THREE WAY
INDEPENDENT SCHOOL DISTRICT
247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

AGENDA TWISD Special School Board Meeting

August 26, 2026 Board Room 5:00 PM

I. **Roll Call - Verify Quorum**

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, Susan Driskill

II. **Citizen Comments**

III. **Closed Session**

In accordance with Texas Open Meetings Law, Texas Government Code Section 551, Annotated in accordance with:

Section 551.074 - to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Positions and Contracts

Section 551.076 - to deliberate the deployment, or specific occasions for implementation, of security personnel or devices, or to deliberate a security audit.

1. Discussion, consideration, and possible action regarding items discussed in closed session.

IV. **Staff and Board Reports**

1. Financial Update

V. **Consent Agenda**

1. Consider approval or other action for minutes for the July 27, 2026 regular meeting.
2. Consider approval or other action regarding accounts payable report for payments made for the month of July 2026.

VI. **Action Items**

1. Discussion, consideration and possible action to TWISD's property, auto, liability and data insurance provider from RMC to TASB.

2. Discussion, consideration and possible action regarding Public Private Partnership contracts.

3. Discussion, consideration and possible action to claim a **good cause exception** for the 26/27SY.

4. Consideration and possible action to adopt the 26/27SY T-TESS Calendar.

5. Consideration and possible action to retain Leon, Alcala, Morse and Reynolds as General Legal Council for the SY26/27.

6. Consideration and possible action regarding "3-year Safety Audit Review and DAR submission".

7. Consideration and possible action to adopt Traumatic Injury Protocol.

8. Discussion, consideration and possible action to amend the SY25/26 Budget.

9. Discussion, consideration, and possible action regarding 26/27 School Year Budget and salary scale.

10. Discussion, consideration, and possible action regarding 26/27 School Year Tax Rate.

VII. **Adjourn**

With no further business before the Board, this meeting is adjourned at _______ pm.

Closed Session Notice

Three Way Independent School District may convene into Closed Session on any matter related to any of the above agenda items for a purpose, such a closed session is allowed under Chapter 551, Texas Government Code. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meetings. Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed meeting then the final action, final decision, or final vote shall be either: (a) In the open meeting covered by the Notice upon the reconvening of the public meeting; or (b) At a subsequent public meeting of the School Board upon notice thereof; as the Board shall determine.

ADA Notice

In accordance with the Americans with Disabilities Act, persons who need accommodation to attend or participate in the meeting should contact Stephanie Ritchie at (254)965-6496 x 200 at least 48 hours prior to the meeting to request such assistance.

Certification

I, the undersigned authority, do hereby certify that this Notice of Meeting was posted in accordance with the regulations of the Texas Open Meetings Act on the front door of the Three Way Administration Building and the front door of the Three Way High School, a place convenient and readily accessible to the general public, as well as to school's website at www.twisd.us and said notice was posted at or before , and remained posted for at least two hours after said meeting was convened.

____

Dr. Teddy Ott, Superintendent

Board Report Summary
2025-2026

JULY

REVENUE	Est. Revenue	Rev. Realized To Date	Revenue Balance	% Realized	NOTES
Taxes	776,590.00	-636,192.90	140,397.10	81.92%	
Other Rev. Local	31,500.00	-95,744.87	-64,244.87	303.95%	
Total REVENUE - Local and Intermediate	**808,090.00**	**-731,937.77**	**76,152.23**	**90.58%**	
Total State Program Revenues	**2,704,699.99**	**-1,218,207.00**	**1,486,492.99**	**45.04%**	
TOTAL Revenue - LOCAL-STATE-FEDERAL	**3,512,789.99**	**-3,130,144.77**	**382,645.22**	**89.11%**	

Fund 199	Budget	Expenditure YTD	Balance	% Realized	
Function 11 INSTRUCTION					
6100 - Payroll Costs	-1,838,561.79	1,395,050.28	-443,511.51	75.88%	
6200 - Professional and Contracted Svs	-34,025.81	30,735.81	-3,290.00	90.33%	
6300 - Supplies and Materials	-39,710.00	29,282.93	-10,427.07	73.74%	
6400 - Other Operating Costs	-3,000.00	71,600.62	68,600.62	2386.69%	*Costs related to payments to Cornerstone Christian*
6600 - Capital Outlay Land Building & Equipment	0.00	0.00	0.00	0.00%	
Total Function 11 INSTRUCTION	**-1,915,297.60**	**1,526,669.64**	**-388,627.96**	**79.71%**	
Function 12 INSTRUCTIONAL RESOURCES/MEDIA					
6100 - Payroll Costs	-5,776.54	4,867.91	-908.63	84.27%	
6200 - Professional & Contracted SVS	-1,687.00	1,687.00	0.00	100.00%	
6300 - Supplies and Materials	0.00	0.00	0.00	0.00%	
Total Function 12 INSTRUCTIONAL RESOURCES/MEDIA	**-7,463.54**	**6,554.91**	**-908.63**	**87.83%**	
Function 13 CURRICULUM & STAFF DEV					
6200 - Professional and Contracted Svs	0.00	0.00	0.00	0.00%	
6300 - Supplies & Materials	-24,000.00	24,932.13	932.13	103.88%	*Costs related to supp curriculum over budget*
6400 - Travel & Subsistence	-10,000.00	3,200.16	-6,799.84	32.00%	
Total Function 13 CURRICULUM & STAFF DEV	**-34,000.00**	**28,132.29**	**-5,867.71**	**82.74%**	
Function 23 SCHOOL LEADERSHIP					
6100 - Payroll Costs	-89,919.27	88,087.68	-1,831.59	97.96%	
6400 - Travel & Subsistence	-3,000.00	1,340.00	-1,660.00	44.67%	
Total Function 23 SCHOOL LEADERSHIP	**-92,919.27**	**89,427.68**	**-3,491.59**	**96.24%**	
Function 31 GUIDANCE AND COUNSELING SVS					
6100 - Payroll Costs	-127,203.93	125,966.05	-1,237.88	99.03%	
6300 - Supplies and Materials	-800.00	571.33	-228.67	71.42%	
6400 - Other Operating Costs	-2,000.00	752.69	-1,247.31	37.63%	
Total Function 31 GUIDANCE AND COUNSELING	**-130,003.93**	**127,290.07**	**-2,713.86**	**97.91%**	

Function 33 HEALTH SERVICES					
6100 Health Services	-67,911.16	58,928.11	-8,983.05	88.77%	
6300 - Supplies and Materials	-800.00	1,468.30	668.30	183.54%	*Student Drug Testing Not Budgeted for*
6400 - Other Operating Costs	-800.00	118.03	-681.97	14.75%	
Total Function 33 HEALTH SERVICES	**-69,511.16**	**60,514.44**	**-8,996.72**	**87.06%**	
Function 34 STUDENT TRANSPORTATION					
6100 - Payroll Costs	-25,520.84	21,091.49	-4,429.35	82.64%	
6200 - Professional & Constracted SVS	-3,000.00	13,574.30	10,574.30	452.48%	*Costs related to Bus #2 repairs*
6300 - Supplies and Materials	-2,000.00	14,642.73	12,642.73	732.14%	*Costs related to bus parts/maintenance*
6400 - Other Operating Costs	-6,173.00	5,821.64	-351.36	94.31%	
	-36,693.84	**55,130.16**	**18,436.32**	**150.24%**	
Function 36 CO-CURRICULAR ACTIVITIES					
6100 - Payroll Costs	-138,130.87	117,329.59	-20,801.28	84.94%	
6200 - Professional & Constracted SVS	-18,000.00	8,630.00	-9,370.00	47.94%	
6300 - Supplies and Materials	-42,000.00	58,502.79	16,502.79	139.29%	*End of year activities/events*
6400 - Other Operating Costs	-9,000.00	13,654.65	4,654.65	151.72%	*Costs related to UIL fees, student insurance*
Total Function 36 CO-CURRICULAR ACTIVITIES	**-207,130.87**	**198,117.03**	**-9,013.84**	**95.65%**	
Function 41 General Administration					
6100 - Payroll Costs	-163,144.88	139,392.55	-23,752.33	85.44%	
6200 - Professional & Constracted SVS	-59,462.38	78,485.26	19,022.88	131.99%	*Legal Services over budget*
6300 - Supplies and Materials	-2,000.00	2,119.19	119.19	105.96%	
6400 - Other Operating Costs	-4,173.00	11,436.58	7,263.58	274.06%	*Costs related to misc administration expenses*
Total Function 41 GENERAL ADMINISTRATION	**-228,780.26**	**231,433.58**	**2,653.32**	**101.16%**	
Function 51 Plant Maintenance & Operations					
6100 - Payroll Costs	-143,314.09	135,483.01	-7,831.08	94.54%	
6200 - Professional & Constracted SVS	-120,000.00	143,651.58	23,651.58	119.71%	
6300 - Supplies and Materials	-40,000.00	30,072.55	-9,927.45	75.18%	
6400 - Other Operating Costs	-27,376.00	27,294.02	-81.98	99.70%	
6600 - Capital Outlay	0.00	0.00	0.00	0.00%	
Total Function 51 PLANT MAINTENANCE & OPERATION	**-330,690.09**	**336,501.16**	**5,811.07**	**101.76%**	
Function 52 Security & Monitoring					
6100 - Payroll Costs	-66,995.89	43,893.02	-23,102.87	65.52%	
6200 - Professional & Constracted SVS	-55000.00	60,729.92	5,729.92	110.42%	*SRO costs more than budgeted*
6300 - Supplies and Materials	-4000.00	4,844.95	844.95	121.12%	*Costs related to ammo purchases for Guardian trainings*
6400 - Other Operating Costs	-250.00	1563.52	1313.52	625.41%	*Costs related to expenditures related to Marshall Program Implementat*
Total Function 52 DATA PROCESSING	**-126,245.89**	**111,031.41**	**-15,214.48**	**87.95%**	
Function 53 Data Processing					
6100 - Payroll Costs	-103,544.54	42,086.65	-61,457.89	40.65%	
6200 - Professional & Constracted SVS	-3,000.00	44,894.93	41,894.93	1496.50%	*Costs related to IT Contracted Staff*
6300 - Supplies and Materials	-3,000.00	12,674.12	9,674.12	422.47%	*Raptor Renewal for Visitor Mgmt System*
6400 - Other Operating Costs	-1,759.00	1,759.00	0.00	100.00%	
Total Function 53 DATA PROCESSING	**-111,303.54**	**101,414.70**	**-9,888.84**	**91.12%**	

Function 71 Debt Service					
6500 - Long Term Debt/Interest	-120,000.00	143,227.46	23,227.46	119.36%	*TAN loan payment*
Total Function 71 DEBT SERVICE	**-120,000.00**	**143,227.46**	**23,227.46**	**119.36%**	
Function 81 Facilities Acq & Construction					
6600 - Bldg Purchase, Construction	0.00	-	0.00	0.00%	
Total Function 81 FACILITIES ACQ & CONST	**0.00**	**-**	**0.00**	**0.00%**	
Function 93 Payments-Shared					
6200 - Professional & Constracted SVS	-82,750.00	82,717.72	-32.28	99.96%	
Total Function 93 PAYMENST-SHARED	**-82,750.00**	**82,717.72**	**-32.28**	**99.96%**	
Function 99 Tax Appraisal & Collection					
6200 - Professional & Constracted SVS	-20,000.00	20,218.90	218.90	101.09%	*Slightly over budget*
Total Function 99 TAX APPRAISAL & COLLECTION	**-20,000.00**	**20,218.90**	**218.90**	**101.09%**	
Total Function 00 OTHER USES	**0.00**	**0.00**	**0.00**	**0.00%**	
TOTAL EXPENDITURES	**-3,512,789.99**	**3,118,381.15**	**-394,408.84**	**88.77%**	

CASH FLOW vs EXPENDITURES

	Sep-25	Oct-25	Nov-25	Dec-25	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Totals	Est. Revenue	
CASH INFLOWS															
GENERAL FUND 199															
Foundation School Fund	-$447,116.00	-$362,351.00	-$194,385.00	-$7,993.00	-$3,113.00	-$3,113.00	-$7,880.00	-$148,355.00	-$7,955.00	-$7,659.00	-$8,104.00		**-$1,198,024.00**	-$2,461,326.00	48.67%
Available School Fund	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00		**$0.00**	-$72,564.00	0.00%
TRS On-Behalf	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00		**$0.00**	-$170,809.99	0.00%
M&O Taxes	-$913.89	-$1,137.90	-$26,920.98	-$168,448.71	-$47,670.31	-$241,737.05	-$54,789.59	-$23,981.65	-$10,373.23	-$25,489.06	-$34,730.53		**-$636,192.90**	-$776,590.00	81.92%
Other Local Revenue	-$96,277.04	-$930,005.26	-$229,062.94	-$373,168.61	-$411,995.01	-$433,147.06	-$1,399,576.99	-$7,550.68	-$204,955.60	-$258,684.33	-$202,459.53		**-$4,546,883.05**	-$31,500.00	14434.55%
Interest	-$342.91	-$619.62	-$402.17	-$404.99	-$537.93	-$456.57	-$514.32	-$516.89	-$0.01	$0.00	-$1.82		**-$3,797.23**	$0.00	-$3,797.23
SPECIAL REVENUE 211,255,270,282,289,410,429															
State/Federal Money	-$53,059.03	-$83,137.40	-$234,847.01	-$42,147.56	-$61,367.80	-$50,028.43	-$39,422.52	-$44,396.12	-$60,855.56	-$65,640.53	-$29,595.65		**-$764,497.61**	-$1,709,538.59	44.72%
FOOD SERVICE 240															
Lunchroom	-$9,719.23	-$14,495.80	-$16,554.96	-$19,377.11	$0.00	-$8,443.68	-$13,846.10	-$11,504.66	-$16,652.71	-$10,878.98	$0.00		**-$121,473.23**	-$168,510.57	72.09%
Total Revenues	**-$607,428.10**	**-$1,391,746.98**	**-$702,173.06**	**-$611,539.98**	**-$524,684.05**	**-$736,925.79**	**-$1,516,029.52**	**-$236,305.00**	**-$300,792.11**	**-$368,351.90**	**-$274,891.53**	**$0.00**	**-$7,270,868.02**	-$5,390,839.15	134.87%
														Budget	
EXPENDITURES															
Expenditures 199	$317,402.48	$470,892.44	$255,689.83	$269,046.81	$239,692.49	$308,517.69	$229,542.16	$250,677.03	$287,614.55	$238,630.78	$250,674.89		**$3,118,381.15**	$2,484,870.18	125.49%
Expenditures 211,255,270,282,289,410,427	$59,972.95	$71,834.32	$221,757.05	$41,101.42	$50,261.48	$50,252.39	$47,058.46	$54,927.47	$46,783.77	$64,215.81	$37,558.16		**$745,723.28**	$225,207.19	331.13%
Expenditures 240	$16,848.20	$17,926.43	$16,089.94	$13,582.89	$13,009.42	$15,271.99	$12,126.24	$16,176.68	$18,024.62	$2,939.11	$6,020.28		**$148,015.80**	$155,327.47	95.29%
Total Expenditures	**$394,223.63**	**$560,653.19**	**$493,536.82**	**$323,731.12**	**$302,963.39**	**$374,042.07**	**$288,726.86**	**$321,781.18**	**$352,422.94**	**$305,785.70**	**$294,253.33**	**$0.00**	**$4,012,120.23**	$2,865,404.84	140.02%
Total Cash	**-$213,204.47**	**-$831,093.79**	**-$208,636.24**	**-$287,808.86**	**-$221,720.66**	**-$1,110,967.86**	**-$1,804,756.38**	**-$558,086.18**	**-$653,215.05**	**-$674,137.60**	**-$569,144.86**	**$0.00**			
Fund Balance															
General Fund - First Financial/Prosperity	-$200,342.91	-$200,619.62	-$200,402.17	-$200,404.99	-$204,334.00	-$200,456.57	-$667,077.94	-$618,086.99	-$157,599.73	-$137,466.32	-91,132.24				
TexPool Transfers (Payroll/Bills)	-$500,000.00	-$525,000.00	$0.00	$0.00	-$200,000.00	-$175,000.00	-$750,000.00	$0.00	-$200,000.00	-$250,000.00	-200,000.00				
TexPool Investment Pool	-$707,883.28	-$1,035,877.59	-$1,039,273.46	-$1,039,382.43	-$845,389.65	-$672,335.50	-$1,425,563.50	-$1,429,850.19	-$1,634,786.72	-$1,389,052.39	-1,192,841.47				
TexPool Transfers (Payroll/Bills)	$500,000.00	$525,000.00	$0.00	$0.00	$200,000.00	$175,000.00	$750,000.00	$0.00	$200,000.00	$250,000.00	$200,000.00				
Total Fund Balance	**-$908,226.19**	**-$1,236,497.21**	**-$1,239,675.63**	**-$1,239,787.42**	**-$1,049,723.65**	**-$872,792.07**	**-$2,092,641.44**	**-$2,047,937.18**	**-$1,792,386.45**	**-1,526,518.71**	**-$1,283,973.71**	**$0.00**			

For the Month of July

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
001173	07-01-2026	TASB	017186	691403	199-41-6219.00-702-699000	TASB LOCAL UPDATE 127	1,110.00	N
001174	07-01-2026	KIRBO'S OFFICE SYSTE	017188	570035	199-71-6512.00-072-699000	KIRBOS COPIER OVERAGE	108.90	N
001175	07-01-2026	HEB GROCERY COMPA	017191	5422	199-13-6411.00-101-611000	STAFF DEV NEW PRINCIPALS	30.50	N
001176	07-01-2026	DALE COLLUM	017189		199-51-6249.00-072-699000	TCEQ WATER SAMPLE TESTING	500.00	N
001177	07-01-2026	NEXTLINK	017190		199-51-6259.00-072-699000	PHONE & FAX	1,648.30	N
001178	07-01-2026	GLEN ROSE ISD	017192		199-93-6219.00-072-623000	2ND PMT SPED SERVICES	41,358.86	N
001179	07-01-2026	JAMES BRANDON THOM	017187	3627	199-53-6249.00-072-699000	QUARTERLY SECURE SCAN REP	250.00	N
001180	07-01-2026	OPTIMO SIGNWORKS	017193	2956	199-36-6399.00-101-691000	BANNERS FOR GYM	252.44	N
001181	07-20-2026	DUNCAN DISPOSAL	017202	0794-017564653	199-51-6259.00-072-699000	DISPOSAL	1,686.78	N
001182	07-20-2026	KIRBO'S OFFICE SYSTE	017197	571847	199-71-6512.00-072-699000	COPIER LEASE	1,166.00	N
001183	07-20-2026	USI	017211	0004374286	429-11-6399.06-072-699000	LAMINATOR FOR BLUEBONNET S	1,999.95	N
001184	07-20-2026	THE WATER SHOP	017210	36325	199-51-6269.00-072-699000	WATER COOLER RENTAL	108.50	N
001185	07-20-2026	AMAZON CAPITAL	017196	1KX7-MKVV-	429-11-6399.06-072-699000	BLUEBONNET SUPPORT	202.99	N
001186	07-20-2026	ANDYS TIRE SERVICE	017201	433977	199-34-6249.00-072-699000	FIED FLAT TIRE	15.00	N
001187	07-20-2026	WRIGHT'S ICE SERVICE	017209	7257	199-51-6269.00-072-699000	ICE MACHINE RENTAL X2	308.00	N
001188	07-20-2026	PACK & MAIL PLUS	017199	416743	199-41-6399.00-701-699000	CERTIFIED MAIL RMC	8.61	N
001189	07-20-2026	SIDNEY LEYENDEKKER	017203	4721	199-34-6249.00-072-699000	WORK TO BUS BATTERY	638.10	N
001190	07-20-2026	WILLIE'S T'S	017198	129034	199-11-6399.01-072-611000	STAFF SHIRTS	752.46	N
001191	07-20-2026	LEASOR CRASS PC	017206	30710	199-41-6211.00-701-699000	ELP MOU	2,046.90	N
001192	07-20-2026	TARLETON STATE UNIV	017194	T002741	199-51-6249.00-072-699000	JUNE 2026 WATER LAB ANALYSIS	100.00	N
001193	07-20-2026	SHERRI MICHAEL	017208		199-13-6411.00-101-611000	MICHAEL CIVICS TRAINING TRAV	151.67	N
			017207		429-11-6399.06-072-699000	KRUM BLUEBONNET MATH	171.10	N
						Totals for Check 001193	**322.77**	
001194	07-20-2026	LONE STAR AWARDS	017205	2888	199-36-6499.00-072-691000	FOOTBALL/BBALL PLAYOFF TRO	540.00	N
001195	07-20-2026	STRATEGIC EQUIPMENT	017195	1031041	240-35-6269.00-072-699000	MILK COOLER RENTAL	75.00	N
001196	07-20-2026	TELLUS EQUIPMENT SO	017200	C260358	199-51-6249.00-072-699000	WORK TO THE SHREDDER	808.16	N
001197	07-20-2026	OHM SHIVAM SHAKTI HI	017204	18330	199-34-6249.00-072-699000	OIL CHANGE TRUCK	143.00	N
			017212	18369	199-34-6249.00-072-699000	WORK TO 2014 OIL CHANGE	598.40	N
			017212	18407	199-34-6249.00-072-699000	WORK TO 2011 OIL CHANGE	305.80	N
			017204	18331	199-34-6319.00-072-699000	WIPER BLADES	50.60	N
						Totals for Check 001197	**1,097.80**	
001198	07-20-2026	NATIONAL BENEFIT SER	DEDCH		199-00-2159.00-003-600000	JUL DED TAX SHEL. ANNUITY	350.00	N
001199	07-20-2026	HIGGINBOTHAM PUBLIC	DEDCH		199-00-2153.00-005-600000	JUL DED HEALTH INSURANCE	372.57	N
			DEDCH		199-00-2153.00-009-600000	JUL DED HEALTH INSURANCE	273.11	N
			DEDCH		199-00-2153.00-010-600000	JUL DED LIFE INSURANCE	370.63	N
			DEDCH		199-00-2153.00-011-600000	JUL DED LIFE INSURANCE	8 5.40	N
			DEDCH		199-00-2153.00-013-600000	JUL DED LIFE INSURANCE	20.05	N

For the Month of July

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
			DEDCH		199-00-2153.00-015-600000	JUL DED LIFE INSURANCE	54.40	N
			DEDCH		199-00-2153.00-016-600000	JUL DED LIFE INSURANCE	92.20	N
			DEDCH		199-00-2153.00-017-600000	JUL DED LIFE INSURANCE	292.74	N
			DEDCH		199-00-2153.00-018-600000	JUL DED LIFE INSURANCE	54.44	N
			DEDCH		199-00-2153.00-019-600000	JUL DED LIFE INSURANCE	.70	N
			DEDCH		199-00-2153.00-021-600000	JUL DED LIFE INSURANCE	17.90	N
			DEDCH		199-00-2153.00-022-600000	JUL DED HEALTH INSURANCE	512.13	N
			DEDCH		199-00-2153.00-024-600000	JUL DED LIFE INSURANCE	17.90	N
			DEDCH		199-00-2153.00-025-600000	JUL DED LIFE INSURANCE	9.00	N
			DEDCH		199-00-2153.00-026-600000	JUL DED LIFE INSURANCE	160.79	N
			DEDCH		199-00-2153.00-027-600000	JUL DED LIFE INSURANCE	7.00	N
			DEDCH		199-00-2153.00-031-600000	JUL DED HEALTH INSURANCE	112.38	N
			DEDCH		199-00-2159.00-012-600000	JUL DED MISCELLANEOUS DEDU	700.00	N
			DEDCH		199-00-2159.00-029-600000	JUL DED MISCELLANEOUS DEDU	15.90	N
			DEDCH		199-00-2159.00-030-600000	JUL DED MISCELLANEOUS DEDU	72.00	N
			DEDCH		199-00-2159.00-036-600000	JUL DED MISCELLANEOUS DEDU	98.00	N
			DEDCH		199-00-2159.00-037-600000	JUL DED MISCELLANEOUS DEDU	124.51	N
			DEDCH		199-00-2159.00-041-600000	JUL DED MISCELLANEOUS DEDU	115.40	N
						Totals for Check 001199	**3,499.15**	
001200	07-20-2026	LEGAL SHIELD	DEDCH		199-00-2159.00-034-600000	JUL DED MISCELLANEOUS DEDU	120.65	N
001201	07-20-2026	EECU	DEDCH		199-00-2159.00-035-600000	JUL DED HSA	500.00	N
001202	07-20-2026	AFLAC	DEDCH		199-00-2159.00-040-600000	JUL DED MISCELLANEOUS DEDU	210.92	N
001203	07-22-2026	UNITED COOPERATIVE	017230		199-51-6259.00-072-699000	ELECTRIC	4,001.77	N
001204	07-22-2026	TX DEPT OF STATE HEA	017231		240-35-6249.00-072-699000	SCHOOL INSPECTIONS	300.00	N
001205	07-22-2026	AMAZON CAPITAL	017228	1L93-YQ3W-	199-51-6319.00-072-699000	CLAMP ON CORNER DESK CONN	24.79	N
001206	07-22-2026	RMC OF TEXAS	017227	2026.07.21	199-41-6499.00-701-699000	CHANGES TO RMC PORTAL INSU	1,569.00	N
001207	07-22-2026	DUBLIN ATHLETIC BOOS	017226	1133	199-36-6412.00-072-691000	SPRING TRACK & MEALS	333.00	N
001208	07-22-2026	RED CIRCLE SOLUTION	017229	20268064	429-11-6399.07-072-699000	LASO BLUEBONNET SUPPORT M	4,295.00	N
001209	07-22-2026	CLEBURNE FENCE COM	017232	1118	429-51-6249.00-072-699000	SECURITY FENCE UPGRADES	9,000.00	N
001210	08-03-2026	DUNCAN DISPOSAL	017243	0794-017613983	199-51-6259.00-072-699000	DISPOSAL	1,621.51	N
001211	08-03-2026	KIRBO'S OFFICE SYSTE	017248	573273	199-71-6512.00-072-699000	COPIER LEASE	83.00	N
001212	08-03-2026	HILAND DAIRY FOODS L	017249	6830729	240-35-6341.00-072-699000	MILK	369.12	N
001213	08-03-2026	THE DOWELL COMPANY	017234	2607-818118	199-51-6319.00-072-699000	FERTILIZER	250.95	N
001214	08-03-2026	MCCOY'S BUILDING SUP	017235	823475	199-36-6399.00-101-691000	CLOSET FLANGE JH LOCKERRO	33.13	N
001215	08-03-2026	LABATT FOOD SERVICE	017237	07296563	240-35-6341.00-072-699000	FOOD WITH CREDIT APPLIED	1,639.44	N
001216	08-03-2026	NATIONAL BENEFIT SER	017240	1141321	199-41-6499.00-720-699000	UPDATE TO CAFETERIA PLAN	75.00	N
001217	08-03-2026	DALE COLLUM	017251		199-51-6249.00-072-699000	RAW WELL & DIST SAMPLES	500.00	N

For the Month of July

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
001218	08-03-2026	TX DEPT OF PUBLIC	017238	CRS2026063381	199-41-6499.00-720-699000	FACT CLEARINGHOUSE	2.00	N
001219	08-03-2026	THE WATER SHOP	017250	37635	199-51-6269.00-072-699000	WATER COOLER RENTAL	100.00	N
			017250	37635	199-51-6319.00-072-699000	WATER & CUPS	195.50	N
						Totals for Check 001219	**295.50**	
001220	08-03-2026	AMAZON CAPITAL	017233	13CW-M991-	199-11-6399.01-072-611000	FLAGS	91.06	N
001221	08-03-2026	WRIGHT'S ICE SERVICE	017254	7258	199-51-6269.00-072-699000	ICE MACHINE RENTAL	308.00	N
001222	08-03-2026	NEXTLINK	017252		199-51-6259.00-072-699000	PHONE & FAX	1,648.30	N
001223	08-03-2026	RANGER COLLEGE	017239		199-11-6223.01-101-611000	SPRING 2026	2,025.00	N
001224	08-03-2026	VARGAS MECHANICAL S	017244	3127	240-35-6249.00-072-699000	WALK IN FREEZER REPAIR	619.93	N
001225	08-03-2026	LARRY BLAIR	017242		199-41-6219.00-702-699000	INTERIM SUPT SUPPORT	3,500.00	N
001226	08-03-2026	THE DUBLIN CITIZEN	017245	176365	199-41-6399.00-701-699000	LEGAL NOTICE TAX RATE/BUDGE	283.50	N
001227	08-03-2026	TWISTED AIR & REFRIG	017246		199-51-6249.00-072-699000	WORK TO PUMP HOUSE REPLAC	1,500.00	N
001228	08-03-2026	ASCEND LEARNING HOL	017253	INV0876591	199-11-6399.00-101-622000	MA ESSENTIALS PLUS BUNDLE	522.90	N
001229	08-03-2026	RAMSEY SOLUTIONS	017236	INV3461285	199-11-6399.02-101-611000	BARRETT INSTRUC MATERIALS	274.90	N
001230	08-03-2026	TIMMONS EXTERMINATI	017247	58287	199-51-6249.00-072-699000	PEST CONTROL	250.00	N
001231	08-03-2026	CORNERSTONE CHRIST	017241	PMT3TWISD	199-11-6499.00-072-611000	FINAL ADA PMT 2025-26	19,139.61	N
001441	07-16-2026	CLAIMS ADMINISTRATIV	017261		199-11-6143.00-072-611000	WORK COMP CLAIM CHECK	1,122.81	N
001442	07-22-2026	CLAIMS ADMINISTRATIV	017262		199-11-6143.00-072-611000	WORK COMP CLAIM	224.18	N
242121	07-03-2026	HEARTSAFE AMERICA, I	017255		199-36-6411.00-101-691000	CPR CARDS TRAINING COACHES	100.00	N
260091	07-09-2026	PIE FIVE	017257		199-36-6399.03-101-622000	FFA CONVENTION MEALS	91.00	N
270660	07-20-2026	EFTPS	017263		199-00-2151.00-000-600000	WH TAXES	12,372.26	N
			017263		199-00-2152.01-000-600000	MEDICARE	2,982.73	N
			017263		199-00-2152.02-000-600000	MEDICARE DISTRICT MATCH	2,982.73	N
						Totals for Check 270660	**18,337.72**	
290091	07-09-2026	IN-N-OUT BURGER	017256		199-36-6399.03-101-622000	FFA CONVENTION MEALS	50.70	N
320091	07-27-2026	DOUBLE TREE BY HILTO	017259		199-36-6399.03-101-622000	STATE FFA ADVISOR	1,188.37	N
339300	07-09-2026	MCDONALDS	017258		199-36-6399.03-101-622000	FFA CONVENTION MEALS	45.53	N
926657	07-02-2026	TEACHER RETIREMENT	017265		199-00-2153.00-002-600000	TRS ACTIVE CARE	15,521.00	N
			017265		199-00-2155.00-000-600000	MEMBER CONTRIBUTION	17,837.13	N
			017265		199-00-2155.00-000-600000	MEMBER TRS CARE	1,405.38	N
			017265		199-00-2155.01-000-600000	RE FED FUND/PRIV GRANT	3,117.16	N
			017265		199-00-2155.02-000-600000	STATE MIN	4,731.95	N
			017265		199-00-2155.03-000-600000	RE FED FUND/TRS CARE	472.30	N
			017265		199-00-2155.04-000-600000	TRS CARE RE	1,621.55	N
			017265		199-00-2155.08-000-600000	PUB EDUC	2,974.32	N
						Totals for Check 926657	**47,680.79**	

For the Month of July

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
999999	07-14-2026	CLAIMS ADMINISTRATIV	017260		199-11-6143.00-072-611000	WORK COMP POOL	76.00	N
999999	07-15-2026	PROSPERITY BANK	017264		199-41-6499.00-720-699000	BANK ANALYSIS FEE	55.20	N

Total Checks **185,345.45**

End of Report

THREE WAY ISD

PROPERTY - AUTO - LIABILITY - DATA - UNEMPLOYMENT			
	RMCOT 2025-2026	TASB PROPOSAL 2026-2027	
Property Contribution	$ 27,384.00	$ 25,193.00	-8.00%
Auto Liability (Damage or injuries caused to others)	$ 4,039.00	$ 3,016.00	-25.33%
APD Comprehensive (Non-collision damage to your vehicle-theft, weather)	included in AL above	$ 1,029.00	#VALUE!
APD Collision (Damage to your vehicle from hitting object/another car)	included in AL above	$ 713.00	#VALUE!
School Legal Liability Contribution	$ 2,375.00	$ 3,800.00	60.00%
Cyber Security	$ 1,759.00	$ 5,500.00	212.68%
Violent Acts		$ -	0.00%
TOTAL CONTRIBUTION	**$ 35,557.00**	**$ 39,251.00**	

NOTE: The comparison is based ONLY on what was provided and should not be a determination of lines of coverage from incumbent.

THREE WAY ISD

PROPERTY	2025-2026	2026-2027	
Property - Total Insured Value (TIV)	$ 7,171,693.00	$ 7,442,471.00	3.78%
Rate (Per $100)	0.003818345	0.003385032	-11.35%
All Perils except Weather (fire, vandalism, etc) LIMIT	$ 7,171,693.00	$ 7,442,471.00	
All Perils except Weather Deductible (fire, vandalism, etc)	$ 50,000.00	$ 10,000.00	
Weather Perils (except Named/Numbered Windstorm) (wind, hail, convective storms, freezing temperatures) LIMIT	2% / Minimum $250,000	$ 7,442,471.00	
Weather Perils (except Named/Numbered Windstorm) Deductible (wind, hail, convective storms, freezing temperatures)	2% / Minimum $250,000	2% / Minimum $25,000	
For freeze-related loss per occurrence, MAX deductible	2% / Minimum $250,000	$ 25,000.00	
Named/Numbered Windstorm LIMIT	Unknown if this is included	$ 7,442,471.00	
Named/Numbered Windstorm Deductible	-	2% / Minimum $25,000	
Terrorism Endorsement LIMIT	Unknown if this is included	$ 7,442,471.00	
Terrorism Endorsement Deductible	-	$ 10,000.00	
Flood LIMIT	$ 2,000,000.00	$ 5,000,000.00	
Flood Deductible	$ 50,000.00	$ 50,000.00	
Earthquake LIMIT	$ 2,000,000.00	$ 5,000,000.00	
Earthquake Deductible	$ 50,000.00	$ 50,000.00	
Crime & Employee Dishonesty Endorsement LIMIT	$ 250,000.00	$ 100,000.00	
Crime & Employee Dishonesty Endorsement Deductible	$ 2,500.00	$ 5,000.00	
Violent Acts LIMIT	Unknown if this is included	$ 250,000.00	
Violent Acts Deductible	-	$ -	
Equipment Breakdown LIMIT	$ 7,171,693.00	$ 7,442,471.00	
Equipment Breakdown Deductible	$ 5,000.00	$ 10,000.00	
Mobile Equipment Deductible (ATVs, Golf Carts, Mowers, etc…)	Unknown if this is included	$ 2,500.00	
Extra Expense LIMIT	Unknown if this is included	$ 1,000,000.00	

AUTO	2025-2026	2026-2027
Number of Vehicles	8	8
Cost per vehicle	$ 504.88	$ 377.00
Auto Liability LIMIT (Person Bodily/Occurrence Bodily/Occurrence Property)	$1M	$100K / $300K / $100K
Auto Liability Deductible	$ 1,000.00	$ 1,000.00
Auto Physical Damage Collision / Comprehension LIMIT	$1M	ACV
Auto Physical Damage Collision / Comprehension Deductible	$ 1,000.00	$ 1,000.00
Auto Physical Damage - Catastrophic (30% or more of fleet) LIMIT	$1M	ACV
Auto Physical Damage - Catastrophic Deductible	$2,500/$5,000	$ 5,000.00
Supplemental Coverage - Private Passenger Rental Expense (Theft Only) LIMIT	-	$50 per day up to $1,500 total
Supplemental Coverage - Private Passenger Rental Expense (Theft Only) Deductible	-	Included
Non Owned Auto LIMIT	-	Auto Liability LIMIT
Non Owned Auto Deductible	-	Auto Liability Deductible

LIABILITY	2025-2026	2026-2027
Professional Legal Liability LIMIT	$ 1,000,000.00	$ 1,000,000.00
Professional Legal Liability LIMIT Max Annual Aggregate	$ 2,000,000.00	$ 1,000,000.00
Professional Legal Liability Deductible	$ 5,000.00	$ 2,500.00
General Liability LIMIT	$ 1,000,000.00	$ 1,000,000.00
General Liability Deductible	$ 2,500.00	$ -
Employee Benefits LIMIT	$ 1,000,000.00	$ 100,000.00
Employee Benefits Deductible	$ 2,500.00	$ -
Chapter 118: Employment Practices Student Abuse and Reporting Endorsement LIMIT	Per Information Provided, Sexual Abuse and Molestation Coverage only - this is not Chp 118 coverage	$ 1,000,000.00
Chapter 118: Employment Practices Student Abuse and Reporting Endorsement Maximum Annual Aggregate		$ 2,000,000.00
Chapter 118: Employment Practices Student Abuse and Reporting Endorsement Deductible		$ 2,500.00

NOTE: The comparison is based ONLY on what was provided and should not be a determination of lines of coverage from incumbent.

THREE WAY ISD

CYBER SECURITY			
	2025-2026	2026-2027	
Privacy and Information Security LIMIT	$ 1,000,000.00	$ 500,000.00	
Privacy and Information Security Deductible	$ 5,000.00	$ -	
UNEMPLOYMENT			
	2025-2026	2026-2027	
Contribution	$ 2,777.00	$ 2,777.00	$ -

TASB Risk Management Fund
P.O. Box 301, Austin, Texas 78767-0301 • 800-482-7276
12007 Research Blvd., Austin, Texas 78759-2439 • tasbrmf.org

Administered by the Texas Association of School Boards

July 27, 2026

Shana Campbell

Three Way ISD-Erath County

Dear Shana Campbell,

The TASB Risk Management Fund is pleased to provide the following proposal for renewing coverage with the Fund for the coming year. The proposal reflects the Fund's ongoing commitment to the risk-sharing partnership among its more than 1,000 members.

The Fund is the oldest and largest governmental risk pool serving Texas public schools. A 21-member board comprised of school board members, superintendents, and administrators from member districts governs the Fund. The Fund's board of trustees ensures the Fund remains financially strong and responsive to member needs. Fund programs and coverages continue to respond to the risks shared by Fund members and reflect the challenges Fund members face today.

The coverage proposal on the following pages includes terms and contribution amounts for the programs in which your organization participates. A summary of changes and updates to the Fund's Coverage Agreements is included in this proposal. You can also access coverage agreements on the Fund's website.

Please review all terms, provisions, and features of this renewal proposal. When ready, you may accept this renewal proposal by signing the Contribution & Coverage Summary (CCS) and returning it by email to me or TASBRMF@tasbrmf.org. You may also complete the electronic acceptance using the link in the renewal email sent to the designated Program Contact. All provisions and terms of this CCS, including contribution amounts, are offered by the Fund in total as indicated only; if not accepted by the member in total, please contact your underwriter for other pricing and options.

Please note that if you take no action, coverage will automatically renew under the terms of this renewal proposal. If you wish to terminate coverage, the Fund must receive written notice of termination at least 30 days prior to your renewal date. If you are unsure of your plans to renew or have questions about this renewal proposal or any aspect of your Fund membership, please contact Betsi Morton or any member of TASB's Underwriting or Marketing teams at 800.482.7276.

Thank you for your membership in the TASB Risk Management Fund and participation with all Fund members. The Fund is proud to be your partner in managing risk and serving the students and staff in your community.

Sincerely,
Betsi Morton
Marketing Consultant
Division of Risk Management Marketing & Strategic Partnerships
Texas Association of School Boards, Inc.

TASB Risk Management Fund
12007 Research Blvd., Austin, Texas 78759-2439
P.O. Box 301, Austin, Texas 78767-0301
Toll-Free: 800.482.7276 | Austin area: (512) 505-2469

CC:

Three Way ISD-Erath County

Contribution & Coverage Summary (CCS)
Participation Period: 10/1/2026 through 9/30/2027

The following is a summary of coverage and contribution amounts. More information about coverage, limits, deductibles, terms, and conditions can be found on the following pages and is part of this CCS. Please review all pages of this CCS document and associated Fund Coverage Agreements.

This document is not a declarations page. The Fund is not insurance but a self-insured risk pool through which members agree to share risk and actively participate in their contractual obligations as a member of the Fund.

Coverage	Contribution
Unemployment Compensation	**$2,777**
Total Contribution	**$2,777**

THIS IS NOT AN INVOICE. The TASB Risk Management Fund will issue an invoice when coverage is accepted by the member. Total Contribution is an estimate and is subject to exposure audit.

All provisions and terms of this CCS, including contribution amounts, are offered by the Fund in total as indicated only; if not accepted by the member in total, please contact your underwriter for other options and updated pricing.

Three Way ISD-Erath County

Unemployment Compensation

Participation Period: 10/1/2026 through 9/30/2027
Total Contribution: $2,777

The following is a description of Unemployment Compensation (UC) coverage.

Unemployment Compensation Coverage	Contribution
UC – Pool	**$2,777**

Unemployment Compensation Provisions

Agreement: This Agreement provides coverage for statutory unemployment compensation benefits and assistance with general unemployment compensation matters such as administrative hearings and filings with the Texas Workforce Commission (TWC). Coverage does not extend to litigation involving unemployment claims or other employment related matters.

As part of this Agreement, the Fund assumes responsibility for the Fund Member's quarterly claim payments payable to TWC during the Participation Period. All benefit credits and reimbursements, including but not limited to federal CARES Act credits, received during or attributable to any period of the Fund Member's participation in the Fund's UC program for which the Fund paid benefits, are owed to the Fund. The Fund Member must be a reimbursing employer pursuant to the Texas Unemployment Compensation Act (TUCA) and must execute a Power of Attorney permitting the Fund to represent the Fund Member in its relations with TWC.

The Fund Member agrees to comply with the provisions of the TUCA, to respond timely to TWC requests and reporting requirements, and to comply with TWC rules and procedures. The Fund Member also agrees to implement loss prevention and cost containment recommendations from the Fund related to unemployment compensation benefits. The Fund Member agrees to submit wage reports through electronic reporting to the Fund or TWC according to Fund and TWC requirements. Any fines or penalties imposed for the Fund Member's failure to comply with the TUCA will be the sole responsibility of the Fund Member. If the Fund advances payment of any fine or penalty, the Fund Member agrees to reimburse the Fund for all such costs. Upon termination of this coverage, the Fund Member agrees to assume responsibility for claim payments and reports due to the TWC.

Contribution: The contribution shown on this Contribution and Coverage Summary (CCS) is developed by the Fund and is based on the Fund's overall expected unemployment compensation claims costs for the Participation Period and each individual Fund Member's claims experience. The contribution is not adjustable during the coverage period due to changes in the Fund Member's wages. However, the contribution may be adjusted by the Fund if payments due to TWC for the Fund Member's unemployment compensation benefit payments for this Participation Period exceed 300% of the Fund Member's annual UC contribution. The additional contribution adjustment will be based solely on the Fund Member's own claims.

Assistance: The Fund's services include assistance to the Fund Member with TWC hearings. Fund Member's request for assistance constitutes authorization for the Fund to appoint an attorney to provide representation to the Fund Member before the TWC and for such attorney and other Fund representatives to have privileged communications with the Fund Member regarding claims subject to TWC administrative proceedings. The Fund's assistance of the Fund Member under this provision does not extend to litigation involving unemployment claims or other employment-related matters.

Program Coordinators

The Fund Member is required to designate a Program Coordinator (Coordinator) with express authority to represent and bind the Fund Member in all program matters. Below are the current Coordinators associated with the Fund Member. After the proposal is bound by the Fund, an email will be sent to the Program Coordinators listed below with instructions for confirming or updating Fund Member contact information. If the Coordinator listed has changed or the Coordinator's name and email address are not listed, please follow the instructions in the email.

Current Program Coordinators

Program	Name	Title	E-mail
TASB RMF-Unemployment Compensation	Shana Campbell	Interim Superintendent	scampbell@twisd.us

Contribution & Coverage Summary General Provisions

Coverage: This CCS, the Fund's corresponding coverage agreements and their endorsements, the Fund Member's questionnaire, the Interlocal Participation Agreement (IPA), and the documents incorporated by reference into any of those documents, all for this Participation Period, outline the coverage terms and limits.

Claims Reporting: The Fund Member will provide timely notice of all claims to the Fund as required in the IPA, the applicable Fund coverage agreement, and this CCS. The lack of timely notice may result in a loss of coverage.

Definitions: Any terms not defined in this CCS will use the definition for that term from the corresponding Fund Coverage Agreement.

Payment: The Fund Member agrees to pay contributions based on a plan developed by the Fund. All contributions are payable upon receipt of an invoice from the Fund. The Fund will determine the contribution for each program and how each contribution is applied.

Termination: In addition to any CCS-specific provisions, the IPA outlines the termination-related provisions that govern this CCS. These provisions include the following: this CCS may be terminated by either party, with termination effective at the end of the Participation Period, by giving written notice to the other party no later than 30 days before the end of the Participation Period. If the Fund Member ceases to be an Active or Associate member of the Texas Association of School Boards, Inc., this CCS will terminate at the end of the Participation Period, and the Fund will not offer a renewal CCS. If neither party terminates this CCS, any renewal CCS offered by the Fund becomes effective based on the terms of the renewal CCS and will bind the Fund Member.

.

Fund Member Authorization:

I have read, approved, and agreed to this Contribution and Coverage Summary (CCS) and certify that this information is correct. I affirm that I am duly authorized to approve this CCS and understand that my signature below contractually binds the entity I represent to this CCS and any other coverage-related or Fund participation agreements.

Authorized Signature	Date
Printed Name	Title

Texas Association of School Boards
Legal Services
P.O. Box 400 • Austin, Texas 78767-0400 • 512.467.3610 • 800.580.5345 • legal.tasb.org • legal@tasb.org

Serving Texas Schools Since 1949

Resolution to Declare a Good Cause Exception for House Bill 3 Armed Security Officer Requirement

WHEREAS, Section 37.0814 of the Texas Education Code requires the board of trustees of each school district shall determine the appropriate number of armed security officers for each district campus;

WHEREAS, Section 37.0814(a) of the Texas Education Code requires the board to ensure that at least one armed security officer is present during regular school hours at each district campus;

WHEREAS, Section 37.0814(b) of the Texas Education Code requires that at least one armed security officer at each campus be a commissioned peace officer, namely a school district peace officer; a school resource officer; or a commissioned peace officer employed as security personnel under Section 37.081 of the Texas Education Code;

WHEREAS, Section 37.0814(c) of the Texas Education Code provides that if the board of trustees of a school district is unable to comply with this section, the board may claim a good cause exception if the district's noncompliance is due to the availability of funding or qualified personnel;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Three Way Independent School District hereby determines that the School District is unable to ensure that at least one armed security officer, as defined by law, is present during regular school hours at each district campus;

BE IT FURTHER RESOLVED that the Board of Trustees determines that:

[Choose one or both.]

The District’s noncompliance is due to lack of available funding. ***We employee two (2) TWISD School Marshal’s***

FINALLY, BE IT RESOLVED that the Board of Trustees, having claimed a good cause exception, will develop and document an alternative standard with which the district is able to comply, in accordance with Sections 37.0814(d) and (e) of the Texas Education Code.

Adopted this 26 day of August, 2026, by the Board of Trustees.

Presiding officer’s signature: ____________________________________

Secretary’s signature: ____________________________________

Three Way Independent School District

Texas Teacher Evaluation and Support System (T-TESS)
2026-2027 Appraisal System Calendar

Purpose: This calendar maps T-TESS required activities and deadlines to the approved Three Way ISD 2026-2027 school calendar (4-day week).

Approved Appraisers: Shana Campbell, Michael Pickett

Date/Window	Appraisal Milestone
First 3 Weeks	Campus T-TESS Orientation
August 3-13	No Formal Observations
August 17	First Day for Formal Observations
September 11	Goal Setting & Professional Development Plan (GSPD) Due
September 28	Formal Observations May Begin After Goals are Completed
August 17-November 19	Fall Observation Window
January 5-February 11	Winter Observation Window
February 16-March 11	Final Observation Window
March 11	Last Day for Formal Observations
April 29	End of Year Conferences Completed
May 13	Summative Reports Provided to Teachers
May 21	Completed Appraisals Due to Superintendent

Appraisal Reminders:

- Teachers new to the district and those in their first year under T-TESS must submit a completed GSPD. Returning teachers should review prior goals; make edits in DMAC if needed.
- Formal observations occur only on instructional days.

- Post-conferences should occur within 10 working days.
- Informal walkthroughs may occur throughout the school year and are not restricted by formal observation windows.
- The written summative report must be shared with the teacher within 10 working days following the conclusion of the EOY conference; printed, signed copies uploaded to DMAC.

Three Way Independent School District

T-TESS Observation & TIA Scoring Procedures 2026-2027

Formal Observations:

- Each eligible teacher will receive at least **one formal observation** lasting a minimum of **45 minutes**.
- A **pre-conference** will be held before each formal observation.
- Teachers will be provided a **2–3 week notification window** for scheduling.

Walkthroughs:

- Each teacher will receive a minimum of **two documented walkthroughs** per year (typically 10–15 minutes each).
  - **Three documented walkthroughs** for those that are TIA eligible.
- Walkthrough data will be used in combination with the formal observation to determine the **summative T-TESS score**.

Scoring Conversion for TIA Purposes:

- The district will convert the **8 Dimensions in Domains 2 and 3** of T-TESS to numerical values:
  - Distinguished = **5**
  - Accomplished = **4**
  - Proficient = **3**
  - Developing = **2**
  - Needs Improvement = **1**
- Each rating will be assigned its numerical value.
- All scores across the 8 Dimensions will be **averaged equally**.
- The result will be a final score **between 1.00 and 5.00**, rounded to the **nearest hundredth** (e.g., 2.87, 3.66).

Final Note:

This process ensures consistency and fairness in how observation and walkthrough data contribute to both **T-TESS appraisal outcomes** and the **Teacher Incentive Allotment (TIA) designation** process.

August 14, 2026

Via Electronic Mail: scampbell@twisd.us
Ms. Shana Campbell
Superintendent of Schools
Three Way Independent School District
247 CR 207
Stephenville, Texas 76401

Re: **Leon, Alcala, Morse & Reynolds, PLLC General Legal Services Agreement**

Dear Ms. Campbell,

Thank you for choosing the law firm of Leon, Alcala, Morse & Reynolds, PLLC (the "Firm") for your general legal needs. We are delighted to represent you on an as-needed basis in connection with general counsel legal services without an annual retainer fee. The purpose of this letter is to set forth the agreement between the District (the "Client") and the Firm with respect to the terms of this engagement agreement (the "Agreement").

This Agreement relates to general legal services that the District has or may have in the future and will continue from year to year until terminated by either party.

The Client hereby retains the Firm to provide general legal counsel and representation in matters requiring legal services, as requested by the Client. *While this letter engages our Firm for general legal services only, please note that the Firm also regularly performs bond counsel services (bond elections and bond issues) and transactional work in connection with annual reports required by former Texas Tax Code Chapter 313 Agreements as well as legal services and school finance projections for JETI applications. See below for more information if you should need any of those services.*

<u>NO FEE: QUESTION CALL SERVICES</u>

As a Client, your administration and Board will have access to the Firm's attorneys to respond to unlimited routine Question Calls at **no fee to the Client**.

"Question Calls" are calls to attorneys that are routine calls and do not require any legal research or written work product. In other words, the attorney can give you a quick answer or recommendation. **Question Calls are unlimited and can also be used for a second opinion**. The Firm maintains a 24-hour answering service and will respond in a timely manner to all Question Calls.

<u>NO RETAINER: GENERAL LEGAL SERVICES</u>

General legal services provided by the Firm include, but are not limited to: employment law, student issues, civil rights issues, procurement, special education and Section 504 matters, real estate, investigations, construction contracts, elections, administrative hearings and appeals, litigation, open government, Public Information Act requests, and intellectual property.

As a Client, ***you will not be charged an annual retainer fee*** for general legal services. Rather, in the event that substantive legal work is requested, general counsel services will be provided at the hourly rates set forth further below. Firm attorneys will confirm with the Client that the Client would like the Firm to conduct more extensive representation before billing the Client.

Firm attorneys maintain daily time records, in 1/10 hour increments. Monthly invoices identify the legal professional performing the work, describe the legal work performed, and record the time expended on each task. Invoices will provide separate totals for "no charge" Question Call services and billable legal services and expenses followed by a combined total of services and costs. Fees and expenses are due and payable within thirty days of the date of billing.

BOND COUNSEL, CHAPTER 313 AGREEMENTS, AND JETI APPLICATION SERVICES AVAILABLE UNDER SEPARATE ENGAGEMENT

As noted above, our Firm routinely provides bond counsel services for bond elections and bond issues, handles reporting matters for Chapter 313 Agreements, and provides legal services and school finance projections required for evaluation of proposed agreements under Chapter 403 of the Texas Government Code, the Jobs, Energy, Technology and Innovation Act ("JETI"). Transactional services related to these matters are provided on a per transaction fee basis under a separate engagement agreement. Please contact the Firm if you require legal services in connection with a bond election, bond transaction, Chapter 313 Agreement, or a JETI application.

We also note that we represent many bond issuers, investment banking firms, commercial banks, and other parties to bond/public finance transactions from time to time in connection with issuance of bonds or in non-bond-related matters, which may include your financial advisor and possible purchasers of your bonds and other obligations. To the extent that you engage another law firm to serve as your bond counsel in connection with your bond/public finance transactions, we may represent the underwriter(s) or other purchasers of such bonds. It is our professional judgment that such relationships with the others described in this section do not adversely affect our ability to represent the Client in this matter. Your acceptance of these terms of engagement represents your consent to our representation of those persons now and in the future on the terms outlined in this section and a waiver of any potential conflict of interest in such representation.

THREE HOURS OF LEGAL TRAINING

The Client will have access to one board or administrator legal training session—in person or virtually—at **no fee** for up to three hours each year. Additional training sessions will be provided per Client request at the regular hourly rate for legal services. Please see the Firm's website at www.leonalcala.com/training/ for sample training topics and agendas. The Firm will also customize trainings to meet the Client's specified needs upon request.

AUSTIN | HOUSTON | DFW METROPLEX | LONGVIEW
1114 Lost Creek Blvd., Suite 420, Austin, Texas 78746 | 512.637.4244 | leonalcala.com

SCHEDULE OF BILLABLE FEES AND EXPENSES

For hourly work, the Firm has a sliding fee scale for attorneys based upon the experience of the attorney. The Firm reserves the right to increase its hourly rate during the term of this Agreement, particularly in the event of unanticipated increases in the costs of doing business, but only after first providing the Client with notice of the proposed change in rates and permitting the Client the opportunity to terminate the Agreement.

The Firm bills attorney and paralegal time on the following fee scale:

Partner / Senior Attorney / of Counsel	$360.00 per hour
Senior Associate	$335.00 per hour
Associate	$285.00 per hour
Paralegal	$140.00 per hour
Legal Assistant	$100.00 per hour
Travel Time	***½ the Attorney's hourly rate***

The Firm charges only for expenses that represent direct costs of the delivery of legal services. Expenses are to be billed as follows:

In-house photocopies:	No cost
Electronic Library Charges:	No cost
Outside photocopy services:	At cost as billed by provider
Postage:	At cost
Litigation expenses (consultants, expert witness, court reporter, graphic exhibits):	At cost
Mileage:	Current IRS rate (.725/mile)
Travel/Lodging:	At cost
Courier Services:	At cost

TERMINATION

This Agreement may be terminated by either party at any time. Additionally, the Firm's rules of professional conduct require us to terminate this agreement if:

(a) Either the Client or Firm requests termination;

(b) The Client insists on presenting a claim or defense that is not warranted under existing law and cannot be supported by good-faith argument for an extension, modification, or reversal of existing law; or

(c) The Client insists that the Firm pursue a course of conduct that is illegal or that is prohibited under the disciplinary rules or disregards an agreement or obligation to the Firm as to expenses or fees for services rendered.

AUSTIN | HOUSTON | DFW METROPLEX | LONGVIEW
1114 Lost Creek Blvd., Suite 420, Austin, Texas 78746 | 512.637.4244 | leonalcala.com

In the event the Client and the Firm terminate this engagement, the Firm will take reasonable steps to avoid foreseeable prejudice to the rights of the Client, including giving due notice to the Client, allowing time for employment of other counsel, delivering to the Client all papers and property to which the Client is entitled, and complying with the applicable laws and rules.

LEGISLATIVE CONTRACTING REQUIREMENTS

Pursuant to Section 2271.002 of the Texas Government Code, the Firm certifies that either: (1) it meets an exemption criteria under Section 2271.002; or (2) it does not boycott Israel and will not boycott Israel during the term hereof. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

The Firm verifies pursuant to Section 2274.002 of the Texas Government Code that it: (1) does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association and (2) will not discriminate during the term of the contract against a firearm entity or firearm trade association. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

The Firm verifies that: (1) it does not, and will not for the duration hereof, boycott energy companies or (2) the verification required by Section 2276.002 of the Texas Government Code does not apply hereto. If circumstances relevant to this provision change during the course of this Agreement, the Firm shall promptly notify the Client.

FIRM COMMUNICATIONS

Our clients are protected by law and by the disciplinary rules to which attorneys are subject. No attorney is permitted to, nor can we be compelled to reveal anything a client says to the attorney, except in instances where a person's life may be endangered, or as prescribed by Section 261.101 of the Texas Family Code regarding child abuse, or where the client communication is made in the presence of others who are not represented by the attorney. The reason for this protection is that the interests of the Client are best served when the Client's attorneys are fully informed of all the facts well in advance of any possible contest.

The Firm pledges to timely keep the Client advised on how any legal matter is progressing, based on information received from the court, opposing party, and the Client. The Firm will routinely send the Client copies of all pleadings, discovery, and correspondence for the Client's information.

Day-to-day communication between the Client and the Firm is typically between the Superintendent (and appropriate administrative staff) and the Firm. However, unless a separate engagement is entered, the Firm represents your school district, acting through its duly elected officers. The Client may also identify specific staff members who are authorized to access the services of the Firm. In accordance with this written Agreement and any relevant Board operating procedures, individual Trustees shall channel legal inquiries through the Superintendent or Board designee, as appropriate, when advice or information from legal counsel is sought. A report of legal advice received shall be presented to the Board when deemed appropriate by the administration or upon request of the Board.

The Client's records management officer is responsible for ensuring compliance with the applicable minimum retention schedules. The Firm shall return any original instruments to the Client. However, **unless notified to the contrary, in writing, the Firm reserves the right and privilege to destroy files five (5) years from the date a file matter is closed.** If the Client fails to request, in writing, the return of any items, the Client consents that said items may be destroyed after the passage of five (5) years from the date the file or matter is closed.

The Texas Supreme Court and Courts of Appeals have adopted the Texas Lawyer's Creed as a mandate to the legal profession in Texas. The Creed requires Texas attorneys to advise clients of the contents of the Creed when undertaking to represent a client. A copy of the Texas Lawyer's Creed can be accessed by using the QR code that may be scanned on the following page. The Client understands that the Firm may not violate this Creed.

The State Bar of Texas investigates and prosecutes professional misconduct committed by Texas attorneys. Although not every complaint against or dispute with a lawyer involves professional misconduct, the State Bar Office of General Counsel will provide you with information about how to file a complaint. For more information, please call 1-800-932-1900. This is a toll-free call.

If the terms of this Agreement are acceptable, please execute in the space provided below and return to the Firm at info@leonalcala.com.

Sincerely
LEON, ALCALA, MORSE & REYNOLDS, PLLC

By: Michelle Alcala
Michelle Alcala, Partner

AGREED BY:

____
NAME (PRINT)

____
SIGNATURE

____
NAME OF SCHOOL DISTRICT

COPY OF LAWYER'S CREED:

FIRM WEBSITE:

ESC 11

SCHOOL SAFETY & SECURITY

Three Way ISD

August 2026

District Safety and Security Audit Report
School Board Summary

Overview Statement

A safety and security audit of district campuses and identified non-instructional facilities was conducted in August 2026 by the members of the audit team listed. Each audit consisted of an intruder assessment (instructional facilities only), an on-site security audit, staff interviews, a thorough document review, and an analysis of surrounding environmental and neighborhood factors that may potentially impact school safety and security.

Texas Education Code, §37.108 requires school districts and open-enrollment charter districts to conduct safety and security audits of their facilities at least once every three years and report the results to the Texas School Safety Center. The Texas School Safety Center has an established process to collect audit results through the District Audit Reporting Tool (DARtool) and Charter Audit Reporting Tool (CARtool). The reporting tools are sent to district superintendents during the last year of each audit cycle. The current three-year safety and security cycle for independent school districts began on September 1, 2023, and will end on August 31, 2026. The reporting period for submitting audit results will close on September 15, 2026.

The team utilized the Texas School Safety Center's audit checklist and Facility Safety and Security Audit Report template. Sections of the checklist may have been omitted for some facilities due to facility design and inapplicability.

Based on the data gathered during these audits, a Facility Safety and Security Audit Report was developed for each facility. The audit checklist, photographs, survey results, documentation, and any other information supporting the audit team's comments and recommendations are included in each campus report.

This summary was developed to provide an overview of each facility's assessment, including commendations and recommendations for each phase of the audit. The School Board should review this report to recognize areas the district is excelling in, as well as identify and prioritize updates to improve safety and security across district facilities.

Audit Window: August 2026
Report: August 2026

Audit Team Members

Brittany Cronin, School Safety and Security Specialist
Education Service Center Region 11

Bradley Berry, Director of School Safety and Security
Education Service Center Region 11

Shana Campbell, Interim Superintendent, Elementary Principal
Three Way ISD

Michael Pickett, Secondary Principal
Three Way ISD

Mike Williams, School Marshal
Three Way ISD

<u>Overview of Audit Phases</u>

Intruder Assessment

During this phase of the audit, audit team members attempt to gain unauthorized access to the campus or facility. Prior authorization is obtained from district administration to conduct the Intruder Assessment to test the application of school approved access control and visitor management procedures. The auditors develop a plausible story to attempt to gain access to the facility without causing panic and in a non-aggressive manner.

Entrance Conference

During this phase of the assessment, audit team members confer with district administration to determine current safety practices, as well as identified needs. In addition, campus/facility demographic data will be collected at this time. These questions may include the following:

1. What is the most pressing safety need at this facility?

2. What safety activities does this facility do best?

3. What safety topics are most important for training and staff development?

4. What safety activities do you feel need the most improvement?

5. What are some barriers to improving safety and security at this facility?

6. What types of problems are you most likely to encounter at this facility?

7. What types of situations may cause staff or students to be fearful?

8. What other comments or concerns do you have regarding safety and security at this facility?

Document Review

This phase of the audit consists of a thorough review of selected documents, which may include the following:

1. Aerial Photograph of the Campus or Facility
2. After-Action Review Documents
3. Audit Findings of Previous Review Cycles
4. Bomb Threat Procedures
5. Building Maps (including room numbers, evacuation routes, AED and bleeding control station locations, utility emergency shut-off valves, etc.)
6. Campus Discipline Referral Aggregate Data
7. Campus or Facility Improvement Plan
8. Campus or Facility Site Plan
9. Campus School Behavioral Threat Assessment Aggregate Data
10. Campus/ Facility Emergency Response Plans
11. Survey Results
12. Multi-hazard Emergency Operations Plan
13. Drill Documentation
14. Emergency Contact Numbers for Responding Agencies and Utilities
15. Evacuation Plans
16. Faculty and Staff Communication Protocol
17. Faculty and Staff Handbook
18. Reunification Plans
19. Safety Training Sessions Documentation (NIMS, ICS, etc.)
20. School Safety and Security Documentation

21. Staff and Student ID Policy
22. Student Handbook
23. Student Code of Conduct
24. Visitor Policy and Procedures
25. Weekly Door Sweep Data

Assessment of Risk Factors in the Area Surrounding this Facility

This phase of the assessment explores known risk factors near the facility; this information most likely will come from the documents reviewed, as well as the entrance conference. Risk factors could include proximity to businesses, interstates, public parks, railroad tracks, major utilities, flood zones, etc.

On-Site Audit Observations

Using the audit checklist, the audit team conducts an extensive audit of the campus/facility. Evaluating both documented policies and procedures, the implementation of those policies and procedures, and the overall general condition of the campus/facility. Areas evaluated may include the following (as applicable):

1. Grounds and Building Exterior
2. Portable Classrooms
3. Buses and Parking
4. Access Control and Visitor Management Procedures
5. Keys and Identification
6. Building Interior
7. Secured Areas
8. Monitoring and Surveillance

9. School Based Law enforcement/Security
10. Securing the Facility After Operations
11. Student Code of Conduct
12. Disciplinary Procedures
13. Parent and Student Involvement
14. Reporting
15. General Climate
16. Staff Training
17. Student Training
18. Health Practices
19. Food Service/Cafeteria
20. Referral Resources
21. Playground
22. Gymnasium Area
23. Locker Rooms and Weight Rooms/Exercise Areas
24. Science Classrooms and Laboratories
25. Auditorium
26. Vocational Training Areas

TWISD DEMOGRAPHIC DATA

247 CR 207
Stephenville, Texas
Erath County

Students Served: 180

Grades: PK-12

STAFF 41

Functional/ Access Needs: 0

Initial Construction: 1947

Renovations: ✓

Portables: ✓

Area Population: 328

Median Household Income: $70,833

Assessment of Risk Factors in the Area

The audit team found the following risk factors in the area surrounding this facility:			
The campus is located:			
Adjacent to an interstate highway.	❌ No	Off a major (4-lane) road.	❌ No
On a busy residential road.	❌ No	Near an industrial area.	❌ No
Near a transportation hub.	❌ No	Near a park.	❌ No
Near a gas pipeline. ***(See Attachment 1)***	❌ No	Near a railroad tracks. ***(See Attachment 1)***	❌ No
Adjacent to a business district.	❌ No	In or near a flood zone. ***(See Attachment 2)***	✅ Yes
The campus experiences and/or is impacted by:			
Vandalism in the neighborhood.	❌ No	High student mobility.	❌ No
Graffitti in the neighborhood.	❌ No	Gang acitivity in the neighborhood.	❌ No
Crime in the neighborhood.	❌ No	Poverty in the neighborhood.	✅ Yes
Prevalence of drugs in the neighborhood.	❌ No	Trespassing on school grounds.	❌ No
Parent withdrawal due to safety concerns.	❌ No	Bullying, intimidation, or harassment.	N/A
Truancy.	❌ No	Students adjudicated for weapons, drugs, alcohol, or assault.	❌ No
Insufficient student support services.	❌ No	Mental health resources shortage.	❌ No

Observations

- The campus consists of five portables structures used for instruction for elementary and junior high students, a separate facility that serves as the high school, a CTE facility, and a field house. Additionally, the gym and elementary cafeteria are located in a separate structure, as well the library. The administration building is also located on campus.
- The campus **is not** located near a gas pipeline. The campus **is not** located within 1,000 yards of a railroad track. ***(See Attachment 1)***
- The campus is located in Zone X, an area of minimal flood hazard. ***(See Attachment 2)***
- ***Zero*** registered sex offenders live within a one-mile radius of the campus. ***(See Attachment 3)***

3-YEAR SAFETY & SECURITY AUDIT OVERVIEW

ESC 11 SCHOOL SAFETY & SECURITY

To ensure compliance with Texas Education Code, §37.108, a safety and security audit of Three Way ISD was conducted in August 2026. The audit consisted of an intruder assessment (instructional facilities only), an on-site security audit of all facilities, staff interviews, a thorough review of local policies and documentation, and an analysis of surrounding environmental and neighborhood factors that may potentially impact school safety and security. The results of the audit will assist the District in the DAR submission to the Texas School Safety Center in September.

This summary was developed to provide a preliminary overview of the District's present circumstances, as it pertains to school safety and security. The Board should review this report to recognize areas of strength, as well as identify and prioritize updates to improve safety and security across district facilities. Once approved, it is recommended that the District review each individual campus report.

Audit Status:

- **Intruder Assessments:** ✓
- **On-Site Audits:** ✓
- **Surveys Reviewed:** ✓
- **Reports Finalized:** WORK IN PROGRESS

Number of Instructional Facilities Audited: 3

Staff Survey Responses Received: 18

Number of Non-Instructional Facilities Audited: 2

Policies Reviewed: 48

HIGHLIGHTS

- The district's Emergency Operations Plan is thorough and addresses all phases of emergency management. It includes a hazard analysis, identifies all coordinating and responding agencies, and establishes a chain of command and line of succession. Additionally, the Basic Plan addresses functional and access needs, as well as the safety of staff and students in portable structures.
- Raptor is utilized for Silent Panic Alert Technology and visitor management.
- Door sweeps and drills are conducted with fidelity. Thorough after-action notes are maintained.
- The campus has installed perimeter fencing to minimize access to exterior doors and parking areas. Fences are equipped with windscreens. Gates are equipped with badge readers and allow for emergency egress.
- The district participates in both the School Marshal and Guardian Program to meet the armed security requirement. Two School Marshals and four Guardians are on-site.
- At the time of the intruder assessment, the audit team was unable to gain unauthorized access to the facility.
- Overall, TWISD has well documented safety protocols that are applied consistently. Facilities have interior and exterior security cameras, and all staff members and students participate in emergency response drills. Staff members are well-trained and knowledgeable regarding emergency response procedures.

RECOMMENDATIONS

It is recommended that the district reach out to TEA's Office of School Safety and Security to request a Baseline Vulnerability assessment prior to their scheduled District Vulnerability Assessment to address concerns with window film, determining if the district has established an exterior secured area, and address operational necessity of overhead doors.

Ensure the district has identified and developed all necessary annexes and appendices to the Emergency Operations Plan based on statutory requirements and the hazard analysis.

Consider installing a fire detection and suppression system throughout campus facilities.

Ensure all exterior doors are numbered on the exterior and interior of the door, including the high school cafeteria.

Ensure the Steroid Law Notice is posted in conspicuous locations in each building where a physical education class, training and weight lifting takes place (7th grade and up).

Due to the subjective nature of staff surveys and the various interpretations of safety procedures and protocols, as well as their perceived necessity and applicability, it is recommended that the campus review the attached staff survey responses to identify common themes and address potential deficiencies.

Consider installing scissor gates on roll-up doors in instructional facilities to allow for proper ventilation while maintaining adequate security. Additionally, ensure all exterior doors opening into instructional areas are equipped with a means to visually identify visitors prior to entry.

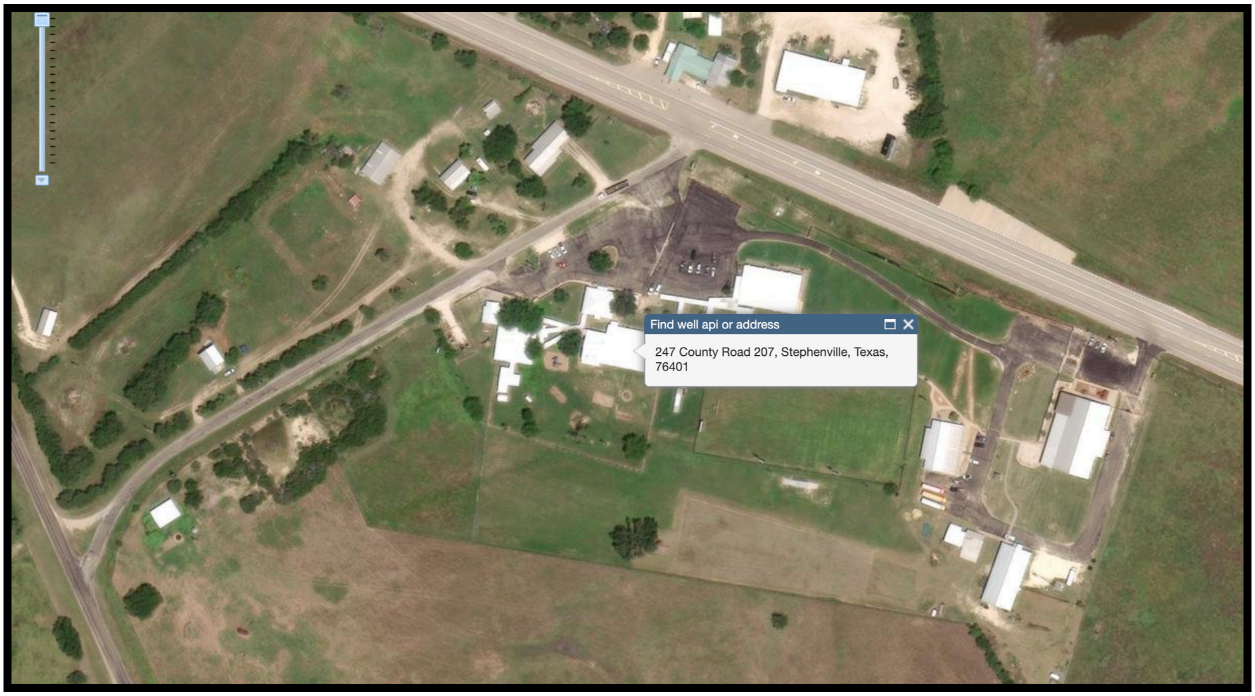
List of Attached Supporting Items to this Facility Safety and Security Audit Report

The following is a list of attached items supporting the audit team's comments found in this Facility Safety and Security Audit Summary. These items add context and examples for the provided commendations and recommendations.

1. Railroad Commission of Texas Public Geographical Information Map
2. FEMA Flood Zone Map
3. Texas Public Sex Offender Registry Map
4. Staff Survey Responses

Attachment 1: Railroad Commission of Texas Public Geographical Information Map

Description: This map provides an overview of campus/facility proximity to railroad tracks, as well as oil and gas transmission lines and gatherings.



(Source: https://gis.rrc.texas.gov/GISViewer/)

Public GIS Viewer Legend

Well Number

Well Locations

Permitted Location

Dry Hole

Oil

Gas

Oil / Gas

Plugged Oil

Plugged Gas

Canceled / Abandoned Location

Plugged Oil / Gas

Injection / Disposal

Core Test

Sulfur Test

Storage from Oil

Storage from Gas

Shut-In Oil

Shut-In Gas

Injection / Disposal from Oil

Injection / Disposal from Gas

Injection / Disposal from Oil / Gas

Geothermal

Brine Mining

Water Supply

Water Supply from Oil

Water Supply from Gas

Water Supply from Oil / Gas

Observation

Observation from Oil

Observation from Gas

Observation from Oil / Gas

Storage

Service

Service from Oil

Service from Gas

Service from Oil / Gas

Storage from Oil / Gas

Injection / Disposal from Storage

Injection / Disposal from Storage / Oil

Injection / Disposal from Storage / Gas

Injection / Disposal from Storage / Oil / Gas

Observation from Storage

Observation from Storage / Oil

Observation from Storage / Gas

Observation from Storage / Oil / Gas

Service from Storage

Service from Storage / Oil

Service from Storage / Gas

Service from Storage / Oil / Gas

Plugged Storage

Plugged Storage / Oil

Public GIS Viewer Legend

Plugged Storage / Gas

Plugged Storage Oil / Gas

Brine Mining

Brine Mining / Oil

Brine Mining / Gas

Brine Mining / Oil / Gas

Injection / Disposal from Brine Mining

Injection / Disposal from Brine Mining / Oil

Injection / Disposal from Brine Mining / Gas

Injection / Disposal from Brine Mining / Oil / Gas

Observation from Brine Mining

Observation from Brine Mining / Oil

Observation from Brine Mining / Gas

Observation from Brine Mining / Oil / Gas

Service from Brine Mining

Service from Brine Mining / Oil

Service from Brine Mining / Gas

Service from Brine Mining / Oil / Gas

Plugged Brine Mining

Plugged Brine Mining / Oil

Plugged Brine Mining / Gas

Plugged Brine Mining / Oil / Gas

Storage / Brine Mining

Storage / Brine Mining / Oil

Storage / Brine Mining / Gas

Storage / Brine Mining / Oil / Gas

Injection / Disposal from Storage / Brine Mining

Injection / Disposal from Storage / Brine Mining / Oil

Injection / Disposal from Storage / Brine Mining / Gas

Injection / Disposal from Storage / Brine Mining / Oil / Gas

Observation from Storage / Brine Mining

Observation from Storage / Brine Mining / Oil

Observation from Storage / Brine Mining / Gas

Observation from Storage / Brine Mining / Oil / Gas

Plugged Storage / Brine Mining

Plugged Storage / Brine Mining / Oil

Plugged Storage / Brine Mining / Gas

Plugged Storage / Brine Mining / Oil / Gas

Orphan Wells

Commercial Disposal

Injection/Disposal

HCTS Deeper than 15,000 ft.

Public GIS Viewer Legend

High Cost Tight Sands

EOR H13 Oil Wells

Well Logs

Horiz/Dir Surface Locations

Horizontal Well

Directional Well

Horizontal/Directional Lines

LPGAS Sites

QPipelines

Pipelines

Bay Tracts

Offshore Areas

Offshore Tracts

Water Lines

Subdivisions

Railroads

Surveys

Quads

Alert Areas

Water

City Limits

Counties

Operator Cleanup Program Sites

Active

Closed

Voluntary Cleanup Program Sites

VCP, Accepted

VCP, Closed

Brownfield Response Program Sites

Brownfield, Accepted

Brownfield, Closed

Commercial Waste Disposal Sites & Discharge Permits

Commercial Waste Disposal

Discharge Permits

Oil and Gas Districts

AED Districts

Pipeline Safety Regions

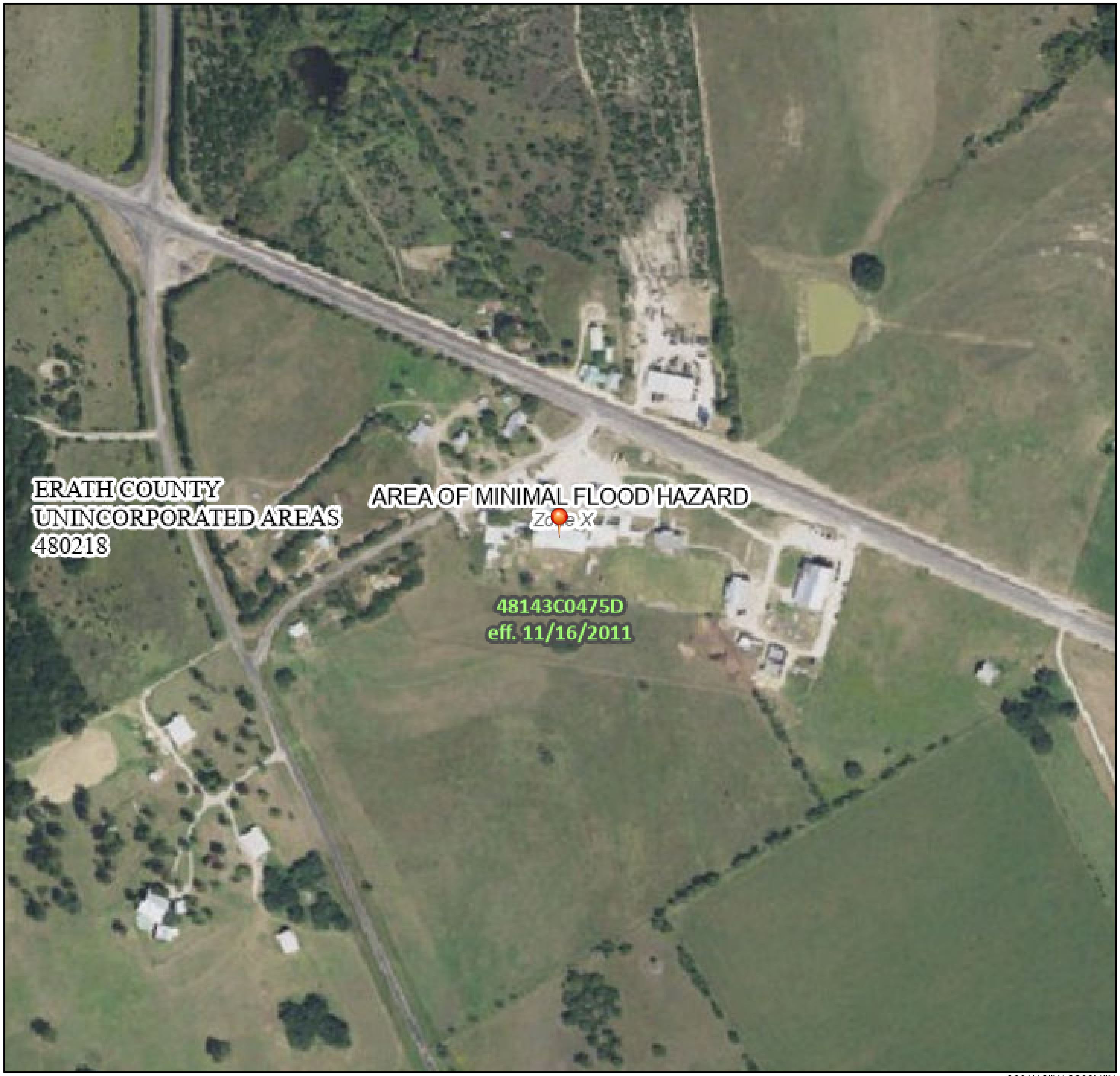
Attachment 2: FEMA National Flood Map

Description: This map provides an overview of campus/facility proximity to identified flood zones.

National Flood Hazard Layer FIRMette

FEMA

98°1'55"W 32°9'35"N



98°1'18"W 32°9'4"N

Feet

0 250 500 1,000 1,500 2,000

1:6,000

Basemap Imagery Source: USGS National Map 2023

Legend

SEE FIS REPORT FOR DETAILED LEGEND AND INDEX MAP FOR FIRM PANEL LAYOUT

SPECIAL FLOOD HAZARD AREAS

- Without Base Flood Elevation (BFE) *Zone A, V, A99*
- With BFE or Depth *Zone AE, AO, AH, VE, AR*
- Regulatory Floodway

OTHER AREAS OF FLOOD HAZARD

- 0.2% Annual Chance Flood Hazard, Areas of 1% annual chance flood with average depth less than one foot or with drainage areas of less than one square mile *Zone X*
- Future Conditions 1% Annual Chance Flood Hazard *Zone X*
- Area with Reduced Flood Risk due to Levee. See Notes. *Zone X*
- Area with Flood Risk due to Levee *Zone D*

OTHER AREAS

- NO SCREEN Area of Minimal Flood Hazard *Zone X*
- Effective LOMRs
- Area of Undetermined Flood Hazard *Zone D*

GENERAL STRUCTURES

- Channel, Culvert, or Storm Sewer
- Levee, Dike, or Floodwall

OTHER FEATURES

- B 20.2 17.5 Cross Sections with 1% Annual Chance Water Surface Elevation
- 8 Coastal Transect
- 513 Base Flood Elevation Line (BFE)
- Limit of Study
- Jurisdiction Boundary
- Coastal Transect Baseline
- Profile Baseline
- Hydrographic Feature

MAP PANELS

- Digital Data Available
- No Digital Data Available
- Unmapped

N

The pin displayed on the map is an approximate point selected by the user and does not represent an authoritative property location.

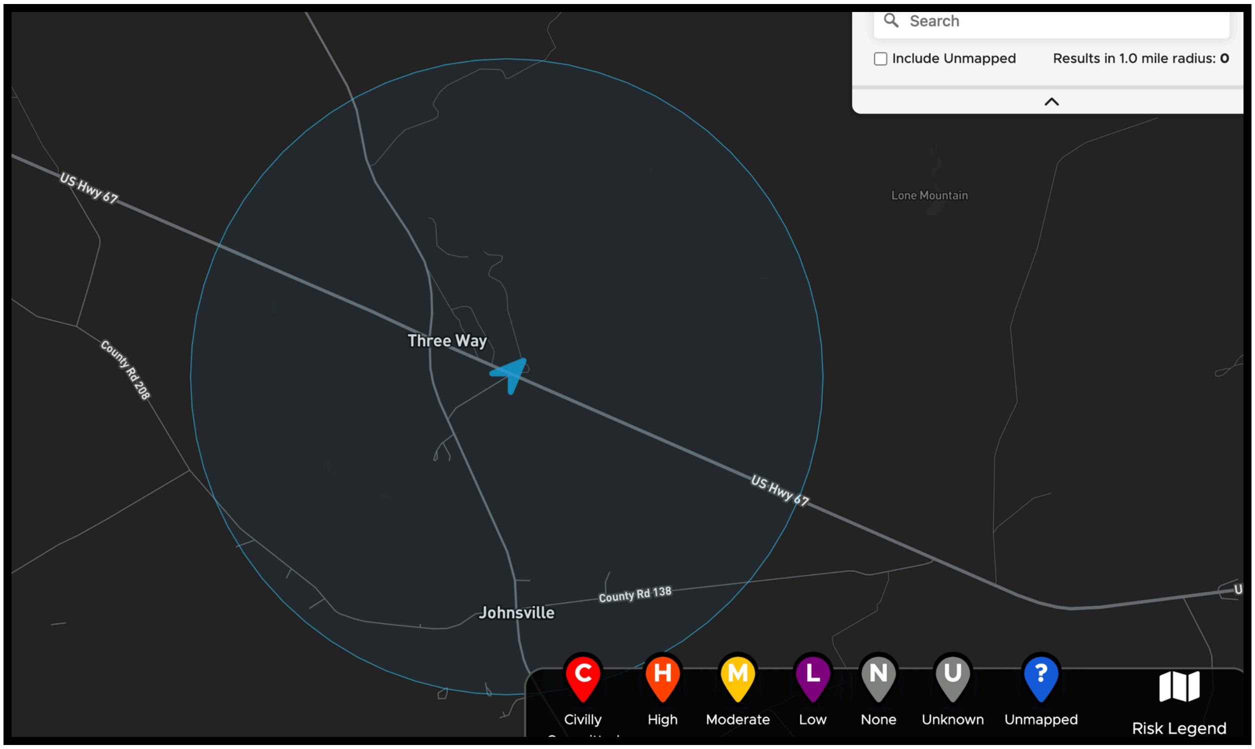
This map complies with FEMA's standards for the use of digital flood maps if it is not void as described below. The basemap shown complies with FEMA's basemap accuracy standards

The flood hazard information is derived directly from the authoritative NFHL web services provided by FEMA. This map was exported on 8/14/2026 at 3:16 PM and does not reflect changes or amendments subsequent to this date and time. The NFHL and effective information may change or become superseded by new data over time.

This map image is void if the one or more of the following map elements do not appear: basemap imagery, flood zone labels, legend, scale bar, map creation date, community identifiers, FIRM panel number, and FIRM effective date. Map images for unmapped and unmodernized areas cannot be used for regulatory purposes.

Attachment 3: Texas Public Sex Offender Registry Map

Description: This map provides an overview of the number of registered sex offenders that reside within a 1-mile radius of the campus/facility.



(Source: https://sor.dps.texas.gov/Map)

Attachment 4: Staff Survey Responses

Description: The following documents staff responses to survey questions. Please note: to allow for full transparency, names have been removed from the responses.

Question 1: What are the most pressing safety or security needs at this facility?	**Question 2:** What safety activities does your school or facility do best?	**Question 3:** What safety or security topics are most important for training and stff developement?
Improving safety awareness, not leaving doors unlocked, watching gates, signing in & out visitors.	drills, I believe we do drill the best, we practice them constantly to ensure we know our way around them.	Raptor how to use, phishing: our staff fell for it a lot last year
Hand rails are needed at the stone steps on the side entrance.	All entries are locked and require staff ID access. Car riders and pickup are monitored by several staff.	Courses that address various aspects of students' mental and physical health. Regular school postings in Parent Square that address possible health concerns and illness prevention. Emergency drills throughout the year.
We need an intercom or alarm system so we can hear Raptor Alerts. When we had the last fire drill, I only knew there was an Evacuate notification because I felt my smart watch vibrate on my wrist. Otherwise, I would not have known since I was not near my laptop or phone. We also need a safer place for a storm shelter for our building. It is not on a concrete slab, so even though we can get away from windows, the entire building would be at risk of destruction in the event of a tornado.	We have various safety drills to help prepare for emergencies.	I think only a quick reminder of the procedures for each of the safety protocols is necessary and clarification on how staff can activate an alert.
Picture windows	All drills are efficient.	None
We are directly located on a main highway, but we have set in place many security measures to help deter from possible threats.	We actively have safety checks, safety drills, and review procedures.	the "what to do" in case of an incident allows for staff to feel confident in their roles.
Fire suppression system	Fire drills	Intruder detection
All of our door key cards are not working, it would be nice to have those fixed. Our local SOR also is not here all day anymore, so being that we are a 20 minute drive from the closest town, it would be nice to have him back to have someone who has a direct radio to the sheriff and police lines.	safety drills	I think our safety team does well at this
nearest ambulance is 10 miles away	fencing around perimiter	knowing first aid

Question 1: What are the most pressing safety or security needs at this facility?	**Question 2:** What safety activities does your school or facility do best?	**Question 3:** What safety or security topics are most important for training and stff developement?
Large numbers of exterior-facing windows create potential safety and security concerns because they provide visibility into classrooms and may increase vulnerability to an outside threat. We would benefit from evaluating window coverings, security film, sightlines, and other appropriate measures to improve classroom safety while maintaining adequate natural light.	fenced campus, electronic gates, coded doors in and out	Reunification procedure
I don't know.	We have regular safety drills.	Procedures for safety drills.
I think we're a very safe campus, however the way we notify staff of emergencies and drills sometimes fails.	Keeping buildings secured.	Lockdown
Unmonitored students (ex: sending students to the office to call parents or see the nurse). Increase measures to make sure students reach their destination safety. Our phones run off of WIFI and if that is down we use our personal devices. We had radios but not all employees have a radio.	I believe we do a great job at keeping an overall eye on cars or visitors entering or exiting the facility to ensure they are individuals who should be on campus.	Reunification drills with all staff to make sure we are more aware and prepared in the event that needed to happen.
None	Conducting regular drills.	How to handle emergencies.

Question 1: What are the most pressing safety or security needs at this facility?	**Question 2:** What safety activities does your school or facility do best?	**Question 3:** What safety or security topics are most important for training and stff developement?
All staff members need radios, not just admin and select staff. Our intercoms are not reliable. We use Raptor which has not always worked as it should whether it's user error or a software/hardware issue. We use group me and parent square for other staff communication but again, that has issues with user error and internet/cell service. Every staff member should have a radio.	Question/monitor for visitors or people on and around campus that do not belong. All visitors get screened in the front office. Monitoring busy periods like transitions and lunch on the security cameras. Getting feedback from staff after drills and any other safety and security events. No one has a 'that's not my job" attitude. We all respond/offer assistance in any circumstance.	Several staff members over the last year or two have mentioned that they would like to walk through the reunification drill. Not perform a drill with students etc., just walk through the logistics as a team with all staff. Like a table top exercise. We also could do better with our BTA, I think specifically with our documentation.
I cannot think of any at this time.	Keeping Gates & Doors secured.	Tornado safety locations.
Completing all tasks in the DVA rubric. Acquiring the safety essentials to train Guardians. Maintaining security standards while integrating with the new people in administration.	We adapt to new classroom setups and think through the different scenarios.	Knowing the rules and roles for each position.
We have worked hard over the past few years to create and maintain a safe and secure campus for our staff and students. I believe the only item that I can think of at this time is to accomplish a reunification training / drill. We have not accomplished one of these as of yet.	Access to the campuses. We have great procedures in place for ensuring who is one campus at all times.	I believe that the most important trainings are regarding knowing where all of our students are, that staff communicate with one another to ensure that students are were they should be and not roaming campus.

Question 1: What are the most pressing safety or security needs at this facility?	**Question 2:** What safety activities does your school or facility do best?	**Question 3:** What safety or security topics are most important for training and stff developement?
SROs & Guardians	We run tests/drills often and do in-depth training at the beginning of the year.	What to do incase of an emergency and how to handle/best prepare for situations

Question 4: What safety activities do you feel need the most improvement?	**Question 5:** What barriers are you experiencing when it comes to improving safety/security at this facility?	**Question 6:** What types of problems are you most likely to encounter at this facility?
Practicing tornado drills or unification drills	the lack of funding to improve safety/security to our facility.	Having children or staff members outside during an incident.
None at this time.	None at this time.	None at this time.
N/A	N/A	Fire or tornado
None	Intercom/Raptor system	No place to hide in class
Not any suggestions at this time.	financial/funds	We have portable buildings, so they aren't the most durable .. we make due!
Bus evacuation	financing	Old facilities
Having our SOR back on campus	we have a open campus, people are always walking from building to building	No SOR on campus
emergency preparedness	funding	economic pressures

Question 4: What safety activities do you feel need the most improvement?	**Question 5:** What barriers are you experiencing when it comes to improving safety/security at this facility?	**Question 6:** What types of problems are you most likely to encounter at this facility?
Emergency communication- Raptor is great but what if phoes or internet is down. A bell system with different bells than class period bells. Numbe of bells or tones different for different emergencies.	Emergency responders may have a longer response time because of the school's rural location.	potential vulnerability through exterior windows
I'm not sure.	Funding.	Accidents.
Communication	none	.
Our phones run off of WIFI and if that is down we use our personal devices. We had radios but not all employees have a radio. It might be a good idea to have radios in all classrooms as a backup for emergencies.	I don't feel that there are any barriers.	I do not encounter problems on a daily basis.
None	None	Nothing out of the ordinary

Question 4: What safety activities do you feel need the most improvement?	**Question 5:** What barriers are you experiencing when it comes to improving safety/security at this facility?	**Question 6:** What types of problems are you most likely to encounter at this facility?
We need radios. We need a medical response/cardiac arrest drill but I am already working on this for this year.	Funding. We need more radios but those are expensive. The support from the companies that installed our gates and key card door access is spotty. They were Johnny on the Spot when the safety and security grants were plump but since have kind of ghosted us.	weather/environmental hazards hazard related to the high way i.e. a wreck, hazmat recently had an inmate escape from the jail animals - we are a rural school surrounded by fields and dairies
Tornado safety - we do not have a good location for all of our students as we are in metal buildings. The HS has concrete restrooms, but that is it.	Money.	None.
Training and coordinating with local law enforcement.	Financial.	The highest percentage will be an aggravated parent during after school activities.
Students moving around campus unaccompanied.	Getting everyone on the same page.	Unaccompanied students.

Question 4: What safety activities do you feel need the most improvement?	**Question 5:** What barriers are you experiencing when it comes to improving safety/security at this facility?	**Question 6:** What types of problems are you most likely to encounter at this facility?
We have hardly any armed staff. We have 1 single marshal that covers both of our campuses and we do not have a single guardian at our high school to cover when he is at the other campus. We need to better over out campus and hire back an SRO or another marshal to cover the other side of campus. We also need to offer guardianship training/opportunities to staff.	Our school cut nearly everything due to funding.	Limited availability to "safe" spaces for students to be during a lock down and safety protocols other than locking doors.

Question 7: What types of situations may cause students or staff to be fearful at this facility?
Just how to deal with kiddos being outside during drills/incidents and them not having access to get inside fast.
None at this time.
N/A
None
None.. I feel TWISD does a GREAT job on maintaining a safe & secure facility!
none
n/a
none

Question 7: What types of situations may cause students or staff to be fearful at this facility?
n/a
I think our facility is very secure.
none
Overall I feel we're doing a good job from monitoring and checking in visitors to having our regular fire/tornado drills. I would just like to see more practice on the reunification process, and practice with students on lock down drills and what to do if they are in between classes.
None

Question 7: What types of situations may cause students or staff to be fearful at this facility?
Overall I think we are generally prepared. We are all aware of the protocols in place but also know that in the moment we have the autonomy to make the safest choice for ourselves and the students we are with (i.e. we are supposed to gather behind the football field for fire evacuation but if the fire is that direction we can identify a secondary location). In general I feel we all work well as a team - someone takes charge of the situation without thinking 'oh I should wait for the principal or the nurse or our safety person to get here and be in charge; we communicate effectively - clarify information as needed, use closed loop communication, convey important details; we know we are in a rural area that comes with some unique circumstances and make the most with what we have; I truly believe that for every staff member on campus, making a high pressure decision in any safety situation is going to boil down to what's best for the student.
I feel safe at this school every day. Everyone does a good job at doing their part.
The basics are covered. The coming audit will show us points to improve on.
Overall I believe we do an excellent job.

Question 7: What types of situations may cause students or staff to be fearful at this facility?
N/A

EDUCATION SERVICE CENTER
REGION 11
SCHOOL SAFETY & SECURITY

Three Way Independent School District
247 CR 207, Stephenville, Tx 76401
254-965-6496

Traumatic Injury Protocol

Purpose

The safety and wellbeing of our students and staff is of the utmost importance to Three Way ISD (TWISD). The goal of this trauma informed care protocol is to ensure a simple response guideline for all trained persons in the district to follow in the event any traumatic injury may occur where controlled bleeding measures are indicated.

Traumatic Injury

Traumatic injury is a term which refers to physical injuries of sudden onset and severity that require immediate medical attention.

Compliance

The Texas Education Code (TEC), §38.030, as added by House Bill (HB) 496, 86th Texas Legislature, requires school districts to develop and annually make available a protocol for school employees and volunteers to follow in the event of a traumatic injury. The protocol must:

- require the district to maintain and make available bleeding control stations in easily accessible areas of the campus that are selected by the district's school safety and security committee;
- require training on the use of a bleeding control station in the event of an injury to another person be provided to each school district peace officer or school security personnel, each school resource officer, and all other district or school personnel who may be reasonably expected to use a bleeding control station; and
- require the district to annually offer instruction on the use of a bleeding control station to students enrolled in grade seven or higher.

A bleeding control station must contain all of the following supplies:

1. tourniquets approved for use in battlefield trauma care by the armed forces of the United States;
2. chest seals;
3. compression bandages;
4. bleeding control bandages;
5. space emergency blankets;
6. latex-free gloves;

7. markers;
8. scissors; and
9. instructional documents developed by the American College of Surgeons or the United States Department of Homeland Security detailing methods to prevent blood loss following a traumatic event.

In addition to the above items, the district may also include in a bleeding control station any medical material of equipment that:

1. may be readily stored in a bleeding control station;
2. may be used to adequately treat an injury involving traumatic blood loss; and
3. is approved by local law enforcement or emergency medical service personnel.

The district may approve a course of instruction that has been developed or endorsed by the American College of Surgeons or similar organization, or the emergency medicine department of a health-related institution of higher education or a hospital. The course may be provided as an online course. The course must use nationally recognized, evidence-based guidelines for bleeding control and must incorporate instruction on the psychomotors skills necessary to use a bleeding control station including instruction on proper chest seal placement. The statue lists individuals who may be qualified to provide this training. The course is not required to provide for certification in bleeding control.

Bleeding Control Stations

In accordance with the statute, Three Way ISD makes bleeding control stations available and accessible with all campus AEDs, in each campus nurse’s clinic, and in each Classroom Emergency Backpack as approved by the safety and security committee.

Training on Use of Bleeding Control Stations

In accordance with the statute, Three Way ISD annually offers and requires training on the use of a bleeding control station to all school security personnel, each school resource officer, and all other district or school personnel who may be reasonably expected to use a bleeding control station. This training is facilitated by the Health Services Director and meets all requirements outlined in the statute. Training records are maintained by the Health Services Director and may be shared with district personnel as needed for employee records.

Additionally, Three Way ISD annually offers instruction on the use of a bleeding control station to students enrolled in grade seven or higher. This training is facilitated by the Health Services Director and meets all requirements outlined in the statute. Training records are maintained by the Health Services Director and may be shared with district personnel as needed for student records.

50-280 (Rev. 01-26/8)

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

THREE WAY INDEPENDENT SCHOOL DISTRICT will hold a public
(name of school district)

meeting at 5:30 PM on August 11,2026 at TWISD
(time, date, year) *(name of room, building, physical location)*

in Stephenville, TX. **This meeting is to discuss**
(city, state)

the school district's budget that will determine the tax rate the school district will adopt.

The school district invites public participation in the discussion.

The tax rate the school district ultimately adopts at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax $ 0.6692 /$100 (proposed rate for maintenance and operations)

School Debt Service Tax Approved by Local Voters $ 0.0000 /$100 (proposed rate to pay bonded indebtedness)

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories:

Maintenance and operations	6.38	% increase	or	% (decrease)
Debt service	0	% increase	or	% (decrease)
Total expenditures	12.13	% increase	or	% (decrease)

Total Appraised Value and Total Taxable Value (as calculated under Tax Code Section 26.04)

	Preceding Tax Year	Current Tax Year
Total appraised value* of all property	$ 437,041,550	$ 456,979,492
Total appraised value* of new property**	$ 5,487,100	$ 5,750,910
Total taxable value*** of all property	$ 111,809,550	$ 118,370,424
Total taxable value*** of new property**	$ 5,153,510	$ 4,559,072

* Appraised value is the amount shown on the appraisal roll and defined by Tax Code Section 1.04(8).
** New property is defined by Tax Code Section 26.012(17).
*** Taxable value is defined by Tax Code Section 1.04(10).

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* $ 0

* Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	Maintenance and Operations	Interest and Sinking Fund*	Total	Local Revenue Per Student	State Revenue Per Student
Last Year's Rate	$ 0.66920	$ *	$ 0.66920	$ 4281	$ 12,600
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	$	$ *	$	$	$
Proposed Rate	$ .6692	$ *	$ .6692	$	$

* The interest and sinking fund tax revenue is used to pay for bonded indebtedness on construction, equipment or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	Last Year	This Year
Average Market Value of Residences	$ 322,304	$ 349,250
Average Taxable Value of Residences	$ 182,304	$ 209,250
Last Year's Rate Versus Proposed Rate per $100 Value	$ .66920	$ .6692
Taxes Due on Average Residence	$ 1219.98	$ 1400.30
Increase (Decrease) in Taxes		$ 180.32

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person age 65 or older or their surviving spouse, if the surviving spouse was age 55 or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is 0.6692 *(school voter-approval rate)*. **This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of** 0.6692 *(school voter-approval rate)*.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment:

Maintenance and Operations Fund Balance(s) $ 396,617

Interest and Sinking Fund Balance(s) $

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

Visit Texas.gov/PropertyTaxes to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.