



Texas Juvenile Justice Department

**CERTIFICATE OF
REGISTRATION**

Be it known that

Cornerstone Programs Corporation

is hereby registered to operate the

GARZA COUNTY REGIONAL JUVENILE CENTER

STATE OF TEXAS

City of POST

Post-Adjudication Facility

Rated Capacity of 80

The aforementioned Juvenile Facility has completed all registration requirements of the Texas Juvenile Justice Department, as required by the Texas Family Code, and is hereby officially registered by the undersigned.

REGISTRATION is issued this the 1st Day of February, 2013

Expiration Date: January 31, 2014

A handwritten signature in black ink, appearing to read "Mike Griffiths", is written over a horizontal line.

Mike Griffiths, Executive Director
Texas Juvenile Justice Department

GARZA COUNTY
REGIONAL JUVENILE CENTER
800 N. Avenue F; Post, Texas 79356
Phone: (806) 495-0266 Fax: (806) 495-3494

CERTIFICATION OF FACILITY

On the 17th day of December, 2012 the Juvenile Board of Garza County, Texas personally inspected the Garza County Regional Juvenile Center, located at 800 North Avenue F in Post, Texas.

The Juvenile Board of Garza County, having inspected the facility, does hereby certify to Cornerstone Programs Corporation, the operating contractor of the facility which current capacity is rated at for 80 beds; 32 dually certified beds, for Pre-Adjudicated or Post-Adjudicated use and 48 Post-Adjudicated beds, and to the Texas Juvenile Probation Commission, that the facility is suitable for the detention/placement of children in accordance with the requirements of Section 51.12 of the Texas Juvenile Justice Code.

This certification is effective December 17, 2012 and shall be reviewed by the Juvenile Board at least annually.



Lee Norman, County Judge
Chairman of the Garza County Juvenile Board

Attachment 5.3

Affirmative Action Policy

PURPOSE

This policy states Cornerstone's commitment to provide equal employment, advancement opportunities and compensation to all qualified individuals.

SCOPE

This policy applies to all Cornerstone Employees

POLICY

In order to provide equal employment and advancement opportunities to all qualified individuals, employment decisions at Cornerstone are based on knowledge, skills, qualifications, abilities, and other factors deemed appropriate by management.

Cornerstone complies with annual federal equal employment opportunity reporting through the EEO-1 report filing system.

EQUAL EMPLOYMENT OPPORTUNITIES

Our goal at Cornerstone is to recruit, hire, and maintain a diverse workforce. Equal employment opportunity is good business as well as being the law and applies to all areas of employment, including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, and benefits.

As an equal opportunity employer, Cornerstone does not discriminate in its employment decisions on the basis of race, religion, color, national origin, gender, sexual orientation, age, military status, disability, genetic information or on any other basis that would be in violation of any applicable federal, state, or local law. Furthermore, Cornerstone will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship, safety, and/or health risk.

RETALIATION

Cornerstone will not retaliate against any applicant, employee or past employee for opposing unlawful discriminatory practices, filing a discrimination complaint or participating in a discrimination proceeding.

GRIEVANCE PROCEDURES

1. If you believe there has been a violation of the EEO policy, you should immediately report the incident to your immediate supervisor, Program Manager or the Cornerstone Human Resource Director. If the supervisor is involved in the matter, you should inform your supervisor's supervisor, Program Manager or the Cornerstone Human Resource Director.
2. Any supervisor who receives a report of a violation of these policies shall immediately notify their immediate supervisor, Program Manager and the Cornerstone Human Resource Director in writing.

3. The Cornerstone Human Resource Director or designated equal employment officer shall immediately notify the Cornerstone Chief Executive Officer or Chief Operations Officer, investigate the complaint, and make a factual report no later than 15 working days after receiving notice of the alleged violation. The investigation shall include, but not be limited to, interviewing persons who may have knowledge of the matter and reviewing any relevant documents.

If Cornerstone determines that an employee's behavior is in violation of this policy, appropriate disciplinary action will be taken, up to and including termination of employment.

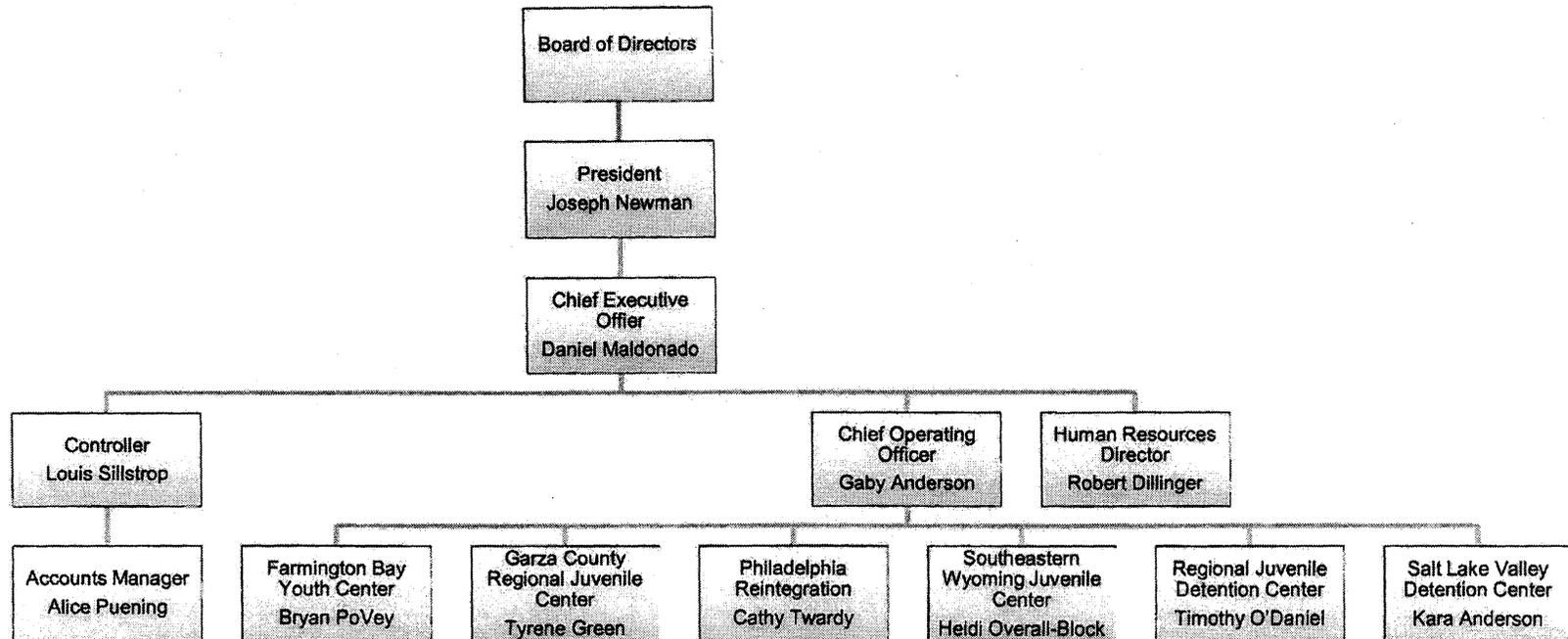
Cornerstone prohibits retaliation against an employee for filing a complaint under this policy or for assisting in a complaint investigation. If you perceive retaliation for making a complaint or your participation in an investigation, follow the complaint procedure outlined above. The situation will be promptly investigated.

Attachment 5.4

Corporate Organization Chart

Cornerstone Programs Corporation

As of: 01/01/2013



Approved: Joseph P. Newman
President, Cornerstone Programs Corporation

Tab 6 Site and Facility Specifications

Table of Contents

- A.** Facility Description
- B.** Define Other Agencies or Groups Under Contract or Anticipated contracts in the Same Facility
- C.** Type of Program
- D.** Dorm Rooms for Male and Females
- E.** Recreational Space for Male and Female Juvenile Offenders
- F.** Medical Room
- G.** Location and Space for Educational Services

A. Facility Description and Population Demographics

1. The Garza County Regional Juvenile Center is located at 800 N Ave F in Post, TX 79356.
2. The facility is owned by Garza County and is leased to and managed by Cornerstone Programs Corporation, a partnership that has been in place since May 2003. The facility is situated in the northeast portion of Post, zoned for industrial use and is on the outskirts of town. Post, Texas is located approximately 30 minutes Southeast of Lubbock, Texas which has a city population of approximately 250,000.
3. Garza County Regional Juvenile Center (GCRJC) is certified by the Texas Juvenile Justice Department as an eighty (80) bed secured detention/correctional facility, housing both male and female residents. The physical plant allows for administrative offices and a public lobby area, separate from the housing and programming area of the facility by way of a secured vestibule/control center access area. Adjacent to the public lobby area is a secured access point for visitation, as well as public restrooms. The facility has onsite food service operations, encompassing 1,096.2 square feet of space. The food service department provides three nutritionally balanced meals daily, at least two of which must be hot meals, and an evening snack.

The facility has two isolation rooms available for youth in crisis or in need of additional supervision; they are complete with wash basin, commode and individual showers. All interior doors, with the exception of office and classroom space, are controlled remotely by the control center, and can be manually accessed through use of a key by staff or a group release can be utilized by the control center, along with interlock override to allow for movement, in the event of emergencies. All exterior/entrance

doors are locked and controlled by the control center or require manual access by way of a key. The facility plant allows for the housing of handicapped youth, via two rooms which allow for larger unencumbered space for wheelchair access, separated and lowered wash basins and individual showers, which allow access for handicapped individuals. All youth, regardless of committing offense, including sex offenders, are assigned their own room.

Floor Plans

Please See Attachment 6.1 in this Section

4. The proposed program is under a lease agreement with Garza County.

5. Emergency Plan

In the event of emergency situations, GCRJC has developed several policy and procedures to adequately address any given issue. They include: Bomb Threats, Dangerous/Tornadic Weather Events, Fire Evacuation, Attempted Escape/Escape, Terrorist Threats, Student Unrest/Riot, Chemical/Hazardous Material Spills, Employee Work Stoppage, Communicable Disease/Pandemic Outbreak, Student/Staff Death, as well as Mass Evacuation Situations.

GCRJC partners with State, local and county agencies in their emergency readiness and response. GCRJC has adopted the Incident Command System modality, utilized by federal, state and local response agencies, so that communication, action and resolution can be achieved seamlessly. ICS allows for an effective response for moderate level emergencies that only requires a facility response. However, it is also highly effective in an emergency that requires outside agency responses. Should an emergency arise that requires

response from an outside agency, Garza County, the City of Post and the Texas Department of Public Safety are fully committed in assisting in the Activation, Response, Resolution and Deactivation of a multi-agency emergency situation.

For emergencies that require only a facility response, as well as interagency participation; Policy, Procedure and Practice allow for an efficient and effective response that provides for the safety and security of youth and staff, to include first aid, medical triage, evacuation from the building into a secured area away from a dangerous situation or to securing youth in their assigned rooms, until the emergent situation can be resolve and it is safe to return to regular programming activities.

B. Description of Other Contracted Programs

1. The facility's other program demographic are as follows:

The program serves pre-adjudicated youth for Texas Juvenile Probation Departments and post-adjudicated youth for the Texas Juvenile Justice Department, Texas Juvenile Probation Departments, the States of Nebraska and Nevada and for adjudicated juvenile offenders under the supervision of the Federal Bureau of Prisons. The ages for the various programs served are as follows:

- Pre-Adjudication/Detention Program Co-Ed: Ages 10-17
- Post-Adjudication/Texas Juvenile Probation Departments Co-Ed: Ages 10-17
- Post-Adjudication/Nebraska and Nevada Juvenile Probation Departments Co-Ed: Ages 10-18
- Texas Juvenile Justice Department: Ages 10-18*
- Federal Bureau of Prisons Juvenile Offenders Co-Ed: Ages 10-19

****GCRJC will not permit youth under the age of 15 to be housed with youth 17 years or older.****

2. TJJD youth interaction with other programs:

All youth movement and interaction will be directly supervised by a youth advisor and will be a one way transition from a starting point to a point of destination and will be coordinated by the control center:

- a. Only one group of youth from a specific housing unit may be moved at one time, there will be no cross traffic in the hallway. Youth will be required to walk single file close to the wall on their immediate right hand side, and are not allowed to speak while in transition. In the event that there is a youth from another housing unit in the hallway with staff at the time of movement, that individual youth(s) will be required to face the adjacent wall to avoid contact with the moving group.
- b. At no time will youth be permitted to transition without direct staff supervision. Youth will not be allowed to be unsupervised at anytime, including being placed on time outs or in seclusion.
- c. At no time are youth from different populations to co-mingle, have physical or verbal contact.

- d. Staff will position themselves in a manner which allows direct line of site, so that all youth in transition can be clearly observed, in a manner that prohibits abuse, physical assault and ensures orderly and safe movement.
- e. Once at the destination point, all youth will sit at their assigned or staff designated seat and will remain seated, unless otherwise directed by staff.
- f. Should a youth become severely disruptive in education or any other area of the facility, the youth may be escorted back to his/her assigned room, but a staff must remain to provide direct observation, while the youth is secluded.
- g. Supervising staff will notify the control staff, via radio, of the number of youth being transitioned. Supervising staff will maintain a count of youth under their supervision at all times for escape prevention, as well as to ensure that youth are free from harm.
- h. There are no incarcerated adults present at the facility, as the facility only provides services to juvenile offenders. Separation of male and female youth is achieved by each gender being assigned their own dorms and each gender programming separately. Similarly, each population, served at the GCRJC is assigned to their own designated dorm and program with their own peer group, respectively. Programming encompasses educational services, behavior and mental health groups, individual counseling sessions, specialized groups, recreational activities, meals, as well as religious services. There is no co-mingling between different populations in day rooms, living units, or sleeping units. In the case of specialized program activities (counseling, guest

speakers, holiday events), co-mingling is not allowed. Under no circumstances will two residents be assigned to the same sleeping room.

- i. The facility utilizes a visitation room that allows for contact visitation and allows for the use of 487.81 square feet of space. Regular visitation hours are provided from 8:00 a.m. to 4:00 p.m., on Saturday and Sunday, with the opportunity for special visitation during the business week to occur, through arrangement by the Case Worker, with the approval of the Director of Operations. Operations staff provide direct supervision in the visitation room, during visitation hours; youth from different programs are kept separate, but allowed to access visitation at the same time, during regular visiting hours. There is an adjacent public lobby, complete with toilet facilities. The visitation area may also be utilized as conference room space during the week for the purpose of presentations or group/counseling sessions. The Case Worker office is also utilized as a conference room, for the purposes of Multi-Disciplinary Team meetings with the youth, the area measures 927.63 square feet in size.

C. Type of Program

The proposed program is within the Garza County Regional Juvenile Center which is a TJJD secure contract residential facility.

D. Dorm Rooms

In the secured area, the facility has four dorms with 16 single-occupancy rooms and two dorms with 8 single-occupancy rooms, which are locked and controlled by the control center or by way of key. All single-occupancy rooms are complete with wash basins and commodes. Two showers are located at the rear of each 16 room dorm, with one shower at the rear of each of the 8 room dorms. All areas of the facility, including the living and sleeping areas are

appropriate for summer and winter comfort zones, by way of thermostatically controlled HVAC systems.

E. Recreational Space

There are four recreational areas on the premises, one located inside the facility and three located outside the facility. The recreation areas allows for youth to participate in various outdoor and indoor sports such as volleyball, basketball, baseball, football, and soccer. The program is fully equipped with the necessary materials to carry out the recreation plan.

Additionally, the facility utilizes a multi-purpose room that contains game consoles, a ping pong table, air hockey and pool tables, which allows for youth to utilize these additional leisure and recreational opportunities by way of the behavior management program. Outside recreational areas are divided and enclosed with 12 foot chain link fencing topped with two rows of 30 inch razor wire. Razor wire also is installed in a "water-fall" fashion on the inside corners of the fence. The fence has a one-foot deep by one-foot wide footer of concrete along the bottom of the entire perimeter fence. There is additional razor wire that follows the edge of the roof of the building in the recreational area. The outside recreational areas are monitored by the security camera system.

F. Medical Room

The facility medical station is located on the Southside of the building, off the hallway leading from the control room. It has the capacity to be used as an office to provide medical attention to the residents, a medication administration area, and a medication storage location. The medical station consists of a two room set up suite with two secured doors that separates the two rooms. The physical layout provides ample counter and cabinet space where medication

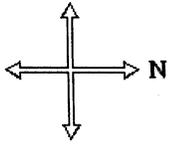
can be secured and stored. The layout also provides enough space where an examination table can be located and resident examination can be performed.

G. Educational Space

Education services for the program will be provided on site through an agreement with the John H Wood Charter School. On-site classrooms are centrally located within the building and are easily accessible by staff and youth alike. On-site classrooms and educational space meets or exceeds all requirements as stated within this RFP. Educational space within the building consists of six classrooms to include space for a science lab, computer lab, and library services. Additionally, three fenced areas are available outside for physical education and during inclement weather; physical education will be conducted in the programs indoor gym.

Attachment 6.1

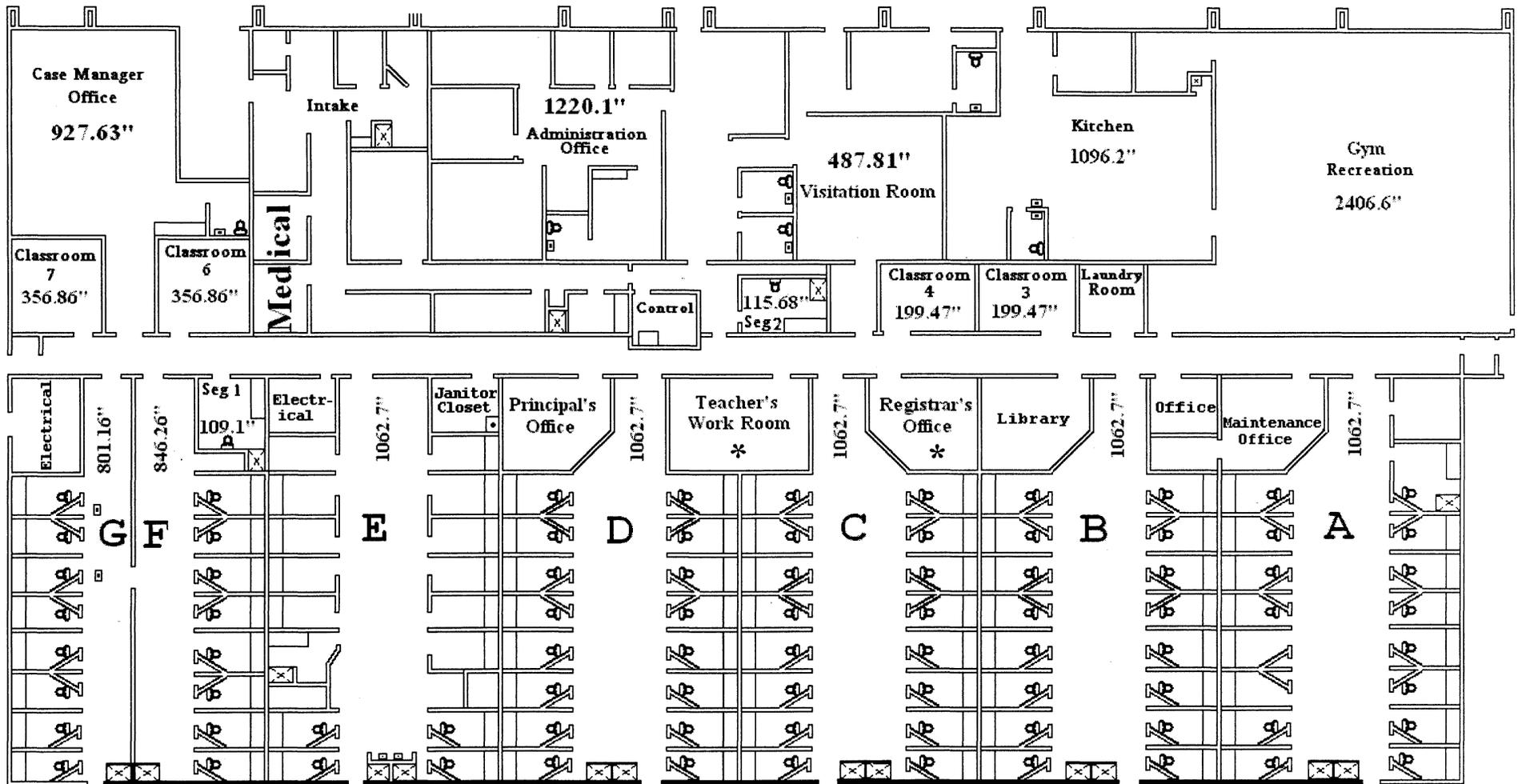
Facility Floor Plans



Garza County Regional Juvenile Center

Total Square Feet:
26,289.33"

Youth Room: 63.52



* Denotes office space that can be converted into additional classroom space *

Tab 7 Program Implementation and Commencement of Services

Table of Contents

- A.** Ability, Resources, and Commitment to Commence Services
- B.** Start-up Plan/Schedule
- C.** Time Table of Activities
- D.** Notification of State and Local Officials and the Community
- E.** Resumes of Key Personnel
- F.** Computer Setup
- G.** Staff Training
- H.** All Licenses Held by Staff and Faculty

A. Ability, Resources and Commitment to Commence Services

Cornerstone Programs has the ability to provide comprehensive services to 40 male youths committed by TJJD at its' facility located in Post, Texas. Cornerstone Program currently contracts with Garza County to operate a juvenile facility and there is excess capacity that would accommodate additional youth admissions. The facility is now fully staffed to handle the existing population; however, preparations will be made as far in advance of the opening date as possible, to recruit, hire and train any new employees needed to ensure contract compliance with staff to youth ratios. Existing contracts are in effect for some services and will be modified to deal with an increase in population. These contracts include: charter school, medical services. Etc. Additionally, the clinical staff would have to be expanded to meet the requirements of this RFP and provide the services proposed. Cornerstone Programs is committed to commence services on May 1, 2013.

B. Start-up Plan/Schedule

Cornerstone Programs is prepared to initiate the startup plan no later than five business days following the award. Oversight of the start-up will be provided by Cornerstone's Denver Service Center and will be directly supervised by the Chief Operating Officer. Continuous on-site supervision of the start-up process will also be provided by Tyrene Green, Facility Director, Garza County Regional Juvenile Center. As the proposed program site is in the existing facility start-up operations will be able to draw support and resources from this existing facility.

Communication regarding Cornerstone's intent to expand services at Garza County Regional Juvenile Center has begun with numerous and various state, county, and local officials. Letters

are attached documenting such communication and their support for the expansion in Post, Texas.

C. Time Table of Activities

ACTIVITY	ASSIGNED	DUE
Community Notification	C.O.O./GARZA Program Manager (PM)	February 8, 2013
Recruit staff	DSC Human Resources	Immediately upon award
Hire Program supervisor	GARZA Program Director (PM)	15 days post award
Amend Existing Contracts	DSC Controller/Garza	30 days post award
Review Policies and Procedures to ensure they address any new issues due to expansion	Garza Program Manager/mgt. team	15 days post award
Computer installation, set-up, training	Denver Service Center (DSC) IS	45 days post award
Complete Staff training	Trainer and PROGRAM	60 days post award
Begin client services		May 1, 2013

Prior to working with youth, each new employee will receive 95 hours of orientation/pre-service training. New employees will not work independently, in direct contact with youth prior to completion of this training. A complete schedule of new hire training and orientation is attached as

attachment 7.2. All staff receive annual refresher training (at least 40 hours) to ensure continued understanding and growth. In addition to our internal training, Cornerstone utilizes external trainings to provide ongoing employee training and development.

D. Notification of State and Local Officials and the Community.

The program is within the existing TJJD secure contract care GCRJC program; thus it does not require the stated notifications within Exhibit E of this RFP, regarding relocated and newly opening facilities.

E. Resumes of Key Personnel:

Please See Attachment 7.1 in this section.

F. Computer Setup:

Computers are currently set up at the facility and arrangements can be made by adding to the existing system to meet the requirements of this solicitation.

G. Staff Training

Prior to working with youth, each new employee will receive 95 hours of orientation/pre-service training. New employees will not work independently, in direct contact with youth prior to completion of this training. A complete schedule of new hire training and orientation topics is attached as **attachment 7.2.** All staff receive annual refresher training (at least 40 hours) to ensure continued understanding and growth. In addition to our internal training, Cornerstone utilizes external trainings to provide ongoing employee training and development.

Please See Attachment 7.2 in this section for a list of training.

H. Staff Licenses

Please See Attachment 7.3 in this section.

Attachment 7.1

Resumes of Key Personnel

Tyrene Green
5016 Hanover
Lubbock, TX 79416
Cell: (806) 787-2507

Objective: A position that allows effective use of acquired knowledge, skills, and abilities in a social services setting.

Experience:
1/2007-Present

Program Manager, Cornerstone Programs Corporation Garza County Regional Juvenile Center, Post TX

- Served as Director of a 96 bed secure co-ed residential treatment program
- Provided supervision for approximately 70 program staff
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Assisted in maintaining total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules/policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program
- Served on local county juvenile board
- Responsible for developing and implementing marketing strategies for the program

1/2006-2/2007

Program Director II, Cornell Companies Alexander Youth Service Center Alexander, AR

- Managed the daily operations of a 140 bed co-ed residential treatment program
- Provided supervision for approximately 220 program staff
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Assisted in maintaining total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules/policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force

- Responsible for developing Behavioral Management Modification incentives for the program

4/2005-1/2006

Chief Administration III, Vision Quest Sevenstones Elfrida, AZ

- Managed the daily operations of a 120 bed co ed residential treatment program.
- Provided supervision for approximately 90 program staff
- Responsible for new business development
- Integral part in establishing new or previously served referral sources
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Maintained total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules and policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program

6/2002-4/2005

Chief Administrator, Vision Quest Madalyn Program

- Managed the daily operations of a 75 bed female residential treatment program
- Provided supervision for 50 program staff and volunteer pool
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Maintained financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules and policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program

11/2001-6/2002

Program Director, Vision Quest, Chambersburg, Pa.

- Provided supervision for a unit of 30 at risk juveniles and 13 staff
- Provided direction to administration support staff
- Provided orientation training and technical assistance

- Responsible for communication amongst the unit team and implementation of new policies
- Evaluated and completed staff performance evaluations
- Maintained financial and budgetary obligations of the unit
- Developed staff and units operational schedule
- Maintained general safety and daily operations of the unit

1/2001-Present

Safe Crisis Management Trainer

- Certified to train facility staff in JKM approved verbal and physical de-escalation techniques

10/2000-11/2001

Operational Team Leader, Vision Quest, Chambersburg PA

- Maintained daily structure of 3 units within a 75 bed residential treatment facility
- Ensured the daily operations schedule was upheld
- Redirected and disciplined at-risk youth that were proven to be a disruption to the daily routine

8/1999-12/2000

Therapeutic Staff Support (TSS), Lodge Quest Inc, Chambersburg, PA

- Provided intensive case management and community based therapeutic services to children, ages 5-18 years, with mental illness diagnoses, and their families
- Acted as an advocate for and liaison between children, their families, mental health agencies, and support systems such as the school system, DHS, and the juvenile justice system
- Provided mental health and community resources and referrals for children and their families
- Constructed child and family focused service plans and completed strength assessments

6/1999-10/2000

Treatment Family Advocate, Vision Quest, Chambersburg, PA

- Provided case management for children ages 12-18 years in a wilderness intensive alternative incarceration program
- Constructed and implemented individual treatment plans
- Conducted individual, family and group counseling sessions
- Supervised and provided training for direct care staff

1/1997-6/1999

Speech Teacher, El Paso Independent School District, El Paso TX

- Instructed students on basic concepts of public speaking
- Maintained general order of the classroom setting
- Developed curriculum of study

3/1997-6/1999

Alternative Education Teacher, El Paso Independent School District, El Paso TX

- Instructed 5-20 at risk students in all general core courses
- Maintained general structure and order in the classroom setting
- Maintained the integrity of the disciplinary concepts within the alternative ed program as it pertained to the students in the program
- Developed Curriculum of study

Education:

Bachelors of Arts, Criminal Justice May 1999

Bachelors of Arts Psychology Continued August 1999

University of Texas El Paso, El Paso Texas

Rex Owen Boyles, LBSW, LPC-S
4308 93rd Street,
Lubbock, TX 79423
806.543.4253
rex@rexboyles.com

"... always energetic, organized, and grounded in scholarship, respectful of diversity and diverse perspectives ... well received by my graduate students."

Aretha Marbley, PhD.
Associate Professor
Director of
Community Counseling
Texas Tech University

"...I have found him to be compassionate toward each individual, accepting of their viewpoint, and always willing to listen. He helps the person to assess the situation realistically and examine the options available to reach their goal."

Betsy King, MEd.
LPC Supervisor
New Hope Christian Counseling
Lubbock, Texas

Professional Profile

Effective communicator – speaking and writing. Extensive public relations experience. Over 35 years of public speaking, management, and counseling experience – stateside and overseas. Experience in fund-raising and grant-writing.

- Masters Degree in Professional Counseling.
- Licensed Professional Counselor (LPC).
- Board-Approved LPC Supervisor (LPC-S).
- Bachelors Degree in Social Work.
- Licensed Bachelor of Social Work (LBSW).
- Experienced in public speaking – guest lecturer at Texas Tech, West Texas A&M, Wayland Baptist and Lubbock Christian University.
- Experienced in counseling at-risk populations and families.
- Extensive business, religious, medical, and education contacts.

Education, Honors, and Licensures

Master of Arts in Professional Counseling

Amridge University, Montgomery, AL - 2007
Graduated – Summa Cum Laude

Bachelor of Social Work

Lubbock Christian University, Lubbock, TX - 2004
Graduated – Magna Cum Laude

Professional Licensures:

NCE Counseling Licensure; LPC-S #64921
TX Licensed Bachelor of Social Work – LBSW #40842

Honors:

Phi Alpha Honor Society Member, Epsilon Epsilon Chapter (LCU)
Medical Social Worker of the Year – 2009 (NASW Lubbock Branch)

Computer Skills

- **Software:** Microsoft Windows, Microsoft Word, Quicken, Microsoft Office: Outlook, PowerPoint, and Excel
- Working knowledge of "Wordpress" Blog sites (contributor).

“... highly recommend Rex Boyles as a teacher and communicator. I have listened to him many times and have been impressed with his skill and effectiveness.”

Ken L. Jones PhD.
Chancellor
Lubbock Christian University

“...the ability to engage the audience in the teaching/ learning experience in a unique way. The students enjoy his presentations and walk away with a good grasp of the material. In my opinion Rex Boyles is an excellent teacher and would be an asset to any institution that employed him.”

Cara Speer, LMSW
Social Work Instructor
West Texas A&M University

Employment

Director of Treatment – Garza County Regional Juvenile Center

- **February 2011 – Present**
- **Counseling:** Conducting individual and group sessions for juvenile offenders, addressing such issues as: anger management, substance abuse, cognitive distortions, etc.
- **Supervision:** Oversight of Case Management, Medical, Therapeutic, and Education services.
- **Training:** Providing in-service training to new and existing employees regarding Juvenile Mental Health Issues; Suicide Intervention and Prevention; and Anger Regression Therapy.

Marketing Director – Transitions Industries, Inc.

- **March 2007 – January 2011**
- **Research:** Collaborating with medical professionals and care providers, regarding physical and emotional challenges for aged.
- **In-Service Presenter:** Medical Social Workers; West Texas Parkinson’s Society; and Protective Services Agencies.

Director – TEAM Lubbock (Workforce of the South Plains)

- **March 2005 – March 2007** (Until grant expired.)
- **Mentor – Trainer:** for “at-risk” teens and community mentors.
- **Recruiter – Facilitator:** for local business and political leaders.
- **Supervisor and Case Manager:** for TEAM Lubbock teens.
- **Grant-Writer:** for TEAM Lubbock teens – leadership training.
- **Workshop presenter:** Workforce State Conference.

Self-Employed – Non-Profit Teacher and Counselor

- **July 2000 - Present**
- **President of The OPEN Ministries**
- **Volunteer:** Family Counseling Services; Lubbock Police Department Crisis Team; Community in Schools; and OPEN Ministries (providing physical, emotional, and spiritual resources), collaborating with State and community agencies.
- **Counselor:** Job-Interview skills; Life Skills; Parenting; Anger Management; Conflict resolution; Self-Esteem development, etc.
- **Fund-raiser:** Essential services; Support and Health services.
- **Workshop presenter:** Family Conferences (‘06-‘09); Leadership Development Conferences (‘03-‘10); Diversity in Counseling (TTU ‘05-‘12); City Bank Employee Team-Building (‘06 - ‘07).

Professional Affiliations

- American Counseling Association
- Texas Counseling Association (and local chapter)
- National Association of Social Workers (and local chapter)
- Lubbock Police Department Crisis Team

REFERENCES:

L. Ken Jones, *Chancellor*
Lubbock Christian University
5601 19th Street
Lubbock, TX 79407
Phone: 806.720.7125
Email: chancellor@lcu.edu

Betsy King, *MEd, LPC Supervisor*
New Hope Christian Counseling
4314 54th Street
Lubbock, TX 79413
Phone: 806.543.4135
Email: baking42@aol.com

Aretha Marbley, *PhD, Associate Professor and Director of Community Counseling*
Texas Tech University – Education Dean Office
MS1071
Lubbock, TX 79409
Phone: 806.742.1997
Email: aretha.marbley@ttu.edu

Cara Speer, *LMSW, Instructor of Social Work*
West Texas A&M – Department of Psychology, Sociology and Social Work
3606 97th Street
Lubbock, TX 79423
Phone: 806.795.4110
Email: ccspeer@gmail.com

1202 EAST WARD • BROWNFIELD, TX 79316 • PHONE 806-787-1965

MICHAEL BREEDLOVE

PROFESSIONAL GOAL

To obtain a management position in a criminal justice setting, where diligence, commitment and professionalism enhance career opportunities. Additionally obtain a position that allows for the positive impact on at risk youth.

PROFESSIONAL EXPERIENCE

Cornerstone Programs

GARZA COUNTY REGIONAL JUVENILE CENTER

Post, Texas

Director of Operations **December 2007 to Present**

Serve as the Director of Operations, in charge of developing and implementing a security operations plan for GCRJC. Responsible for operations in the secure juvenile correctional setting. Additionally responsible as the facility's Assistant Superintendent, which encompasses the duties of implementing an effective management strategy to bring all departments together in a synergistic and effective manner to meet core principles and accomplish strategic goals.

Cornerstone Programs

GARZA COUNTY REGIONAL JUVENILE CENTER

Post, Texas

Chief of Security **December 2004 to December 2007**

Serve as the Chief of Security, in charge of developing and implementing a security operations plan for GCRJC. Responsible for operations in the secure juvenile correctional setting.

Management and Training Corporation

WEST TEXAS INTERMEDIATE SANCTION FACILITY

Brownfield, Texas

for staff, inmates and visitors. Provided staffing/scheduling patterns to ensure proper security without the accrual of overtime. During this time, I provided tactical and chemical agent/munitions training to the S.O.R.T. of CCA Wilkinson County Correctional Center in Woodville, Mississippi.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Shift Supervisor **June 1997 to Oct. 1997**

Directly oversaw security of the day shift and ensured the proper training of the staff assigned to my shift. Additional responsibilities included: Gang Intelligence Officer, providing documentation on any security threat groups to the C.O.S. and administrative officers. Transport Coordinator, coordinating staffing patterns to ensure security of inmates going to and from the facility. Armory Control Officer, ensure and document the inventory of the armory on a monthly basis, as well as ordering and disposal of chemical ordinance. I was also the administrative supervisor, directly working with the Chief of Security on internal audits of all security documentation. Obtained certification through CCA/MSI as an instructor of Tactical/Chemical Agents and Basic O.C.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Assistant Shift Supervisor **Feb. 1997 to June 1997**

Worked directly under the shift supervisor, overseeing the security and safety of a shift. During this time, I was the S.O.R.T. leader and certified instructor and provided intensive training and leadership of the facility Special Operations Response Team. Assisted in the pre-service and in-service training of staff.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Correctional Officer **Oct. 1995 to Feb. 1997**

I was the Intake officer for a period of one year at the B.I.S.F., responsible for the processing in and out of the facility as well as the safety/security of the institution by preventing the introduction of weapons or contraband. During this time, I was sent to CCA Davis Correctional Center in Oklahoma, where I obtained my certification as an instructor of S.O.R.T. Tactical Training and S.O.R.T. leader. I also served as a transportation officer for the facility.

Locate problems within the facility and resolve them accordingly. Diffuse hostile situations and potentially disruptive situations. Direct and/or participate in internal investigations and inquiries of security problems and grievances within the facility. Assisted in facility transition to another management company, when the contract was not renewed.

Corrections Corporation of America

KIT CARSON CORRECTIONAL CENTER (768 Male Beds)

Burlington, Colorado

Chief of Security _____ **November 1999 to July 2001**

Directly oversees that all safety and security standards are maintained internally and externally and that policy and procedures are adhered to. Assisted the new administration in implementing a more structured and consistent security plan. Attained a certification to instruct Pressure Point Control Techniques. During this time the facility attained its initial ACA accreditation. In addition to managing the security department, food service was added under my area of supervision.

Corrections Corporation of America

KIT CARSON CORRECTIONAL CENTER

Burlington, Colorado

Shift Supervisor, Day to Day Operations _____ **Sept. 1999 to Nov. 1999**

Personally responsible for the day to day operation of the day shift at the CCA Kit Carson Correctional Center. Directly overseeing the security and safety of the institution and ensuring that all security and safety regulations are being adhered to. Assist in the training of pre-service employees and assist in the training of experienced staff.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Brownfield, Texas

Shift Supervisor, (Acting Chief of Security) _____ **Oct. 1997 to Sept. 1999**

Directly responsible for a shift of officers, overseeing security for the shift and the safety and welfare of staff and inmates. Acted as the Chief of Security in the Chief's absence, providing intensive supervision of security supervisor's, as well as their staff; ensuring a safe and secure environment

Senior Correctional Officer October 2004 to December 2004

Served as senior correctional officer for MTC. Duties include assisting the shift supervisor in running the shift and daily duties.

(Returned to Texas so that my spouse could complete her Bachelor's Degree at Texas Tech University.)

Corrections Corporation of America

KIT CARSON CORRECTIONAL CENTER (768 Male Beds)

Burlington, Colorado

Chief of Security August 2002 to August 2004

Served as the Chief of Security overseeing all security/safety standards. At this time, KCCC managed medium custody male inmates for the States of Colorado and Wyoming. The training department was added to my areas of supervision, in addition to security operations.

Corrections Corporation of America

FLORENCE CORRECTIONAL CENTER (1600 Male/Female Beds)

Florence, Arizona

Assistant Chief of Security September 2001 to August 2002

(Transferred to position as a result of not renewing contract at Brownfield ISF)

Assist the Chief of Security in overseeing that all safety and security standards are maintained internally and externally and that policy and procedures are adhered to. While assigned at the Florence Correctional Center, I had the opportunity to work with multi-contracts including, Hawaii DOC, Alaska DOC, INS (male and female), and the USMS (male and female). Assisted the Florence Correctional Center in attaining its initial ACA accreditation.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY (200 Male Beds)

Brownfield, Texas

Chief of Security July 2001 to September 2001

Directly oversees that all safety and security standards are maintained internally and externally and that policy and procedures are adhered to.

Luis Miguel Flores

1914 46th St ■ Lubbock, TX 79412 ■ (972)217-5173 ■ Luis.Flores@Cornerstoneprograms.com

University of North Texas - Denton, Texas

Bachelor of Science – Criminal Justice

- Graduation Date: August 2009

South Plains College - Levelland, Texas

Associates of Arts Degree - Criminal Justice

Associates of Applied Science- Law Enforcement Technology

- Graduation Date: May 2007

Navarro College – Corsicana, Texas

- 24 Semester Units in Criminal Justice/Law Enforcement
- 2002-2004 Transfer

Qualifications

- Self motivated and confident in making independent decisions in stressful situations
- Maintain responsibilities and punctuality, dependable and trusting personality
- Strong leadership qualities, supervisory and administrative experience, disciplined and control
- Project oriented, very well organized and able to meet deadlines

Work Experience

Garza County Regional Juvenile Center – Post, Texas

September 2009 – Present

Senior Unit Manager

- Ensure the safety and security of youth and staff through application of policies and procedures
- Provide for the development of direct and indirect reports to ensure seamless assumption of responsibilities and continuity
- Apply skills and experience to assume management/administrative duties when administrative officers are not present

Denton County Juvenile Detention Center –Denton, Texas

August 2007– September 09

Juvenile Detention Officer

- Supervise activities of youth in assigned sections
- Ensure the safety and security of youth and staff through application of policy and procedure
- Identify ways to improve the efficiency and effectiveness of the facility program

Garza County Regional Juvenile Center – Post, Texas

December 2006 – August 2007

Bureau of Prison/Long and Short Term County Unit Manager

- Conducted bi-weekly evaluations to assess behavior levels for Bureau of Prison youth, and monthly evaluations for Post Adjudicated and Pre Adjudicated youth.
- Monitored to ensure sufficient staff coverage as well as adherence to policies and procedures
- Assisted Director of Operations with training and discipline among staff members
- Provided six month and yearly performance evaluations for Supervisors

Garza County Regional Detention Center – Post, Texas

August 2005 – December 2006

First Shift Supervisor

- Assigned Youth Workers to dorms and provided immediate assistance, coaching or discipline as needed
- Conducted welfare checks, resident counts and room searches to enhance facility safety and security
- Supervised Youth Workers to ensure compliance with the facility daily schedule
- Completed all required administrative reports as needed

Garza County Regional Detention Center – Post, Texas

February 2005 – August 2005

Youth Worker

- Maintained a ten hour chronological log on youth behavior and activity
- Ensured that rules and regulations were adhered to by youth
- Supervised activities of youth in assigned dorms
- Guided interaction therapy meetings amongst youth

St. John High School- Ennis, Texas

August 2003- May 2004

Varsity Soccer and Cross Country Coach

- Trained student athletes on the fundamentals of soccer
- Coordinated strength and conditioning sessions to enhance overall health and performance
- Promoted teamwork, sportsmanship, and trust

Wal-Mart Supercenter – Lubbock, Texas

May 2004 – February 2005

Sales Associate

- Ascertain product availability in assigned department
- Extend assistance as well as courteousness toward customers and employees
- Maintain sanitary conditions as outlined by company policy

Wal-Mart Supercenter – Ennis, Texas

May 2002 – February 2004

Sales Associate

- Ascertain product availability in assigned department
- Extend assistance as well as courteousness toward customers and employees
- Maintain sanitary conditions as outlined by company policy

Honors/Awards and Collegiate Activities

Dean's List (2007 - 2009)

National Honor Scholar Society

Lambda Alpha Epsilon- Nu Tau Chapter, Criminal Justice (2008-2009)

Active in National Fraternity (2008 - current)

Law Enforcement Club (2005-2007)

Phi Iota Alpha Incorporated Regional Expansion Director – West Texas (2012 – Current)

Certifications

Juvenile Detention Officer, TJPC ID 18164(2005- Present)

Federal Bureau of Prisons Officer (2009 – Present)

Adult and Child Cardio Pulmonary Resuscitation (CPR) – American Red Cross (2005 – Present)

Automated external defibrillator (AED) – American Red Cross (2005 – Present)

Standard First Aid – American Red Cross (2005 –Present)

Primary Restraint Technique/ Handle with Care Instructor (2011 – Present)

Kristi D. McCauley
4513 64th Street
Lubbock, TX 79414
(806) 786-3556
Kraiders52@yahoo.com

EDUCATION

February 2003
Wayland Baptist University
B.S. Business Administration

May 1998
South Plains College
A.S. Computer Information Systems

EMPLOYMENT

December 2007 to Present
Cornerstone Programs
Post, Texas

Title: Business Manager

Duties: Assists and advises the Program Manager in all areas relating to human resources, facility budgets, account's payable and receivable and policies and procedures. Directly coordinates with corporate officers to ensure all information is timely and accurate. Develops contacts, negotiates contracts, initiates purchasing processes and maintains inventories for facility supplies. Act as a liaison with State agencies for contracted services, medical, maintenance and food services. Directly supervise the food service, maintenance, and administrative support staff.

February 2007 to September 2007

Robert D. Swain Company
Cary, North Carolina

Title: Full Charge Bookkeeper/Executive Assistant

Duties: Accounts payable, accounts receivable, general ledger, job costing and payroll for multiple land development and construction companies including trusts, bank reconciliations and deposits for all companies. Handle all security transactions and investments made by the multiple companies. Calculate quarterly estimated taxes, prepare all year documentation for CPA and handle all company health and liability insurance. Assist owner, answer phones, schedule meetings, and maintain files. Prepare closing documents for the sale of a new home and represent the builder at closings. Negotiate all office contracts including office lease, equipment, phones and health insurance.

October 2006 to February 2007

Pen Steel Inc.

Raleigh, North Carolina

Title: Office Manager

Duties: Accounts payable, accounts receivable, cash receipts, and inventory management using QuickBooks. Designing a company newsletter and marketing to current and potential customers. Bid commercial construction jobs and the purchasing of material for jobs. Maintain customer database using ACT software.

March 2004 to August 2005

Automotive Management Solutions

Apex, North Carolina

Title: Office Manager/Sales

Duties: Wrote company policies and procedures manual, trained sales staff on ACT software, layout and design of newsletter, made seminar arrangements, marketing for seminars, cold calls, and maintain customer database using ACT software. Write checks, accounts payable, accounts receivable, and payroll. Train and install computer software at customer locations. Consult customers on different ways of improving their current business methods.

February 1999 to February 2003

Texas A&M Research Center

Lubbock, Texas

Title: Administrative Secretary

Duties: Made all travel arrangements for 100 employees, trained other university locations on booking travel according to state policies. Performed new employee orientations, prepared professor's promotion packets and acted as fleet manager for 60 vehicles. Assisted Resident Director with scheduling, organizing and planning meetings. Maintained the facility web page using Adobe GoLive.

July 1992 to January 1999

Fields and Company

Lubbock, Texas

Title: Buyer

Duties: Buyer (lighting, appliances, electrical supplies) for 10 locations, inventory management, receiving clerk, approve payables before being submitted, sales, bid commercial jobs, and worked with customers on picking out lighting and appliances for their home.

REFERENCES

Available upon request

Ivan L. Cole
6507 7th Street ~ Lubbock TX 79416 ~ icole@woodcharter.com
Home: (806) 799-1859 ~ Work: (210) 638-5801 ~ Cell: (806) 236-5864

~ Principal ~

Results-driven, student oriented educational leader with a strong commitment to success. Committed to developing a highly qualified, motivated, student-centered staff that strives to grow professionally and incorporate the best educational strategies to maximize student achievement. Dedicated to providing professional leadership to create a safe, relevant, vibrant, and interesting learning environment where stakeholders work towards excellence in teaching, learning, and academic success. Documented success in delivering TEKS, instructions and assessments with high academic results in a high at-risk, multiple grade academic environment.

EDUCATION

Masters of Education, 2007, Major: Education Leadership, Texas Tech University
Bachelors of Arts, 2001, Major: History Minor: Political Science, Texas Tech

CERTIFICATIONS

Principal (EC-12)
Composite Social Studies Teacher (4-8) and (8-12)
Special Education (EC-12)

RELATED ADMINISTRATOR EXPERIENCE

REESE EDUCATION CENTER ~ Frenship ISD ~ Lubbock, TX 2004 - 2007
DAEP COORDINATOR/Supervisor(K-12)

- Supervised and mentored a five person staff that was responsible for over 150 students
 - Conducted interactive training sessions on creating a safe and effective classrooms
 - Worked with campus administrators to streamline delivery and tracking of academics
 - Enhanced campus teaching/learning environment by modeling a professional attitude
 - Compiled student data for campus/district administrators to analyze or generate reports
 - Mentored newly assigned teachers, teacher interns, and paraprofessionals
-

TEACHING EXPERIENCE

GARZA COUNTY ~John H. Wood, Jr. Charter District ~Post, TX 2010 -
TEACHER, 5-12 SOCIAL STUDIES

- Consolidated C-Scope assets into unique PowerPoint lessons for optimal TEKS coverage
- 2012 snapshot students earned district's highest combined TAKS pass rate at 80%
- 2011 TAKS commended students were almost 20 percent higher than district rate
- Collaborated with district teachers to create Core Knowledge Plan for Social Studies
- Recognized as campus' 2011-2012 Shining Star for consistent excellence and inspiration
- Student's Choice as 2010 - 2011 Garza County Teacher of the Year

GARZA COUNTY DETENTION CENTER ~ Post ISD ~ Post, TX 2008-2010
TEACHER, 5-12 SOCIAL STUDIES

- High risk, high mobility students' TAKS pass rate was above eighty percent each year
- Contributed to students' rehabilitation as member of Performance Assessment Team
- Mentored alternative certification intern and provided constructive assessment/feedback

SHOEMAKER HIGH SCHOOL ~ Killeen ISD ~ Killeen, TX 2007 - 2008
TEACHER, GOVERNMENT, ECONOMICS, AND PRE-AP GOVERNMENT

- Pre-AP Government section awarded as result of first semester student-teacher success
- Integral member of Professional Learning Committee that standardized the sequence for instructions and clarified the curriculum for the campus Government/Economic teachers

REESE EDUCATION CENTER ~ Frenship ISD ~ Lubbock, TX 2003 - 2004
TEACHER/DISCIPLINE INSTRUCTOR (5-8)

- Selected by principal to serve as supervisor and lead teacher for district's K-12 DAEP
- Established TEKS driven instruction booklets and assessments for fifth grade students
- Recognized as Reese Education Center's Teacher of the Year for 2003-2004

REESE EDUCATION CENTER ~ Frenship ISD ~ Lubbock, TX 2001 - 2003
Instructional Aide (9-12)

- Responsible for two sessions on BCIS and two sessions of Social Studies
 - Implemented BCIS curriculum which resulted in a 400-fold turn around in credit awards
-

PROFESSIONAL DEVELOPMENT

Professional Development & Appraisal System (PDAS) Appraiser Training
Instructional Leadership Development Training (ILD)
Chapter 37 Safe Schools Workshop for Administrators
PEIMS Overview for new Administrators
Discipline Reporting for Administrators
TEA Grade 8 Social Studies STAAR Academy
Differentiating Instructions in the Regular Classroom
Academic Success for All Students

COMPUTER EXPERIENCE

Microsoft Applications (Word, Excel, and PowerPoint)
PEIMS / iTTCS 425 Discipline-Reporting
Gradebook Applications
C-Scope for Teachers

Attachment 7.2

List of Staff Training

Pre-Service Training Curriculum

Total Credit Hours: 95

Course Name	Credit Hours
G.I.T. Behavior Modification System	1
Male and Female Youth in Residential Placement: Milestones, Challenges	2
Counseling Techniques	1
Interpersonal Communication, Conflict Resolution, Dispute Mediation and	2
Handle With Care	8
TJJJD and GCRJC Use of Force Regulations, Limitations and Tactics	0.5
Basic First Aid	4
CPR	4
Cultural Diversity/Ethnic Sensitivity and Social lifestyles of Youth	1
Program Transport Procedures/Restraint Procedures	3
Juvenile Rights and Responsibilities of Youth	2
Facility tool and key control	2
JSO Legal Liabilities	1.5
Employee Code of Conduct/Ethics/Disciplinary & Revocation Proceedings	1.5
Texas Family Code and Related Laws and Overview of TJJJD and The	2
ART	0.5
Identifying ANE and reporting requirements and the PREA	2.5
Security Procedures/Emergency Procedures/Mass Evacuation Procedures	2
Behavior Observation and Recording/Supervising Youth in Seclusion	1.5
Program Fire Drill Procedures	1
Incident Report Writing/Disciplinary Report Writing	1.5
JSO and Staff Safety	2
Multi-Disciplinary Approach to Behavior Modification: Correctional and	1.5
Adolescent Suicide Intervention/Prevention	2
Recognizing/Supervising Youth With Mental Health Issues	2.5
Sick Call Process/Resident Medications/Control of Pharmaceuticals	0.5
Adolescent Physical, neurological and psychological development	1
HIV/AIDS/Communicable Disease/Universal Precautions	1
OJT-On the Job Training	40

Attachment 7.3

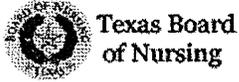
Staff Licenses



License Number: 65854 **Current Date: 01/23/2013 01:30 PM**
Name: **BOYLES, WILLIAM**
License Rank: **Licensed Professional Counselor**
License Status: **Current, Active**
Expiration Date: **11/30/2014**
Effective Rank Date: **05/24/2011**

**Addresses (for most
license types, full address
will not display)**

Main Address	Address	PLAINS , TX YOAKUM 79355 US
Mailing Address	Address	LUBBOCK , TX LUBBOCK 79423 US



Texas Board
of Nursing

LICENSED VOCATIONAL NURSE
TEXAS BOARD OF NURSING

333 Guadalupe #3-460, Austin, Texas 78701

A CERTIFICATE OF RE-REGISTRATION TO PRACTICE VOCATIONAL NURSING

LVN LIC. NO.

197427

COMPACT LICENSE

EXPIRES

8/31/2014

DEBRA L BOYD


EXECUTIVE DIRECTOR

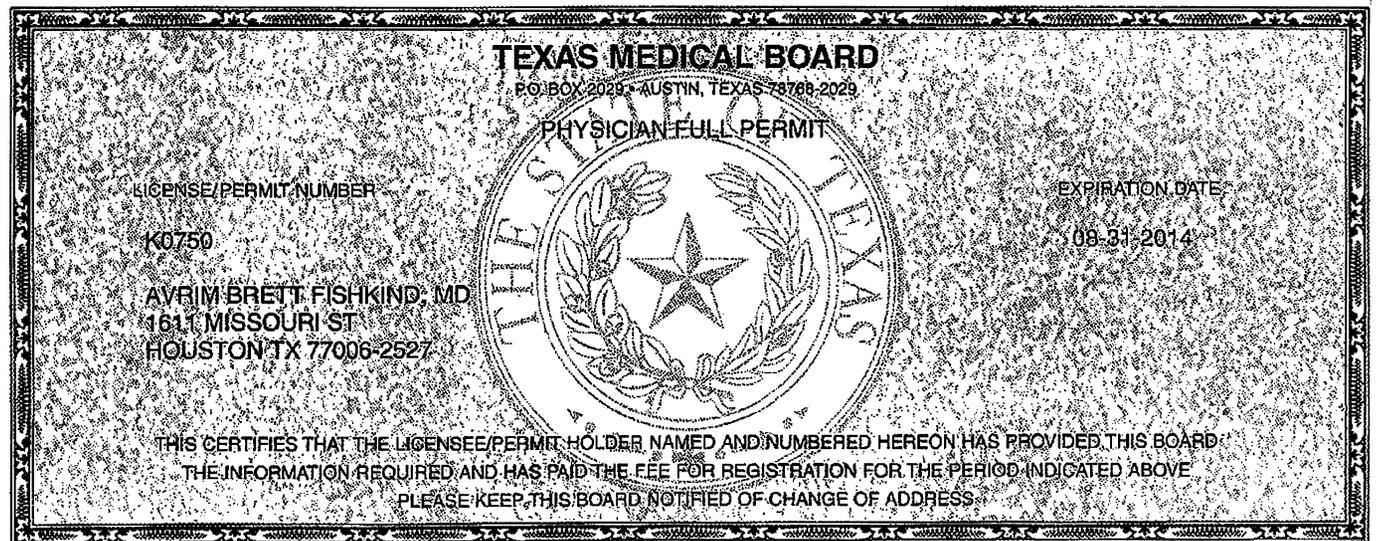
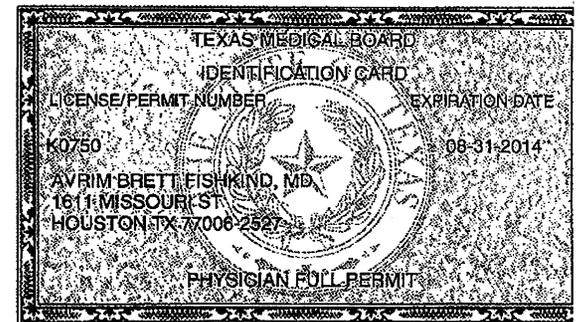

LVN SIGNATURE

The Texas Board of Nursing certifies that it maintains the information for the license verification function of this website, performs daily updates to the website and considers the website to be a secure, primary source for license verification.

Texas Board of Nursing
333 Guadalupe #3-460
Austin, Texas 78701

Office: (512) 305-7400

PLEASE NOTE OUR NEW ADDRESS AND PHONE NUMBER
P.O. BOX 2018, AUSTIN, TX 78768-2018
PHONE# 512/305-7010



Texas Educator Certificate

This certifies that

Sharon Rae Chambers

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

PROVISIONAL

Description	Effective Date	Expiration Date	Status
Elementary Self-Contained Grades (1-8)	12/15/1988	Life	<u>Valid</u>
Elementary Music Grades (1-8)	12/15/1988	Life	<u>Valid</u>
Generic Special Education Grades (PK-12)	12/20/1990	Life	<u>Valid</u>

NON-RENEWABLE PERMIT

Description	Effective Date	Expiration Date	Status
Generic Special Education/All Grades Grades (PK-12)	09/25/1989	08/31/1990	<u>Expired</u>

Official Record of Certification
Wednesday, September 12, 2012

v4.2

Texas Educator Certificate

This certifies that

Tiffany Ann Moreno

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

Description	STANDARD Effective Date	Expiration Date	Status
Educational Aide Educational Aide I	10/04/2010	04/30/2016	<u>Valid</u>

Official Record of Certification
Tuesday, January 15, 2013

[New Search](#)

[Close Window](#)

v4.2

Texas Educator Certificate

This certifies that

Brian V Neese

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

PROBATIONARY

Description	Effective Date	Expiration Date	Status
Social Studies Grades (8-12)	08/13/2012	08/13/2013	<u>Valid</u>

**Official Record of Certification
Saturday, September 08, 2012**

New Search

Close Window

v4.2

Texas Educator Certificate

This certifies that

Juanita Salas

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

STANDARD			
Description	Effective Date	Expiration Date	Status
Educational Aide			
Educational Aide I	09/15/2011	01/31/2017	<u>Valid</u>

**Official Record of Certification
Tuesday, January 15, 2013**

New Search

Close Window

v4.2

Texas Educator Certificate

This certifies that

Stacey Suzanne Shoemaker

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

Description	STANDARD		Status
	Effective Date	Expiration Date	
Classroom Teacher			
Special Education Grades (EC-12)	08/28/2012	05/31/2016	<u>Valid</u>
English Language Arts and Reading Grades (4-8)	05/07/2011	05/31/2016	<u>Valid</u>
Generalist Grades (EC-6)	07/07/2012	05/31/2016	<u>Valid</u>

Official Record of Certification
Saturday, September 08, 2012

New Search

Close Window

v4.2

Texas Educator Certificate

This certifies that

Cory Wilson Williamson

*has fulfilled requirements of state law and regulations of the
State Board for Educator Certification
and is hereby authorized to perform duties as designated below:*

STANDARD			
Description	Effective Date	Expiration Date	Status
Classroom Teacher			
Life Sciences Grades (8-12)	06/01/2009	08/31/2014	<u>Valid</u>

PROBATIONARY			
Description	Effective Date	Expiration Date	Status
Life Sciences Grades (8-12)	08/18/2008	08/18/2009	<u>Expired</u>

**Official Record of Certification
Saturday, September 08, 2012**

v4.2