

Agency	Communities in Schools
Program	Integrated Student Support
San Marcos Service Address	San Marcos High School, 2601 Rattler Road
Requested	\$19,000
Recommended	\$0

Application Completeness Check for HSAB	Communities In Schools Integrated Student Support
Questions	
Are all questions answered?	Yes
Is the application signed? (this is a certification)	Yes
Does the program have measurable outcomes?	Yes
Is the agency a Human Services Agency?	Yes
Is the agency overseen by a Board of Directors?	Yes
Required Attachments	
BUDGETS	
1. Agency budget for current fiscal year	Yes
2. Agency budget proposed for next fiscal year	Yes
3. Program budget for current fiscal year	Yes
4. Program budget proposed for next fiscal year	Yes
5. Budget showing the exact uses of the HSAB funding	Yes
BOARD OF DIRECTORS INFORMATION	
6. Board of Directors membership roster	Yes
7. Board of Directors Meeting Attendance Record for current year	Yes
8. Board of Directors City of Residence	Yes
9. Board of Directors membership criteria	Yes
ORGANIZATION INFORMATION	
10. Organizational chart with names and titles of staff	Yes
11. Current IRS Form 990, pages 1 and 2 (not required for churches)	Yes
12. Non-discrimination policy statement	Yes
Preferred Attachments - 3 Letters of Support	
Letters of support from members of the San Marcos Community	only 1 letter
Attachments if Applicable	
Latest audit or CPA signed review, if applicable	Yes
Policies and Procedures for the proposed Program, if available	
Note: We are not requiring Texas Secretary of State registration	

City of San Marcos Human Services Grants
FY 2025 Application

I. SUMMARY INFORMATION

Applicant Organization: Communities In Schools of Central Texas

Contact Name: Julianne DeFilippis, Grant Writer Telephone: 512-464-9752

Contact E-Mail Address: grants@ciscentraltexas.org Website: https://ciscentraltexas.org/

Mailing Address: 3000 S IH 35, Suite 200, Austin, TX, 78704

San Marcos Service Address for this Program: San Marcos High School, 2601 Rattler Rd, San Marcos, TX 78666

Who is authorized to execute program documents? (Name, Title) Sharon Vigil, CEO

Program Name: Integrated Students Supports at San Marcos High School and Lamar Rebound

Amount of Funds Requested: \$19,000

What percentage of the cost of this program is requested as funding through this application? 9%

II. QUESTIONS

OVERVIEW

1. What is the agency's or organization's mission?

The mission of Communities In Schools of Central Texas (CIS) is to surround students with a community of support, empowering them to stay in school and achieve in life. CIS sees potential in every student—regardless of race, zip code, or history of marginalization—and works to ensure all children have the support and opportunities to succeed in school and in life.

2. Briefly summarize the program for which funding is being requested and the services it provides.

Integrated Student Supports (ISS) is an evidence-based program that offers students and families a community of support, empowering students to come to school, engage in learning, graduate, and achieve success in life. ISS is grounded in the philosophy that caring, supportive relationships significantly impact a child's ability to arrive at school every day, ready to learn. To build these relationships with students, CIS places full-time social service professionals on public school campuses to support students' social-emotional well-being, mental health, and basic needs.

These school-based Program Managers (PMs) develop trusting, developmental relationships with students and families to better understand their unique strengths, goals, and needs. This allows them to effectively coordinate a spectrum of services to holistically support students as they improve their attendance, engagement in school, and academic performance. PMs utilize the Search Institute's Developmental Relationships Framework, which outlines proven strategies to strengthen students' social-emotional skills and help them build transformative relationships.

PMs also bring community resources into schools to empower success for all students by removing barriers for students at risk of being held back or dropping out and by creating more equitable learning environments. The CIS model leverages evidence, relationships, and local resources to keep kids in school and on the path to graduation. Most of this work with students occurs on campus and during the school day, increasing the accessibility of services.

COMMUNITY NEED AND JUSTIFICATION

1. Describe in detail the need for this program in San Marcos.

CIS was founded on the understanding that a high school diploma is an essential asset for success in life. Yet, disparities in opportunity among San Marcos students continue to negatively affect graduation rates in San Marcos CISD., especially among families facing economic disadvantage. Historical and continuing social and economic marginalization have negatively affected many students' educational success. In 2021, San Marcos had an overall, 4-year graduation rate of 79%, compared to 91% in the surrounding Central Texas region. Even more concerning is that only 73% of students from economically disadvantaged families compared high school compared to 91% of their non-disadvantaged peers (Data from the Texas Education Agency).¹

The roots of these disparities can be traced to non-academic (i.e., social and economic) life experiences among students. CIS understands that students' unmet behavioral and mental health needs pose a significant barrier to overall health and learning. In late 2021, the American Academy of Pediatrics, the American Academy of Child and Adolescent Psychiatry, and the Children's Hospital Association and the U.S. Surgeon General described the dire state of child and adolescent mental health. They noted rapidly rising rates of depression, anxiety, trauma, loneliness, and suicidality among young people, as well inequities in the accessibility of mental health services, stemming from structural racism, that further contribute to disproportionate impacts on children from communities of color.

This mental health crisis is clearly seen at the campus level. Behavioral challenges, which include mental health and emotional needs, represent the leading reason for referrals to CIS. School personnel look to CIS to help address student behaviors that interfere with learning, including disengagement, mental health challenges, disciplinary issues, and other behavioral issues. Although CIS services are the most accessible behavioral health resource available for many students and their families, significant unmet needs remain. There has been a sharp increase, particularly in elementary schools, in the number and severity of referrals for mental health issues in students, including students who are actively suicidal, reporting suicidal ideation, or experiencing other acute mental health issues. San Marcos has experienced a rise in student deaths by suicide and opioid misuse in recent years, further emphasizing the need for additional supports.

2. Has the need for this program been increasing in recent years?

There is a clear consensus that the stress, uncertainty, and upheaval brought on by the pandemic and 2020 racial reckoning have exacerbated the youth mental health crisis. As noted above, CIS campus-based staff report sharp increases since 2020 in the number and severity of referrals for support through CIS services. This has been especially stark in elementary and middle schools, where CIS has seen a shocking rise in students who are actively suicidal, reporting suicidal ideation, and/or experiencing other acute mental health issues. Further, recent student deaths among San Marcos CISD students due to suicide and drug use also signal a strong need for increase mental health supports in the district.

More recently, we have seen these increased social and mental health challenges influence a spike in absenteeism. Many students have struggled to return to school, both in Texas and across the country. In the 2021-22 school year, 33% of San Marcos CISD students were reported to be chronically absent (i.e. missing >10% of school days), much higher than regional (27%) and state (26%) averages. The San Marcos CISD chronic absentee rates in the previous two years were much lower, at 19% in 2020-21 and in 11% in 2019-20.

¹ These disparities in San Marcos CISD graduation rates continue even when looking at 5-year (84%) and 6-year (86%) graduation rates. We used the class of 2021 given apparent data issues with the class of 2022 in TEA's database.

3. Client Information

Definitions:

Direct Client - individuals or families immediately affected or personally served by the helping agency.

Questions:

a. Describe the direct clients for this program.

This program will connect with and support students at 2 San Marcos CISD schools: San Marcos High School and Lamar Rebound. CIS will also offer ISS programming in an additional 10 schools in San Marcos CISD, for a total of 12 schools in the district.

CIS seeks to support any student facing academic, attendance, or behavioral issues, but prioritizes students who also experience economic disadvantage. Due to historical and continuing systems of marginalization, students experiencing economic disadvantage also tend to be students of color. In the 2022-23 school year, CIS connected with 5,354 students through school-wide activities and events at 10 San Marcos schools. Of those students, 881 also received individualized case-management services in; case-managed students had the following demographic profile:

- 78% identified as Hispanic/Latinx,
- 6% identified as Black/African American,
- 16% identified as White,
- 1% identified as multi-racial or another race not listed above.

These students also had the following experiences:

- 91% qualified for the free and reduced-price lunch program,
- 15% were enrolled in special education,
- 6% were emergent bilingual (English language learners),
- 3% had an incarcerated guardian, and
- 7% experienced homelessness.

Data for the 2023-24 school year are currently being finalized and will be available by September.

b. How is the program marketed to direct clients? How do you find these clients?

CIS has a robust, efficient process to identify and evaluate students' mental, behavioral, and emotional health needs. Program Managers (PMs) and other on-campus CIS staff build strong working relationships with principals, teachers, and other school personnel. Thanks to these relationships, school personnel recommend students to CIS who are experiencing behavior challenges, unmet mental health needs, histories of complex trauma, low attendance, and/or poor academic performance. Program Managers also engage in outreach when they notice a student who seems to be struggling with an unmet emotional or mental health need.

To increase accessibility, all CIS programming occurs on public school campuses, during the school day. Schools play a critical role in the early detection of mental and behavioral health needs in students, even though many schools lack the resources and personnel to adequately address the needs of their students. Thanks to CIS' unique position in schools, our staff are well-placed to identify, connect with, and provide (or broker) support for students experiencing mental and behavioral health challenges.

c. Expected total annual unduplicated direct clients who are City of San Marcos residents:

150

IMPLEMENTATION

1. How exactly will these funds be used?

At the core of all of CIS programming are empathetic, developmental relationships between CIS staff and students. Caring, skilled professionals are absolutely crucial to CIS' work, and represent the single largest cost for CIS. As such, the majority of these funds will be used to support the salaries and benefits of a two Program Managers, one placed at San

Marcos High School and the other at Lamar Rebound. The request amount represents 11% of the total personnel budget for ISS programming at these two schools, below the 20% maximum noted in the RFP. This grant will also cover some of the costs for supplies and materials that PMs use to implement ISS programming.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

CIS empowers case managed students to achieve the following outcomes:

- 99% will stay in school,
- 97% will advance to the next grade,
- 80% of those identified as needing academic supports will improve their grades,
- 80% of those identified as needing behavioral supports will improve their behavior, and
- 70% of those identified as chronically absent will improve their attendance.

3. List the title of each position for which funding is requested and the activities associated with those positions.

The two Program Manager will spend 40 hours each week (at their respective schools) engaged in the following activities on their campus: assessing student needs, engaging families, developing and implementing individual service plans/goals, monitoring student progress, facilitating group sessions, planning school-wide events, coordinating provision of services with teachers and other school personnel, and delivering teacher trainings.

The Mental Health and Wellness Counselor will spend 30 hours each week at San Marcos High Schools and Lamar Rebound providing layered support to support student’s mental health and wellness beyond what the PM has the capacity to provide. (The amount of time spent on each campus will be driven by the relative level of student needs on these two campuses.) Activities will include: assessing student needs, engaging families, developing and implementing treatment plans/goals, providing counseling sessions, home visits, monitoring student progress, data management, and delivering community trainings.

4. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?

\$10,000

CIS makes programming decisions in the spring and early summer, before the school year begins. CIS has already committed to implementing ISS at 12 San Marcos CISD schools in the 2024-25 school year. However, when CIS renegotiates with the district each year, the number of schools and staff is decided based on both the existing need for services and the likelihood of being able to fund the program through the interest/investment of local funders, so the reach can vary from year to year.

IMPACT AND COST EFFECTIVENESS

1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.

Of the 881 San Marcos students who received case management in the 2022-23 school year:

- 100% completed the school year,
- 100% graduated (grade 12) or were promoted to the next grade (grades K-11),
- 90% with an identified academic need showed improvement,
- 84% with an identified behavioral need showed improvement, and
- 75% identified as chronically absent showed improvement in their attendance.

To achieve this impact, CIS staff provided more than 36,800 hours of service to San Marcos students, primarily through individual/group counseling and enrichment activities that help build students social emotional skills and self-efficacy.

CIS’ success with students is largely attributed to our focus on building relationships of trust and caring between each student and campus-based, trained CIS PMs, other trained CIS staff, and volunteers. By developing transformative

relationships with their students, CIS staff and volunteers meaningfully support and empower students as they work toward their academic and non-academic goals.

This impact can also be attributed to the program's tiered support model, which ensures every student receives the appropriate level of support. CIS staff partner with campus personnel to identify students who need case-managed support and develop an individualized plan to address the underlying causes of their attendance, behavioral, and/or academic challenges. Depending on their individual plan, students may receive individual, group, or schoolwide supports.

CIS programs enhance the accessibility and equity of mental and behavioral health services in Central Texas. CIS' innovative approach layers a variety of social emotional, behavioral, and academic supports onto to meet students' unique and complex needs. CIS is particularly suited to identify and support students and families through personal challenges. Few mental health providers meet the employment, organizational, insurance, and other requirements to provide services in schools. CIS' unique relationship with school districts allows the agency to provide case management and counseling services to students on-campus, during the school day, and free of charge, eliminating the most significant barriers to accessing mental and behavioral health services.

2. Discuss the amount of overhead compared to program costs.

Though City of San Marcos funds will not be devoted to administrative/overhead costs, CIS strongly believes that successful programming demands commensurate administrative support resources. From telecommunications supplies to data administration, as well as training staff to ensure CIS' campus-based staff are supported with relevant and up-to-date professional development opportunities, administrative staff and supplies help ensure that PMs are fully equipped to devote their time and energies to helping students arrive and thrive in school. CIS' overall organizational overhead rate is approximately 14%.

3. Provide a brief description of other funding sources, volunteers, or in-kind donations that are expected to be used with this program.

Other funding sources for campus-based services in SMCISD in fiscal year 2025:

- Burdine Johnson Foundation: \$50,000 – secured (SMCISD and Hays CISD)
- Fayette Community Foundation: \$10,000 – pending
- Office of Juvenile Justice and Delinquency Prevention: \$327,000 – secured
- San Marcos CISD: \$550,000 – secured
- United Way of Hays & Caldwell Counties: \$12,500 – pending

4. What has your organization done in the past two years to raise different funding for this program?

CIS has a successful track record of maintaining and growing a sustainable and diverse funding base to support and grow our programs and services. Our evidenced-based service model, student impact, and exemplary fiscal stewardship have made CIS a valued and trusted community partner among school districts, foundations, city and county agencies, corporations, universities, and community-based organizations. Further, our cost-share funding model is critical to the long-term sustainability of our programs. Each campus or district must contribute to the core costs of delivering CIS programs on their campus; CIS then matches their contributions with resources from our public, private, and corporate partners. CIS' revenue funding mix is approximately one-third school district match; one-third federal, state, and local government funding; and one-third private philanthropic support.

In 2023, CIS pursued federal funding from the Department of Justice for the first time. CIS was awarded a grant from the Office of Juvenile Justice & Delinquency Prevention (OJJDP). This grant will fund layered supports in San Marcos CISD for three years, but it cannot supplant existing programming, and therefore cannot pay for CIS' foundational ISS programming, which is why we are seeking support from the City of San Marcos for this program. CIS has also recently hired a Chief Advocacy and Outreach Officer who is tasked with building relationships with public agencies and officials in communities we serve outside of Austin to raise additional public funding.

COMMUNITY SUPPORT

- 1. Please submit 3-5 letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application**

Included in submission email.

- 2. How is the Board of Directors selected?**

The CIS Board's Governance Committee identifies and vets potential new board members. The Committee tracks professional areas of expertise needed by CIS at any given time (e.g., finance, legal, human resources, fundraising) and invites current board members to nominate potential candidates. The Committee also pays special attention to the racial and lived experience of each potential candidate to reflect the students CIS serves. Candidates are then vetted by a member of the Governance Committee and a member of the CIS Executive team. If there is mutual interest, the candidate is asked to complete an interest form indicating why they are interested in serving CIS in this way and what they feel they can bring to the organization. New board members are voted on in August and begin their three-year terms in September.

- 3. How often does the Board meet?**

The Board typically meets approximately monthly up to 10 times per year; in 2023-24, the Board has met six times, with plans for a seventh meeting in August 2024.

- 4. What actions do Board members take to support the programs of the agency or organization?**

In addition to attending regular meetings, the Board also serves on four standing committees: Executive, Development, Governance, and Finance. Most years there are also ad hoc committees, including the Visibility and Outreach Committee when the Texas Legislature convenes, and the Committee on Diversity, Equity, and Inclusion to set an agenda, goals, and accountability for Board member education. Each board member is also encouraged to support the organization with a gift that is meaningful to them; this year, 100% of the Board members have made a gift.

- 5. How many volunteers does your agency or organization have and how many hours do they spend on the program requesting funding?**

CIS recruits a diverse group of community volunteers annually to provide ongoing student support through Integrated Student Supports programming. Volunteers can be reading buddies, tutors, mentors, and pen pals, as well as help facilitate after-school and summer programs. In the 2023-24 school year, CIS enjoyed the support of 538 volunteers across its 100 schools. In San Marcos CISD specifically, volunteers were less forthcoming. In the 2023-24 school year, 15 people volunteered in San Marcos CISD through CIS. CIS continues its efforts to engage with local community organizations to recruit volunteers. Most San Marcos volunteers participate in the Reading and Math Buddies program, which pairs them with a student for the school year to mentor them and support their goals for an hour each week.

In addition to the support of volunteers, some campuses may have interns from social work or other counseling degree programs. The interns may be assigned to continue work with a student whose crisis symptoms have decreased but who could benefit from ongoing support in learning and utilizing coping strategies to address mental health challenges. CIS has a long history of providing internship opportunities to bachelor's level and master's level interns. All interns are provided clinical supervision by a licensed supervisor. This year, CIS will also be expanding its partnership with Texas State University to host a cohort of 8 BSW and MSW interns who will be placed on San Marcos CISD campuses and supervised by a new Intern Coordinator on the MH&W Team.

COUNCIL PRIORITIES

- 1. How long has this program served San Marcos residents?**

CIS began its partnership with San Marcos CISD in 2019. The ISS program is entering its 6th year in San Marcos.

- 2. Does the agency have an office in San Marcos?**

CIS Program Managers (PMs) work full-time on their assigned campuses, implementing ISS programming at schools. Each PM has a dedicated CIS space on their campus, often in a classroom or portable, where they meet with students. Administrative staff work at CIS' Central Office in South Austin.

3. Describe how this funding creates an increase in services or an increase in the number of people served.

CIS makes programming decisions in the spring and early summer, before the school year begins. CIS has already committed to the students and administrators of San Marcos CISD to place 12 Program Managers, 1 Mental Health and Wellness Counselor, and 2 Male Student Achievement Coaches in the district for the 2024-25 school year. To do so, CIS and the district agree to a cost-sharing model, with CIS needing to raise about 60% of the total costs through private and public funding streams. When CIS renegotiates with the district each year, the number of schools and staff is decided based on both the existing need for services and the likelihood of being able to fund the program through the interest/investment of local funders.

II. FUNDING RESTRICTIONS

By signing this application, I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full-time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

SUBMITTED AND APPROVED BY:



Signature

7/29/24

Date

Sharon Vigil

Printed Name

CEO

Title



HUMAN SERVICES ADVISORY BOARD GRANT 2023 FINAL PERFORMANCE REPORT

Agency Name: Communities In Schools of Central Texas (CISCT)

Program Name: Mental Health & Wellness Counseling Program in San Marcos CISD

Program Year: 2023

Reporting Period: January – December, 2023

PROGRAM STATUS

Please provide a brief written description of actions taken this period and how they helped achieve your program goals.

CISCT is happy to report significant progress in creating and implementing the new Mental Health and Wellness (MH&W) Counseling Program. At the start of the 2022-23 school year, the highest priority of the Director of Mental Health and Wellness was to hire 4 licensed mental health professionals to serve campuses. This proved challenging and was only completed by the end of the school year. As described in the proposal, these students engaged in 8-10 counseling sessions with MH&W Counselors to process and move through crisis and back to a more stable mental health.

The MH&W team developed program processes, including protocols for connecting with students, orienting campus-based staff to the Team's services, coaching staff on how to talk with parents/guardians about the services, and building relationships and community partnerships. A major hurdle for program implementation was obtaining parent consent; many referred students were ultimately unable to be treated because consent forms were not returned. In response, CIS created a more accessible, online system to mitigate this issue. In addition, Counselors fine-tuned the referral process with school personnel, created processes for crisis intervention, and crafted a protocol to navigate decisions on which students we could or could not ethically serve. The latter was especially crucial, as Counselors determined that students facing certain issues (e.g., substance use disorders or eating disorders) would be better served by referring them directly to community resources specifically focused on those issues.

Once all systems and processes were in place, calendar year 2023, counselors worked with 132 students through 1,447 individual therapy sessions. In San Marcos specifically, the Counselor was hired in January 2023. Once the Counselor was able to build relationships with the campuses, the Counselor connected with 21 students experiencing profound crises from January 1, 2023-December 31, 2023. The MH&W team is fully staffed, and two additional counselors will be added to the team for the 2023-24 school year.

Additionally, recognizing that mental health is deeply imbedded in all aspects of our work in schools, MH&W staff also facilitated 17 training opportunities for 225 campus-based staff (across

Central Texas) during the 2022-2023 school year. In fall 2023, the team offered 6 more large trainings to CISCT. These focused on topics including addressing behavioral interventions strategies, basic mental health and wellness interventions for all grade levels, professional self-care, and ethics bilingual case consultation (and in MH&W services more generally), and Suicide Prevention Services. Moreover, in 2023, the MH&W Team onboarded 34 interns that supported students (under careful supervision) on 23 campuses.

PROGRAM BENEFICIARIES

For the program that received HSAB funding, please report either number of unduplicated individuals served or number of unduplicated households served.

Check one: Unduplicated Individuals Unduplicated Households

January – December, 2023	Entire MH&W program (6 Counselors)*	City of San Marcos grant-funded MH&W Counselor
Total # Served	132	21
# San Marcos Residents Served	21	21
% San Marcos Residents	16%	100

*Note, column 2 includes results for the entire CIS Mental Health & Wellness Program, which supports students in 5 school districts. Column three focuses on the one counselor posted in San Marcos schools during 2023. The entire grant from the City of San Marcos was allocated to this member of the MH&W Team.

PROGRAM EXPENDITURES

For the final report of the year, please provide a bulleted list that briefly summarizes what the HSAB funding was spent on.

- Salary of MH&W Counselor in San Marcos CISD schools

Certification:

I certify that to the best of my knowledge and belief the information reported in this Quarterly Performance Report is factual and accurate.



Signature

January 29, 2024

Date

Joseph C. Bazler

Printed name

Sr. Grant Writer

Title

COMMUNITIES In SCHOOLS of CENTRAL TEXAS

Board Approved Operating Budget

FY 2024

EXPENSE	
Salaries	\$ 14,028,151
Employee Benefits and Payroll Taxes	\$ 3,072,620
Audit & Professional Fees	\$ 55,450
Bank Charges	\$ 5,000
Consultant/Contract Services	\$ 590,582
Development, Communication, & Marketing Expenses (not including salaries/benefits)	\$ 374,128
Direct Assistance to Individuals	\$ 921,220
Equipment (Purchases, Leases, Maintenance, Repairs, Upgrades)	\$ 201,569
Insurance - General Liability	\$ 62,377
Membership, Dues & Fees	\$ 254,942
Postage	\$ 2,295
Printing	\$ 6,545
Recruitment	\$ 33,689
Rent	\$ 413,661
Staff Development, Training & Conferences	\$ 285,439
Staff Mileage	\$ 86,071
Supplies and Materials	\$ 300,927
Telecommunications	\$ 51,727
TOTAL EXPENSE	\$ 20,746,393

EXPENSE BREAKDOWN	
Program	83%
Administration	12%
Fundraising	5%

REVENUE		% of Total
Government - Federal	\$ 1,634,154	7.9%
Government - State	\$ 2,328,228	11.2%
Government - Local (City & County)	\$ 3,207,352	15.5%
Fee For Service (e.g., contracts with ISDs, Housing Authority of the City of Austin)	\$ 4,257,212	20.5%
Private and Corporate Foundations	\$ 5,131,521	24.7%
Individual and Corporate Donations	\$ 2,044,084	9.9%
Carry Over of Restricted Funds from FY23	\$ 350,000	1.7%
AIFK/Capital Campaign Program Funds	\$ 335,750	1.6%
CISCT Unrestricted Funds/Reserves	\$ 1,458,092	7.0%
TOTAL REVENUE	\$ 20,746,393	100.0%

COMMUNITIES In SCHOOLS of CENTRAL TEXAS
 Projected Operating Budget
 FY 2025

EXPENSE	
Salaries	\$ 14,729,559
Employee Benefits and Payroll Taxes	\$ 3,226,251
Audit & Professional Fees	\$ 282,025
Bank Charges	\$ 29,138
Consultant/Contract Services	\$ 678,124
Development, Communication, & Marketing Expenses (not including salaries/benefits)	\$ 218,021
Direct Assistance to Individuals	\$ 967,281
Equipment (Purchases, Leases, Maintenance, Repairs, Upgrades)	\$ 238,988
Insurance - General Liability	\$ 68,441
Membership, Dues & Fees	\$ 18,514
Postage	\$ 7,453
Printing	\$ 33,051
Recruitment	\$ 36,633
Rent & Occupancy Costs	\$ 492,009
Staff Development, Training & Conferences	\$ 287,416
Transportation	\$ 129,057
Supplies and Materials	\$ 287,624
Telecommunications	\$ 54,160
TOTAL EXPENSE	\$ 21,783,744

EXPENSE BREAKDOWN	
Program	83%
Administration	12%
Fundraising	5%

REVENUE		
Government - Federal	\$ 1,634,154	7.5%
Government - State	\$ 2,328,228	10.7%
Government - Local (City & County)	\$ 3,207,352	14.7%
Fee For Service (e.g., contracts with ISDs, Housing Authority of the City of Austin)	\$ 4,257,212	19.5%
Private and Corporate Foundations	\$ 5,631,521	25.9%
Individual and Corporate Donations	\$ 2,311,477	10.6%
Carry Over of Restricted Funds from FY24	\$ 350,000	1.6%
AIFK/Capital Campaign Program Funds	\$ 500,000	2.3%
CISCT Unrestricted Funds/Reserves	\$ 1,563,800	7.2%
TOTAL REVENUE	\$ 21,783,744	100.0%

Communities In Schools of Central Texas

FY24 Budget

Integrated Student Supports Programming

Single Campus: San Marcos High School

Personnel	<u>Total</u>
Salaries	\$ 68,517.74
Fringe	\$ 15,327.62
Total Personnel	\$ 86,783.48

Non-Personnel	
Consulting & Professional Services	\$ 515.46
Supplies & Materials	\$ 1,388.14
Printing & Reproduction	\$ 4.12
Telecommunications	\$ 202.27
Rent/Lease - Central Office	\$ 1,254.13
Insurance	\$ 234.29
Training & Professional Development	\$ 137.72
Transportation - Mileage	\$ 360.82
Transportation - Parking Fees & Tolls	\$ 2.06
Transportation - Vehicle Rental	\$ 61.86
Computing softwares	\$ 146.67
Total Non Personnel	\$ 4,307.56

Management & General allocation - 14%	\$ 14,574.57
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Total	\$ 105,665.61
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Communities In Schools of Central Texas

Projected FY25 Budget

Integrated Student Supports Programming

Two Campus Budget: San Marcos High Schools and Lamar Rebound Center

Personnel	<i>Budget</i>	<i>City of San Marcos Funds</i>
Program Manager - 2 FTE	\$ 90,000.00	\$ 16,000.00
MH&W Counselor - .66 FTE	\$ 42,000.00	\$ -
Support Staff - Americorps, PD, Sr. PD	\$ 5,000.00	\$ -
Fringe	\$ 30,360.00	\$ 2,000.00
Total Personnel	\$ 167,360.00	\$ 18,000.00

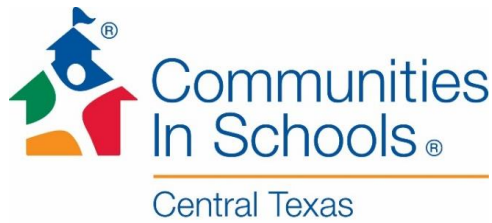
11% of total pe

Non-Personnel		
Consulting & Professional Services	\$ 1,060.90	\$ -
Supplies & Materials	\$ 2,857.00	\$ 1,000.00
Printing & Reproduction	\$ 8.49	\$ -
Legal Fees	\$ 134.73	\$ -
Telecommunications	\$ 416.31	\$ -
Rent/Lease - Central Office	\$ 2,581.19	\$ -
Insurance	\$ 482.20	\$ -
Training & Professional Development	\$ 283.45	\$ -
Transportation - Mileage	\$ 721.00	\$ -
Transportation - Parking Fees & Tolls	\$ 4.24	\$ -
Transportation - Vehicle Rental	\$ 123.60	\$ -
Computing software	\$ 301.87	\$ -
Total Non Personnel	\$ 8,974.99	\$ 1,000.00

Management & General allocation - 14%	\$ 24,686.90	\$ -
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Total	\$ 201,021.88	\$ 19,000.00
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9% of total b



**FY24 BOARD OF DIRECTORS
2023-2024**

EXECUTIVE COMMITTEE

Tal Tversky, Ph.D

Board Chair

Apple, Inc.
Director of Data Science and Risk
Austin, TX
tal@tversky.com

Felicia Garcia

Chair Elect

The Coca-Cola Company
Public Affairs Manager
Austin, TX
Feliciapena08@gmail.com

Cameron Brown

Treasurer

KPMG LLP
Audit Partner
Austin, TX
cwbrown@kpmg.com

Patrick Patterson

Secretary

The University of Texas at Austin
Asst. VP, Longhorn Center for School
Partnerships, Division of Diversity &
Community Engagement
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Troy Madres

Immediate Past Chair

Morgan Stanley
Austin, TX
Troy.madres@gmail.com

MEMBERS

Laura Bennett

Community Volunteer
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Gabriella Briceño

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Sr. Vice President
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Creslond Fannin, Ph.D.

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Executive Director of ECHS & PTECH
Office of School Leadership
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Public Policy Associate
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Devi Shah

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Stratus Properties
Financial Analyst and Development
Manager
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Asst. Director of Outreach & Scholarship
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Consultant
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Kerry Ugarte

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Javier Valdez

NAMI Central Texas
Executive Director
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Javier.valdez@gmail.com

Chronika Winn

The University of Texas at San Antonio
Associate Registrar
San Antonio, TX
chronika.winn@gmail.com

Jenny Whitemore

Endeavor Real Estate Group
VP of Operations
Austin, TX
jwhitemore@ENDEAVOR-RE.com

Harry Zimmerman

Circuit of the Americas, LLC
Chief Financial Officer & General Counsel
Austin, TX
hlzimmerman55@gmail.com

CIS of Central Texas Board Meeting Attendance 2023-2024

Board Member	Sept. '23	Oct. '23	Nov. '23	Dec. '23	Jan. '24	Feb. '23	Mar. '24	Apr. '24	May '24	June '24	July '24	Aug. '24	Total Meetings attended	Average Attendance				
Tal Tversky	X	no meeting	no meeting	X	no meeting	X	no meeting	X	X	no meeting	no meeting	N/A	5	100%				
Cameron Brown	X			X		X			X					X	N/A	4	80%	
Patrick Patterson	X								X					X	X	N/A	4	80%
Troy Madres	X							X	X					X		N/A	4	80%
Felicia Garcia								X	X					X	X	N/A	4	80%
Laura Bennett	X							X	X					X	X	N/A	5	100%
Gabby Briceno								X	X					X	X	N/A	4	80%
Chris Cervini	X							X	X					X	X	N/A	5	100%
Melissa Chavez	X							X						X	X	N/A	4	80%
Creslond Fannin								X	X						X	N/A	3	60%
Walt Gonzales	X							X	X					X	X	N/A	5	100%
Devi Shah	X							X	X					X	X	N/A	5	100%
Kevin Sooch	X							X	X						X	N/A	4	80%
Karl Spencer	X							X							X	N/A	3	60%
Ryan Sutton	X								X					X	X	N/A	4	80%
Nicole Treviño	X							X	X					X	X	N/A	5	100%
Kerry Ugarte				X	X			X	X	N/A	4	80%						
Javier Valdez				X	X			X		N/A	3	60%						
Chronika Winn	X				X			X	X	N/A	4	80%						
Jenny Whittemore	X			X	X			X	X	N/A	5	100%						
Harry Zimmerman				X	X			X	X	N/A	4	80%						
Total Member Participation	15			18		19		17	19			Not yet held		17.6				
Total Members	21			21		21		21	21					21				
% of Member Participation	71%			86%		90%		81%	90%					84%				

AMENDED AND RESTATED
BYLAWS
OF
COMMUNITIES IN SCHOOLS OF CENTRAL TEXAS

as adopted May 18, 2018
Amended January 22, 2021

A Texas Non-Profit Corporation

PREAMBLE

These Bylaws are subject to, and governed by the Texas Business Organization Code (the "TBOC") and the Articles of Incorporation of Communities In Schools of Central Texas. In the event of a direct conflict between the provisions of these Bylaws and the mandatory provisions of the TBOC, the TBOC will be controlling. In the event of a direct conflict between the provisions of these Bylaws and the Articles of Incorporation of Communities In Schools of Central Texas, these Bylaws will be controlling.

ARTICLE I
PURPOSES; OFFICES

Section I.1. Purposes. The purposes for which Communities In Schools of Central Texas (the "Corporation") is organized are:

I.1.a. The Corporation is organized and shall be operated exclusively for charitable, scientific and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended ("the Code") or the corresponding section of any future federal tax code.

I.1.b. To engage in any and all lawful activities incidental to the foregoing purposes, except as otherwise restricted herein.

Section I.2. Powers. The Corporation is a non-profit corporation and shall have all the powers, duties, authorizations and responsibilities as provided in the TBOC; provided however, the Corporation shall neither have nor exercise directly or indirectly in any activity, powers or authority that would invalidate its status as a corporation that is exempt from federal income taxation as an organization described in Section 501(c)(3) of the Code.

Section I.3.a. Principal Office. The principal office of Communities In Schools of Central Texas (the "Corporation") in the State of Texas shall be located in the County of Travis, State of Texas. The Corporation may have such other offices within the State of Texas as the Board of Directors may determine or as the affairs of the Corporation may require from time to time.

Section I.4.b. Registered Office and Registered Agent. The Corporation shall have and continuously maintain in the State of Texas a registered office, and a registered agent whose office is identical with such registered office, as required by the TBOC. The registered office may be, but need not be, identical with the principal office of the Corporation in the State of Texas, and the address of the registered office may be changed from time to time by the Board of Directors.

ARTICLE II BOARD OF DIRECTORS

Section II.1. General Powers. The affairs of the Corporation shall be managed by its Board of Directors, which shall have all the rights, powers and privileges, and limitations of liability of directors of a non-profit corporation organized under the TBOC. The Board shall establish policies and directives governing business and programs of the Corporation and shall delegate to the Chief Executive Officer and the Corporation's staff, subject to the provisions of these Bylaws, authority and responsibility to see that the policies and directives are appropriately followed.

Section II.2. Number, Election, Qualifications and Tenure. The number of directors shall be fixed by the Board of Directors; the number of Directors shall be at least seven (7) and not more than thirty (30), **all of whom must be residents of the State of Texas.** The Board Governance Committee shall present nominations for new and renewing Directors at any regular meeting of the Board of Directors. Recommendations from the Governance Committee shall be made known to the Board of Directors in writing before nominations are made and voted on. Directors shall be elected for a term of three (3) years and may serve up to two (2) consecutive three-year terms. The year the Director serves as Chair shall be excluded when calculating the maximum number of consecutive years a Director may serve.

Section II.3. Ex-Officio and Non-Voting Advisory Members. The Board of Directors may designate any number of persons as ex-officio directors or non-voting advisory members, and each such category or classification shall have such rights and privileges as the Board of Directors may determine.

Section II.4. Meetings. Each meeting of the Board of Directors shall be held on the date determined by the Chair and approved by the Board of Directors, provided that the Executive Committee may approve any changes to the dates of each meeting. The Board of Directors shall meet a minimum of four (4) times per fiscal year.

Section II.5. Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the Chair or any three (3) Directors.

Section II.6. Place of Meeting. Meetings of the Board of Directors may be held within the State of Texas, at whatever place is specified by the officer calling the meeting, virtually via web video conference or combining some members in-person and some via video conference. In the

absence of specific designation, the meetings shall be held in the office of the Corporation in the City of Austin, Texas.

Section II.7. Notice of Meetings. A schedule of Board of Director meetings will be provided annually and any revisions to that schedule will be timely communicated to the Directors.

Section II.8. Action By Written Consent.

Any action required to be taken at a meeting of the Directors may be taken without a meeting if consent in writing, setting forth the action to be taken, is signed by a sufficient number of directors that would be necessary to take that action at a meeting at which all of the directors were present and voted.

Section II.9. Remote Meeting Participation. Directors and committee members may participate remotely by means of which all persons participating in the meeting can communicate with each other.

Section II.10. Quorum One third (1/3) of the number of Directors then in office, but in any case not less than three (3), shall constitute a quorum for the transaction of business at any regular or special meeting of the Board of Directors. Directors attending in person or remotely will count toward a quorum. Any ordinary business of the organization can be passed by a simple majority vote. Any actions involving the hiring, performance, and compensation of the Chief Executive Officer and any endorsements by the Corporation must be passed by a super majority (2/3) vote.

Section II.11. Manner of Acting. Except as otherwise specifically provided herein or in the articles of incorporation, in the exercise of any of the powers herein given to the Directors, the act of a majority of the directors present in person or by proxy at a meeting at which a quorum is present shall be the act of the Board of Directors. All actions of the Directors shall be taken either by resolution at a meeting or by written consent in accordance with Section II.8.

Section II.12. Compensation. Directors shall not receive any compensation for their services as directors. Directors may, however, receive reimbursement for reasonable, actual, authorized and documented expenses incurred on behalf of the Corporation.

Section II.13. Removal. Any Director may be removed, either with or without cause (including repeated absences from the Board of Directors' meetings and/or committee meetings), at any meeting of the Board of Directors, by a vote in accordance with Section II.11. The notice calling such meeting shall give notice of the intention to act upon such matter, and if the notice so provides, the vacancy caused by a removal may be filled at the meeting by a vote in accordance with Section II.11.

Section II.14. Resignation. Each Director shall have the right to resign at any time upon written notice to the Chair and the Chief Executive Officer. Unless otherwise provided in the notice, the resignation shall take effect upon receipt thereof, and the acceptance of such resignation shall not be necessary to make it effective.

Section II.15. Minutes. At meetings of the Board of Directors, business shall be transacted in such order as the Board of Directors may determine from time to time. In the event the Secretary is unavailable, the Chair shall act as Secretary at each meeting to ensure that accurate minutes are taken of the meeting. The minutes of each regular and special meeting of the Board shall be placed in the records of the Corporation before the date of the next regular or special meeting, as practicable.

ARTICLE III OFFICERS

Section III.1. Officers. The officers of the Corporation shall be elected annually by the Board of Directors, and shall consist of a Chair, a Chair-elect, a Secretary and a Treasurer. The Chief Executive Officer shall also be an officer of the Corporation. All officers shall be ex-officio, voting members of the Board of Directors for the term of their office with the exception of the Chief Executive Officer who is not a voting member. No officer filled by a Board member shall serve more than three (3) consecutive terms in the same office.

Section III.2. Vacancies. Whenever any vacancies shall occur in any office by death, resignation, increase in the number of officers of the Corporation, or otherwise, the same shall be filled by the Board of Directors in accordance with Section II.11., and the officer so elected shall hold office until his or her successor is chosen and qualified.

Section III.3. Removal. Any officer elected or appointed by the Board of Directors may be removed at any time in accordance with Section II.11.

Section III.4. Chair. The Chair shall have general supervision and control over the business and affairs of the Corporation. The Chair, when present, shall preside at and have the power to call meetings of the Board of Directors. The Chair shall be responsible for leadership of the Board of Directors in discharging its powers and duties. Subject to the oversight of the Board of Directors, the Chair shall ensure the supervision and administration of the business and affairs of the Corporation. The Chair, as well as any other officer or staff member authorized by the Board of Directors, may sign any deeds, mortgages, bonds, contracts or other instruments which the Board of Directors, pursuant to Section II.11., has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed and executed. The Chair in general shall perform all duties incident to the office of Chair and such other duties as may be prescribed by the Board of Directors from time to time pursuant to Section II.11.

Section III.5. Chair-Elect. In the absence of the Chair or in the event of an inability or refusal to act, the Chair-Elect shall perform the duties of the Chair, and when so acting, shall have all the powers of and be subject to all the restrictions on the Chair.

Section III.6. Secretary. The Secretary shall be responsible for ensuring that accurate minutes are taken and kept of all meetings of the Board of Directors, seeing that all notices are duly given in accordance with these Bylaws or as required by law, ensuring the maintenance of the official

records of the Corporation, and in general performing all duties customary to the office of Secretary and such other duties as from time to time may be assigned by the Chair or by the Board of Directors.

Section III.7. Treasurer. The Treasurer shall oversee such moneys of the Corporation as may be entrusted to his or her keeping and account to the Board of Directors for the same. The Treasurer shall have access to records of all receipts, disbursements, assets and liabilities of the Corporation and shall be prepared at all times to give a report to the Board of Directors as to the condition of the records and as to the financial position of the Corporation and shall make a detailed annual report of the entire business and financial condition of the Corporation. Prior to the beginning of each fiscal year, the Treasurer shall cause a proposed operating and capital expenditure budget to be presented to the Board of Directors for approval. The Treasurer shall cause to be prepared and submitted to the Board of Directors a financial statement showing the Corporation's financial condition at the close of the fiscal year. The Treasurer shall cause all employees of the Corporation responsible for the handling of funds to be adequately bonded and shall report annually to the Board of Directors on the fidelity bonds of such employees. The person holding the office of Treasurer shall also perform, under the direction and subject to the control of the Board of Directors, such other duties as may be assigned.

Section III.8. Chief Executive Officer. The Chief Executive Officer shall be the chief executive of the Corporation, and subject to the control of the Board of Directors, shall have general charge and supervision over the administration of the affairs and business of the Corporation, and shall manage the executive staff and oversee the management of all employees of the Corporation. The Chief Executive Officer shall be an *ex officio* member of all committees established pursuant to Article IV of these bylaws and shall attend all meetings of the Board of Directors. The Chief Executive Officer shall see that all orders and resolutions of the Board of Directors are carried into effect. The Chief Executive Officer shall have the power to hire, appoint, remove and fire employees. The Chief Executive Officer shall submit to the Board of Directors plans and suggestions for the work of the Corporation, and shall present the Chief Executive Officer's recommendations in each case to the Board of Directors for decision. The Chief Executive Officer shall submit a report of the activities and business affairs of the Corporation at each annual meeting of the Board of Directors and at other times when called upon to do so by the Board of Directors. Without prior approval of the Board of Directors, the Chief Executive Officer is authorized to enter into contracts on behalf of the Corporation in its ordinary course of business and to delegate to other officers or employees of the Corporation assignments the Chief Executive Officer deems desirable. The Board of Directors shall hire, fire, and oversee the Chief Executive Officer. The Board of Directors shall approve the terms and conditions of employment (including without limitation, salary and benefits, evaluation of performance and conditions of continued employment or termination of employment) of the Chief Executive Officer, all in accordance with Section II.11.

The Chief Executive Officer shall plan, organize, maintain, and control the operation of the Corporation within the policy limits established by the Board of Directors. He or she shall advise the Board on matters of policy formation. The Chief Executive Officer shall ensure that sufficient information is provided to the Board of Directors, officers and committees of the Corporation so that they may properly perform the duties delegated them by these Bylaws, the Board of Directors, or applicable law.

Section III.9. Delegation of Authority. In the case of any vacancy in any office of the Corporation or for any other reason that the Board may deem sufficient, the Board of Directors may delegate some or all of the powers or duties of such officer to any other officer or to any Director, employee or agent for whatever period of time seems desirable, provided that the action is taken in accordance with Section II.11.

ARTICLE IV COMMITTEES

Section IV.1. Executive Committee. The Board of Directors, by resolution adopted in accordance with Section II.11., may designate the Chair, Chair-Elect, Past Chair, Treasurer, Secretary, and up to three (3) Directors, to constitute a committee designated as the Executive Committee, which shall have and may exercise the authority and powers of the Board of Directors in the business and affairs of the Corporation to the extent provided in a resolution of the Board of Directors; provided, that the foregoing shall not be construed as authorizing action by the Executive Committee with respect to any action which by statute, the Articles of Incorporation or these Bylaws is required to be taken by the Board of Directors, as such. Such prohibited actions shall include, but not be limited to, amendments to these Bylaws and the Articles of Incorporation, election of Directors, and election of officers. The designation of the Executive Committee and the delegation thereto of authority shall not operate to relieve the Board of Directors or any member thereof of any responsibility imposed upon it or him or her by law.

Section IV.2. Governance Committee. The Governance Committee shall oversee and report to the Board on all governance issues of the Corporation, including board development, review of all governance documents, and shall nominate candidates for the Board and the elected officers of the Corporation. The Governance Committee shall nominate candidates for the positions of Chair-elect, Secretary and Treasurer, and for Director-at-large candidates to fill expiring and expired terms. The Governance Committee shall consist of at least five (5) members appointed by the Executive Committee. The chair of the Governance Committee shall be the Corporation's Chair-elect.

Section IV.3. Finance & Audit Committee. The Finance Audit Committee shall oversee and report to the Board on the financial management of the Corporation. The chair shall be the Treasurer and the committee shall have sufficient members to carry out its committee responsibilities.

Section IV.4. Development Committee. The Development Committee shall be responsible for initiating, coordinating and reporting on all fundraising activities of the Corporation. The Chair shall appoint the Development Committee chair from the Board of Directors and the committee shall have sufficient members to carry out its committee responsibilities.

Section IV.5. Other Committees. The Board of Directors may from time to time designate one or more committees, which shall not have or exercise the authority of the Board of Directors in the management of the Corporation.

Section IV.6. Term of Office. Each member of a committee shall continue as such until the next annual meeting of the Directors of the Corporation and until his or her successor is appointed, unless such member shall cease to qualify as a member thereof.

Section IV.7. Chair. One member of each committee, including the Executive Committee, shall be appointed chair by either the Board of Directors or Executive Committee, as applicable, which created the committee.

Section IV.8. Vacancies. Vacancies in the membership of any committee, including the Executive Committee, may be filled by appointments made in the same manner as provided in the case of the original appointments.

Section IV.9. Committee Quorum. Unless otherwise provided in the resolution of the Board of Directors or Executive Committee designating a committee, including the Executive Committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present in person, virtually via video web conference at a meeting at which a quorum is present shall be the act of the committee.

Section IV.10. Rules. Each committee, including the Executive Committee, may adopt rules for its own government not inconsistent with these Bylaws or with rules adopted by the Board of Directors.

ARTICLE V INDEMNIFICATION

Section V.1. Indemnification of Officers and Directors. Each person who shall serve, or who shall have served, as a director or officer of this Corporation, shall be indemnified by the Corporation to the fullest extent permitted by applicable law against expenses and costs (including attorneys' fees, judgments, penalties and fines) actually and necessarily incurred by him or her in connection with any claim asserted against him or her, by action in court or otherwise, by reason of being or having been such director or officer, except when in any court proceeding he or she shall have been adjudged guilty of gross negligence or misconduct in respect of the matter in which indemnity is sought; provided, however, that the foregoing right of indemnification shall not be exclusive of other rights to which he or she may be entitled by law.

Section V.2. Limitation of Director and Officer Liability. No Director shall be liable to the Corporation for an act or omission in the Director's capacity as a Director, provided the Director acted in good faith, with ordinary care, and in a manner the Director reasonably believed to be in the best interest of the Corporation. Likewise, no officer shall be liable to the Corporation for an act or omission in the officer's capacity as an officer, provided the officer acted in good faith, with ordinary care, and in a manner the officer reasonably believed to be in the best interest of the Corporation.

Section V.3. Insurance. The Corporation shall have the power and the authority to purchase and maintain insurance or other arrangement on behalf of any person who is or was a Director of the Corporation, Officer of the Corporation, or partner, venture, proprietor, trustee, employee or agent while serving in any such capacities at the request of the Corporation, against any liability, claim, damage, expense, loss or risk asserted against such person and incurred by such person in any such

capacity or arising out of the status of such person as such, irrespective of whether the Corporation would have the power to indemnify and hold such person harmless against such liability under the provisions hereof. In the absence of fraud, the judgment of the Board of Directors of the Corporation as to the terms and conditions of the insurance or other arrangement and the identity of the insurer or other person participating in the arrangement shall be conclusive and the insurance or arrangement shall not be voidable and shall not subject the Directors approving the insurance or arrangement to liability, on any ground, regardless of whether Directors participating in the approval are beneficiaries of the insurance or arrangement.

Section V.4. Survivorship of Right to Indemnity. In the event of the death of any person having a right of indemnification or advancement of expenses under the foregoing provisions, such right shall inure to the benefit of his/her heirs, executors, administrators and personal representatives.

Section V.5. Amendment. Any amendment to this Article V shall be prospective and shall not reduce or eliminate the right of any person to indemnification or advancement of expenses as provided hereunder prior to the date of any such amendment.

ARTICLE VI MISCELLANEOUS PROVISIONS

Section VI.1. Signature of Negotiable Instruments. All bills, notes, checks or other instruments for the payment of money shall be signed or countersigned by such officer, officers, agent or agents and in such a manner, as are permitted by these Bylaws and as from time to time may be prescribed by resolution (whether general or special) of the Board of Directors, passed in accordance with Section II.11.

Section VI.2. Deposits. All the Corporation's funds shall be deposited to the credit of the Corporation in banks, trust companies or other depositories that the Corporation's Board of Directors selects and approves.

Section VI.3. Fiscal Year. The Corporation's fiscal year shall end at the close of business on the last day of August of each year or as otherwise determined and adopted by the Board of Directors in accordance with Section II.11.

Section VI.4. Audit. Each year, the Board of Directors shall have an independent audit of the Corporation's books and accounts conducted.

Section VI.5. Parliamentary Authority. The latest edition of Robert's Rules of Order shall be the guide for the Corporation's parliamentary authority, but failure to abide by such rules shall not invalidate any action by the Board otherwise in conformance with the Corporation's Certificate of Formation and Bylaws and relevant Texas statutes.

Section VI.6. Books and Records. The Corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board of Directors meetings, and shall keep at its registered or principal office a record listing the names and addresses

of the Directors entitled to vote. All books and records of the Corporation may be inspected by any Director, Board Committee member or his/her agent or attorney for any proper purpose and any reasonable time.

Section VI.7. Supersedes Previous Bylaws. These Bylaws, once approved by the Board of Directors as provided herein, supersede all previously approved Bylaws of the Corporation.

**ARTICLE VII
AMENDMENTS**

These Bylaws may be altered or repealed, or new Bylaws may be adopted, by the Board of Directors in accordance with Section II.11, provided that if such action is taken at a special meeting, notice of the proposed alteration or repeal must be contained in the meeting notice.

**ARTICLE VIII
DISSOLUTION**

The Corporation may be dissolved upon the passage of a dissolution resolution by an affirmative vote of at least two-thirds (2/3) of the Directors in office at the time of the vote. Such resolution may only be passed at a meeting called upon at least ten (10) days' written notice provided to all current Directors.

Adopted by vote of the Board of Directors of the Corporation on the 18th day of May, 2018.

Certification:

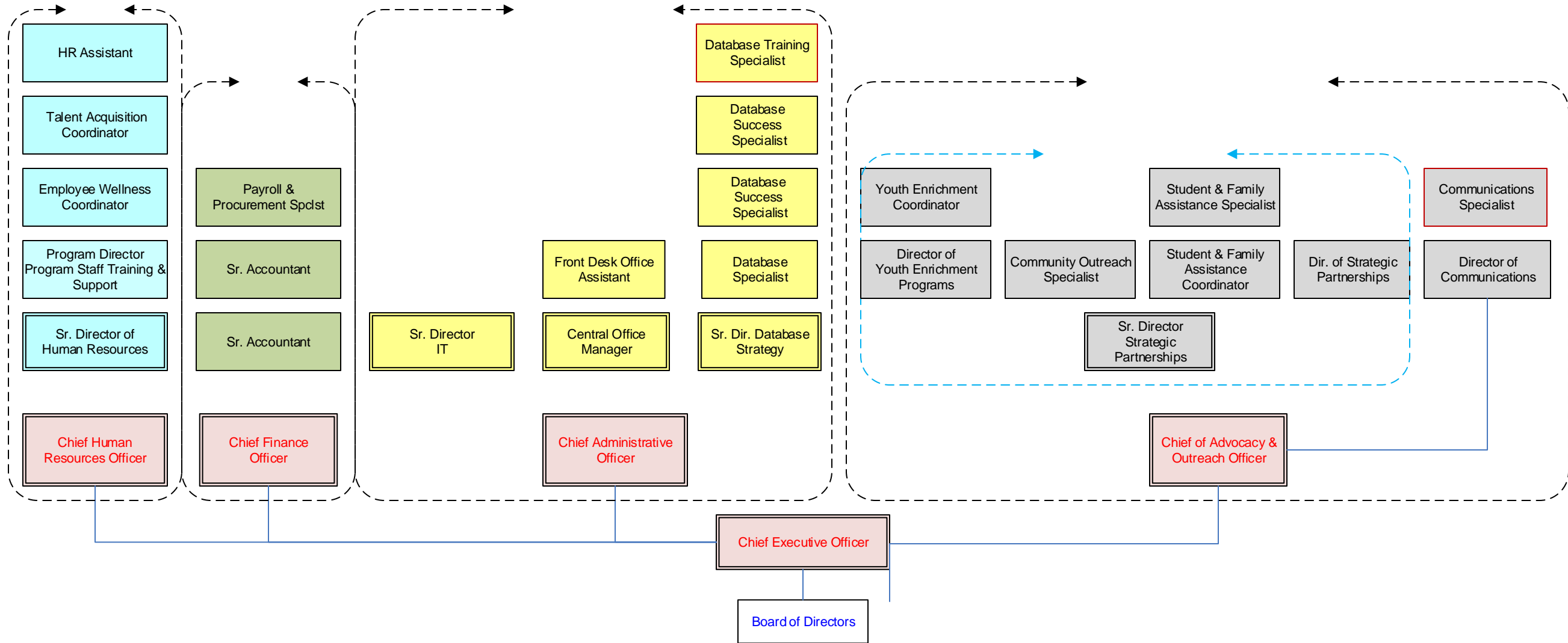
I certify these are the true and official Amended and Restated Bylaws of Communities In Schools of Central Texas

Chair (Date)

Secretary (Date)

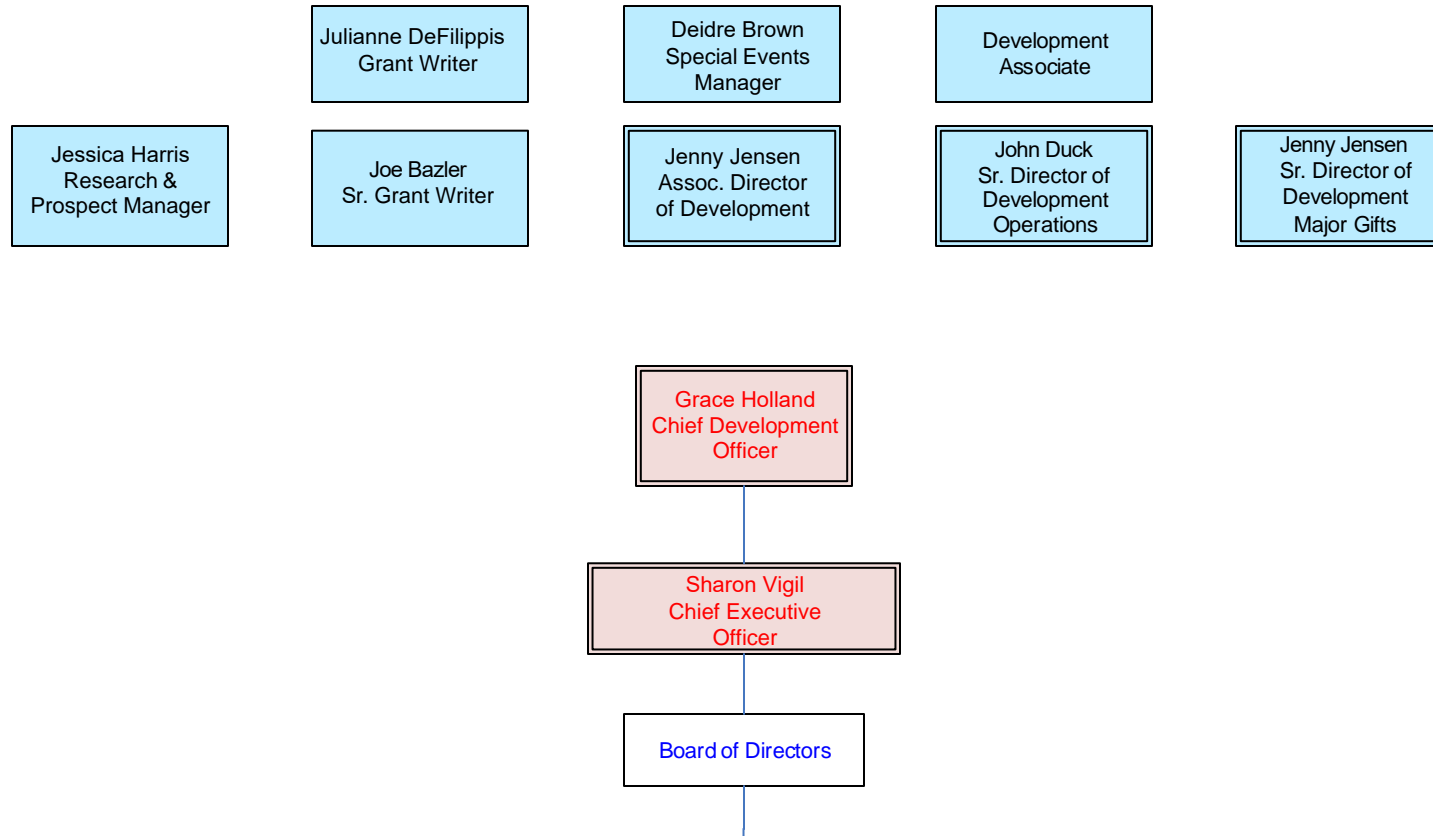
Program Support Services/Business Operations/Outreach

2024-2025



Our Community

Development 2024-2025



Our Community

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **SEP 1, 2022** and ending **AUG 31, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization COMMUNITIES IN SCHOOLS OF CENTRAL TEXAS		D Employer identification number 74-2369020
	Doing business as		E Telephone number 512-464-9719
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	3000 S. IH 35	200	G Gross receipts \$ 21,640,301.
	City or town, state or province, country, and ZIP or foreign postal code AUSTIN, TX 78704		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
F Name and address of principal officer: SHARON VIGIL SAME AS C ABOVE		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		If "No," attach a list. See instructions	
J Website: WWW.CISCENTRALTEXAS.ORG		H(c) Group exemption number	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1985	M State of legal domicile: TX

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: COMMUNITIES IN SCHOOLS OF CENTRAL TEXAS (CISCT) ENSURES STUDENTS HAVE HOLISTIC SUPPORT,		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	19
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	19
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	342
	6 Total number of volunteers (estimate if necessary)	6	727
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 24,568,763.	Current Year 16,227,849.
	9 Program service revenue (Part VIII, line 2g)	4,671,939.	4,779,995.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	26,074.	363,799.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-89,289.	66,697.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	29,177,487.	21,438,340.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	802,175.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		12,641,266.	14,566,644.
16a Professional fundraising fees (Part IX, column (A), line 11e)		144,000.	144,000.
b Total fundraising expenses (Part IX, column (D), line 25)		1,144,852.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		2,331,754.	2,293,838.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		15,919,195.	17,642,650.
19 Revenue less expenses. Subtract line 18 from line 12	13,258,292.	3,795,690.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 25,834,122.	End of Year 28,988,062.
	21 Total liabilities (Part X, line 26)	1,623,290.	772,503.
	22 Net assets or fund balances. Subtract line 21 from line 20	24,210,832.	28,215,559.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date		
	SHARON VIGIL, CHIEF EXECUTIVE OFFICER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	SHANNON PETERSON	<i>Shannon Peterson</i>	2/5/24		P01281287
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	MAXWELL LOCKE & RITTER LLP 401 CONGRESS AVENUE, SUITE 1100 AUSTIN, TX 78701-9682	74-2900215		512-370-3200	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: COMMUNITIES IN SCHOOLS OF CENTRAL TEXAS (CISCT) ENSURES STUDENTS HAVE HOLISTIC SUPPORT, REMOVING ACADEMIC AND NONACADEMIC BARRIERS TO THEIR SUCCESS IN SCHOOL.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code:) (Expenses \$ 14,389,978. including grants of \$ 638,168.) (Revenue \$ 4,969,220.) IN THE 2022-2023 SCHOOL YEAR, CISCT PROVIDED INTENSIVE, ONGOING SUPPORT FOR 8,649 STUDENTS, AND PROVIDED SHORT TERM SERVICES FOR AN ADDITIONAL 55,644 STUDENTS. THE CENTERPIECE OF THE CIS MODEL IS OUR SOCIAL SERVICE STAFF WHO ESTABLISH ONE-ON-ONE RELATIONSHIPS WITH INDIVIDUAL STUDENTS, PARENTS, AND COMMUNITY MEMBERS TO CREATE A SERVICE PLAN BASED ON EACH CHILD'S NEEDS, AND THEN MAKE THAT PLAN HAPPEN. WITH THE HELP OF OUR SOCIAL SERVICE TEAM WE ARE ABLE TO PROVIDE INDIVIDUAL COUNSELING OR SUPPORT GROUPS, BASIC LIFE SKILLS, TUTORING, MENTORING, GED CLASSES, FAMILY CARE COORDINATION, PARENTING CLASSES, OR ENRICHMENT OPPORTUNITIES TO HELP THE CHILD SUCCEED. ADDITIONAL SERVICES INCLUDE HOME-BASED INTENSIVE SERVICES TO CHILDREN AND THEIR FAMILIES, A LEADERSHIP DEVELOPMENT AND PEER SUPPORT PROGRAM FOR HIGH SCHOOL-AGE,

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 14,389,978.

12.2 Statement of Non-Discrimination

Communities In Schools of Central Texas is committed to providing a work environment that is free of discrimination, defined as the unequal or different treatment of an individual in any employment and/or personnel action on the basis of a legally protected category.

Every employee is responsible for maintaining a professional environment free of discrimination, harassment, and retaliation, and for bringing attention to conduct that interferes with providing a work environment free of discrimination, harassment and retaliation. Promptly raising questions and/or concerns allows the opportunity for such concerns to be addressed quickly and can assist in preventing problems from occurring or escalating. An employee is not required to follow the supervisory chain when reporting harassment, discrimination or retaliation, but instead may file a complaint directly to Human Resources.

- 12.2.1 Candidates for employment, promotion, transfer, salary increase and benefits will be considered without discrimination based on race, color, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, national or ethnic origin, or any other legally protected category.
- 12.2.2 The entire staff, through nominations and vote, will annually elect an Equal Opportunity Officer who shall report directly to the CISCT Chief Human Resources Officer on equal opportunity matters.
- 12.2.3 CISCT will comply with the Americans with Disabilities Act, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, and all other applicable equal opportunity laws and regulations. The ADA prohibits discrimination against individuals with a disability or perceived disability who can, with or without reasonable accommodation, perform the essential functions of a job. Physical or mental disabilities will be considered only as they may affect the ability to perform the essential functions of the job and reasonable means will be sought to overcome traditional barriers.



San Marcos Consolidated Independent School District

P.O. Box 1087 | San Marcos, Texas 78666 | OFFICE 512.393.6700 | FAX 512.393.6787

July 29, 2024

Dear Review Board for the San Marcos Human Services Grant,

I write to express my strong support for the application of Communities In Schools of Central Texas (CIS) to the City of San Marcos Human Services Grant program. This grant will support CIS' Integrated Student Supports (ISS) programming, which provides layered services to enhance students' social emotional wellbeing and mental health. Through individual, group, and school-wide services, CIS programming ensures all San Marcos students have the resources and opportunities to thrive in school and beyond.

San Marcos Consolidated Independent School District (SMCISD) began partnering with CIS in the 2019-20 school year. Thanks to the excellent student outcomes among CIS students, what began as services in five schools has grown to all 12 district schools in the upcoming 2024-25 school year. Students in the district have benefited greatly from having CIS social services professionals on our campuses. The one-on-one support provided to case-managed students results in improved attendance, fewer disciplinary issues, and improved academic performance. In addition, the Campus Needs Assessment created by CIS for each school provides critical support like staff training, crisis support, community partnerships, basic needs resources, and more.

While there may be ample resources in a community, many students and their families face challenges accessing and navigating the maze of available public and private services. CIS bridges this gap by connecting these resources with the schools and students that would benefit from them most. CIS offers direct services and connects students and families to community resources such as food, housing, healthcare, and counseling. In the 2023-24 school year, CIS Program Managers (PMs) empowered 916 SMCISD students through individualized case management services, and an additional 8,515 students benefited from short-term services, basic needs assistance, or school-wide supports.

Through this grant, CIS will provide individualized case management services to 1,000 SMCISD students in the 2024-25 school year. These supports help students build the skills to overcome challenges in their lives and re-focus their efforts on social-emotional health and academic success. CIS will also continue to layer on additional mental health supports to ensure students experiencing acute mental health crisis are able to receive timely interventions with a licensed counselor, stabilize, and then transition back to traditional ISS case management. This multi-tiered structure ensures continuity of care for students, helping them stay on track with their mental/behavioral health goals, attendance, and academic success.

I highly recommend your approval of CIS' application, which will provide intensive, goal-oriented social-emotional and mental health services to our students who otherwise do not have access to this support.

Sincerely,

Dr. Terrence Sanders

San Marcos CISD Deputy Superintendent



San Marcos Consolidated Independent School District

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Sincerely,

Adriana Guerrero

San Marcos CISD Director of Social Emotional Learning and Guidance

July 17, 2024

Human Service Grant Review Board
c/o Carol Griffith
Housing and Community Development Manager
City of San Marcos
650 E Hopkins
San Marcos, TX 78666

Dear Review Board for the San Marcos Human Services Grant,

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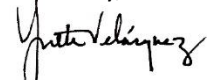
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Principal, Lamar Campus-San Marcos CISD