/17/2025 | Additional Utility Needs to Finance and Facilities Director | Principals/Directors | Chief Financial Officer |
| 3/17/2025 | New Initiative Packets to Business Office | Principals/Directors | Chief Financial Officer |
| 4/15/2025 | Budget Development Worksheets Due to Business Ofc | Principals/Directors | Chief Financial Officer |
| May, 2025 | Preliminary Property Values Due From Appraisal Districts | Chief Appraisers | HCAD/JCAD/SCAD/PCAD |
| 5/19/2025 | Presentation of Preliminary Property Values | Supt/Chief Financial Officer | Chief Financial Officer |
| 5/19/2025 | Presentation of 2025-26 Salary Schedules | Superintendent | Director of HR |
| June, 2025 | Full Budget Presented to Supt (payroll estimated) | Chief Financial Officer | Chief Financial Officer |
| June, 2025 | Staffing Cost Projections to Business Ofc | Hum Res Dir/Chief Financial Office | Director of HR |
| 7/21/2025 | Salary Increase Review | Board/Superintendent | Board/Superintendent |
| 7/25/2025 | Certified Tax Values Due from Appraisal Districts | Chief Appraisers | HCAD/JCAD/SCAD/PCAD |
| 7/21/2025 | Budget Workshop / Regular Board Meeting | Board/Superintendent | Superintendent |
| 7/21/2025 | Decide on Proposed Tax Rate for Publication in Paper | Board/Superintendent | Board/Superintendent |
| 8/X/2025 | Publish "Notice of Public Meeting / Proposed Tax Rate" | Chief Financial Officer | Chief Financial Officer |
| 8/X/2025 | Publish on Website Budget Comparision | Chief Financial Officer | Chief Financial Officer |
| 8/25/2025 | Budget & Tax Rate Hearing, Adopt Budget | Board/Superintendent | Board/Superintendent |
| 8/25/2025 | Set Tax Rate | Board | Board/Superintendent |
| | | | |

**GRANBURY INDEPENDENT SCHOOL DISTRICT**

**INTEROFFICE MEMO**

**CURRICULUM AND INSTRUCTION**

**TO**: Dr. Courtney Morawski, Superintendent **FROM**: Karla Willmeth

**DATE**: June 23, 2025

**RE**: Capturing Kids Hearts Contract Approval

**SUMMARY:**

We request approval for the proposed Capturing Kids' Hearts (CKH) training initiatives for the upcoming summer and 2025–2026 school year. This program is integral to our district's efforts to enhance student connectedness and foster a positive, relationship-driven school culture, thereby contributing to an increase in student achievement.

**Funding Strategy:**

***Title I Carryover Funds:** We have received carryover funds from Title I, which we plan to allocate towards the initial CKH training sessions.

***Title VI Funds:** Additional funding will come from Title VI, designated for initiatives that promote safe and secure school environments.
***2025–2026 Budget:** A subsequent quote of $41,200 will be covered by our 2025–2026 budget, effective September 1, 2025.

**Program Benefits:** CKH is a nationally recognized program that equips educators with strategies to build meaningful relationships with students, thereby improving classroom dynamics and academic outcomes. Implementation of CKH has been associated with increased pro-social behaviors and a reduction in disciplinary incidents.

**Negotiated Pricing:** Originally, the comprehensive CKH training package was quoted at over $176,000. Recognizing our budget constraints, we negotiated with the CKH organization to reduce the total cost to $155,800. This amount is structured into two payments to align with our fiscal planning.

**Additional Support:** CKH has generously provided a grant to ensure that our school board members receive specialized training. This grant also includes Process Champion Training, which is vital for sustaining the program's impact across our campuses.

**Request for Approval:** We seek your approval to proceed with the CKH training initiatives as outlined. This investment aligns with our district's strategic plan and commitment to fostering a supportive educational environment and enhancing student achievement.

Respectfully submitted,

Karla Willmeth

Assistant Director of Curriculum and Instruction

# CAPTURING KIDS HEARTS

Karla Willmeth | Curriculum, Instruction, and Assessment

Capturing Kids' Hearts
Powered by Flippen Group

# CKH IMPLEMENTATION & CONTRACT APPROVAL

Purpose: Present data documenting progress of implementation, effect on stakeholders and approval of upcoming school year contract

We are requesting approval for the proposed Capturing Kids' Hearts (CKH) training initiatives for the upcoming summer and 2025–2026 school year. This program is integral to our district's efforts to enhance student connectedness and foster a positive, relationship-driven school culture, thereby contributing to an increase in student achievement.

# CKH PROGRAM INFORMATION:

- Capturing Kids Hearts (CKH) is a relationship building approach to teaching that aims to create safe, self-managing and high performing learning environment for students.  It focuses on fostering strong connections between teachers and students as well as between students, encouraging collaboration and empowering all students to take ownership of their learning and behavior.

- CKH is a district wide implementation tied to goals in our GISD Strategic Plan, District Improvement Plan and all individual Campus Plans

# IMPLEMENTATION DATA AND FEEDBACK - FAMILY SURVEY

Campus Family Survey - 428 Survey Responses

| Score | Baseline | Statement / Question |
|---|---|---|
| 4.3 | 3.7 | AVERAGE Score for Family Survey Statements/Questions |
| 4.7 | 4.5 | 1. I am greeted with a smile and a positive tone when I enter my student's school. |
| 4.7 | 4 | 2. I feel welcome at my student's school. |
| 4.4 | 3 | 3. My student's school asks for students to share Good Things each day. |
| 4.5 | 3.7 | 4. My student's school celebrates Good Things that happen in the school community. |
| 4.6 | 3.8 | 5. My student's school cares for my student. |
| 4.4 | 4 | 6. My student's school communicates with me consistently. |
| 4.4 | 3.8 | 7. If I had a concern or an idea, I would be comfortable talking to my student's teacher or the school administration. |
| 4.3 | 4 | 8. I feel heard when I bring a concern or an idea to my student's teacher or the school administration. |
| 3.9 | 4.1 | 9. I have heard about the use of Social Contracts in my student's classrooms or on campus. |
| 4.2 | 3.8 | 10. My student's school asks for feedback and seeks opportunities to improve. |
| 3.9 | 3 | 11. My student shares with me about helping the teacher in the classroom by greeting at the door, leading Good Things, using the Social Contract, and finishing up class with Launches. |
| 4.2 | 4 | 12. Communications from my student's school are often ended with a positive quote, challenge, or short motivational message. |
| 4.4 | 3.2 | 13. My student likes going to school most days. |
| 4.4 | 3.5 | 14. I feel like my student's school is partnering with me to encourage, motivate, and help my student be successful. |

# Secondary Discipline Data

| Action Code | *(Before CKH Implementation)* Baseline SY 22-23 | (2 years Implemented) SY 24-25 (EOY) | Difference from baseline: 22-23 to 24-25 | Notes |
|---|---|---|---|---|
| 5-OSS | 295 | 190 | -105 | |
| 6-ISS | 986 | 939 | -47 | |
| 7-DAEP | 111 | 274 | 163 | *Due to state designation mandatory DAEP placement for vapes implemented SY 2023-2024* |
| 26-Part ISS | 315 | 116 | -199 | |
| 25-Part OSS | 125 | 30 | -95 | |
| **Total** | **1832** | **1549** | **Decrease of 283 less discipline actions** | |

# FEEDBACK FROM OUR STUDENTS AND STAFF...

**“It’s not just a program, it’s part of our culture and who we are!”**

**“It has brought greater consistency to behavior management, fostered more positive and proactive communication with our families and empowered students by giving them a voice and opportunities to lead.”**

**“Consistent routines and language, so kids know what to do and so many smiles from kids and adults because everyone knows what to expect!**

**“Having cohort calls has given us ideas that are easy to implement in the moment right when we needed them.”**

**Quote from a student to a CKH Process Champion: ”You always see us for who we are and value us.  You greet us and call us by name everyday and I feel seen.”**

**“CKH has helped us take the great work were already doing to the next level, creating an even more connected, supportive and student centered environment!”**

# QUESTIONS?

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:**

Karla Willmeth
Granbury Independent School District


Date: May 29, 2025

# SERVICE AGREEMENT

Granbury Independent School District ("Client" or "you")
600 West Pearl Street
Granbury, TX 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 | CKH Foundation Grant | Solutions Subtotal |
|---|---|---|---|---|---|
| Capturing Kids' Hearts® 1 Training<br>Two consecutive-day training sessions for up to 50 participants<br>Includes:<br>• Access to the course training manual<br>• Limited collection of foundational videos and resources on CKH.org | August 5-6, 2025 | 2 | $25,500.00 | $0.00 | $51,000.00 |
| Capturing Kids' Hearts® Culture Shapers<br>Full-day experience (one a.m. session and one p.m. session) for up to 100 non-teaching faculty and staff (per session) | Fall 2025 | 1 | $7,300.00 | $0.00 | $7,300.00 |
| Capturing Kids' Hearts® Process Champions Training<br>One-day instructional session for up to 30 participants<br><br>*Prerequisite: Capturing Kids' Hearts® 1 Training, with at least 80% Capturing Kids' Hearts® implementation on campus. | Fall 2025 | 1 | $14,300.00 | -$14,300.00 | $0.00 |

# SERVICE AGREEMENT

| | | | | | |
|---|---|---|---|---|---|
| Custom Event with 360 Reports<br>One, 3-hour training for up to 8 Board Members<br><br>Flippen 360 Profile per participant ($200 per profile) | Fall 2025 | 1 | $7,400.00 | -$7,400.00 | $0.00 |
| CKH District Premium<br>Equips a district leadership team with the support to implement the Capturing Kids' Hearts® Process with great fidelity across the district<br><br>Includes access to a strategist, district-wide reporting, recurring leadership team huddles, one-day district traction visit, and great resources to support implementation | 2025-2026 School Year | 1 | $11,300.00 | $0.00 | $11,300.00 |
| CKH Campus Premium<br>A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training | 2025-2026 School Year | 4 | $4,500.00 | $0.00 | $18,000.00 |
| CKH Campus Premium<br>A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training | 2025-2026 School Year | 6 | $4,500.00 | $0.00 | $27,000.00 |

**Grand Total** **$114,600.00**

# SERVICE AGREEMENT

**ADDITIONAL CHARGES (where applicable):**

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

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

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

**ADDITIONAL PARTICIPANT FEES (to the extent applicable):**

- A $450.00 fee will be charged for each person over 50 not to exceed 60 total per Capturing Kids' Hearts® 1 Training.
- A $450.00 fee will be charged for each person over 30 not to exceed 35 total per Capturing Kids' Hearts® Process

## 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 30 calendar days following May 29, 2025. To accept and receive the benefits of this Agreement, your signature and acceptance can only be confirmed by CKH upon our receipt of the signed return of this Agreement on or before, June 28, 2025.

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

Subscription(s) services shall commence upon the signing of this agreement or July 1, 2025 for the 2025-2026 school year(s) (whichever occurs later) through June 30, 2026.

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

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

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

## Section 4: Policies

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

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

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

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

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

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

**DEPOSITS and CANCELLATIONS:**

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

**RESOURCES:**

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

## Section 5: Intellectual Property

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

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

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

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

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

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

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

## Section 6: Disclaimers

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

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

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

## Section 7: Entirety & Interpretation

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

## Section 8: Acceptance & Term

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

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

## Section 9: Confirmation

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

# SERVICE AGREEMENT

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

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

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 ISD

**TO:** **Board of Trustees**
**Date:** **June 23, 2025**
**RE:** **Community in Schools Report**

**SUMMARY:**

Communities in Schools (CIS) of Greater Tarrant County provides additional support to our students.

Case management support is provided to students who meet the criteria established by TEA for coordination of resources on three campuses: Baccus Elementary, Granbury Middle School, and Granbury High School.

One additional personnel unit provides mental health supports including counseling by a full-time licensed mental health professional on up to 4 campuses (our secondary campuses) in coordination with our district LPC. These personnel units are funded through Title 4 funds. This partnership is a cost-effective way of providing additional needed support to our students.

Lindsey Garner, President and CEO of the Communities in Schools of Greater Tarrant County, along with her team that serves GISD directly have put together a short presentation to update the board on the work done for our students through this program.

# Granbury ISD Board Meeting

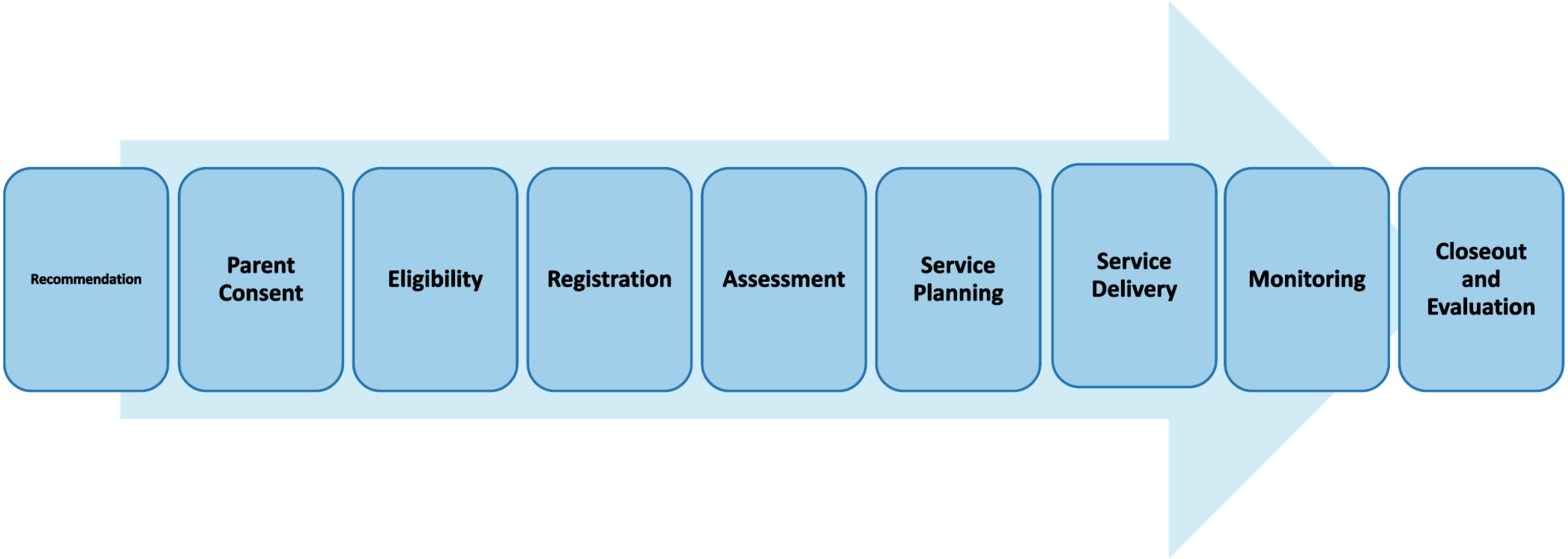
## Communities In Schools of Greater Tarrant County

June 23, 2025




Communities In Schools®
Greater Tarrant County

# Communities In Schools Process




#AllinforKids

Communities In Schools®
Greater Tarrant County

# 2024-2025 Services

## Case-Management Services

# of Students Contracted to Serve: 225 students

Actual Students Served: 238

Schools: Granbury High, Granbury Middle, Nettie Baccus Elementary

Services Hours

- School Wide Supports: 7,690 Hours
- Small Group:  645 Hours
- One-on-One Interventions: 973 Hours

## Mental Health Counseling Services

# of Students Contracted to Serve: 25 students

Actual Students Served: 39

Schools: Granbury High, Granbury Middle, Acton Middle

Services Hours

- Crisis Intervention: 10 Hours
- Individual Counseling: 358 Hours

***"Our CIS program is essential to our kids being successful not only in our school but outside of it! The programs they have implemented have helped so many of our students with not only basic needs but social and emotional needs that the teachers and guardians may not be equipped to help with."***

***Educator,***
***Granbury Middle School***

# 2024-2025 Services

## School Wide Support Services

- Bilingual Translation Services
- Clothing Closet
- Hallway Monitoring
- Color Run
- Food Bag Delivery
- Coping Skills for Anger Management
- Family Hotdog Cookout
- FAFSA Support Night
- Hispanic Heritage Potluck
- Homework Assistance
- Hygiene Bags
- Kindness Week
- Suicide Prevention Week
- Parent Newsletter
- Teen Safety Matters from Paluxy River Children's Advocacy Center
- Student Ice Cream Reward
- Words of Encouragement
- STAAR House Rally
- Parent Support Night

**"Whether it's helping students overcome personal obstacles, facilitating better communication with families, or offering tools for social integration, Taylor is committed to being a valuable resource for students in need of support. Ms. Taylor is able to provide the guidance and care our students require to build resilience and find success, both in and out of the classroom"**

**Educator,**
**Granbury High School**

# 2024-2025 Services

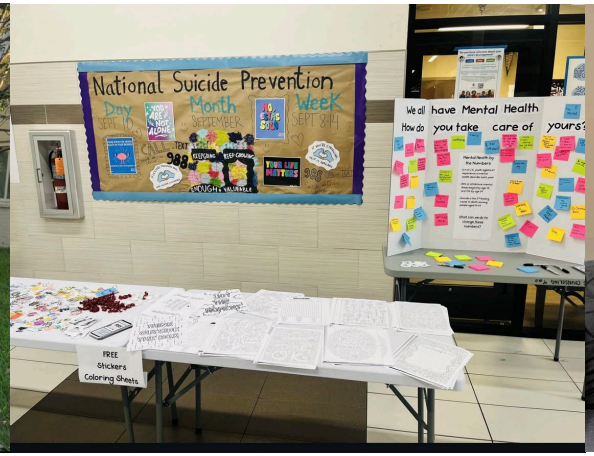
## Small Group

- College Applications
- Scholarship Applications
- Problem Solving
- Academic Check-Ins
- Teamwork
- Communication Skills
- 8th Grade Celebration

## One-on-One Interventions

- Crisis Interventions
- FAFSA Applications
- Goal Setting Conversations
- Tutoring & Homework Assistance
- Attendance Check-Ins
- Basic Needs Assistance
- Healthy Coping Skills










#AllinforKids

Communities In Schools®
Greater Tarrant County







# Thank You!

Communities In Schools®
Greater Tarrant County







**GRANBURY INDEPENDENT SCHOOL DISTRICT**

**INTEROFFICE MEMO**

**FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: June 23, 2025
For: Information

**TO**: Dr. Courtney Morawski, Superintendent

**FROM**: Emmett Whitefield
**DATE**: June 11, 2025
**RE**: May 31, 2025 Financial Statements

**SUMMARY:**

Attached are the financial statements for the period ended May 31, 2025 for the general operating fund.

The statement includes only those transactions that occurred between the period of September 1, 2024, and May 31, 2025. Revenue collected to date equals 93.57% of the budgeted amount compared to 86.97% in 2023-24. Expenditures to date represent 71.26% of the budget compared to 69.96% in 2023-24.

**BUDGET IMPACT:** None

Respectfully submitted,



Emmett Whitefield
Chief Financial Officer

Staff Persons Responsible: Emmett Whitefield
Kathy Butler

Date Submitted: June 11, 2025

**GRANBURY INDEPENDENT SCHOOL DISTRICT**
GENERAL OPERATING FUND - SORTED BY FUNCTION CODE
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED MAY 31, 2025

| | | ANNUAL BUDGET | YTD ACTUAL | REMAINING BALANCE | YTD PERCENT | PRIOR YTD PERCENT |
|---|---|---|---|---|---|---|
| **REVENUES** | | | | | | |
| 5700 | LOCAL | | | | | |
| | PROPERTY TAXES | 73,506,730 | 70,932,243 | 2,574,487 | 96.50% | 87.08% |
| | INVESTMENT INCOME | 2,000,000 | 1,683,508 | 316,492 | 84.18% | 93.37% |
| | OTHER LOCAL INCOME | 520,000 | 671,845 | -151,845 | 129.20% | 181.46% |
| 5800 | STATE | | | | | |
| | STATE FUNDING | 32,102,246 | 29,089,392 | 3,012,854 | 90.61% | 89.11% |
| 5900 | FEDERAL | | | | | |
| | FEDERAL PROJECTS | 1,872,965 | 556,759 | 1,316,206 | 29.73% | 39.02% |
| | **TOTAL REVENUES** | **110,001,941** | **102,933,747** | **7,068,194** | **93.57%** | **86.97%** |
| **EXPENDITURES** | | | | | | |
| 11 | INSTRUCTION | 54,755,535 | 39,808,872 | 14,946,663 | 72.70% | 72.95% |
| 12 | INSTRUCTIONAL RESOURCES & MEDIA | 813,295 | 616,625 | 196,670 | 75.82% | 75.56% |
| 13 | CURRICULUM & STAFF DEVELOPMENT | 784,865 | 583,036 | 201,829 | 74.28% | 75.90% |
| 21 | INSTRUCTIONAL LEADERSHIP | 1,089,242 | 770,027 | 319,215 | 70.69% | 74.38% |
| 23 | SCHOOL LEADERSHIP | 4,410,656 | 3,277,307 | 1,133,349 | 74.30% | 72.95% |
| 31 | GUIDANCE/COUNSELING | 2,611,433 | 1,882,990 | 728,443 | 72.11% | 74.96% |
| 32 | SOCIAL WORK SERVICES | 0 | 0 | 0 | 0.00% | 0.00% |
| 33 | HEALTH SERVICES | 571,762 | 395,473 | 176,289 | 69.17% | 69.06% |
| 34 | TRANSPORTATION | 5,716,563 | 4,623,699 | 1,092,864 | 80.88% | 77.89% |
| 35 | FOOD SERVICE | 0 | 0 | 0 | 0.00% | 0.00% |
| 36 | CO-CURRICULAR/EXTRACURRICULAR | 2,226,103 | 1,747,760 | 478,343 | 78.51% | 83.30% |
| 41 | GENERAL ADMINISTRATION | 3,164,856 | 2,391,650 | 773,206 | 75.57% | 77.01% |
| 51 | PLANT MAINTENANCE | 9,501,188 | 7,663,652 | 1,837,536 | 80.66% | 80.96% |
| 52 | SECURITY & MONITORING SERVICES | 1,683,156 | 1,076,250 | 606,906 | 63.94% | 67.78% |
| 53 | DATA PROCESSING | 1,733,120 | 1,244,673 | 488,447 | 71.82% | 74.52% |
| 61 | COMMUNITY EDUCATION | 52,911 | 39,801 | 13,110 | 75.22% | 46.04% |
| 71 | DEBT SERVICE | 216,164 | 215,369 | 795 | 99.63% | 100.00% |
| 81 | FACILITIES CONSTRUCTION & ACQUISITION | 1,288,526 | 1,286,054 | 2,472 | 99.81% | 50.35% |
| 91 | CONTR INSTRUCTIONAL SERVICES | 3,740,231 | 1,838 | 3,738,393 | 0.05% | 0.00% |
| 93 | PAYMENTS TO FISCAL AGENT | 0 | 0 | 0 | 0.00% | 0.00% |
| 99 | OTHER INTER GOV CHARGES | 1,750,000 | 864,782 | 885,218 | 49.42% | 58.76% |
| | **TOTAL EXPENDITURES** | **96,109,606** | **68,489,858** | **27,619,748** | **71.26%** | **69.96%** |
| | | 0 | | | | |
| | OTHER SOURCES (USES) | 0 | 0 | 0 | 0.00% | 0.00% |
| | **EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES** | **13,892,335** | **34,443,889** | **(20,551,554)** | | |

**GRANBURY INDEPENDENT SCHOOL DISTRICT**
GENERAL OPERATING FUND
INTERIM STATEMENT OF REVENUES AND EXPENDITURES
FOR THE PERIOD ENDED MAY 31, 2025

| | | ANNUAL BUDGET | YTD ACTUAL | REMAINING BALANCE | YTD PERCENT |
|---|---|---|---|---|---|
| **REVENUES** | | | | | |
| 5700 | LOCAL SOURCES | 76,026,730 | 73,287,596 | 2,739,134 | 96.40% |
| 5800 | STATE SOURCES | 32,102,246 | 29,089,392 | 3,012,854 | 90.61% |
| 5900 | FEDERAL SOURCES | 1,872,965 | 556,759 | 1,316,206 | 29.73% |
| | **TOTAL REVENUES** | **110,001,941** | **102,933,747** | **7,068,194** | **93.57%** |
| **EXPENDITURES** | | | | | |
| 6100 | PAYROLL COSTS | 75,187,500 | 54,278,795 | 20,908,705 | 72.19% |
| 6200 | PROFESSIONAL & CONTRACTED SERVICES | 11,494,025 | 5,960,079 | 5,533,946 | 51.85% |
| 6300 | SUPPLIES/MATERIALS | 2,903,156 | 2,488,278 | 414,878 | 85.71% |
| 6400 | OTHER OPERATING | 2,220,012 | 1,829,508 | 390,504 | 82.41% |
| 6500 | DEBT SERVICE | 216,164 | 215,369 | 795 | 99.63% |
| 6600 | CAPITAL OUTLAY | 4,088,749 | 3,717,829 | 370,920 | 90.93% |
| | **TOTAL EXPENDITURES** | **96,109,606** | **68,489,858** | **27,619,748** | **71.26%** |
| **OTHER SOURCES AND USES** | | | | | |
| 7900 | OTHER RESOURCES | 0 | 0 | 0 | 0.00% |
| 8900 | OTHER USES | 0 | 0 | 0 | 0.00% |
| | **OTHER SOURCES(USES)** | **0** | **0** | **0** | **0.00%** |
| | **EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES** | **13,892,335** | **34,443,889** | **(20,551,554)** | |

**GRANBURY INDEPENDENT SCHOOL DISTRICT**

**INTEROFFICE MEMO**

**FINANCE AND BUSINESS AFFAIRS**

To: Board of Trustees
Date: June 23, 2025
For: Information

**TO**: Dr. Courtney Morawski, Superintendent

**FROM**: Emmett Whitefield
**DATE**: June 11, 2025
**RE**: Cash Flow and Investment Report as of May 31, 2025

**SUMMARY:**

Attached is the Cash Flow and Investment Report for the period ending May 31, 2025.

**BUDGET IMPACT:** None

Respectfully submitted,



Emmett Whitefield RSTBA
Chief Financial Officer

Staff Person Responsible: Emmett Whitefield

Date Submitted: June 11, 2025

# GRANBURY INDEPENDENT SCHOOL DISTRICT

## CASH AND INVESTMENT REPORT

### FROM MAY 1, 2025 TO MAY 31, 2025

**FOR BOARD MEETING JUNE 23, 2025**

| | FIRST FINANCIAL BANK | | | | | | | | POOL INVESTMENTS | | | | TCG INVESTMENT ADVISORS MAPP PROGRAM | | CHECKING & INVESTMENT |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | GENERAL FUND | DEBT | CAPITAL PROJ | PAYROLL | A/P | WC FUND | EZDENT | CHILD NUTRITION | LOGIC | LONE STAR | TEXPOOL | TEXAS RANGE | AMERITRADE | LANDING ROCK | TOTAL |
| **BEGINNING BALANCE-MAY 1, 2025** | $ 5,542,610 | $ 210,797 | $ 26,319 | $ 2,208,625 | $ 1,260,759 | $ 955,840 | $ 93,856 | $ 2,153,084 | $ 4,628 | $ 71,238,093 | $ 34 | $ 278 | $ - | $ - | $ 83,694,923 |
| LOCAL REVENUE-RENT, CAFÉ MEALS,ATH | $ 18,597,379.74 | | $ - | $ - | | | | $ 424,721 | | | | | | | $ 19,022,100 |
| | | | | | | | | | | | | | | | $ - |
| TAX COLLECTIONS | $ - | $ - | | | | | | | | $ 706,952 | | | | | $ 706,952 |
| | | | | | | | | | | | | | | | $ - |
| TEA COLLECTIONS: | | | | | | | | | | | | | | | $ - |
| CHILD NUTRITION | $ 413,703 | | | | | | | $ 413,703 | | | | | | | $ 827,406 |
| FOUNDATION | $ 16,872,738 | | | | | | | | | | | | | | $ 16,872,738 |
| TITLE FUNDS | $ 46,163 | | | | | | | | | | | | | | $ 46,163 |
| AVAILABLE SCHOOL FUND | $ 304,177 | | | | | | | | | | | | | | $ 304,177 |
| IDEA-B FUNDS | $ 141,499 | | | | | | | | | | | | | | $ 141,499 |
| IMA | $ - | | | | | | | | | | | | | | $ - |
| PERKINS | $ 8,255 | | | | | | | | | | | | | | $ 8,255 |
| TDA Payment | $ - | | | | | | | $ - | | | | | | | $ - |
| AP/IB Exam Fees | $ - | | | | | | | | | | | | | | $ - |
| SAFETY AND SECURITY | $ 351,359 | | | | | | | | | | | | | | $ 351,359 |
| MAC/SHARS | $ 94,273 | | | | | | | | | | | | | | $ 94,273 |
| MJROTC | $ 8,024 | | | | | | | | | | | | | | |
| TRANSFERS IN | $ 6,800,000 | $ - | $ - | $ 2,877,108 | $ 3,611,761 | $ 63,603 | $ 31,895 | $ - | $ - | $ 16,000,000 | $ - | | | $ - | $ 29,384,366 |
| TRANSFERS IN - SWEEP ACCOUNT | $ 19,441,203 | $ - | $ - | $ 731,175 | $ 1,636,000 | $ 32,688 | $ 17,466 | $ 484,432 | | | | | | | $ 22,342,963 |
| BOND PAYMENT | | $ - | | | | | | | | | | | | | $ - |
| OPERATING EXPENSES | $ (21,675,625) | | $ - | | $ (3,611,761) | $ (63,603) | $ (31,895) | $ (699,879) | $ - | $ - | | | $ - | $ - | $ (26,082,763) |
| PAYROLL | $ (5,962,681) | | $ - | $ (2,877,108) | | | | $ (138,545) | | | | | | | $ (8,978,333) |
| TEA RECAPTURE | $ - | | | | $ - | | | | | | | | | | $ - |
| TRANSFERS OUT | $ (16,000,000) | $ - | $ - | | | $ - | | | $ - | $ (6,800,000) | $ - | $ - | $ - | | $ (22,800,000) |
| TRANSFERS OUT - SWEEP ACCOUNT | $ (21,137,100) | | | $ (667,965) | $ (1,701,994) | $ (30,915) | $ (14,429) | $ (321,636) | | | | | | | |
| MARKET APPRECIATION / (DEPRECIATION) | | | | | | | | | | | | | $ - | $ - | $ - |
| MONTHLY DIVIDENDS & INTEREST EARNED AND PAID | $ 11,769 | $ 657 | $ 82 | $ 6,909 | $ 3,534 | $ 2,945 | $ 281 | $ 6,580 | $ 18 | $ 307,876 | $ - | $ 1 | $ - | $ - | $ 340,652 |
| ACCRUED INTEREST PAID | | | | | | | | | | | | | | | $ - |
| **ENDING BALANCE - MAY 31, 2025** | $ 3,857,746 | $ 211,454 | $ 26,401 | $ 2,278,744 | $ 1,198,300 | $ 960,558 | $ 97,174 | $ 2,322,460 | $ 4,645 | $ 81,452,921 | $ 34 | $ 279 | $ - | $ - | **$ 92,410,717** |
| 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 | 45 Days | 40 Days | 41 Days | 1 Days | | | |
| CURRENT MONTH AVERAGE MONTHLY INTEREST RATE: | 3.665% | 3.665% | 3.665% | 3.665% | 3.665% | 3.665% | 3.665% | 3.665% | 4.422% | 4.440% | 4.308% | 4.300% | | | |
| PRIOR MONTH AVERAGE MONTHLY INTEREST RATE: | 3.660% | 3.660% | 3.660% | 3.660% | 3.660% | 3.660% | 3.660% | 3.660% | 4.451% | 4.471% | 4.336% | 4.330% | | | |

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).

Emmett Whitefield
Chief Financial Officer

| 2024-25 INTEREST | | | | | |
|---|---|---|---|---|---|
| ACCRUED (as of 5/31/25) | | | | | |
| Sep-24 | $ 154,540.82 | | | Mar-25 | $ 320,110.96 |
| Oct-24 | $ 138,758.94 | | | Apr-25 | $ 298,457.23 |
| Nov-24 | $ 116,395.33 | | | May-25 | $ 340,651.77 |
| Dec-24 | $ 128,733.06 | | | Jun-25 | |
| Jan-25 | $ 247,596.54 | | | Jul-25 | |
| Feb-25 | $ 287,184.84 | | | Aug-24 | |
| | | | | **TOTAL** | $ 2,032,429.49 |

| | |
|---|---|
| MAY INTEREST ACCRUED | $ - |
| MAY INTEREST EARNED & PD | $ 340,651.77 |
| MAY TOTAL INTEREST | $ 340,651.77 |