

**WORKFORCE SOLUTIONS NORTHEAST TEXAS  
CHIEF ELECTED OFFICIALS MEETING AGENDA**

Pilgrim's Community Center  
820 West Pecan St.  
Mount Pleasant, Texas

Date: Thursday, January 29, 2026

Time: 10:30 a.m. or immediately following the regular meeting of the Ark-Tex Council of Governments  
& ZOOM

Use the following information to register for the meeting:

<https://us06web.zoom.us/meeting/register/ixt5t0zSSRyssgKYUTDcza>

The Texas Open Meetings Act now allows for members of a governmental body to attend a public meeting via a video conference call. The head of the board or commission must be physically present in the designated meeting place and the public must be given access to that meeting space.

1. Call To Order/Roll Call
2. Determination of a Quorum
3. Declaration of Conflict of Interest
4. Consider approval of the Workforce Solutions Northeast Texas Chief Elected Officials Meeting Minutes of September 25, 2025\*
5. Review and discussion of the financial statements for Workforce Solutions Northeast Texas as of December 31, 2025\*
6. Review, discussion, and action regarding the FY2026 amended budget\*
7. Review and discussion regarding the contracted performance measures\*
  - FY25 – Year End Report
  - FY26 - November
8. Review, discussion, and action regarding apportionment of board members seats among the counties of the Northeast Texas Workforce Development Area.\*
9. Election of Lead CEO and Alternate Lead CEO.
10. Review, discussion, and action regarding proposed amendment to the Partnership Agreement. \*
11. Report and update by the Executive Director and/or staff regarding administrative matters, including internal policies and procedures, customer service issues, status of project assignments, organizational matters, and responsibilities of the Board's departments.
  - WIOA and Child Care Funding
  - Child Care Activity
  - Innovation Fund Grant
  - Local Area Unemployment Statistics\*
  - Texas Workforce Commission (TWC) Monitoring Visit
  - Annual Report

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- 12.** Consider discussion of future agenda items
- 13.** Announcements
- 14.** Adjourn

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Time: 10:30 a.m. or immediately following the regular meeting of the Ark-Tex Council of Governments

The Texas Open Meetings Act now allows for members of a governmental body to attend a public meeting via a video conference call. The head of the board or commission must be physically present in the designated meeting place and the public must be given access to that meeting space.

**1. Call To Order/Roll Call**

Honorable Brandon Bell called the meeting to order at 10:20 AM.

**2. Determination of a Quorum**

A quorum was determined to be present.

**3. Declaration of Conflict of Interest**

No conflicts of interest were declared.

**4. Consider approval of the Workforce Solutions Northeast Texas Chief Elected Officials Meeting Minutes of April 24, 2025.**

Honorable Kent Cooper made a motion to approve the Chief Elected Official meeting minutes of April 24, 2025. Honorable Robert Newsom seconded the motion. All were in favor. None opposed. Motion carried.

**5. Review and discussion of the financial statements for Workforce Solutions Northeast Texas as of July 31, 2025.**

Ms. KiAnn Richardson, Director of Finance & Innovation for Workforce Solutions Northeast Texas, reported that as of July 31, 2025, the Board was \$48,833 under budget year to date. The significant variances include:

- Facilities: Early relocation to the Texarkana Workforce Center resulted in expenses being realized sooner than projected.
- Information Technology: Over budget by \$11,469 due to budgeting for only one month of work phone service rather than the full year.
- Contract Labor: Expected to remain under budget for the fiscal year.

Ms. Richardson indicated the year would close under budget overall.

**6. Discussion, consideration, and action regarding the FY2026 board budget.**

Ms. Richardson, presented the proposed budget for FY26:

- Revenue Summary: Projected total revenues of \$21,227,444, reflecting a 3% decrease compared to FY2025 due to statewide funding cuts from the Texas Workforce Commission.
- Cost Allocation: Funding distributed across board operations, contractor operations, childcare, quality initiatives, and special projects.

Workforce Solutions Northeast Texas is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request for individuals with disabilities. Relay Texas TDD: 800-735-2989.

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- Board Operating Budget:
  - FY2026 request is \$98,683 less than FY2025, primarily due to:
    - Reduced personnel costs following internal restructuring.
    - Decreased facility expenses resulting from relocation to the shared Texarkana Workforce Center.
  - IT costs increased by \$14,000 after correcting prior-year budgeting errors.
- Overall Impact: Represents a 6.7% total decrease from the prior year.

Honorable Travis Ransom made a motion to approve the FY2026 board budget. Honorable Cooper seconded the motion. All were in favor. None opposed. Motion carried.

**7. Discussion, consideration, and action regarding the Report on Audit of Financial Statements and Supplemental Information for the year ended September 30, 2024\***

Ms. Richardson, presented the FY24 Audit for fiscal year ended September 30, 2024:

- Audit Firm: Mike Green Accounting (first year with this firm, replacing Saunders).
- Audit Findings:
  - Received a clean, unmodified opinion on the financial statements.
  - No deficiencies in internal controls or compliance reported.
  - No findings or questioned costs identified in major program reviews.
- Highlights:
  - Direct client services totaled \$12.5 million, accounting for 63% of total expenditures.
  - The audit confirmed strong fiscal integrity and compliance practices.
- Discussion:
  - Members congratulated staff on the clean report.

Honorable Doug Reeder made a motion to approve the Report on Audit of Financial Statements and Supplemental Information for the year ended September 30, 2024. Honorable Newsome seconded the motion. All were in favor. None opposed. Motion carried.

**8. Review and discussion regarding the Fiscal Year 2025 contracted performance measures.**

Mr. Bart Spivey, Executive Director for Workforce Solutions Northeast Texas, presented information on the Board's contracted performance measures, through July 2025:

- Performance Summary:
  - Exceeding: 8 measures
  - Meeting: 6 measures
  - Not meeting: 3 measures
- Notes:
  - Two of the missed measures (Measurable Skills Gains) are likely due to state reporting issues; corrections expected by year-end.
  - One persistent issue remains with Adult Employment Q2 Post-Exit performance; currently under investigation for potential data errors by TWC.
  - New youth program data has been incorporated for the first time since the start of the fiscal year.
- Discussion:
  - Staff anticipate meeting all performance standards once corrections are processed.

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**9. Report and update by the Executive Director and/or staff regarding administrative matters, including internal policies and procedures, customer service issues, status of project assignments, organizational matters, and responsibilities of the Board's departments.**

Mr. Spivey provided updates on the following:

- TWC Monitoring Management Letter
  - The Texas Workforce Commission's annual monitoring review was completed in January 2025.
  - Findings: No issues or findings; one childcare case was noted but had already been corrected internally.
  - The report affirmed the board's strong compliance record.
- Workforce and Child Care Contractor
  - The Texas Workforce Commission's annual monitoring review was completed in January 2025.
  - Findings: No issues or findings; one childcare case was noted but had already been corrected internally.
  - The report affirmed the board's strong compliance record.
- WIOA Funding
  - WIOA Funding: Regional allocation decreased by 15.5% (~\$450,000) due to statewide federal reductions.
  - Child Care Funding: Increased by approximately \$1 million due to additional state allocations.
  - Over 90% of childcare funding directed to direct services or provider quality improvements.
  - Current enrollment: 1,600+ children; FY2026 target: 1,843.
  - Outlook: Staff will pursue additional grants to offset any future federal reductions.
- Office Move
  - Texarkana Office Move: Board offices relocated to the Workforce Center at 1702 Hampton Road, reducing costs and improving coordination.
  - Paris Workforce Center:
    - Ownership transferred from the State of Texas to private owner Wayne Cooper (who also owns Sulphur Springs Center).
    - Long-term lease signed beginning October 1, 2025.
    - New lease costs offset by savings from Texarkana relocation.
- Local Area Unemployment Statistics
  - Regional Employment: July data showed a decrease of 248 jobs from June but remained 550 jobs higher than the prior year.
  - Unemployment Claims: Sharp statewide and regional increases in fraudulent unemployment insurance claims observed.
  - Staff urged employers to report fraudulent claims promptly to prevent payments.
  - TWC links for reporting to be shared with members.

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- Board Member List
  - The board is nearing full membership (27 seats); three new members pending TWC approval.
- Awards Luncheon
  - Annual Awards Luncheon scheduled for January 28, 2026, at Region 8 Education Service Center in Pittsburg, Texas.

**10. Consider discussion of future agenda items.**

None.

**11. Announcements.**

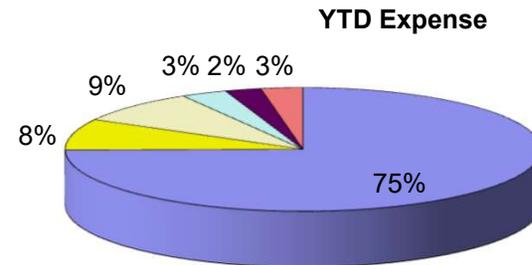
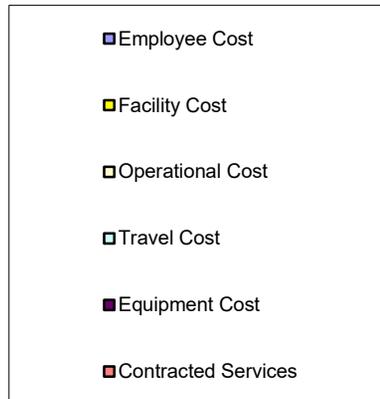
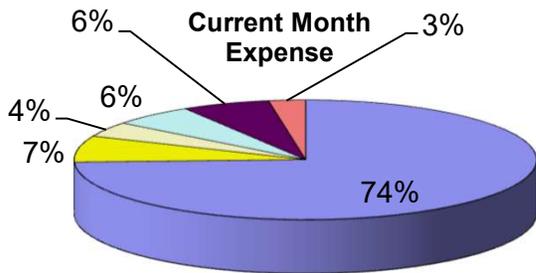
None.

**12. Adjourn.**

Honorable Bell adjourned the meeting at 10:40 a.m.

**Workforce Solutions Northeast Texas  
Board Expenditures  
For the Month Ending December 31, 2025**

Board Operating Costs	FY 2026 Budget	DECEMBER 2025			YTD 2026		
		Budget	Actual	Variance	Budget	Actual	Variance
Personnel	\$ 1,001,076	\$ 83,663	\$ 86,818	\$ (3,155)	\$ 241,152	\$ 236,442	4,710
Facilities	78,767	6,564	6,565	(1)	19,692	19,848	(156)
Utilities	7,417	618	69	549	1,854	1,021	833
Telecommunications	11,580	965	850	115	2,895	2,540	355
Repairs & Maintenance	236	20	3	17	60	3	57
Janitorial/Lawn/Security	9,268	772	772	-	2,316	2,317	(1)
Insurance	23,950	2,634	1,085	1,549	14,972	11,085	3,887
Postage & Shipping	700	58	(72)	130	175	(78)	253
Advertising, Marketing & Promotions	500	42	-	42	126	-	126
Community Relations	1,000	83	-	83	249	337	(88)
Supplies	2,500	208	89	119	624	533	91
Information Technology	60,578	4,060	1,922	2,138	12,180	7,218	4,962
Board Member Expenses	11,830	403	1,544	(1,141)	1,209	2,569	(1,360)
Development & Training	13,950	1,162	-	1,162	3,486	1,715	1,771
Dues, Fees & Subscriptions	7,842	115	-	115	345	3,420	(3,075)
Printing & Reproduction	2,500	63	182	(119)	188	391	(203)
Travel - Board Staff	41,000	3,415	6,765	(3,350)	10,249	9,866	383
Equipment - Leased	2,160	180	156	24	540	705	(165)
Strategic Initiatives	20,000	1,667	2,100	(433)	5,000	2,100	2,900
Contracted Services	41,840	5,445	4,930	515	8,335	4,930	3,405
Audit & Legal Expense	37,088	3,090	3,000	90	9,271	9,000	271
<b>Total Board Funding Available</b>	<b>\$ 1,375,782</b>	<b>\$ 115,227</b>	<b>\$ 116,778</b>	<b>\$ (1,551)</b>	<b>\$ 334,918</b>	<b>\$ 315,962</b>	<b>\$ 18,956</b>



**Workforce Solutions Northeast Texas Contracted Revenues**

<i>Program Description</i>	<i>Total</i>			
Child Care CCF - CARRYOVER	19,416	3,323	(16,093)	-82.9%
Child Care CCF - CURRENT	13,119,371	13,737,233	617,862	4.7%
Child Care CCP - CURRENT	550,000	576,000	26,000	4.7%
Child Care Match - CARRYOVER	246,323	743,571	497,248	201.9%
Child Care Match - CURRENT	819,894	819,894	-	0.0%
Child Care Quality - CARRYOVER	27,000	22,308	(4,692)	-17.4%
Child Care Quality - CURRENT	681,437	681,437	-	0.0%
Child Care Quality - CQF	517,651	517,651	-	0.0%
Teacher Externship - CARRYOVER	41,000	17,011	(23,989)	-58.5%
Teacher Externship - CURRENT	-	86,886	86,886	100.0%
Workforce Innovation Fund	-	60,689	60,689	100.0%
Employment Services - CARRYOVER	-	4,309	4,309	100.0%
Employment Services - CURRENT	61,722	61,722	-	0.0%
Re-employment Svcs Assessment - CURRENT	212,818	209,214	(3,604)	-1.7%
Re-employment Svcs Assessment - CARRYOVER	73,350	15,747	(57,603)	-78.5%
SNAP E&T - CURRENT	137,400	137,400	-	0.0%
TANF / Choices - CARRYOVER	68,890	3,441	(65,449)	-95.0%
TANF / Choices - CURRENT	1,050,258	1,050,258	-	0.0%
PROWD Grant	125,000	125,000	-	0.0%
Trade Act Services - CURRENT	-	5,000	5,000	100.0%
TEA Regional Convener Grant	169,000	169,000	-	0.0%
WIOA Adult - CARRYOVER	90,030	83,015	(7,015)	-7.8%
WIOA Adult - CURRENT	768,066	768,066	-	0.0%
WIOA Dislocated - CARRYOVER	105,200	41,830	(63,370)	-60.2%
WIOA Dislocated - CURRENT	988,169	988,169	-	0.0%
WIOA Rapid Response	20,012	20,012	-	0.0%
WIOA Youth - CARRYOVER	54,713	83,329	28,616	52.3%
WIOA Youth - CURRENT	691,860	691,860	-	0.0%
Workforce Initiatives - WCI	44,094	44,094	-	0.0%
VR - Summer Earn & Learn	125,000	125,000	-	0.0%
VR - Student HireAbility Navigator	113,000	113,000	-	0.0%
High Demand Job Training - CURRENT	-	100,000	100,000	100.0%
Co-Location Partnerships - Facility Costs	306,770	306,770	-	0.0%
<b>Totals</b>	<b>\$ 21,227,444</b>	<b>\$ 22,412,239</b>	<b>\$ 1,184,795</b>	<b>5.6%</b>

**Workforce Solutions Northeast Texas Contracted Revenues**

<i>Program Description</i>	<i>Board Operations</i>	<i>Workforce &amp; Childcare Operations</i>	<i>Childcare Direct Care</i>	<i>Quality Initiatives</i>	<i>Special Projects</i>	<i>Total Projected Revenues</i>
Child Care CCF - CARRYOVER	3,323	-	-	-	-	3,323
Child Care CCF - CURRENT	570,000	1,045,000	12,122,233	-	-	13,737,233
Child Care CCP - CURRENT	22,101	-	553,899	-	-	576,000
Child Care Match - CARRYOVER	-	-	721,071	-	22,500	743,571
Child Care Match - CURRENT	-	-	819,894	-	-	819,894
Child Care Quality - CARRYOVER	-	-	-	22,308	-	22,308
Child Care Quality - CURRENT	-	-	-	681,437	-	681,437
Child Care Quality - CQF	-	-	-	517,651	-	517,651
Teacher Externship - CARRYOVER	17,011	-	-	-	-	17,011
Teacher Externship - CURRENT	49,386	-	-	-	37,500	86,886
Workforce Innovation Fund	35,689	-	-	-	25,000	60,689
Employment Services - CARRYOVER	790	3,519	-	-	-	4,309
Employment Services - CURRENT	6,172	55,550	-	-	-	61,722
Re-employment Svcs Assessment - CURRENT	20,921	188,293	-	-	-	209,214
Re-employment Svcs Assessment - CARRYOVER	876	14,871	-	-	-	15,747
SNAP E&T - CURRENT	14,661	122,739	-	-	-	137,400
TANF / Choices - CARRYOVER	3,441	-	-	-	-	3,441
TANF / Choices - CURRENT	108,681	941,577	-	-	-	1,050,258
PROWD Grant	18,595	106,405	-	-	-	125,000
Trade Act Services - CURRENT	-	5,000	-	-	-	5,000
TEA Regional Convener Grant	144,000	-	-	-	25,000	169,000
WIOA Adult - CARRYOVER	11,236	71,779	-	-	-	83,015
WIOA Adult - CURRENT	76,807	691,259	-	-	-	768,066
WIOA Dislocated - CARRYOVER	12,537	29,293	-	-	-	41,830
WIOA Dislocated - CURRENT	99,620	888,549	-	-	-	988,169
WIOA Rapid Response	-	20,012	-	-	-	20,012
WIOA Youth - CARRYOVER	9,653	73,676	-	-	-	83,329
WIOA Youth - CURRENT	74,535	617,325	-	-	-	691,860
Workforce Initiatives - WCI	35,000	7,000	-	-	2,094	44,094
VR - Summer Earn & Learn	10,800	114,200	-	-	-	125,000
VR - Student HireAbility Navigator	-	113,000	-	-	-	113,000
High Demand Job Training - CURRENT	5,000	-	-	-	95,000	100,000
Co-Location Partnerships - Facility Costs	19,462	287,308	-	-	-	306,770
<b>Totals</b>	<b>\$ 1,370,297</b>	<b>\$ 5,396,355</b>	<b>\$ 14,217,097</b>	<b>\$ 1,221,396</b>	<b>\$ 207,094</b>	<b>\$ 22,412,239</b>

## Workforce Solutions Northeast Texas Expenditure Projections

<b>Board Operating Costs</b>	<b>FY2026.V1</b>	<b>FY2026.V2</b>	<b>Variance</b>	<b>Explanation of Variance</b>
Personnel Cost	1,001,076	995,435	(5,641)	<i>Adjustment to IT Services amount</i>
Facilities	78,767	78,767	-	
Utilities	7,417	7,417	-	
Telephone	11,580	11,580	-	
Repairs & Maintenance	236	3,000	2,764	<i>Install fire safety equipment</i>
Janitorial/Lawn Services/Security	9,268	9,268	-	
Insurance	23,950	24,485	535	<i>Increase to actual</i>
Postage and shipping	700	700	-	
Advertising, Marketing & Promotions	500	500	-	
Community Relations	1,000	1,000	-	
Supplies	2,500	2,500	-	
Information/Technology	60,578	59,543	(1,035)	<i>Cost savings on employee phones</i>
Board Member Expenses	11,830	11,830	-	
Professional Development/Training	13,950	13,950	-	
Dues, Fees, and Subscriptions	7,842	5,734	(2,108)	<i>Reduce TAWB Dues to actual</i>
Printing & Reproduction	2,500	2,500	-	
Travel - Staff	41,000	41,000	-	
Equipment - Leased/Rented	2,160	2,160	-	
Strategic Initiatives	20,000	20,000	-	
Contract Labor	-	-	-	
Contracted Services	41,840	41,840	-	
Audit & Legal Expense	37,088	37,088	-	
<b>Total Board Operating Expense</b>	<b>\$ 1,375,782</b>	<b>\$ 1,370,297</b>	<b>\$ (5,485)</b>	

<b>Subcontractor Operating and Service Delivery Costs</b>	<b>FY2026.V1</b>	<b>FY2026.V2</b>	<b>Variance</b>
Workforce & Childcare Operations	4,460,392	5,396,355	\$ 935,963
Childcare Direct Care	14,105,647	14,217,097	\$ 111,450
Quality Child Care Initiatives	1,171,029	1,221,396	\$ 50,367

<b>Total Operating and Service Delivery Cost</b>	<b>19,737,068</b>	<b>20,834,848</b>	<b>1,097,780</b>
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<b>Special Project Funding</b>	<b>114,594</b>	<b>207,094</b>	<b>92,500</b>
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<b>Total NETXWDB Budget</b>	<b>21,227,444</b>	<b>22,412,239</b>	<b>1,184,795</b>
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# 2025 Year End Board Summary Report

**FINAL RELEASE**

As Originally Published  
11/13/2025



Year-to-Date  
Performance Periods

## Board 7. North East Texas

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	NM	88.50%	82.58%	82.58%	73.08%	84.44%	85.19%	38	52	75.00%	75.68%	72.09%	73.08%	7/23	6/24	9
Employed Q4 Post Exit - Adult (DOL)	MG	101.09%	79.14%	79.14%	80.00%	86.96%	90.38%	52	65	83.33%	82.14%	80.00%	80.00%	1/23	12/23	9
Measurable Skills Gains - Adult (DOL)	EX	114.74%	69.72%	69.72%	80.00%	81.33%	69.86%	76	95	32.08%	72.73%	58.89%	80.00%	7/24	6/25	9
Median Earnings Q2 Post Exit - Adult (DOL)	EX	158.10%	\$7,770.00	\$7,770.00	\$12,284.49	\$10,550.32	\$9,750.68	N/A	38	\$11,435.00	\$12,258.22	\$12,062.08	\$12,284.49	7/23	6/24	9
Credential Rate - Adult (DOL)	EX	115.54%	77.60%	77.60%	89.66%	77.78%	86.96%	52	58	80.00%	87.50%	88.24%	89.66%	1/23	12/23	9
Employed Q2 Post Exit - DW (DOL)	MG	105.79%	82.20%	82.20%	86.96%	81.82%	80.68%	20	23	100.00%	100.00%	86.67%	86.96%	7/23	6/24	9
Employed Q4 Post Exit - DW (DOL)	MG	101.75%	81.90%	81.90%	83.33%	79.37%	78.21%	20	24	83.33%	80.00%	83.33%	83.33%	1/23	12/23	9
Measurable Skills Gains - DW (DOL)	EX	128.50%	77.82%	77.82%	100.00%	84.21%	91.67%	18	18	50.00%	85.71%	86.67%	100.00%	7/24	6/25	9
Median Earnings Q2 Post Exit - DW (DOL)	EX	135.60%	\$9,500.00	\$9,500.00	\$12,882.18	\$11,864.00	\$11,481.05	N/A	20	\$10,756.62	\$11,410.45	\$12,764.35	\$12,882.18	7/23	6/24	9
Credential Rate - DW (DOL)	EX	122.49%	77.56%	77.56%	95.00%	91.67%	73.81%	19	20	100.00%	92.31%	92.86%	95.00%	1/23	12/23	9
Employed/Enrolled Q2 Post Exit - Youth (DOL)	MG	101.85%	81.82%	81.82%	83.33%	82.35%	84.21%	15	18	83.33%	80.00%	82.35%	83.33%	7/23	6/24	9
Employed/Enrolled Q4 Post Exit - Youth (DOL)	EX	117.50%	81.70%	81.70%	96.00%	92.86%	84.38%	24	25	100.00%	100.00%	93.75%	96.00%	1/23	12/23	9
Measurable Skills Gains - Youth (DOL)	MG	108.19%	65.47%	65.47%	70.83%	66.67%	82.61%	17	24	25.00%	56.25%	45.00%	70.83%	7/24	6/25	9
Median Earnings Q2 Post Exit - Youth (DOL)	EX	226.84%	\$4,600.00	\$4,600.00	\$10,434.44	\$5,134.55	\$7,166.51	N/A	15	\$13,577.26	\$8,330.40	\$10,769.42	\$10,434.44	7/23	6/24	9
Credential Rate - Youth (DOL)	MG	104.18%	76.79%	76.79%	80.00%	80.00%	86.96%	16	20	0.00%	87.50%	84.62%	80.00%	1/23	12/23	9
Credential Rate - All C&T	EX	125.20%	71.00%	71.00%	88.89%	83.00%	80.33%	88	99	81.82%	89.13%	88.71%	88.89%	1/23	12/23	

### Status Summary

(Number of Measures)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 7

Not Meeting Performance (NM): 1

### % Meeting/Exceeding

(EX, MG, AR): **94.44 %**

### Status Definitions:

**EX:** Exceeding Performance

**MG:** Meeting Performance

**AR:** Meeting Performance - At Risk\*

**NM:** Not Meeting Performance

\* In the bottom quarter of the

Meeting Performance range.

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	107.21%	1,899	1,899	2,036	1,797	1,873	531,311	261	2,046	2,112	2,143	2,036	10/24	9/25	3
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	48.76%	50.85%	N/A	N/A	N/A	N/A	N/A	N/A	10/24	9/25	5
Childcare Initial Job Search Success Rate	N/A	90.88%	56.91%	56.91%	51.72%	-	-	30	58	51.72%	51.72%	51.72%	51.72%	6/24	5/25	6

### Notes

3. Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

6. This measure is in beta release and provided for informational purposes only.

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

# 2025 Year End Board Summary Report

**FINAL RELEASE**

As Originally Published  
11/13/2025



Year-to-Date  
Performance Periods

## Board 7. North East Texas

Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	MG	98.83%	59.82%	59.82%	59.12%	64.31%	64.15%	2,064	3,491	60.22%	59.89%	59.35%	59.12%	7/24	6/25	
Employers Receiving Texas Talent Assistance	EX	117.88%	1,588	1,588	1,872	1,604	1,476	N/A	N/A	366	726	1,123	1,872	10/24	9/25	

### Status Summary

(Number of Measures)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 7

Not Meeting Performance (NM): 1

### % Meeting/Exceeding

(EX, MG, AR): **94.44 %**

### Status Definitions:

**EX:** Exceeding Performance

**MG:** Meeting Performance

**AR:** Meeting Performance - At Risk\*

**NM:** Not Meeting Performance

\* In the bottom quarter of the Meeting Performance range.

### Notes

3. Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

6. This measure is in beta release and provided for informational purposes only.

9. Federal Program Year 2024 year-end target adjustments are applied starting with the August 2025 MPR and will be reflected in remaining BCY 2025 MPR reports.

# November 2025 Board Summary Report

**FINAL RELEASE**

As Originally Published  
1/9/2026



Year-to-Date  
Performance Periods

## Board 7. Northeast Texas

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	EX	115.04%	82.58%	82.58%	95.00%	73.08%	84.44%	19	20	95.00%	-	-	-	7/24	9/24	
Employed Q4 Post Exit - Adult (DOL)	NM	81.04%	82.27%	82.27%	66.67%	80.00%	86.96%	4	6	66.67%	-	-	-	1/24	3/24	
Measurable Skills Gains - Adult (DOL)	MG	107.16%	70.70%	70.70%	75.76%	80.00%	81.33%	25	33	72.73%	75.76%	-	-	7/25	11/25	
Median Earnings Q2 Post Exit - Adult (DOL)	EX	131.05%	\$8,110.00	\$8,110.00	\$10,628.27	\$12,284.49	\$10,550.32	N/A	19	\$10,628.27	-	-	-	7/24	9/24	
Credential Rate - Adult (DOL)	NM	85.29%	78.17%	78.17%	66.67%	89.66%	77.78%	4	6	66.67%	-	-	-	1/24	3/24	
Employed Q2 Post Exit - DW (DOL)	AR	91.07%	82.35%	82.35%	75.00%	86.96%	81.82%	3	4	75.00%	-	-	-	7/24	9/24	
Employed Q4 Post Exit - DW (DOL)	MG	98.04%	85.00%	85.00%	83.33%	83.33%	79.37%	5	6	83.33%	-	-	-	1/24	3/24	
Measurable Skills Gains - DW (DOL)	EX	128.50%	77.82%	77.82%	100.00%	100.00%	84.21%	1	1	100.00%	100.00%	-	-	7/25	11/25	
Median Earnings Q2 Post Exit - DW (DOL)	EX	145.07%	\$9,640.00	\$9,640.00	\$13,984.28	\$12,882.18	\$11,864.00	N/A	3	\$13,984.28	-	-	-	7/24	9/24	
Credential Rate - DW (DOL)	EX	128.93%	77.56%	77.56%	100.00%	95.00%	91.67%	3	3	100.00%	-	-	-	1/24	3/24	
Employed/Enrolled Q2 Post Exit - Youth (DOL)	EX	122.22%	81.82%	81.82%	100.00%	83.33%	82.35%	1	1	100.00%	-	-	-	7/24	9/24	
Employed/Enrolled Q4 Post Exit - Youth (DOL)	EX	120.00%	83.33%	83.33%	100.00%	96.00%	92.86%	2	2	100.00%	-	-	-	1/24	3/24	
Measurable Skills Gains - Youth (DOL)	NM	21.83%	65.47%	65.47%	14.29%	70.83%	66.67%	1	7	14.29%	14.29%	-	-	7/25	11/25	
Median Earnings Q2 Post Exit - Youth (DOL)	EX	239.04%	\$4,600.00	\$4,600.00	\$10,996.00	\$10,434.44	\$5,134.55	N/A	1	\$10,996.00	-	-	-	7/24	9/24	
Credential Rate - Youth (DOL)	EX	130.23%	76.79%	76.79%	100.00%	80.00%	80.00%	1	1	100.00%	-	-	-	1/24	3/24	
Credential Rate - All C&T	EX	106.67%	75.00%	75.00%	80.00%	88.89%	83.00%	8	10	80.00%	-	-	-	1/24	3/24	

### Status Summary

(Number of Measures)

Exceeding Performance (EX): 10  
Meeting Performance (MG, AR): 4  
Not Meeting Performance (NM): 4

**% Meeting/Exceeding  
(EX, MG, AR): 77.78 %**

### Status Definitions:

**EX:** Exceeding Performance  
**MG:** Meeting Performance  
**AR:** Meeting Performance - At Risk\*  
**NM:** Not Meeting Performance  
\* In the bottom quarter of the Meeting Performance range.

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	N/A	N/A	-	1,555	2,036	1,797	66,854	43	1,555	-	-	-	10/25	11/25	11, 13
Childcare Initial Job Search Success Rate	N/A	N/A	56.91%	56.91%	N/A	51.72%	-	0	0	N/A	-	-	-	6/25	7/25	
Choices Full Engagement Rate - All Family	N/A	N/A	50.00%	50.00%	N/A	-	48.76%	N/A	N/A	N/A	-	-	-	10/25	11/25	5
Total																

### Notes

- I|3 is finalizing the visualization for this measure to ensure accuracy.
- Beginning in BCY'26 with the October 2025 monthly performance, an updated methodology will be used for Avg # Children Served Per Day - Combined.
- Methodology updates beginning October 2025 to account for TX3C payment data variability results in greater accuracy for current performance. Refresh of targets are in development for consideration.

# November 2025 Board Summary Report

**FINAL RELEASE**

As Originally Published  
1/9/2026



Year-to-Date  
Performance Periods

## Board 7. Northeast Texas

Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	NM	94.97%	60.85%	60.85%	57.79%	59.12%	64.31%	330	571	57.79%	-	-	-	7/25	8/25	
Employers Receiving Texas Talent Assistance	MG	101.23%	734	1,872	743	1,872	1,604	N/A	N/A	743	-	-	-	10/25	11/25	

### Status Summary

(Number of Measures)

Exceeding Performance (EX): 10

Meeting Performance (MG, AR): 4

Not Meeting Performance (NM): 4

**% Meeting/Exceeding  
(EX, MG, AR): 77.78 %**

### Status Definitions:

**EX:** Exceeding Performance

**MG:** Meeting Performance

**AR:** Meeting Performance - At Risk\*

**NM:** Not Meeting Performance

\* In the bottom quarter of the Meeting Performance range.

### Notes

5. I|3 is finalizing the visualization for this measure to ensure accuracy.

11. Beginning in BCY'26 with the October 2025 monthly performance, an updated methodology will be used for Avg # Children Served Per Day - Combined.

13. Methodology updates beginning October 2025 to account for TX3C payment data variability results in greater accuracy for current performance. Refresh of targets are in development for consideration.

**Northeast WDA Apportionment Table 2026**

	<b>Bowie</b>	<b>Cass</b>	<b>Delta</b>	<b>Franklin</b>	<b>Hopkins</b>	<b>Lamar</b>	<b>Morris</b>	<b>Red River</b>	<b>Titus</b>	<b>Total</b>
<b>Population, Latest Estimate 2024 (July 1, 2024)</b>	<b>91,992</b>	<b>28,622</b>	<b>5,647</b>	<b>10,912</b>	<b>38,784</b>	<b>51,249</b>	<b>12,184</b>	<b>11,696</b>	<b>31,547</b>	<b>282,633</b>
<b>Population, 2020 Census (April 1, 2020)</b>	<b>92,892</b>	<b>28,448</b>	<b>5,226</b>	<b>10,355</b>	<b>36,790</b>	<b>50,083</b>	<b>11,971</b>	<b>11,584</b>	<b>31,241</b>	<b>278,590</b>
<b>Population, percent change, April 1, 2020 to JULY 1, 2023</b>	<b>-1.0%</b>	<b>0.6%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.4%</b>	<b>2.3%</b>	<b>1.8%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.5%</b>
<b>Percent of Regional Population</b>	<b>33%</b>	<b>10%</b>	<b>2%</b>	<b>4%</b>	<b>14%</b>	<b>18%</b>	<b>4%</b>	<b>4%</b>	<b>11%</b>	<b>100%</b>
<b>Private Sector Representatives 2026</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>14</b>
<b>Private Sector Representatives 2025</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>14</b>
<b>CBO/Labor Representatives 2026</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>CBO/Labor Representatives 2025</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>
<b>Note: Population figures are per the U.S. Census Bureau Quick Facts Website</b>										

Partnership Agreement  
202~~653~~ Revision

**PARTNERSHIP AGREEMENT**

**Between**

**North East Texas Workforce Development Board and the CEOs**

**For the**

**North East Texas Workforce Development Area**

**Per**

**[Workforce Investment Act of 1998 and HB 1863, Section 11.23 (f)]**

This agreement is entered into, by and between the North East Texas Workforce Development Board, (hereinafter referred to as the Board), and the Chief Elected Officials (hereinafter referred to as “CEOs”), of the North East Texas Workforce Development Area consisting of Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River, and Titus Counties, (hereinafter referred to as WDA) as defined by the Governor and the Texas Workforce Commission (hereinafter referred to as TWC).

**WHEREAS**, the WDA is comprised of nine counties in the North East corner of the state, being: Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River and Titus and the Chief Elected Officials in the respective counties (for purposes of this agreement) are reflected in Exhibit B attached hereto and made a part hereof; and

**WHEREAS**, the Board, as duly certified by the Governor of the State of Texas on April 13, 1999, is recognized as the entity in the WDA, with responsibility to provide policy planning, oversight, and evaluation for programs funded through the TWC; and

**WHEREAS**, pursuant to S.B. 642, as amended by H.B. 1863, Section 11.23 (f) and the federal Workforce Investment Act of 1998, as amended by the Workforce Innovation and Opportunity Act, it is necessary for the CEOs and the Board to enter into a partnership agreement, setting forth the roles, responsibilities, relationships, and functions of each party hereto as well as the Fiscal Agent, Grant Recipient, and Administrative Entity; and to determine procedures for the planning and development of the local workforce system.

**WHEREAS**, the CEOs, who are required to be parties to this agreement, have selected a Lead CEO Doug Reeder, County Judge, Morris County, as their authorized ~~lead~~ representative to enter into this agreement on their behalf and perform the duties as signatory authority (as is reflected in Exhibit C attached hereto and made a part hereof); and

**WHEREAS**, ~~David Burns~~ the Board elects, ~~has been duly elected by the members of the Board to serve as~~ the Chairperson, and the Chairperson is the authorized representative to enter into this agreement on their behalf,

**NOW, THEREFORE, IN CONSIDERATION OF THE ABOVE PREMISES, BE IT RESOLVED, THAT THE PARTIES HERETO AGREE TO SET FORTH ROLES, RESPONSIBILITIES, RELATIONSHIPS, AND FUNCTIONS AS FOLLOWS:**

Partnership Agreement  
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**I. PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to define the authority, roles, and responsibilities of the Board as ascribed by the CEOs and to determine the procedures for developing a workforce plan.

The CEOs hereby charge the Board to design and implement a locally delivered workforce development system, which will enable government, business, education, and labor to provide the WDA with a highly skilled workforce. The Board in concurrence with the CEOs will move toward the goals of integration of resources and programs, sustained and meaningful involvement of the private sector, and a training and education system that serves the needs of both employers and employees of the WDA.

**II. AUTHORITY, ROLES, RESPONSIBILITIES OF THE BOARD**

The Board is directly responsible for the strategic and operational planning and administration of all workforce training and services funded through the TWC to the local area.

It is the joint authority and responsibility of both principal partners, the Board and CEOs, to ensure effective workforce training and services to the WDA. It is the shared responsibility and authority of the partners to stimulate the active, effective participation of all sectors of the WDA in developing an effective and integrated workforce system. The Board will be responsible for the administration and oversight of the programs and the Board, in concert with the CEOs, will be responsible for the planning, service delivery design, and evaluation of the system.

The North East Texas Workforce Development Board is a Not-for-Profit entity with an Internal Revenue Service 501 c (3) designation.

**A. DESIGNATION OF FISCAL AGENT/GRANT RECIPIENT**

North East Texas Workforce Development Board is hereby designated as the Fiscal Agent/Grant Recipient and will carry out the roles and responsibilities associated with this function for the North East Texas Workforce Development Area.

The Board is financially responsible and accountable for the management of all workforce funds available to the board. A copy of the Key Control System Certification and Statement of Attestation signed by the Board Chairperson and Lead CEO, labeled "Exhibit A," is attached hereto and made a part hereof for all purposes.

As Grant Recipient, the Board will serve as depository and fiscal agent for workforce development funds available for use and disbursement in the WDA. Such designation

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92 will require the Board to be accountable, responsible and liable for all such funds,  
93 expenditures, and related activities.

94 Fiscal accountability includes maintaining records and information according to all  
95 State prescribed rules and federal regulations.

96  
97 **B. ROLE OF FISCAL AGENT**

98  
99 As fiscal agent, the Board agrees to hold harmless and indemnify the local jurisdictions  
100 from and against any and all claims, demands, and causes of action of every kind and  
101 character which may be asserted by any third party, including any interested federal or  
102 state department or agency, occurring or in any way incident to, arising out of, or in  
103 connection with the misuse, misappropriation, misapplication, loss or theft of any funds  
104 provided by and through this agreement, for which funds and services the Board is  
105 responsible.

106  
107 Any disallowed costs under negotiation with JTPA and its successor program(s) under  
108 the Workforce Investment Act of 1998, as amended by the Workforce Innovation and  
109 Opportunity Act, or its successor program(s) will continue to follow the resolution  
110 process set out in federal regulations.

111  
112 The Fiscal Agent's responsibilities shall include but not be limited to:

- 113  
114 1. Establishment of a Chart of Accounts sufficient to accommodate the financial  
115 management needs of the Board and to insure proper accountability of all  
116 funds (revenues and expenditures) consistent with both state and federal laws,  
117 rules and procedures.
- 118 2. Bid and contract for an annual audit of all Board accounts, sufficient to assure  
119 the CEOs that all appropriate funds have been received and are properly  
120 accounted for with no disallowed costs.
- 121 3. The designation of fiscal agent requires the entity to be accountable,  
122 responsible, and liable for all such funds, expenditures, and related activities  
123 as required by the Texas Workforce Commission and The U.S. Department of  
124 Labor under the Workforce Investment Act of 1998, as amended by the  
125 Workforce Innovation and Opportunity Act, or its successor programs.

126  
127 **C. DESIGNATION OF ADMINISTRATIVE ENTITY**

128  
129 The Board is hereby designated as the Administrative Entity and will carry out the roles  
130 and responsibilities associated with the role of the Administrative Entity.

131  
132 **D. ROLE OF ADMINISTRATIVE ENTITY**

133  
134 As Administrative Entity, the Board will be responsible for providing its own staff  
135 support and the management and administration of workforce development activities,  
136 and implementation of the Board plan.

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Administrative Entity responsibilities include, but are not limited to:

1. The selection and the hiring of staff;
2. Preparation of, or contracting for consultant services, to produce the local workforce development plan;
3. Contracting for the procurement and maintenance of assets, including office space, and expendable supplies necessary for Board staff operations;
4. Assisting CEOs with requested administrative functions required to submit nominations for NETxWDB membership to the TWC and the Governor for consideration;
5. Bidding and contracting for the management and operation of a system of one-stop career centers or workforce centers within the WDA;
6. Bidding for and contracting with an entity to provide intake, eligibility, enrollment and referral services for the service delivery design.
7. Bidding and contracting for training and educational services described in the Board plan.
8. The collection and integrity of program data necessary for management and evaluation, and the preparation of required fiscal and administrative reports;
9. Ensuring compliance with standardized management information system reporting requirements, and overseeing in-house data collection;
10. Bidding and contracting for the management and operations of the region's Child Care Management System and Child Care Training Services.
11. Developing local procedures and/or implementing any state procedures to prevent misuse of funds by subcontractors, sub-grantees, and other recipients;
12. Monitoring and evaluation of all subcontractors and providers of education and training services;
13. Taking action against subcontractors, sub-grantees, and other recipients to eliminate abuses and ensure that systems are serving eligible applicants for services.
14. Developing procedures for collection of any monies or funds from subcontractors, sub-grantees, and other recipients resulting from an audit disallowance as determined by state or federal agencies; and any and all other administrative and management responsibilities required by the Board and CEOs.
15. Any and all other administrative and management responsibilities required by the Board, CEOs, Texas Workforce Commission, U.S. Department of Labor and other granting entities.

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**E. FUNDS ALLOCATION**

Resources allocated to the Board will be distributed according to federal, state, and local allocation formulas. In the absence of required formulas, a formula for funds distribution will be developed by the Board staff, and presented to the Board for approval, which may consider such variables as local needs, unemployment rates, job demands and training resource availability.

1. Where funds are allocated to the Workforce Development Area using Federal or State allocation formulas, planning program objectives and priorities will be the basis for further allocation of funds to each of the one-stop workforce services centers.
2. Where funds are not formula allocated, a minimum threshold (percent of total or dollar amount) will be allocated to and a formula for funds distribution will be developed by the Board based upon the nature of the funds as well as the following, on a proportionate basis:

- Unemployment
- Minority population
- Educational achievement rates
- Level of poverty
- Total population
- Literacy rates
- Other

In all instances, resources will be distributed fairly for program implementation within the counties, and with CEO input to the Board. In no event will distribution formulas violate either state or federal allocation formulas.

**F. DISALLOWED COSTS AND OTHER LIABILITIES**

Responsibilities for disallowed costs and other liabilities will be as follows:

- First Priority:** recover funds from the service provider(s) incurring the liability;
- Second Priority:** recover funds from an insurance carrier or bond issuer;
- Third Priority:** utilize available discretionary funds available to the Board;
- Fourth Priority:** seek financial relief from the State of Texas through the TWC and the Legislature.
- Fifth Priority:** allocate liability to the nine Texas counties forming the WDA, on a pro-rata basis according to the funds distributed in the counties, and they shall, to the extent allowed by law, be the last resort for outstanding Board liabilities.

230  
231 **G. POWERS AND AUTHORITIES**  
232

233 For purposes of the Partnership created hereunder, a joint committee of the CEOs and  
234 Board's Executive Committee, acting on behalf of the region's CEOs, and the Board,  
235 shall exercise the following joint and separate powers and authorities:  
236

237 **1. Joint Powers**  
238

239 The CEOs and the Board's Executive Committee, on behalf of the Board shall  
240 jointly:

- 241
- 242 1. Acknowledge that an equal partnership exists between the CEOs  
243 and the Board with regard to programs funded through TWC.
  - 244 2. Designate the Board to serve as the grant recipient and fiscal  
245 agent for the WDA provided such designation can be changed by  
246 a three-fourths majority vote of each partner to this agreement.  
247
  - 248 3. Approve an Annual Financial Management Plan including  
249 guidelines for awarding and terminating contracts relating to the  
250 basic operation of all programs covered by the Act. The Plan  
251 shall require approval of both bodies prior to submission to the  
252 appropriate state and/or federal authorities.  
253

254  
255 Any amendment to this Partnership Agreement shall require the approval of  
256 three-fourths of both bodies to have force and effect.  
257

258 **2. Separate Powers of the Board**  
259

260 The Board shall be so empowered:

261 The Board shall solicit the input and participation of the business community,  
262 youth groups, educational institutions, public employers, workforce, and  
263 residents of the region in designing a system of quality service delivery for the  
264 WDA.  
265

266 The Board shall oversee and plan for workforce development activities  
267 through a regional strategic planning process.  
268

269 ~~The Board shall have the sole and exclusive authority to employ, supervise  
270 and evaluate the Board's Executive Director, and to originate all program  
271 plans, and substantive plan amendments, as defined above.~~

272  
273 The Board shall have the sole and exclusive power and authority to conduct  
274 and produce annual performance evaluations on the entire local Workforce  
275

Commented [SB1]: This statement is repeated below.

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276 Development Program covered under the provisions of the applicable State  
277 statutes, including: the activities and performance of the designated One-stop  
278 Service Center and all contracted service providers. ~~A-R~~reports reflecting  
279 these evaluations shall be prepared as requested, but at least annually and  
280 forwarded to the individual CEOs, the Board, and relevant state and/or federal  
281 authorities.

282  
283 The Board shall have the sole and exclusive authority to hire, supervise,  
284 evaluate, discipline and/or approve the appointment of the Board's Executive  
285 Director, who in turn shall have the sole and exclusive authority to hire,  
286 supervise, evaluate, discipline and/or approve the hiring or contracting of  
287 additional staff to provide planning and/or monitoring services to the  
288 workforce development process in the region.

289  
290 The Board shall solicit, properly bid, and recommend contracts to the CEOs  
291 for their review prior to the approval, award and execute contracts for  
292 planning and/or monitoring services in connection with its planning,  
293 monitoring, oversight, and evaluation functions under the relevant statutes,  
294 rules and regulations, within the financial constraints of the budget developed  
295 by the Board and submitted as a part of the ~~annual~~-Workforce Program  
296 Operational Plans approved by the CEOs.

297  
298 The Board shall provide reports on the oversight, administration, financial  
299 management, and operations of all significant workforce development  
300 programs and activities of the administrative entity at least annually.

301  
302 The Board shall have the exclusive authority to originate any and all  
303 amendments to its adopted Bylaws. Proposed amendments require review and  
304 certification by the Lead CEO that the proposed amendment is not in conflict  
305 with this Partnership Agreement.

306  
307 **3. Separate Powers of the CEOs**

308  
309 The CEOs shall be so empowered:

310  
311 The designated CEOs and their successors in office shall be the official  
312 representatives of all local elected officials of the region on all matters  
313 pursuant to workforce development.

314  
315 The CEOs shall have the sole and exclusive authority to appoint the members  
316 of the Board, according to the bylaws and federal and state rules, regulations  
317 and laws addressing the distribution of Board seats and as set forth in state and  
318 federal law, the CEOs Local Agreement, and Board Bylaws.

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The CEOs shall have the authority to remove and/or reappoint another to the position of any member of the Board for just cause, including but not limited to:

1. a failure to attend and participate in meetings
2. attend the required training
3. abuse of authority
4. failing to act in the best interest of the Workforce Development Area
5. failing to meet their fiduciary responsibilities

The CEOs shall review and approve all workforce development plans and modifications thereto, the annual Financial Management Plan, and any other strategic and operational plans related to block grant or contract funds received.

Any amendments to the Bylaws of the Board that would have the effect of altering the distribution of Board seats among the counties in the region require the approval three-fourths majority of the CEOs.

**H. BOARD APPOINTMENTS AND ORGANIZATION**

**1. Board Nominations and Appointments –**

The CEOs are responsible for Board member appointments. CEOs will select community leaders from their jurisdictions to serve on the Board who will forge working relationships and carry out the regional workforce development strategic plan.

Appointment of Board members will be consistent with state and federal laws, including Section 4.02 of SB 642, as amended by HB 1863, the federal Job Training Program under WIA, as amended by the Workforce Innovation and Opportunity Act, and any applicable TWC rules.

The Board will consist of twenty-seven (27) members, but may be adjusted up or down consistent with applicable rules, law, or statute. Membership is based on county population, with each county receiving at least one private sector representative. The CEOs will have forty-five (45) days to fill a vacancy from the county they represent. If the CEO is unable to fill such vacancy within forty-five (45) days, CEOs from the remaining counties may provide nominations to fill the vacancy provided that nominations are submitted within fifteen (15) days following the forty-fifth day of the vacancy. If these steps fail to produce a certifiable nominee to fill the vacancy, the Lead CEO will appoint an individual from within the region to fill the vacancy.

The Board will prepare a set of By-laws providing for selection of a board chair from among the Board's members representing the private sector. The

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board chair and other officers will be selected by majority vote of board members and serve two year terms of office. A quorum for voting purposes is defined as a simple majority of certified members in good standing.

The Board will consist of the following members:

*(See Exhibit "B", attached hereto and made a part hereof for all purposes.)*

Appointments to the Board will be made by the designated CEO.

The appropriate forms are forwarded to the TWC for evaluation, and the Board is subject to final certification by the Governor of the State of Texas.

Board members serve staggered three (3) year terms of office, expiring in the relevant year consistent with the date of appointment.

In order to continue to serve on the Board, board members must be re-appointed when their term expires. Re-appointments will be at the discretion of the CEOs.

Any vacancy in the membership of the Board shall be filled in the same manner as the original appointment. Appointees to vacant positions will serve until the end of the term assigned to the position in question. Any member may be removed for cause in accordance with procedures agreed upon by the CEOs and the Board and incorporated into the Board by-laws.

All Board appointees must agree to participate in the TWC required board training within ninety (90) days of their initial appointment.

## **2. Local Workforce Board Development Planning -**

The CEOs will provide mutual review and final approval of the local workforce Strategic and Operational Plan.

The CEOs will be responsible to meet as required, but at least annually, to review any modifications to the Board local plan provided to them by the Board staff, evaluate workforce activities, determine allocation of member seats among the counties based on population and in accordance with this agreement, and discuss any changes that need to be made.

At least annually, the CEOs will be responsible for selecting the designated Lead CEO and Alternate Lead CEO to serve as ex-officio members on the Board. The Lead CEO shall report to the CEOs regarding board actions and shall be responsible for chairing and conducting the annual meeting of CEO's.

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To keep informed on WDA activities, CEOs will be provided information as outlined in the Board section of this agreement.

**I. ADDITIONAL RESPONSIBILITIES OF THE BOARD**

The Board will carry out and comply with applicable laws and regulations, including the responsibilities as assigned in S.B. 642, as amended by H.B. 1863, current federal Workforce Investment Act as amended in the Workforce Investment Act of 1998, as further amended by the Workforce Innovation and Opportunity Act, and any subsequent legislation granting authority to the local workforce development board. The Board shall:

1. Establish a business services unit that is an integral part of the One-Stop Service Centers that markets workforce services to businesses in the area. The unit will solicit input and participation of the local business community, serve as a contact for local business to communicate their skill needs, and report unmet needs to the Board in order to determine the strategic direction of all workforce development programs and services in the WDA.
2. Solicit additional funds from other sources, both public and private, but *not* from an entity with whom the Board contracts for the delivery of services.
3. Develop a local workforce development plan.
4. Develop an annual budget to be presented to the CEOs for approval and to be included in the plan.
5. Assume the functions and responsibilities of local workforce development advisory boards, councils, and committees authorized by federal or state laws, including but not limited to private industry councils, quality workforce planning committees, job service employer committees, local literacy councils, and local School to Work Partnership program advisory committees.
6. Monitor and evaluate the effectiveness of the Workforce Centers, state agencies and other higher education and vocational/technical education program contractors providing workforce training and services, to ensure that performance is consistent with state and local goals and objectives.
7. Provide to the CEOs, at least quarterly, written reports summarizing board and One-Stop Service Center activities, including planning, administration, monitoring, evaluations, and financial activities; board meeting minutes; copies of all monitoring and audit reports; and any other information as requested by the CEOs.

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8. Review, verify, modify, and use of labor market information developed through the state's labor market information system to identify occupation-specific labor demand in the WDA.
  9. Provide periodically a report summarizing occupation-specific labor demand to each public post-secondary institution providing vocational and technical education and each entity under contract to the Board to provide workforce training and services in the WDA.
  10. Prepare Individual Training Accounts (ITA's) on each qualified applicant and ensure that subsequent education or training providers adhere to the ITA.
  11. Promote cooperation and coordination among public organizations, community organizations, and private business providing workforce development services.
  12. Represent the WDA in any meetings, conferences, negotiations, or other activities deemed appropriate for the proper administration of the programs.
  13. Ensure that employment services are provided for persons seeking employment within the WDA.
  14. Adopt programs to enhance the ability of recipients of financial assistance and services under Chapter 31, Human Resources Code, who are eligible to participate in the welfare reform or welfare to work training programs to obtain and retain gainful employment.
  15. Function in accordance with all other responsibilities in applicable state and federal laws and in accordance with the established Board by-laws and plan.

487 **J. PROCEDURES FOR DEVELOPMENT OF LOCAL PLAN**

488  
489 The Board will be responsible for developing a single plan for the delivery of  
490 workforce training and services that includes a strategic and operational component as  
491 required by Texas Senate Bill 642 and HB 1863, and includes the training plan required  
492 by JTPA federal law, and any TWC rules governing JTPA, WIOA, CCMS, CHOICES  
493 Unemployment Insurance, etc.

494  
495 The designated Lead CEO will meet jointly with the Board to establish the general  
496 parameters and goals of the local plan, if deemed necessary.

497  
498 It is also the CEOs intention that interested parties have an input into the planning  
499 process and that the final plan be consistent with the state's strategic plan.

500  
501 The plan will include a plan for realigning local authority and responsibilities.  
502

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503 Each CEO represented in the inter-local agreement will be provided access to the plan  
504 prior to approval and will be given a minimum of 30 days to review and comment on  
505 the plan. The Board will give serious consideration to the comments received and will  
506 endeavor to incorporate the comments and suggestions into the final plan, prior to  
507 submitting the plan to the CEOs and TWC for approval.  
508

509 The Board's Executive Committee will enter into negotiations with CEOs to resolve  
510 those aspects in dispute.  
511

512 In addition to the final plan, each CEO will be given periodic status reports during the  
513 development of the plan.  
514

515 The Board, along with the designated lead CEO, will be ultimately responsible for the  
516 final approval of the local plan.  
517

518 It is understood by all parties to this agreement that this plan is the basis for receipt of  
519 state and federal funds for workforce development programs. Any delays in plan  
520 development and approval threaten the availability of these funds to provide programs  
521 to the Board, and should therefore be avoided.  
522

523 The process of developing the local plan will be broken down into a number of steps.  
524 The first stage of developing the strategic plan will consist primarily of research and  
525 will be the responsibility of Board staff and/or contracted consultant.  
526

- 527 1. Data Collection. (Research stage) Assessing the area's workforce  
528 needs and soliciting the input of the area's employers regarding their  
529 needs.  
530

531 Business/local employers will be surveyed to their needs.  
532 Relationships with the business community will begin to be  
533 developed during this planning process and become a part of the  
534 business services focus of the Board. During this survey,  
535 industries and employers likely to employ workers who participate  
536 in job training programs will also be identified.  
537

538 Short and long range labor market information will be gathered  
539 including job growth and decline, and demographic characteristics  
540 of the workforce area population. This information will be  
541 gathered from studies of Quality Workforce Planning Committees,  
542 surveying of area employers, and from published reports.  
543

- 544 2. Assessment of current workforce development programs. (*Research  
545 and evaluation stage*).  
546

547 This will include reviewing current available training and  
548 educational services and assessing and evaluating the effectiveness

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549 of them. These programs will be evaluated to determine whether  
550 they meet present and future needs as identified by the first phase  
551 of this process. Current local training plan will also be reviewed.

552  
553 3. Reviewing goals and objectives.

554 Goals, objectives, and performance standards established by the  
555 Board will be identified and included as part of the local plan.

556  
557  
558 4. Developing local strategic goals.

559 Research information gathered in the steps above will be provided  
560 to a Strategic and Operational Planning Committee appointed by  
561 the Board's Executive Committee. Committee members will be  
562 from entities that include representatives from business, labor, and  
563 education. This group will work with the board staff, assessing the  
564 current system, establishing local employer and employee needs,  
565 and developing local strategic goals that will be consistent with the  
566 state goals.

567  
568 The local goals will outline how the workforce development  
569 system can be responsive to the local needs and target services in  
570 the most effective manner.

571  
572 Board staff will prepare a draft plan and present it to the members of the board for  
573 approval.

574  
575 After Board review, the strategic component of the plan will be provided to all CEOs  
576 for review and final approval. The draft plan may be provided to other interested  
577 parties for their comments.

578  
579 All work needed to complete this draft plan will be performed cooperatively by the  
580 Board, Board staff, and the Strategic and Operational Planning Committee.

581  
582 The operational component of the plan will then be accomplished by Board staff and  
583 will focus on deciding how resources available to the WDA will be used to achieve the  
584 goals and objectives set in the strategic plan.

585  
586 This component will involve setting priorities, identifying resources available, and  
587 setting the framework to build a local workforce system that is responsive to labor  
588 market needs.

589 This part of the plan will:

- 590  
591 1. Include steps to ensure that the proposed workforce development  
592 system, including the education system, has the flexibility to adapt to  
593 changes in meeting the needs of local businesses and clients over time.  
594 The Board will apply for any needed waivers. The Board and the

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CEOs will continue to monitor the needs of both job seekers and employers. Current available resources will continue to be allocated toward those needs while in transition over the new system.

2. Include a budget. To the extent practical, the Board will work in partnership with the CEOs in developing the workforce development system budget. They may set parameters governing the size of programs in terms of clients and dollars, the anticipated performance of each, and the amount of funds which will be allocated for use by staff and One-Stop Service Centers. Unless superseded by federal law, total administrative costs for the local workforce training and services will not exceed the maximum allowed by law.

The operational component of the plan will be made available to all CEOs for review upon completion. Any revisions to the operational component require Board approval and will be authorized by the Lead CEO with agreement of a simple majority of the CEOs as a whole.

After both components of the plan are approved by the Board and CEOs, the plan will be submitted to TWC ~~by the CEOs~~ for review and final approval by the Governor. The local plan will be completed by incorporating all comments and revisions by the Board staff.

### III. OPEN MEETINGS

The Board and CEOs will meet according to the provisions of the Texas Open Meeting Act, as revised and full public notification shall be made prior to all meetings.

### REIMBURSEMENT OF EXPENSES

Neither CEOs nor the NETxWDB members shall receive compensation, although appropriate reimbursement shall be made for approved expenses e.g. out-of-region travel, training, conferences, etc.

### IV. DISPUTE RESOLUTION

As an equal partnership exists between the Board and the CEOs, any disputes between the partners in the agreement will be resolved by mutually satisfactory negotiation. In the event of unresolvable issues of disagreement between the Board and CEOs, and such disagreement proves contrary to the success of the program, both parties agree to arbitration.

Unresolved issues will be submitted to a three-member panel consisting of a Board representative, a CEO representative, and in impartial third party, acceptable to both the Board and the CEOs.

641 **VI. NO PERSONAL LIABILITY**

642 A member or former member of the Board will not be held personally liable for any  
643 claim, damage, loss, or repayment obligation of federal or state funds that arise from  
644 the state or federal act unless the act or omission that causes the claim, damage, loss, or  
645 repayment obligation constitutes official misconduct on the part of the board member,  
646 willful disregard of the requirements of the Act on the part of the board member, or  
647 gross negligence on the part of the board member.

648  
649 **VII. TERMS OF THIS AGREEMENT**

650  
651 This agreement may be amended by the request of any party hereto, consistent with  
652 law, through written agreement by all parties hereto.

653  
654 The terms of this agreement are effective from the date of signing or until amended.

655  
656 This agreement constitutes the sole and only agreement of the parties hereto and  
657 supersedes any prior understandings or written or oral agreement between the parties  
658 respecting and within subject matter. In addition, no other agreement, assertion,  
659 statement, understanding or other commitment occurring during the term of this  
660 agreement, or subsequent thereto, shall have any legal force or effect whatsoever unless  
661 properly executed in writing and if appropriate, recorded as an addendum to, or  
662 amendment of, this agreement.

663 This agreement has been examined by legal counsel and has been found in order.  
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**ADOPTED BY THE CHIEF ELECTED OFFICIALS AND THE NORTH EAST TEXAS WORKFORCE DEVELOPMENT BOARD**

**WHEREFORE, WITNESS OUR HANDS BINDING THE RESPECTIVE PARTIES TO THIS AGREEMENT THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 202<sup>63</sup>.**

**ATTEST:**

**APPROVED:**

\_\_\_\_\_  
**Lead Chief Elected Official  
Doug Reeder**

**ATTEST:**

**APPROVED:**

\_\_\_\_\_  
**NETxWDB, Chairperson  
~~David Burns~~Diane Stegall**

**AGREEMENT AND ACCEPTANCE OF THE DESIGNATED AGENT:**

\_\_\_\_\_  
**North East Texas Workforce  
Development Board, Executive Director  
~~Randy Reed~~Bart Spivey**

**LEGAL REVIEW:**

\_\_\_\_\_  
**Cary Rochelle  
North East Texas Workforce  
Development Board, Contracted Attorney**

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726 **EXHIBIT B – CEOs and Apportionment for Board Places**

727  
728 North East Texas Workforce Development Area Chief Elected Officials

729  
730 City of Texarkana, Texas  
731 Mayor Bob Bruggeman

732  
733 County Judges  
734 Hon. Brandon Bell, Lamar  
735 Hon. Robert Bridges, Red River  
736 Hon. Kent Cooper, Titus  
737 Hon. Tanner Crutcher, Delta  
738 Hon. Bobby Howell, Bowie  
739 Hon. Scott Lee, Franklin  
740 Hon. Robert Newsom, Hopkins  
741 Hon. Travis Ransom, Cass, Alternate Lead CEO  
742 Hon. Doug Reeder, Morris, Lead CEO

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745 202~~5~~<sup>3</sup> Apportionment of Board Seats

Place	Sector	Seat
1	Private Sector	Bowie
2	Private Sector	Bowie
3	Private Sector	Bowie
4	Labor/CBO	<a href="#">BowieCass</a>
5	Private Sector	Cass
7	Private Sector	Delta
8	Private Sector	Franklin
9	Private Sector	Hopkins
10	Private Sector	Hopkins
11	Labor/CBO	Hopkins
11	Private Sector	Lamar
12	Private Sector	Lamar
13	Private Sector	Lamar
14	Labor/CBO	Lamar
15	Private Sector	Morris
16	Private Sector	Red River
17	Private Sector	Titus
18	Labor/CBO	Titus
19	Adult Basic Education	Regional Seat, <a href="#">Organizations Contracted to provide Adult Basic and Continuing Education in Northeast Texas</a> , <del>Nominated by Education Service Center Region 8,</del> Appointed by Lead CEO
20	Secondary Education = <a href="#">School Board Members,</a>	Regional Seat, Nominated by <del>Education Service Center Region 8,</del> regional or local

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	<u>Teachers, Administrators, Counselors, or others actively engaged in the education field Superintendent</u>	<u>educational agencies, vocational education institutions, institutions of higher education.</u> Appointed by Lead CEO
21	<u>Post-Secondary Education, Leadership, Administrative, or Executive Position College President</u>	<u>Regional Seat</u> , Nominated by <u>regional or local educational agencies, vocational education institutions, institutions of higher education Consortium of Post-Secondary Education Presidents</u> , Appointed by Lead CEO
22	<u>Vocational Rehabilitation</u>	State Seat, Nominated by Texas <u>Rehabilitation-Workforce</u> Commission, Appointed by Lead CEO
23	Public Assistance	State Seat – Nominated by <u>Health and Human Services Commission</u> , Appointed by Lead CEO
24	Economic Development	Regional Seat, Nominated by Workforce and Economic Development Ad Hoc Committee, Appointed by Lead CEO
25	Public Employment	State Seat, Nominated by TWC, Appointed by the Lead CEO
26	Literacy	Regional Seat, Nominated and appointed by the Lead CEO in consultation with all CEOs
27	Child Care Workforce	Regional Seat, Nominated by local Chamber of Commerce, Appointed by Lead CEO

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Northeast Texas

		November-25				October-25				November-24			
Area	Area Type	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
Texas	State	16,038,665	15,361,936	676,729	4.2	#N/A	#N/A	#N/A	#N/A	15,758,856	15,115,304	643,552	4.1
Texarkana	MSA	63,545	60,752	2,793	4.4	#N/A	#N/A	#N/A	#N/A	62,333	59,810	2,523	4.0
Northeast Texas	WDA	129,796	124,465	5,331	4.1	#N/A	#N/A	#N/A	#N/A	127,273	122,047	5,226	4.1
Bowie	County	40,809	39,129	1,680	4.1	#N/A	#N/A	#N/A	#N/A	40,095	38,426	1,669	4.2
Cass	County	11,291	10,709	582	5.2	#N/A	#N/A	#N/A	#N/A	11,174	10,585	589	5.3
Delta	County	2,443	2,334	109	4.5	#N/A	#N/A	#N/A	#N/A	2,377	2,258	119	5.0
Franklin	County	5,597	5,401	196	3.5	#N/A	#N/A	#N/A	#N/A	5,468	5,275	193	3.5
Hopkins	County	20,206	19,548	658	3.3	#N/A	#N/A	#N/A	#N/A	19,547	18,916	631	3.2
Lamar	County	24,371	23,323	1,048	4.3	#N/A	#N/A	#N/A	#N/A	23,877	22,912	965	4.0
Morris	County	5,070	4,791	279	5.5	#N/A	#N/A	#N/A	#N/A	4,971	4,699	272	5.5
Red River	County	4,618	4,395	223	4.8	#N/A	#N/A	#N/A	#N/A	4,600	4,386	214	4.7
Titus	County	15,391	14,835	556	3.6	#N/A	#N/A	#N/A	#N/A	15,164	14,590	574	3.8
Paris	City	11,426	10,890	536	4.7	#N/A	#N/A	#N/A	#N/A	11,220	10,698	522	4.7
Texarkana	City	15,649	14,974	675	4.3	#N/A	#N/A	#N/A	#N/A	15,375	14,705	670	4.4
United States	Country				4.3	#N/A	#N/A	#N/A	#N/A				4.4