



**TCOG Special Governing Board
Meeting Agenda**

Presiding Location: 1117 Gallagher Drive, Sherman, Texas
April 27, 2026 5:30 p.m.

A. Call to Order & Declaration of a Quorum

B. Welcome Guests

C. Public Comment

Comments from the public are limited to three (3) minutes. The Governing Board may not address any issues but may receive information.

D. Action

1. **FYE 2027 TCOG Annual Financing Plan (AF):** With respect to the FYE 2027 Annual Financing Plan:
 - a. Accept the proposed staffing and salary budget authority;
 - b. Set the fixed, carry-forward indirect cost rate;
 - c. Accept the proposed discretionary funds budget(s);
 - d. Accept the proposed membership dues schedule;
 - e. Accept the proposed holiday schedule

Eric Bridges, Executive Director

E. Adjourn

APPROVAL

A handwritten signature in blue ink that reads "Eric M. Bridges".

Eric M. Bridges, Executive Director

April 16, 2026

President Edwina Lane and Governing Board Members:

TCOG Management is pleased to present the proposed Annual Financing Plan for Fiscal Year Ending (FYE) 2027 covering the period beginning May 1, 2026 and ending April 30, 2027.

This plan is presented in accordance with rules and regulations governing the use of federal, state, and other funds, and is structured to promote the effective delivery of services, efficient program operations and a competitive workforce.

TCOG's financial goal is to encourage growth and stability in TCOG programs while operating within available fiscal resources which enables us to make measurable progress toward achieving our vision: Better Leaders Building Better Lives.

FYE 27 Plan Highlights

- \$23.10 million in estimated program revenue; a 2.96% drop from FYE 26
- Direct Services represent 75.76% of all expenses. Indirect costs as a percentage of total expenses is 4.94%
- Base salary authority of \$2,987,333 with an additional \$13,850 in longevity pay for eligible employees.
- A full-time equivalent (FTE) employee count of 50 plus 2 part-time employees.
- A fixed carry-forward Indirect Cost Rate (ICR) of 35.14%.

Current Combined Annual Program Revenue and Proposed Financing Plan

TCOG's organizational revenue estimate is calculated using current combined and estimated future annual revenue for all programs by all funding sources. These revenue amounts may, and likely will, vary during TCOG's fiscal year, as most programs' fiscal year do not align with TCOG's. A breakdown of program revenue by source is attached.

Proposed FTE and Salary Authority

TCOG's staff complement and proposed salaries compared against State of Texas comparable positions is attached.

Indirect Cost Rate Calculation

TCOG is responsible for the administration and delivery of a variety of programs funded through federal and state grants, awards, and special funds. Both direct and indirect costs are incurred in the administration of these programs. Direct costs can be specifically identified with a program cost objective.

Indirect costs are costs necessary for the efficient operation of programs, that cannot be specifically identified with a program. In accordance with Generally Accepted Accounting Principles (GAAP), TCOG establishes an indirect cost rate (ICR) to recover indirect costs incurred. TCOG's fixed carry forward indirect cost rate is calculated according to 2 CFR 200 Appendix 7 section C.2 – Indirect Rate Formula. The formula is Total Indirect Expense divided by Direct Personnel Costs (Total Direct Salaries + Benefits).

better leaders building better lives[™]



Statement of Proposed Indirect Cost Allocation Rates

TCOG projected Indirect Cost Rate for FYE 2027 is 35.14%. The indirect rate is made up of three components: General & Administrative (G&A), On-Site, and Central Information Technology (CIT). Total indirect cost rate details are as follows:

- General & Administrative (G&A) Rate – 22.96%
- On-Site Rate – 8.45%
- Central Information Technology (CIT) Rate – 3.73%

Schedule of Holidays

The proposed holiday schedule is also attached.

Membership Dues Schedule

Management is not recommending any change in the membership rate. Currently, membership dues are set at a rate of \$0.26 per capita with a minimum membership for cities set at \$200 and for ISDs at \$150. Total estimated FYE 2027 county/city dues are \$62,369 while school district dues are \$6,801 for a total of \$69,171. A complete listing of the Membership Dues Schedule is attached.

Summary

The following actions are being requested:

1. Accept the FYE 2027 Salary Authority as proposed
2. Set the FYE 2027 Fixed Carry-forward Indirect Cost Rate as proposed
3. Accept the FYE 2027 Discretionary Funds budget as proposed
4. Approve the FYE 2027 Membership Dues Schedule as proposed
5. Approve the FYE 2027 Holiday Schedule as proposed

Should you desire additional information regarding the proposed FYE 2027 Financing Plan, please contact me at your convenience. I will be happy to meet with you to discuss in further detail.

Sincerely,

A handwritten signature in blue ink that reads "Eric M. Bridges".

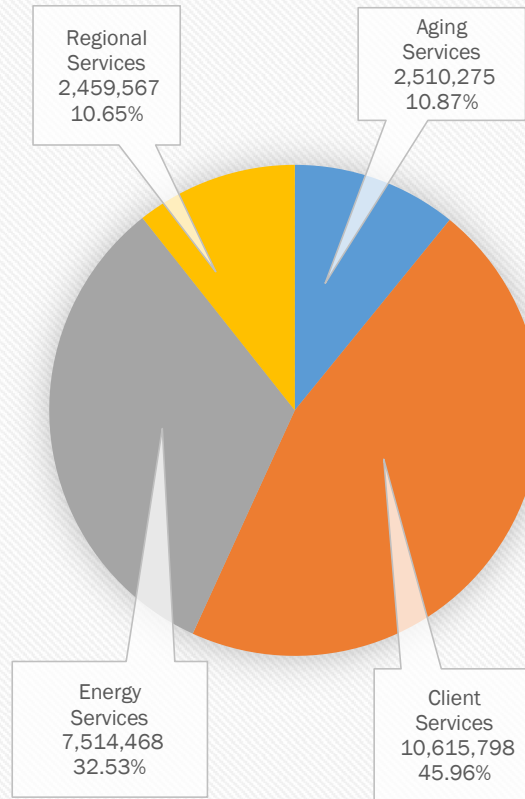
Eric M. Bridges
Executive Director

	Revenues under Contract	Revenues Tied to a 12-month Period					Current Totals	Prior 12-months	% change
		Federal	State	Local	Other/ In-Kind				
AGING SERVICES									
AREA AGENCY ON AGING	1,971,256	1,157,164	155,979	601,529	56,584	1,971,256	3,696,945	-46.68%	
FOSTER GRANDPARENTS PROC	260,174	227,046	5,316	27,812	-	260,174	269,473	-3.45%	
AGING & DISABILITY RES CNTR	127,665	25,903	101,762	-	-	127,665	170,005	-24.91%	
RETIRED SENIOR VOL PROG	151,180	125,000	24,937	1,243	-	151,180	121,267	24.67%	
CLIENT SERVICES									
211	425,300	156,000	141,766	-	-	297,766	425,300	-29.99%	
SECTION 8 HOUSING	10,318,032	10,318,032	-	-	-	10,318,032	10,318,032	0.00%	
ENERGY SERVICES									
UTILITY ASSISTANCE	5,490,942	5,490,942	-	-	-	5,490,942	5,208,137	5.43%	
WEATHERIZATION	3,142,136	1,701,011	-	80,000	-	1,781,011	1,519,922	17.18%	
CSBG	242,515	242,515	-	-	-	242,515	305,489	-20.61%	
REGIONAL SERVICES									
EDA PLANNING	420,000	152,675	15,000	-	55,000	222,675	140,000	59.05%	
TX REG. BROADBAND	321,000	-	107,000	-	-	107,000	-		
MUNICIPAL SOLID WASTE	230,000	-	115,000	-	-	115,000	115,000	0.00%	
911 ADDRESSING	129,600	-	-	129,600	-	129,600	129,600	0.00%	
TxCDBG	15,810	-	15,810	-	-	15,810	14,898	6.12%	
911	1,756,654	1,756,654	-	-	-	1,756,654	1,183,695	48.40%	
CRIMINAL JUSTICE DIVISION	81,809	-	81,809	-	-	81,809	94,540	-13.47%	
EMERGENCY PLANNING	31,019	-	31,019	-	-	31,019	93,242	-66.73%	
TOTAL	25,115,092	21,352,942	795,398	840,184	111,584	23,100,108	23,805,545	-2.96%	

TCOG Revenue by Department		
Aging Services	2,510,275	10.87%
Client Services	10,615,798	45.96%
Energy Services	7,514,468	32.53%
Regional Services	2,459,567	10.65%
Total	23,100,108	100%

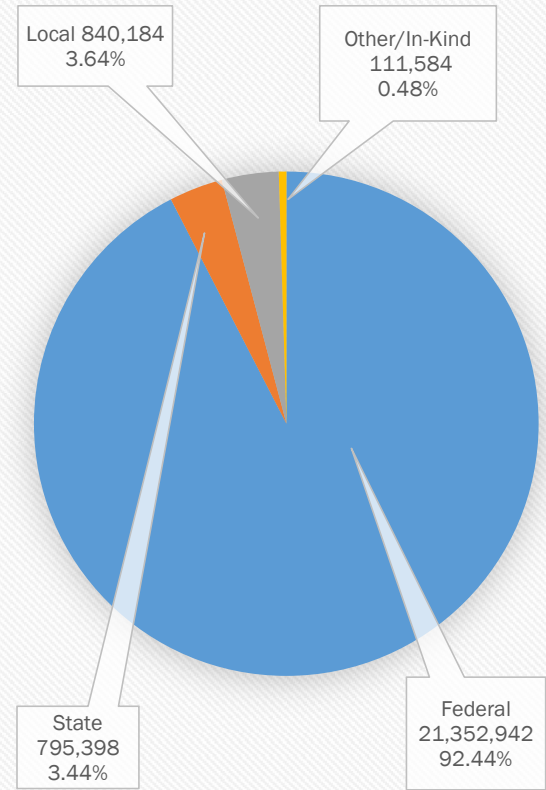
TCOG Revenue by Source		
Federal	21,352,942	92.44%
State	795,398	3.44%
Local	840,184	3.64%
Other/In-Kind	111,584	0.48%
Total	23,100,108	100%

TCOG Revenue by Department

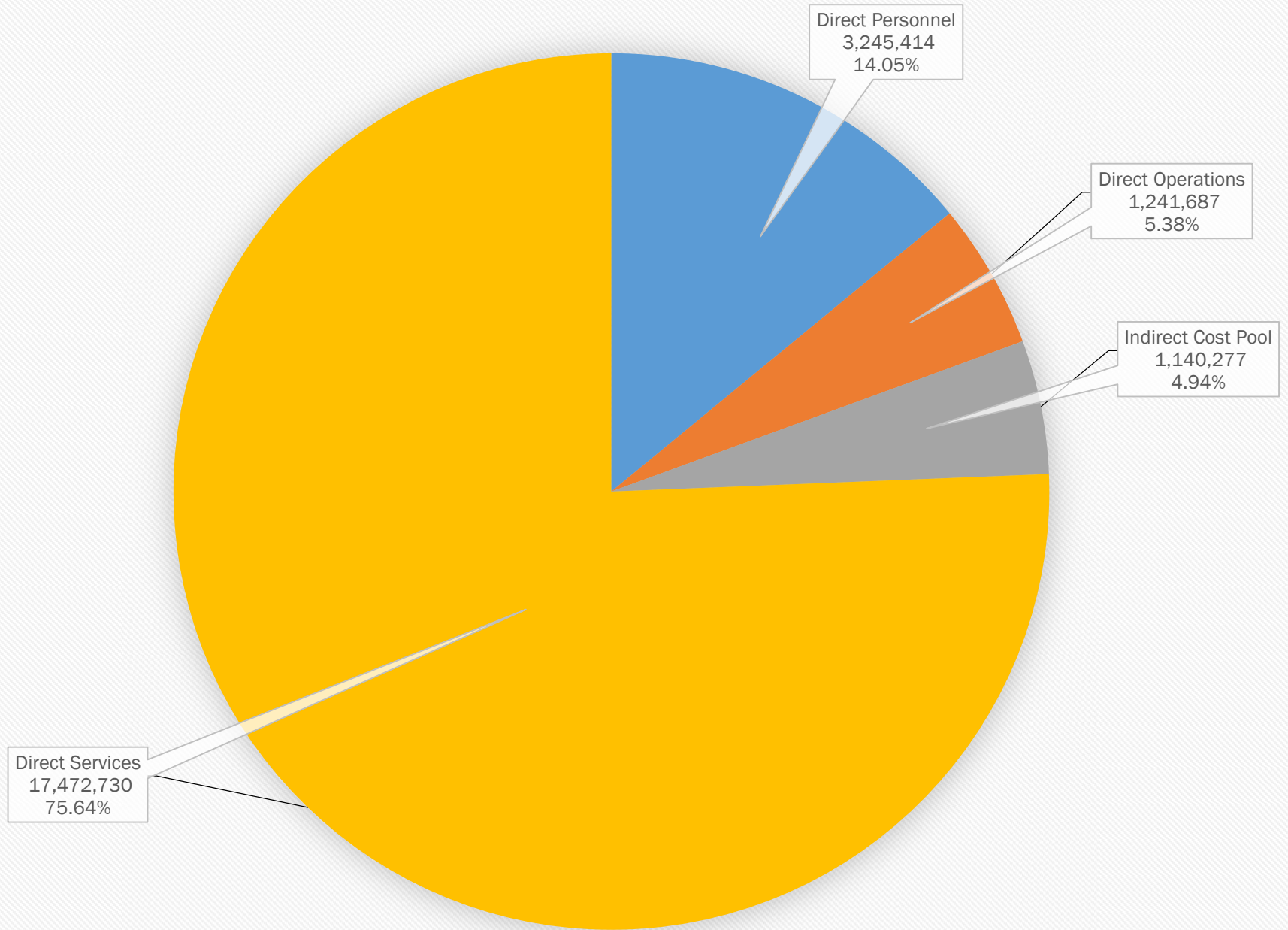


■ Aging Services
 ■ Client Services
 ■ Energy Services
 ■ Regional Services

TCOG Revenue by Source



■ Federal
 ■ State
 ■ Local
 ■ Other/In-Kind



Title	Base Salary	COLA %	COLA \$	Market %	Market \$	Total % Increase	Total \$ Increase	Adjusted Base Salary	+ Longevity	Total
Executive Director	150,991.10	1.000%	1,509.91	-	-	1.00%	1,509.91	152,501.01	600.00	153,101.01
Grants Manager	122,616.00	1.000%	1,226.16	-	-	1.00%	1,226.16	123,842.16	600.00	124,442.16
Finance Specialist	62,879.96	1.000%	628.80	-	-	1.00%	628.80	63,508.76		63,508.76
Human Resources Specialist	67,613.00	1.000%	676.13	3.437%	2,323.86	4.44%	2,999.99	70,612.99	600.00	71,212.99
Aging Services Director	86,678.02	1.000%	866.78	-	-	1.00%	866.78	87,544.80	500.00	88,044.80
AAA Financial Manager	76,560.12	1.000%	765.60	-	-	1.00%	765.60	77,325.72	600.00	77,925.72
Information & Referral Spec.	61,062.04	1.000%	610.62	-	-	1.00%	610.62	61,672.66	600.00	62,272.66
Managing Local Ombudsman	52,749.06	1.000%	527.49	-	-	1.00%	527.49	53,276.55	300.00	53,576.55
Ombudsman Specialist (pt)	17,215.12	1.000%	172.15	-	-	1.00%	172.15	17,387.27		17,387.27
Care Coordination Specialist	55,949.92	1.000%	559.50	-	-	1.00%	559.50	56,509.42	600.00	57,109.42
Care Coordination Specialist	56,929.08	1.000%	569.29	-	-	1.00%	569.29	57,498.37	600.00	58,098.37
Benefits Counselor	47,450.00	1.000%	474.50	-	-	1.00%	474.50	47,924.50	600.00	48,524.50
Benefits Counselor	46,336.94	1.000%	463.37	-	-	1.00%	463.37	46,800.31	400.00	47,200.31
ADRC Program Specialist	42,455.92	1.000%	424.56	-	-	1.00%	424.56	42,880.48		42,880.48
RSVP Supervisor.	51,628.98	1.000%	516.29	3.937%	2,032.63	4.94%	2,548.92	54,177.90	600.00	54,777.90
FGP Program Supervisor	48,244.04	1.000%	482.44	-	-	1.00%	482.44	48,726.48		48,726.48
211 Program Manager	67,174.90	1.000%	671.75	-	-	1.00%	671.75	67,846.65	600.00	68,446.65
211 Database Administrator	60,965.06	1.000%	609.65	-	-	1.00%	609.65	61,574.71	600.00	62,174.71
211 Specialist	47,972.08	1.000%	479.72	-	-	1.00%	479.72	48,451.80	600.00	49,051.80
211 Specialist	35,437.00	1.000%	354.37	-	-	1.00%	354.37	35,791.37		35,791.37
211 Specialist	40,082.84	1.000%	400.83	-	-	1.00%	400.83	40,483.67		40,483.67
Section 8 Program Manager	85,868.90	1.000%	858.69	-	-	1.00%	858.69	86,727.59	600.00	87,327.59
Housing Finance Manager	67,000.00	1.000%	670.00	-	-	1.00%	670.00	67,670.00	600.00	68,270.00
Housing Ops & Training Super	52,000.00	1.000%	520.00	-	-	1.00%	520.00	52,520.00		52,520.00
Lead PBV Coordinator	46,445.88	1.000%	464.46	-	-	1.00%	464.46	46,910.34		46,910.34
Occupancy Specialist	38,644.06	1.000%	386.44	3.568%	1,378.82	4.57%	1,765.26	40,409.32		40,409.32
Housing Specialist	38,534.86	1.000%	385.35	2.908%	1,120.59	3.91%	1,505.94	40,040.80		40,040.80
Special Projects Specialist	51,080.38	1.000%	510.80	-	-	1.00%	510.80	51,591.18	600.00	52,191.18
PBV Specialist	38,535.00	0.000%	-	-	-	0.00%	-	38,535.00		38,535.00
FSS Specialist	42,494.40	0.142%	60.54	-	-	0.14%	60.54	42,554.94		42,554.94
Energy Services Director	92,862.90	1.000%	928.63	6.631%	6,157.74	7.63%	7,086.37	99,949.27	600.00	100,549.27
CEAP Manager	66,947.92	1.000%	669.48	11.420%	7,645.45	12.42%	8,314.93	75,262.85	600.00	75,862.85
Energy Specialist	41,584.92	1.000%	415.85	-	-	1.00%	415.85	42,000.77		42,000.77
Energy Specialist	41,769.00	1.000%	417.69	-	-	1.00%	417.69	42,186.69	50.00	42,236.69
Energy Specialist	41,584.92	1.000%	415.85	-	-	1.00%	415.85	42,000.77		42,000.77
Energy Specialist	44,476.12	1.000%	444.76	-	-	1.00%	444.76	44,920.88	600.00	45,520.88
Customer Services Specialist (pt)	27,814.02	1.000%	278.14	-	-	1.00%	278.14	28,092.16		28,092.16
Customer Services Specialist	36,428.08	1.000%	364.28	-	-	1.00%	364.28	36,792.36		36,792.36
WAP Manager	61,184.00	0.000%	-	-	-	0.00%	-	61,184.00	-	61,184.00
Weatherization Inspector	42,103.10	1.000%	421.03	12.667%	5,333.20	13.67%	5,754.23	47,857.33		47,857.33
Weatherization Inspector	40,705.60	0.230%	93.68	11.829%	4,815.07	12.06%	4,908.74	45,614.34		45,614.34
Weatherization Inspector	45,605.04	1.000%	456.05	7.654%	3,490.61	8.65%	3,946.66	49,551.70		49,551.70
Weatherizaion Inspector	40,705.60	0.181%	73.60	11.829%	4,815.07	12.01%	4,888.67	45,594.27		45,594.27
Weatherization Specialist	43,935.06	1.000%	439.35	-	-	1.00%	439.35	44,374.41		44,374.41
CSBG Case Manager	39,865.02	1.000%	398.65	2.714%	1,081.94	3.71%	1,480.59	41,345.61		41,345.61
Economic Dev Specialist	65,000.00	1.000%	650.00	-	-	1.00%	650.00	65,650.00		65,650.00
Economic Dev Planner	54,000.00	0.047%	25.15	-	-	0.05%	25.15	54,025.15		54,025.15
Regional Dev Specialist	48,244.00	0.027%	13.22	-	-	0.03%	13.22	48,257.22		48,257.22
911 Addressing Specialist	51,950.08	1.000%	519.50	8.097%	4,206.40	9.10%	4,725.90	56,675.98		56,675.98
CJ/EP Program Supervisor	66,025.96	1.000%	660.26	-	-	1.00%	660.26	66,686.22	600.00	67,286.22
911 Program Manager	83,814.90	1.000%	838.15	-	-	1.00%	838.15	84,653.05	600.00	85,253.05
GIS Specialist	80,556.06	1.000%	805.56	-	-	1.00%	805.56	81,361.62	600.00	81,961.62
Totals	2,916,757	0.877%	26,175.08	7.224%	44,401.37	2.5%	70,576	2,987,333	13,850	3,001,183

Benefits Expenses

FYE 2027

	FYE 2026 Approved	FYE 2027 Proposed	Increase (Decrease)	% change
BENEFITS PROGRAM				
Medical	369,786	393,472	23,686	6.41%
HSA/HRA/FSA	105,725	64,028	(41,697)	(39.44%)
COBRA, FSA/HSA/HRA Fees	3,631	3,288	(343)	(9.43%)
Dental	19,651	18,440	(1,211)	(6.16%)
Life Insurance	3,730	3,553	(177)	(4.75%)
Fraud Hotline	764	764	-	0.00%
Retirement	209,810	199,971	(9,839)	(4.69%)
FICA	234,780	225,811	(8,969)	(3.82%)
Unemployment Insurance	3,477	8,497	5,020	144.39%
Workers Comp Insurance	15,658	14,571	(1,087)	(6.94%)
TOTAL BENEFITS PROGRAM	967,012	932,396	(34,616)	(3.58%)



Proposed Indirect and CIT Expenses

FYE 2027

FYE 2026	FYE 2027 Proposed General & Admin	FYE 2027 Proposed On-Site	FYE 2027 Proposed CIT	FYE 2027 Indirect Total	Change \$	Change %	
PERSONNEL EXPENSES							
Salaries	428,977	412,265	-	412,265	(16,712)	(3.90%)	
Employee Benefits	103,603	96,987	-	96,987	(6,616)	(6.39%)	
TOTAL PERSONNEL	532,580	509,252	-	509,252	(23,328)	(4.38%)	
OPERATIONAL EXPENSES							
Janitorial	15,836	-	16,638	16,638	802	5.06%	
Lawn Service	3,466	-	3,570	3,570	104	3.00%	
Pest Control	1,689	-	1,740	1,740	51	3.00%	
Audit Services	52,500	60,000	-	60,000	7,500	14.29%	
Financial Consultant	23,000	23,000	-	23,000	-	0.00%	
Legal Services	5,000	5,000	-	5,000	-	0.00%	
IT - Network Services	83,737	-	-	85,237	1,500	1.79%	
IT - Voice & Data Services	9,840	-	-	9,720	(120)	(1.22%)	
IT - Software Licensing & Maint.	22,187	-	-	22,524	337	1.52%	
IT - Hardware	3,000	-	-	3,500	500	100.00%	
Electricity	43,500	-	51,000	51,000	7,500	17.24%	
Natural Gas	24,000	-	22,000	22,000	(2,000)	(8.33%)	
Sanitation	1,720	-	1,700	1,700	(20)	(1.16%)	
Water & Sewer	3,400	-	3,500	3,500	100	2.94%	
Training & Travel	4,700	4,700	-	4,700	-	0.00%	
Advertising	1,000	-	-	-	(1,000)	(100.00%)	
Shredding	-	500	-	500	500		
Bank Fee	-	6,000	-	6,000	6,000		
Copier Expense	2,500	2,200	-	2,200	(300)	(12.00%)	
Depreciation	119,840	-	119,056	119,056	(784)	(0.65%)	
Dues/Subscriptions	12,300	12,500	-	12,500	200	1.63%	
Insurance	14,000	15,500	-	15,500	1,500	10.71%	
Equipment Lease	1,764	1,800	-	1,800	36	2.04%	
Postage	500	400	-	400	(100)	(20.00%)	
Printed Material	-	-	-	-	-		
Building Maintenance	32,800	-	36,000	36,000	3,200	9.76%	
Elevator	7,100	-	7,600	7,600	500	7.04%	
HVAC Loan Interest	11,396	-	11,396	11,396	-	0.00%	
ED Travel Stipend	8,400	3,441	-	3,441	(4,959)	(59.03%)	
Telephone	2,320	2,320	-	2,320	-	0.00%	
Supplies	13,000	13,000	-	13,000	-	0.00%	
TOTAL OPERATIONS	524,495	150,361	274,199	120,981	545,542	21,047	4.01%
TOTAL INDIRECT EXPENSES	1,057,075	659,614	274,199	120,981	1,054,794	(2,281)	(0.22%)

	FYE 2027 Proposed General & Admin	FYE 2027 Proposed On-Site	FYE 2027 Proposed CIT	FYE 2027 Proposed Indirect Total
Roll Forward Method				
Total Indirect Costs	659,614	274,199	120,981	1,054,794
Under (Over) Applied Indirect Cost from Prior Period	85,483	-	-	85,483
Net Indirect Costs	745,097	274,199	120,981	1,140,277

PROPOSED INDIRECT & CIT RATE CALCULATION

BASIS FOR ALLOCATION OF INDIRECT COSTS - TOTAL DIRECT PERSONNEL COSTS METHOD

Total Allocable Salaries	2,823,005			
Less Indirect Salaries	(412,265)			
SUBTOTAL DIRECT SALARIES	2,410,740			
Plus Allocable Direct Employee Benefits	834,674			
Indirect Cost Rate Base	3,245,414			
	General & Admin	On-Site	Central Service IT	TOTAL RATE
INDIRECT COST RATE	22.96%	8.45%	3.73%	35.14%
Prior Period Rate	27.44%	0.00%	3.44%	30.88%
Change from Prior Year (Percentage Points)	-4.48	0.00	0.29	-4.19
* Rate with No Carry Forward	20.32%	0.00%	3.73%	24.05%

Carry Forward Analysis

FYE 2027

	Indirect	CIT	Total
CARRY FORWARD ANALYSIS			
Under (Over) Applied Costs at FYE 2025	49,983	0	49,983
Projected Allocated Costs as of FYE 2026	(898,457)	(110,461)	(1,008,918)
Projected Expenditures as of FYE 2026	926,269	118,149	1,044,418
Projected Under (Over) as of FYE 2026	27,813	7,688	35,500
Projected Carry Forward for FYE 2027			85,483



Unassigned General Funds

FYE 2027

	FYE 2026	Enterprise	Local	GIS Services	Texpool	FYE 2027	+/-
REVENUES							
Copy Center Reimbursement	14,500	13,000	-	-	-	13,000	(1,500)
Rent	112,588	93,477	-	-	-	93,477	(19,111)
Interest	-	-	-	-	15,889	15,889	15,889
Interlocal Agreements	129,600	-	-	129,200	-	129,200	(400)
Membership Dues	67,700	-	69,171	-	-	69,171	1,471
Other	9,200	-	6,000	-	-	6,000	(3,200)
TOTAL REVENUES	333,588	106,477	75,171	129,200	15,889	326,737	(6,851)
EXPENSES							
Cash Match	43,333	-	28,333	-	-	28,333	(15,000)
Board Travel & Expense	300	-	300	-	-	300	-
Copier Lease	18,000	-	19,000	-	-	19,000	1,000
Depreciation	26,306	26,134	-	-	-	26,134	(172)
Equipment Lease	396	-	400	-	-	400	4
Insurance and Bonding	3,000	3,200	-	-	-	3,200	200
Janitorial	3,476	3,580	-	-	-	3,580	104
Lawn Care / Landscaping	763	786	-	-	-	786	23
Pest Control	371	382	-	-	-	382	11
Mortgage Interest	889	-	-	-	-	-	(889)
Mortgage Note	56,489	-	-	-	-	-	(56,489)
HVAC Loan Interest	2,700	2,500	-	-	-	2,500	(200)
HVAC Loan Principle	55,929	10,270	46,800	-	-	57,070	1,141
Building Maintenance	7,200	7,902	-	-	-	7,902	702
Elevator Maintenance	1,500	1,668	-	-	-	1,668	168
Capital Expense	-	-	-	-	-	-	-
Supplies	3,000	2,500	-	-	-	2,500	(500)
Property Taxes	15,500	15,000	-	-	-	15,000	(500)
GIS Operations	122,848	-	-	125,929	-	125,929	3,081
Staff Recognition	2,750	-	2,750	-	-	2,750	-
Utilities	16,150	13,594	-	-	-	13,594	(2,556)
TOTAL EXPENSES	380,900	61,383	97,583	125,929	-	311,028	(69,700)
Net Change by Fund	(47,312)	45,094	(22,412)	3,271	15,889	41,843	

	FYE 2024	FYE 2025	Change from PY
Audited General Fund Balance	693,762	683,682	(10,080)

FYE 2026 YEAR END PROJECTIONS						
	Enterprise	Local	GIS	Texpool	Total	Change from PY
FYE 2026 BEGINNING BALANCE	42,249	492,278	66,631	82,524	683,682	
Revenue	120,834	100,237	129,838	-	350,909	
Expenses	(108,589)	(173,883)	(116,936)	-	(399,408)	
Earned Interest	-	-	-	14,206	14,206	
Transfers	(37,000)	(323,913)	(72,000)	432,913	-	
FYE 2026 PROJECTED ENDING BALANCE	17,494	94,719	7,532	529,643	649,389	(34,293)

FYE 2027 PROJECTIONS						
	Enterprise	Local	GIS	Texpool	Total	Change from PY
FYE 2027 PROJECTED BEGINNING BALANCE	17,494	94,719	7,532	529,643	649,389	
Revenue	106,477	75,171	129,200	-	310,848	
Expenses	(61,383)	(97,583)	(125,929)	-	(284,894)	
Earned Interest	-	-	-	15,889	15,889	
Transfers	-	-	-	-	-	
FYE 2027 PROJECTED ENDING BALANCE	62,589	72,307	10,803	545,533	691,232	41,843



Membership Fee Schedule

FYE 2027

Member Name ¹	Current Member Dues	Proposed Member Dues	Difference
COOKE COUNTY	\$ 5,473.12	\$ 5,702.24	\$ 229.12
Callisburg	\$ 200.00	\$ 200.00	\$ -
Gainesville	\$ 4,604.50	\$ 4,641.68	\$ 37.18
Lindsay	\$ 319.88	\$ 313.90	\$ (5.98)
Muenster	\$ 426.51	\$ 432.75	\$ 6.24
Oak Ridge	\$ 200.00	\$ 200.00	\$ -
Road Runner	\$ 210.39	\$ 209.87	\$ (0.52)
Valley View	\$ 200.00	\$ 200.00	\$ -
GRAYSON COUNTY	\$ 11,602.65	\$ 12,543.84	\$ 941.19
Bells	\$ 404.14	\$ 375.54	\$ (28.60)
Collinsville	\$ 528.72	\$ 537.82	\$ 9.10
Denison	\$ 6,994.00	\$ 6,542.00	\$ (452.00)
Gunter	\$ 642.37	\$ 668.63	\$ 26.26
Knollwood	\$ 224.70	\$ 230.94	\$ 6.24
Pottsboro	\$ 730.53	\$ 738.33	\$ 7.80
Sadler	\$ 200.00	\$ 200.00	\$ -
Sherman	\$ 12,541.50	\$ 12,842.39	\$ 300.89
Southmayd	\$ 271.51	\$ 280.61	\$ 9.10
Tioga	\$ 349.79	\$ 324.30	\$ (25.49)
Tom Bean	\$ 236.66	\$ 245.50	\$ 8.84
Van Alstyne	\$ 1,856.36	\$ 1,846.48	\$ (9.88)
Whitesboro	\$ 1,106.07	\$ 1,004.17	\$ (101.90)
Whitewright	\$ 459.02	\$ 462.92	\$ 3.90
Howe	\$ 902.95	\$ 937.54	\$ 34.59
FANNIN COUNTY	\$ 5,043.49	\$ 5,442.69	\$ 399.20
Bonham	\$ 2,771.54	\$ 2,823.81	\$ 52.27
Dodd City	\$ 200.00	\$ 200.00	\$ -
Ector	\$ 200.00	\$ 200.00	\$ -
Honey Grove	\$ 450.96	\$ 457.20	\$ 6.24
Ladonia	\$ 200.00	\$ 200.00	\$ -
Ravenna	\$ 200.00	\$ 200.00	\$ -
Trenton	\$ 211.17	\$ 222.88	\$ 11.71
Windom	\$ 200.00	\$ 200.00	\$ -
Leonard	\$ 535.48	\$ 541.46	\$ 5.98
Savoy	\$ 200.00	\$ 200.00	\$ -
TOTAL	\$ 60,898.01	\$ 62,369.49	\$ 1,471.48

Member Name ²	Current Member Dues	Proposed Member Dues	Difference
Bells ISD	\$ 256.95	\$ 256.95	\$ -
Bonham ISD	\$ 513.37	\$ 513.37	\$ -
Denison ISD	\$ 1,284.73	\$ 1,284.73	\$ -
Dodd City ISD	\$ 150.00	\$ 150.00	\$ -
Fannindel ISD	\$ 150.00	\$ 150.00	\$ -
Grayson College	\$ 1,029.85	\$ 1,029.85	\$ -
Honey Grove ISD	\$ 160.72	\$ 160.72	\$ -
NCTC	\$ 541.20	\$ 541.20	\$ -
Pottsboro ISD	\$ 374.76	\$ 374.76	\$ -
Sam Rayburn ISD	\$ 150.00	\$ 150.00	\$ -
Savoy ISD	\$ 150.00	\$ 150.00	\$ -
Sherman ISD	\$ 2,039.71	\$ 2,039.71	\$ -
TOTAL	\$ 6,801.29	\$ 6,801.29	\$ 1,111.62
GRAND TOTAL	\$ 67,699.30	\$ 69,170.78	\$ 1,471.48

¹ County and City population estimates taken from "Total Populations of Counties and Places in Texas", Texas Demographic Center (January 2025)

² School district enrollments as defined by the Texas Education Agency
<https://rptsvr1.tea.texas.gov/adhocrpt/adste.html>

Proposed Employee Holidays

FYE 2027

Memorial Day Monday, May 25, 2026

Juneteenth Day Friday, June 19, 2026

Independence Day Friday, July 3, 2026

Labor Day Monday, September 7, 2026

Columbus Day Monday, October 12, 2026

Veterans Day Wednesday, November 11, 2026

Thanksgiving Day Thursday, November 26, 2026

Day After Thanksgiving Friday, November 27, 2026

Christmas Eve Thursday, December 24, 2026

Christmas Day Friday, December 25, 2026

New Years Day Friday, January 1, 2027

Martin Luther King Jr. Day Monday, January 18, 2027

President's Day Monday, February 15, 2027

Personal Day Eligible After One (1) Year of Service