

**WACO INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING
WISD Conference Center
115 S 5th Street
Waco, Texas 76701**

Thursday, July 22, 2021 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held July 22, 2021, beginning at 6:00 PM in the WISD Conference Center, 115 S 5th Street, Waco, Texas.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice/agenda.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

AGENDA

1. **Call to Order**
2. **Closed Session (TEXAS GOVERNMENT CODE, SUBCHAPTERS D AND E)**
 - A. CONSULTATION WITH ATTORNEY - 551.071
 - B. PERSONNEL MATTERS - 551.074
3. **Reconvene in Open Session**
4. **Audience for Guests**
5. **Special Recognitions**
 - A. Educators Rising National Conference Award Winners
 - B. Greater Waco Chamber's Waco Under 40 Honoree
 - C. Waco ISD Adopt-A-School Partnership Awards
6. **Superintendent's Report**
 - A. Introduction of Dean of Future Educators Academy
 - B. Introduction of Principal of Waco High School
 - C. Introduction of Deputy Superintendent
 - D. August 14, 2021, Family Fest
 - E. Parental Option for Students to Repeat Grades or Courses
7. **Consent Agenda: Consider and Take Appropriate Action**
 - A. Amendments to the 2020-2021 Budget
 - B. Bid Award for Educational Consultants, Professional Development, and Other Student-based Contracted Services
 - C. Bid Award for Printing Services
 - D. Bid Award for Security Cameras for the Child Nutrition Program
 - E. Bid Renewal for Courier Services
 - F. Bid Renewal for Security Patrol Services

- G. Renewal of Interlocal Participation Agreement with the Texas Association of School Boards Risk Management Fund for Property, Auto Liability and Physical Damage, and School Liability Insurance and Workers' Compensation Coverage
- H. Amendment to Professional Services Contract with O'Connell Robertson for the Design of Waco High School
- I. Purchases in Excess of \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- J. Cost Share Agreement between Waco ISD and Communities-in-Schools of the Heart of Texas
- K. Interlocal Cooperation Agreement and Fiscal Agent Contract between the McLennan County Challenge Academy and Participating Districts for the 2021-2022 School Year
- L. Memorandum of Understanding between Waco ISD and the Economic Opportunities Advancement Corporation (EOAC) for Head Start Programming for the 2021-2022 School Year
- M. Memorandum of Understanding between Waco ISD and Partner Independent School Districts for the Greater Waco Advanced Manufacturing and Health Care Academies for the 2021-2022 School Year
- N. Monthly and Quarterly Financial Reports for the Period Ended May 31, 2021
- O. Monthly Financial Reports for the Period Ended June 30, 2021
- P. Acquisition of Property at 2002 Ross Avenue (Lot 1, Block 3, of the J.D. Bell Addition to the City of Waco, McLennan County, Texas), Including Exercising "First Right of Refusal" and/or Authorizing the Superintendent (and/or Outside Counsel) to Negotiate the Terms and Conditions of Acquisition and Bring a Recommendation Back to the Board for Approval
- Q. School District Teaching Permit for Selected Teacher Candidate to Teach a Non-Core Academic CTE Course
- R. T-TESS Calendar for 2021-2022 School Year
- S. Hiring of an Employee Related to an Administrator
- T. Report on gifts to Waco ISD
- U. Board Of Trustees Meeting Minutes
 - 1. May 27, 2021 - Regular Meeting
 - 2. June 10, 2021 - Regular Meeting
- 8. **Review, Discuss, and Take Appropriate Action Regarding the Employment of Administrative Employees**
Presenter: Dr. Josie Gutierrez
- 9. **Review and Discuss 2021 Student Achievement Data and Accountability Update**
Presenter: Deena Cornblum & Denise Bell
- 10. **Review and Discuss Updated Preliminary Tax Values and Tax Impact of Potential Bond Program**
Presenter: Dr. Susan Kincannon & Sheryl Davis
- 11. **Review and Discuss Potential Bond Program**
Presenter: Dr. Susan Kincannon
- 12. **Review, Discuss and Take Appropriate Action Regarding the 2021-2022 Compensation and Stipend Plan**
Presenter: Dr. Josie Gutierrez

13. **Review, Discuss and Take Appropriate Action Regarding the Superintendent's Salary**
14. **Consider, Discuss and Take Appropriate Action Regarding Designation of a Delegate and an Alternate for the 2021 Texas Association of School Boards (TASB) Delegate Assembly**
15. **Announcements**
16. **Adjournment**

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Lara Robertson

RE: Special Recognitions

=====

Background Information:

Educators Rising National Conference Award Winners

The Texas Association of Future Educators' (TAFE) is a student organization that encourages students to explore careers in education. Following the state-level competitions at the 27th Annual Teach Tomorrow Summit, ten University High School TAFE students advanced to the national level through the Educators Rising National Conference.

The national conference was held virtually June 24-27 and provided a unique opportunity for students and their teacher leaders to connect and learn, network with members from across the country and compete for national titles in competitive events that develop and showcase their teaching skills. Based on their performance in their event, two University High School competitors who placed and earned national-level awards.

Educators Rising National Conference Award Winners – University High School

- Kayla Sturdevant – 4th place, Children's Literature
- Karla Suarez – 4th place, Children's Literature

TAFE Staff Sponsors – University High School

- Karen Baier
- Denise Gunn
- Alex Stucky

Greater Waco Chamber's Waco Under 40 Honoree

The Greater Waco Chamber's Waco Under 40 celebrates dynamic young leaders under the age of 40 from McLennan County. Earlier this summer the 45 nominees were announced for this year and included a valued Waco ISD employee. The nominees represented not only the young leaders who demonstrate a positive impact in their respective industries, but who also go

beyond the call of duty by volunteering their personal time to give back to the community and strive to make Waco a better place to live.

On July 1, the Chamber announced 13 individuals as the 2021 Waco Under 40 honorees, with Waco ISD's Rhiannon Settles selected for this outstanding honor. The Waco Under 40 luncheon, scheduled for September 30, 2021, is an opportunity for the best and brightest from a diverse group of professions and causes to gather and receive much-deserved recognition. The event recognizes selected honorees as rising young leaders who have distinguished themselves in their careers and in the community.

Greater Waco Chamber's Waco Under 40 Honoree

- Rhiannon Settles – Director of Health Services, Waco ISD

Waco ISD Adopt-a-School Partnership Awards

Waco ISD has a long history of strong community support in the form of volunteers and partnerships, specifically through the Adopt-a-School program which has been in place for more than 35 years. Each partnership between a campus and business or organization is unique, based on the needs of the campus and the resources of the partner. Generally, these partnerships fall into four categories: adult-student connections (mentoring and tutoring), incentives and motivation, workforce development and community service.

Each year, the district recognizes its partners with a celebratory event at the conclusion of the year to honor all partners and recognize that year's recipients of the Adopt-a-School partnership awards. Although an in-person event was not able to be held for the 2020-2021 school year, the following individuals, businesses and organizations are being honored for their outstanding efforts to support the students and staff of Waco ISD through their partnerships.

Outstanding Partnership

- Mosaic Church with J.H. Hines Elementary School and G.W. Carver Middle School

Outstanding Business Coordinator

- Kenneth McAdam (STARS Book Clubs) with West Avenue Elementary School

Outstanding Volunteer

- Anne Broaddus with Brook Avenue Elementary School

Outstanding School Coordinator

- Anthony Baney, Bell's Hill Elementary School

Golden Apple Award: Academic Enrichment

- Central National Bank with Parkdale Elementary School

Golden Apple Award: Community Service - Elementary

- Meadowbrook Baptist Church with Alta Vista Elementary School

Golden Apple Award: Community Service - Secondary

- First Woodway Baptist Church with G.W. Carver Middle School

Golden Apple Award: Science and Math

- Baylor Society of Women Engineers with J.H. Hines Elementary School

Golden Apple Award: Rookie of the Year

- Baylor Lady Bears Basketball with South Waco Elementary School

Fiscal Implications:

none

Administrative Recommendation(s):

not applicable

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Sheryl Davis

RE: Amendments to the 2020-2021 Budget

=====

Background Information:

The Texas Education Agency has established additional requirements for school district budget preparation. As part of these requirements, a school district must amend the official budget before exceeding a functional expenditure category, i.e., instruction, administration, etc., in the total district budget. Attached are copies of the proposed amendments to the Official Budget identifying details of the requests. The following summarizes the effect of these amendments by functional category.

Summary:

Amendment #055:

This amendment will increase the budget for schematic design and preconstruction services for the Waco High School rebuild project. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 1,822,000	Unassigned Fund Balance
Use of Funds:	\$ 1,822,000	Facilities Acquisition and Construction
Fund Balance Effect	Decrease	

Amendment #056: Crestview Elementary

This amendment will reallocate funds originally budgeted for professional services related to maintenance and improvements projects to cover additional architect's fees for the Paul Tyson Stadium project. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 117,000	Plant Maintenance and Operations
Use of Funds:	\$ 117,000	Facilities Acquisition and Construction
Fund Balance Effect	None	

Amendment #057: Cesar Chavez Middle School

This amendment will realign funds originally budgeted for instructional supplies and materials to purchase monitors to record student tardy data. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 9,000	Instruction
Use of Funds:	\$ 9,000	School Leadership
Fund Balance Effect	None	

Amendment #058: Early Childhood Department

This amendment will realign funds originally budgeted for instructional leadership costs to curriculum and instruction staff development for extra duty pay for curriculum writing. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	1,384	Instructional Leadership
Use of Funds:	\$	1,384	Curriculum and Professional Staff Development
Fund Balance Effect		None	

Amendment #059: Early Education Instruction Contingency

This amendment will realign funds originally budgeted for curriculum and instructional staff development for early education to instructional supplies and materials to purchase classroom furniture. The staff development costs will be covered through federal funds. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	100,000	Curriculum and Professional Staff Development
Use of Funds:	\$	100,000	Instruction
Fund Balance Effect		None	

Amendment #060: Curriculum and Instruction

This amendment will realign funds originally budgeted for instructional leadership costs to curriculum and instructional staff development for technology. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	7,075	Instructional Leadership
Use of Funds:	\$	7,075	Curriculum and Professional Staff Development
Fund Balance Effect		None	

Amendment #061: Crestview Elementary School

This amendment will realign funds originally budgeted for instruction, curriculum and instructional staff development, and health services costs to school leadership to purchase technology for the principal. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	2,091	Instruction, Curriculum and Professional Staff Development, Health Services
Use of Funds:	\$	2,091	School Leadership
Fund Balance Effect		None	

Amendment #062: Technology Department

This amendment will amend in revenue to match funds collected for damage to student devices and adjust expenditures to allow for replacements and/or repairs. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	3,145	Local Revenue
Use of Funds:	\$	3,145	Instruction
Fund Balance Effect		None	

Amendment #059: Tennyson Middle School

This amendment will realign funds originally budgeted for curriculum and instructional staff development contracted services and travel costs to instruction for technology and instructional supplies and materials. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds:	\$	14,400	Curriculum and Professional Staff Development
Use of Funds:	\$	14,400	Instruction
Fund Balance Effect		None	

A copy of each amendment is attached for your review detailing line items to be adjusted.

Fiscal Implications:

Amendment #55 decreased unassigned fund balance by \$1,822,000.

Administrative Recommendation(s):

The administration recommends that the Board of Trustees approve the budget amendments, as presented.

**WACO INDEPENDENT SCHOOL DISTRICT
AMENDMENT BUDGET FORM**

AMENDMENT # 055

CAMPUS OR DEPARTMENT: General Fund Capital Projects

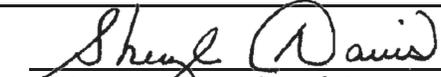
DATE: 7/22/2021

BUDGET CODE							DESCRIPTION	A	B	C	D
FUND	FNC	OBJ	SO	ORG	PRG	LOPT		CURRENT APPROPRIATION	CURRENT ACCOUNT BALANCE	REQUESTED INCREASE (DECREASE)	AMENDED APPROPRIATION
199	81	6625	50	002	99	000	Architect's Fee - Waco High School Rebuild	1,428,000	-	1,722,000	3,150,000
199	81	6626	50	002	99	000	Other Professional Fees	200,000	-	100,000	300,000
199	00	3600	00	000	00	000	Unassigned Fund Balance	-	(30,502,432.00)	1,822,000	(28,680,432)

REASON FOR REQUEST: Amend general fund to place budget for schematic design and preconstruction services for the Waco High School rebuild project. The Board has approved a reimbursement resolution that would allow for the reimbursement of expenditures from future bond proceeds.

Sheryl Davis
BUDGET ADMINISTRATOR /

Budget Coordinator


Assistant Superintendent of Finance

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith

RE: Bid Award for Educational Consulting, Professional Development, and Other Student-Based Contracted Services

=====

Background Information:

Request for Proposal, RFP # 21-1182, Educational Consulting, Professional Development, and Other Student-Based Contracted Services have been received for the purpose of creating a list of vendors which can service the District. We received twenty-one (21) responses during the past month. These twenty-one will be added to our previously approved list of fifty-five (55) responses.

Examples of the types of services covered under this RFP are:

- Academic Educational Consultant
- Professional / Staff Development Training
- Motivational or Professional Speaker
- Program Review/Recommendation Services
- Data/Statistical Analysis
- Curriculum Design
- Evaluator Services
- Judging Services
- Technology Analysis / Consultant
- Operations Analysis / Consultant
- Grant Evaluation Services
- Presentations / Programs for staff and students (e.g. authors)
- Marching Band / Drill / Cheer Design and Choreography (includes camps)
- Theatre Coaching Services
- Instructors for outside of the school day classes (art, photography, gardening, tennis, Zumba, etc.)
- Speaker(s) for Assembly Programs
- Judging Services
- Other services deemed appropriate for this request

In an effort to create inclusivity with our consulting, professional development, and student-based contracted services vendors and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 – Purchasing, the Business Services Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users.

Consideration may need to be given to have an extended opening for receiving responses.

- **Limited Response Period.** This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.

- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the additional twenty-one (21) vendors for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

Abigail Roque

Company Name: Abigail Roque
Street Address: 606 Lux Dr
City, State, Zip: Robinson Tx 76706
Contact Name: Abigail Roque
Contact Phone Number: 254-292-3394
Contact Email Address: Abigail.roque@wacoisd.org
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: High students in marching band, grades 9-12
Description of Services: Marching band visual and music technician
Pricing: \$16-\$25 an hour depending on individuals qualifications

Amrutha Koteeswaran

Company Name: Amrutha Koteeswaran
Street Address: 10233 Matador Dr
City, State, Zip: McKinney, TX, 75072
Contact Name: Amrutha Koteeswaran
Contact Phone Number: adkoteeswaran@gmail.com
Contact Email Address: 9729487262
Category of Service Provided: Academic Educational Consultant
Target Audience: Students at the Cove
Description of Services: Helping and tutoring students at the cove to ensure academic success
Pricing: 25/hr

Ashley Bean Thornton

Company Name: Ashley Bean Thornton
Street Address: 626 N. 30th
City, State, Zip: Waco, TX 76707
Contact Name: Ashley Bean Thornton
Contact Phone Number: 254-313-2488
Contact Email Address: Ashley_Thornton@baylor.edu
Category of Service Provided: Academic Educational Consultant
Target Audience: AfterSchool programs elementary and middle school
Description of Services: Advocacy, curriculum development, community connection, volunteer recruitment, fundraising
Pricing: \$80,000 for full-time services for a full year. Prorated according to time needed, for example half-time for a year would be \$40,000. Hourly rate \$150.00 an hour.

Baylor University

Company Name: Baylor University – Garland School of Social Work
Street Address: One Bear Place #97320

City, State, Zip: Waco, TX 76798
Contact Name: Amber George
Contact Phone Number: 254-710-6400
Contact Email Address: amber_george@baylor.edu
Category of Service Provided: Other applicable service
Target Audience: Administrators, teachers, K-12 students, parents, counselors, faculty, staff, and community stakeholders
Description of Services: Baylor University will work alongside authorized district representatives to develop research activities, program evaluations and evidence based-practices to meet stated goals and objectives. Projects are designed specifically to help the District achieve desired educational outcomes designed to strengthen the organization and serve its stakeholders. The Garland School of Social Work at Baylor University assists collaborating organizations to expand the availability of evidence-based mental health services.
Pricing: Pricing is determined by establishing a scope of work or project with a district.

Briana Acevedo

Company Name: Briana Acevedo
Street Address: 4021 Cobbs Dr
City, State, Zip: Waco, Texas, 26708
Contact Name: Briana Acevedo
Contact Phone Number: 2546515180
Contact Email Address: brianacevedo50503@gmail.com
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: none
Description of Services: Running facility systems for Waco High PAC rental.
Pricing: Student pay for facilities management.

Hesten Mirick

Company Name: Hesten mirick
Street Address: 4212 N 22nd St
City, State, Zip: Waco TX 76708
Contact Name: Hesten Mirick
Contact Phone Number: 2543155181
Contact Email Address: hmirick123@gmail.com
Category of Service Provided: Other applicable service
Target Audience: NA
Description of Services: Running facility systems for Waco high pac rental
Pricing: Student pay for facilities management

Houston Education Leadership Partners (Houston Education Leadership Partner

Company Name: HOUSTON EDUCATION LEADERSHIP PARTNERS, LLC
Street Address: 12602 Summer Lake Ranch Dr.
City, State, Zip: Houston, Texas 77044-2646

Contact Name: Cecilia Hawkins

Contact Phone Number: 2818306667

Contact Email Address: chawkins@leadershippartnerstx.com

Category of Service Provided: Professional/Staff Development Training

Target Audience: district and campus leaders

Description of Services: In partnership with Rice University, Leadership Partners offers a ten-month Executive Education Academy program for campus and district leaders. We provide premium programming using professors from the Rice University, Jones Graduate School of Business, ranked #8 in the nation. Utilizing additional national faculty, our program provides campus and district leaders with new learning to help improve their schools. This program includes our four-day Leadership Summit in June, eleven days of Rice University's Executive Education programming, and Leadership Partners application workshops. Leaders will receive a Business Certificate from Rice University's Jones Graduate School of Business, cutting edge diagnosis and design tools, national faculty sessions, and personalized executive coaching. Our goal is to provide the best leadership development possible, while highly personalizing the experience for each leader who attends the academy. A sample calendar for the academy is included as an attachment. All our programming is anchored in our "whole leader" approach and model which includes learning about-- leading others; leading change; leading stakeholders; leading the organization; and, leading results. The Leadership Partners model creates cohorts of campus and district leaders who learn with and from each other and focuses on the "whole leader," providing all participants with Executive Coaching from a certified coach. The program provides research-based diagnosis and design tools to help leaders problem solve with precision and personalized and tailored technical support for campus and district leaders.

LEADERSHIP PARTNERS TOTAL SERVICES LEADERSHIP DEVELOPMENT PROGRAMMING RICE UNIVERSITY – HOUSTON, TEXAS

- Leadership Summit (Annually in June)
- Executive Education Academy (6) days and includes Four Paths of Influence Survey
- Leadership Partners Sessions (5 days) for additional leadership development
- Executive Coaching (6 sessions conducted by phone or Zoom)
- Holiday Networking Event (Friday night of the December session)
- Breakfast/Lunch/Parking each day
- Business Certificate from the Jones Graduate School of Business, Rice University

Please see <https://www.leadershippartnerstx.com> for more information. Leadership Partners offers the Executive Education Academy, a 10-month leadership program, as part of program billed at a per participant program rate, so no hourly or daily rates. The all-inclusive standard program cost is \$10,000. Per participant. This is the cost for the total delivery of professional development services per participant delivered at Rice University from June through March through our Executive Education. A sample calendar is attached in this proposal under the attachments tab. In addition to the Executive Education Academy, Houston Education Leadership Partners offers a Stand-Alone Leadership Summit Conference and Stand-Alone Leadership Coaching Packages. The Summit is offered annually in June and can be attended in person at Rice University or virtually. There are several Leadership Coaching Packages from which to choose and all are personalized to the individual leader and conducted virtually.

Pricing: Houston Education Leadership Partners offers leadership professional development in partnership with Rice University. LP offers an Executive Education Academy (In person or virtual delivery), a Stand-Alone Leadership Summit Conference (In person or virtual delivery), and a Stand-Alone Leadership Coaching Package. The Executive Education Academy (In person) is priced at \$10,000. Per Participant. A virtual option of the EEA is available for \$2,300. Per participant. The Stand-Alone 4-Day Leadership Summit Conference is priced as a package at \$3,600. Per participant in person and \$3,000. Per participant virtually; the standard Stand-Alone Leadership Coaching

Package is also priced as a package at \$3,600. Per participant.

John Dillan Harris

Company Name: John Harris
Street Address: 311 S 8th St
City, State, Zip: Coolidge Tx, 76635
Contact Name: Dillan Harris
Contact Phone Number: 9362056871
Contact Email Address: jdharris1094@gmail.com
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: Colorguard
Description of Services: Teaching Colorguard basics, creating Colorguard routines.
Pricing: \$15 per hour

Jordan Haynes

Company Name: Jordan Haynes
Street Address: 1725 N. MLK., Apt#1302
City, State, Zip: Waco, Texas, 76704
Contact Name: Jordan Haynes
Contact Phone Number: 2545483951
Contact Email Address: Nhaynesj@gmail.com
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: Waco Civic Theater
Description of Services: Running facility for Waco High PAC rental
Pricing: Student pay for facilities management.

Neuhaus Education Center (W. Oscar Neuhaus Memorial Foundation)

Company Name: Neuhaus Education Center
Street Address: 4433 Bissonnet
City, State, Zip: Bellaire, TX 77401
Contact Name: Rebecca Tolson
Contact Phone Number: 713.664.7676
Contact Email Address: rtolson@neuhaus.org
Category of Service Provided: Professional/Staff Development Training
Target Audience: K-12 General and Special Education Teachers; Reading Specialist, Interventionist, and Dylexia Therapists; School and District Administrators
Description of Services: Professional Learning: Individual Enrollments, Group Classes, Coaching, Consulting, and Conference Presentations
Pricing: Individual Enrollments in publicly scheduled classes are fixed price which includes teacher materials. Contract classes and Consulting are a daily rate depending on the size of group. Coaching is based on a hourly rate depending on service. Prices are updated annually.

Performance Scoring, LLC.

Company Name: Performance Scoring, LLC.

Street Address: 1760 S Stemmons Fwy #285
City, State, Zip: Lewisville, TX 75067
Contact Name: Trevor Baker
Contact Phone Number: 8887267315 x705
Contact Email Address: edusupport@performancescoring.com
Category of Service Provided: Evaluator Services
Target Audience: District and campus administrators
Description of Services: Performance Scoring is a web-based, all-in-one school management system: Classroom & Student Behavioral Management, Teacher & Staff Assessment & Development, and Vendor Management. Originally designed for high-performing businesses in the private sector, our system has been developed for schools with the help of Texas educators.
Pricing: Pricing is based on student enrollment to make pricing fair for districts of any size. The base application starts at \$0.50 per student per month (\$6 per student per year). Yearly subscriptions come with a 10% discount.

Polo Vielma

Company Name: Polo Vielma
Street Address: 511 Wayne Drive
City, State, Zip: Woodway, TX. 76712
Contact Name: Polo Vielma
Contact Phone Number: 254-733-1140
Contact Email Address: thetrainingspecialists@yahoo.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Waco ISD Police Department
Description of Services: American Heart Association-HeartSaver CPR/AED Training
Pricing: 65.00 per participant

Super Serpentss (Super Serpentss LLC)

Company Name: Super Serpentss
Street Address: P.O. Box 907
City, State, Zip: Elm Mott, Tx 76640
Contact Name: John May
Contact Phone Number: 254-400-1202
Contact Email Address: Superserpentss@gmail.com
Category of Service Provided: Other applicable service
Target Audience: All children and teachers. Everyone is allowed to get hands on as well with the animals.
Description of Services: We bring 7-10 animals, share information about these animals, allow students to get hands on with animals and give away prizes to those who remember facts about the animals.
Pricing: \$400 for bringing 7-10 animals, sharing information about these animals, allow students to get hands on with animals and give away prizes to those who remember facts about the animals.

The Cove (The Cove Heart of Texas Inc)

Company Name: The Cove, Heart of Texas
Street Address: 524 W. Waco Drive, Suite B
City, State, Zip: Waco, TX 76701
Contact Name: Kelly M. Atkinson
Contact Phone Number: 254-224-6095
Contact Email Address: Kellya@thecovewaco.org
Category of Service Provided: Other applicable service

Target Audience: The Cove, Heart of Texas serves as a nurturing drop-in center for high-school aged youth experiencing homelessness in the Heart of Texas region. The Cove typically serves youth ages 14-18, but will serve young people through the summer after high school g

Description of Services: The Cove is a nurturing drop-in center for high school aged youth in the Heart of Texas region who are experiencing homelessness. Youth experiencing homelessness lack Fixed, Adequate, or Regular (FAR) housing. Nationally and locally, more than 90% of youth who experience homelessness are "couch surfing." This means young people are bouncing from house to house; often carrying their belongings in a garbage sack. In the midst of such chaos and uncertainty, most Cove youth remain enrolled in high school with the hopes of graduating with their cohort. To increase the likelihood of graduation and prepare youth for self-sufficiency, The Cove is open from 8am – 8pm, Monday through Thursday, and 8am – 5pm on Fridays to provide homeless youth with the resources they need to thrive. At The Cove, young people can talk to a Youth Advocate, access virtual learning support, eat a healthy meal, take a shower, workout, use the washer/dryer, and accrue accelerated attendance recovery time through our partnership with Waco ISD. Additionally, Cove staff help youth find emergency and transitional housing when their relational networks give out. Waco ISD provides transportation to The Cove after school, IT support for student laptops, accelerated Seat Time recovery for productive time at The Cove, and grades/attendance data to Cove staff. The Cove provides a safe space for youth, hygiene items, school supplies, socio-emotional support, tutoring, and transportation to a safe place to stay at night. Together, we increase the layers of support to our community's most vulnerable youth. During the 2017-2018 school year, public school homeless liaisons in the 77 school districts within the Heart of Texas region identified a total of 3,318 homeless children, K-12. Of these, 696 children were unaccompanied youth experiencing homelessness without a parent or guardian. In 2020, The National Center for Homeless Education compiled federal youth homelessness data available from the 2015 – 2018 school years. There was an increase of 15 percent in the U.S. homeless student population over this three-year period. The rates of increases varied, with 26 states demonstrating growth in their identified homeless student populations of 10 percent or more. Texas and Puerto Rico were the only states to increase by more than 50%, with Puerto Rico increasing by 67.7%. Texas' identified youth homelessness rate rose an astounding 100% in the three-year period. Meanwhile, state allocations for support was increased by less than 1%. Youth identified as homeless are 87% more likely to drop out of high school than their non-homeless peers, and 4.5 times more likely to become homeless as adults. While these statistics are grim, early identification and prevention are critical to create pathways out of homelessness for youth. The Cove's partnership with local school districts, focus on early identification of high-school aged homeless youth and homelessness prevention through Positive Youth Development are essential to our community's safety net and future thriving. Beginning with the 2020-2021 school year, The Cove expanded its reach to find and serve any high school aged youth in McLennan County and the Heart of Texas region. This expansion is resulting in new partnerships with school districts in McLennan County so that more local high schoolers can access the supportive services The Cove provides. Using a trauma-

informed, Positive Youth Development approach, The Cove puts trusting relationship and educational support first. Since its inception in October 2016, The Cove has served 256 young people in the Waco Independent School District, and 93% of graduation-eligible seniors went on to graduate from local high schools.

Pricing:

The Cove operates M-Th 8am – 8pm and Fridays from 8am – 5pm with 8 full time staff and 3 part time staff, at an annual budget of \$587,830. As a nurturing Drop-In Center providing free, voluntary supportive services to any eligible high-school aged youth, there is no guarantee as to how many young people will be served each year, or which services will be provided to which youth. This makes it difficult to operationalize a cost-per-unit fee structure. Some young people visit The Cove only once, while some have visited more than 70 times a school year. In the 2020 – 21 school year, 62 homeless youth visited The Cove, for a total of 769 student visits, with 8 out of 9 graduation-eligible seniors graduating from WISD high schools. The Cove will work with WISD Homeless Outreach to determine cost and fee structures, based on ARP funds available. WISD Homeless Outreach will contract with the Cove for these services and use funding guidelines outlined by the Texas Education for Homeless Children and Youth office.

The DDance Group, Inc.

Company Name: The DDance Group, Inc.
Street Address: 2301 Hilliard Road, Suite 9
City, State, Zip: Henrico, Virginia 23228
Contact Name: Kelly Surina
Contact Phone Number: 8044476919
Contact Email Address: info@theddancegroup.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: School and District Leadership
Description of Services: The DDance Group, Inc. (“DDG”) provides a breadth of leadership development services, including leadership retreats, leadership development, and strategic planning. Our services are customized and tailored to meet individual school and district needs regarding scope, approach, timeline, and budget. DDG offers a research-based leadership development program which we customize to meet the needs of district partners with an emphasis on a program design shaped by key priorities of the district specific to leadership standards and school and district leader behaviors. We provide a variety of leadership development programs, including training, development, coaching, and support, and we specialize in preparing leaders for the principalship. Our programs include pre-assessment surveys across all levels of leadership along with individual participant assessments to develop a custom coaching and development plan for each person. Our programs include group training, individual coaching session, on-site evaluations, and coaching. Our training programs include individual projects for participants to design and implement a strategic plan to solve a district or school problem, and, depending on the length of the project, support to help the participant and leadership to execute that plan. These projects serve not only to demonstrate participant mastery of the knowledge and skills, but to improve the school/district overall. For leadership retreats, we conduct anonymized pre-retreat assessments and surveys across all levels (as desired) in a district to identify patterns, outliers, and needs regarding goal achievement, challenges, communication, and culture. This data informs our retreat services which include keynote presentations, breakout sessions, and individual coaching sessions. DDG also offers strategic planning services to help leadership achieve their biggest goals while solving their toughest challenges. During our strategic planning process, we help our clients identify their goals, objects, and

strategic priorities. We conduct assessments of strengths and weakness, opportunities, problems, and external trends, events, and factors. We help our clients implement a strategic plan with specific, measurable time-framed targets. We then help monitor, support, and evaluate the plan to ensure those goals and objectives are achieved. Please see the attachment for more information and details.

Pricing:

Leadership development: Face-to-Face - \$4795.00 per participant per year, if more than fifteen (15) participants, the cost is \$4595.00 per participant; Online/Virtual - \$2795.00 per participant per year, if more than 15 participants, the cost is \$2595.00 per participant. Job Embedded Coaching: \$7795.00 per participant per year, if more than fifteen (15) participants, the cost is \$7595.00 per participant. A school's entire administrative team can receive job embedded coaching for \$12,795.00.

Leadership Retreat Services: Generally \$250.00 per hour, \$3,000.00 per half day, \$5,000.00 per full day, however final pricing varies based on the scope of the engagement. Strategic Planning: Elementary School - \$15,000.00 per school, Middle School - \$25,000.00 per school, High School - \$35,000 per school, if more than 15 schools (of any type), a 10% discount will be offered. District Office – negotiable depending on department and scope of services requested. Note: All prices (except for retreat services) are for the cost of the entire school year. Travel costs are calculated into the cost and price proposal.

The Neurosequential Network (The Neurosequential Model Network, LLC)

Company Name: The Neurosequential Model Network, LLC
Street Address: 3733-1 Westheimer Rd. #1039
City, State, Zip: Houston, TX 77027
Contact Name: Emily Perry
Contact Phone Number: 7202508287
Contact Email Address: etp@neurosequential.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: teachers, school staff
Description of Services: Steve Graner, NME Program Director, will provide trainings on the Neurosequential Model in Education. He will provide two 3-hour sessions on 7/26/2021.
Pricing: \$7000 plus reimbursement of travel expenses (from Minneapolis, MN to Waco, TX)

thinkLaw

Company Name: CS Educational Services, LLC, d.b.a thinkLaw
Street Address: 3651 S. Lindell Rd. Suite D692
City, State, Zip: Las Vegas, NV, 89103
Contact Name: Colin Seale
Contact Phone Number: 646-346-9258
Contact Email Address: colin@thinklaw.us
Category of Service Provided: Professional/Staff Development Training
Target Audience: Up to 250 participants including teachers, instructional coaches, and academic leaders.
Description of Services: Program Goals: As a result of this partnership, the following program goals will be achieved by the end of the 2-year period: Teachers will seamlessly and intentionally implement culturally responsive and sustaining instructional strategies into their daily lessons using their existing curricular materials with under 10 minutes of additional prep time per course taught. Over 90% of teacher observations will

include evidence of teachers pulling in students' personal experience, values, opinions, pre-existing expertise, or worldview into the lesson. Over 90% of teaching units across grade levels and subject areas will explicitly reference modern issues of racial and social justice in furtherance of the learning objective and address students' abilities and power to address the issue through their learning. Over 90% of teacher observations will include evidence that students are able to generate their own questions so that they can nurture the power of problem-finding, learning how to think, not just what to think. 1) Educator-facing work: (This collaborative, interactive, and practical learning experience includes books for all cohort members and book study guide). 2) Student-facing work (Includes thinkLaw curriculum and onboarding for all partnership schools for 2 academic years) 3) Community-facing work (Up to four parent workshops and up to 1,000 parent licenses for the thinkLaw Family Experience)

Pricing: This proposal summarizes the three components of The Tangible Equity Leadership Cohort. The total price for two years year of this proposed partnership is \$49,500 for up to 250 participants, which includes professional development, coaching, professional learning community resources, access to thinkLaw's supplemental digital critical thinking curriculum, and parent/community workshops and resources. In year two this partnership will focus more intensively on curriculum development and ongoing customized professional development based off need.

Waco Civic Theatre (Shephard)

Company Name: Waco Civic Theatre
Street Address: 1517 Lake Air
City, State, Zip: Waco, TX 76710
Contact Name: Eric Shephard
Contact Phone Number: 2547761591
Contact Email Address: exec@wacocivictheatre.org
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: elementary and middle school students
Description of Services: The goal of the workshops is to teach the students about theatre basics. Stage directions, stage terminology, blocking, acting techniques, character development, and this is also where the production will be put together; to teach students the building blocks of music. Reading music, vocal skills, harmonizing, pitch matching, confidence in their abilities, and learning the music for their production; to teach the students discipline and dance basics, as well as get them comfortable with moving and dancing on stage. Here the students will also learn all choreography for their production.

Pricing: Tuition is free to all students.

We Will Win (Candace Tuck)

Company Name: We Will Win
Street Address: 4521 Mallow Oak Dr.
City, State, Zip: Fort Worth, TX 76123
Contact Name: Candace Tuck
Contact Phone Number: 8177248206
Contact Email Address: wewillwin@candacetuck.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: District and Campus Staff

Description of Services: Leadership Training, SEL, Restorative Practice, & Mindfulness workshops/trainings.

Mental Wellness Support

Pricing: Full day \$3,000 Half-day \$1,500 Multi-day 15% off additional days

YMCA of Central Texas

Company Name: YMCA of Central Texas

Street Address: 6800 Harvey Dr

City, State, Zip: Waco, TX 76710

Contact Name: Virginia Salsbury

Contact Phone Number: 254 776 6612

Contact Email Address: v.salsbury@ymcactx.org

Category of Service Provided: Other applicable service

Target Audience: Summer Camp services for students

Description of Services: Summer Camp for ages 5 to 12 years.

Pricing: \$45 Registration fee (1X) \$105 per week per child

Zachary Lancaster

Company Name: Zachary Lancaster

Street Address: 1425 Daughtery Ave. Unit B

City, State, Zip: Waco, TX

Contact Name: Zachary Lancaster

Contact Phone Number: (254)855-9831

Contact Email Address: zlancater8@gmail.com

Category of Service Provided: Fine Arts Services (Band, Choir, Theater)

Target Audience: N/A

Description of Services: Already discussed

Pricing: Already Discussed

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith

RE: Approve Bid Award for Printing Services

=====

Background Information:

Request for Proposal, Bid # 21-1186, for Printing Services have been received for the purpose of creating a list of vendors which can be utilized by the District to provide services such as, but not limited to, brochures, newsletters, custom signs, banners, programs and business cards on an as needed basis. The District received twenty-seven (27) responses for this bid. The vendor listing is attached for your review. All responses were accepted, therefore, there are no evaluation scoresheets attached.

This initial bid will expire June 30, 2025. Supplemental bids will be issued, on an as needed basis throughout, the bid period.

Fiscal Implications:

The cost of these supplies will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the list of vendors for Printing Services, as presented.

RFP # 21-1186
Printing Services

<u>Participant Name</u>	<u>Address</u>	<u>City</u>	<u>State</u>
4imprint	101 Commerce	Oshkosh	WI
A-1 Banner & Sign Co. Inc.	805 N. Valley Mills Dr.	Waco	TX
Ad Spectations (Ad Spectations LLC)	8801 Woodway Drive	Waco	TX
AMA Nystrom Printing & Finishing	920 N. VALLEY MILLS DR.	WACO	TX
AXIOM ADVERTISING (BOSQUE FORMS, INC)	524 ESTHER STREET	WACO	TX
Benchmark Signs	1822 Barnett Dr	Weatherford	TX
Brown Industries, Inc.	344 West Front Street	Media	PA
CUSTOM SPORTSWEAR, INC.	8 ENTERPRISE COURT	SEWELL	NJ
Diverse Education Resources, LLC	3051 Northern Cross Blvd. Ste. 401	Fort Worth	TX
Firmin Business Forms, Inc.	P. O. Box 23587	waco	TX
Gandy Ink (G & G Investments)	2027 Industrial Ave	San Angelo	TX
Graphics Store	7558 Sand Street	Fort Worth	TX
HALO Branded Solutions Inc.	1500 HALO WAY	STERLING	IL
Hole in the Roof Marketing (Hole in the Roof)	1125 Washington Ave	Waco	TX
Image Maker 4U, Inc.	P.O. Box 668	Hughes Springs	TX
Integ	700 W Loop 340	Waco	TX
Mackie Business Forms, Inc.	PO Box 308	Hewitt	TX
New Graphics Inc	888 S Greenville Ave STE 300	Richardson	TX
Ole Boi Clothing Custom T-Shirt Printing & Embroidery	1412 N. Valley Mills #240	Waco	TX
One TouchPoint - Southwest	P.O. Box 143924	Austin	TX
Promo Solutions	11104 Windjammer Dr.	Frisco	TX
Scarborough Specialties, Inc.	10501 Indiana Ave	Lubbock	TX
School Life (imagestuff.com)	17021 Seven Pines Drive	Houston	TX
Sign Lady (Angela Day)	1526 Austin Avenue	Waco	TX
THE UPS STORE 6593 (Holy Ship LLC)	1205 s 8th st	WACO	TX
W Promotions/T-shirts Plus/New York Clothiers (T.Weaver Enterprises)	906 Austin Ave	Waco	TX
Weldon, Williams & Lick, Inc.	P.O. Box 168	Fort Smith	AR

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/C. Reece

RE: Bid Award for Security Cameras for the Child Nutrition Program

=====

Background Information:

Request for Proposal, RFP # 20-1189, Security Camera Servers, has been issued and opened for the purpose of awarding a vendor to provide a turn-key project for Security Cameras in the following twenty-eight (28) District locations; Alta Vista, Bell's Hill, Brazos High, Brook Avenue, G. W. Carver, Cedar Ridge, Cesar Chavez, Crestview, Dean Highland, Indian Spring, J. H. Hines, Kendrick, Lake Air, Mountainview, Parkdale, Provident Heights, South Waco, Tennyson, Waco High, West Avenue, Wiley Opportunity Center, both of the Advanced Academies, the North Waco administrative annex and Challenge Academy, the Child Nutrition Service's central facility and warehouse, including the parking lot, and the two food trucks,. The District received two (2) proposals for this bid. After the proposals were evaluated, it was determined that NEI Datacom offered the best value to the District and therefore recommends NEI Datacom as the awarded vendor. A Pricing Worksheet along with a combined scoresheet is attached for your review

Fiscal Implications:

The cost of this service will be charged to the National School Breakfast and Lunch Program Fund.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Child Nutrition Services security cameras, to NEI Datacom, as presented.

RFP # 21-1189
Pricing Summary Sheet

Vendor	Total Cost for Cameras
Facility Solution Group	\$ 152,558.98
NEI Datacom	\$ 112,471.00

RFP # 21-1189
Security Cameras
Combined Evaluation Scoresheet

Evaluation Criteria	Max Points	NEI Datacom	Facility Solutions Group
Price (<i>low proposer receives maximum points; remaining vendors receive a percentage of the maximum based on ratio to low bid</i>)	45.00	45.00	33.18
Experience and Reputation			
▶ Experience doing this type of work	15.00		
Evaluator's Average Score		14.33	12.33
▶ Experience doing business with Waco ISD	5.00		
Evaluator's Average Score		5.00	5.00
▶ Experience doing business with other school districts	20.00		
Evaluator's Average Score		20.00	20.00
Quality of Goods or Services			
▶ Based on external references	15.00		
Evaluator's Average Score		15.00	15.00
Total	100.00	99.33	85.51

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/C. Reece

RE: Bid Renewal for Courier Services

=====

Background Information:

Request for Proposal, RFP # 18-1109, for Courier Services has been previously issued and opened for the purpose of awarding a bid to a company that could provide courier services for the District. The scope for these services requires daily cash deposit pick up from the office and cafeteria for each campus, and subsequent delivery of those deposits to the District's banking institution. In addition to the campus pick up service, the courier also provides service at both the Child Nutrition Department and the Administration Building.

This bid will expire July 31, 2022.

Fiscal Implications:

The cost of this service will be charged to the appropriate contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid renewal for Courier Services with Texas Star Security, as presented.

RFP # 18-1109
Courier Services Pricing Worksheet

Tex 1 Security, Inc. dba: Texas Star Security

Status: LOC

2018-2019 School Year

Cost per Pickup

Annual Total

25 Pickup Locations X 174 days = 4350 pick-ups

\$ 5.25

\$ 22,837.50

2019-2020 School Year

Cost per pick up

Annual Total

25 Pickup Locations X 174 days = 4350 pick-ups

\$ 5.25

\$ 22,837.50

2020-2021 School Year

Cost per pick up

Annual Total

25 Pickup Locations X 174 days = 4350 pick-ups

\$ 5.25

\$ 22,837.50

2021-2022 School Year

Cost per pick up

Annual Total

25 Pickup Locations X 174 days = 4350 pick-ups

\$ 5.25

\$ 22,837.50

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/D. Williams

RE: Bid Renewal for Security Patrol Services

=====

Background Information:

Request for Proposal, RFP # 18-1107, Security Patrol Services, has been previously issued for the purpose of awarding services to a company which can provide security patrol services to include nights, weekends and holidays for the District.

This bid will expire July 31, 2022.

Fiscal Implications:

The cost of this service will be charged to the appropriate contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid renewal for Security Patrol Services with Texas Star Security, as presented.

RFP # 18-1107 Security Patrol Services

BIDDERS:	Alert Guard	Tex 1 Security	VETS
STATUS:	SBE, LOC	LOC	
YEAR 1 - AUGUST 1, 2018 THRU JULY 31, 2019			
Total Daily Rate: Weekdays Monday thru Friday			
Day and Night Patrol (2 tours)	\$ 504.76	\$ 145.00	\$ 149.82
Total Daily Rate: Weekends & Holidays			
Weekends & Saturdays			
Day and Night Patrol (3 tours)	\$ 560.14	\$ 225.00	\$ 234.25
YEAR 1 - TOTAL WEEKDAYS, WEEKENDS & HOLIDAYS	\$ 1,064.90	\$ 370.00	\$ 384.07
YEAR 2 - AUGUST 1, 2019 THRU JULY 31, 2020			
Total Daily Rate: Weekdays Monday thru Friday			
Day and Night Patrol (2 tours)	\$ 519.90	\$ 145.00	\$ 152.02
Total Daily Rate: Weekends & Holidays			
Weekends & Saturdays			
Day and Night Patrol (3 tours)	\$ 576.94	\$ 225.00	\$ 237.53
YEAR 2 - TOTAL WEEKDAYS, WEEKENDS & HOLIDAYS	\$ 1,096.84	\$ 370.00	\$ 389.55
YEAR 3 - AUGUST 1, 2020 THRU JULY 31, 2021			
Total Daily Rate: Weekdays Monday thru Friday			
Day and Night Patrol (2 tours)	\$ 535.50	\$ 145.00	\$ 154.15
Total Daily Rate: Weekends & Holidays			
Weekends & Saturdays			
Day and Night Patrol (3 tours)	\$ 594.25	\$ 225.00	\$ 240.85
YEAR 3 - TOTAL WEEKDAYS, WEEKENDS & HOLIDAYS	\$ 1,129.75	\$ 370.00	\$ 395.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/J. Gutierrez

RE: Renewal of Interlocal Participation Agreement with the Texas Association of School Boards (TASB) Risk Management Fund for Property, Auto Liability and Physical Damage, and School Liability Insurance and Workers' Compensation Coverage

=====
Background Information:

The Waco Independent School District has acquired property, auto liability and physical damage, and school liability insurance as well as workers' compensation coverage through an interlocal participation agreement with the Texas Association of School Boards (TASB) Risk Management Fund. The TASB Risk Management Fund operates under the provisions of the Interlocal Cooperation Act, Chapter 791 of the Texas Government Code. The purpose of this agreement is to provide a comprehensive coverage program. These coverage lines require concurrent participation and may not be purchased as 'stand-alone' coverages.

TASB has provided the District with a renewal proposal for the 2021-2022 fiscal year. There are no changes in the coverage. The following paragraphs detail the coverage and proposed contribution rates for each program.

Property Insurance

The coverage is on district owned buildings, contents, and adjacent structures at a combined total value of \$600,857,408 with a maximum replacement of \$500,000,000 per occurrence, with limited coverage for mold and fungus. The property deductible will remain the same at \$100,000 per occurrence. The proposal also provides coverage for boiler and machinery, flood, earthquake, crime and equipment breakdown with acceptable limits and deductibles. TASB also includes a \$100,000 limit crime policy at no additional cost under the property policy.

The proposed total premium for 2021-2022 is \$654,124 which includes sub-limits for wind, hurricane, and hail loss. The premium reflects an increase of \$97,388 from the previous year.

Flood Zone Exclusion

Flood coverage, for district owned properties that fall in flood zones A or B, is not included under this policy. Therefore, the administration will recommend continuation of additional flood coverage through the National Flood Insurance Program (NFIP) currently managed by FEMA. The NFIP provides coverage limits of

\$500,000 per building and \$500,000 for contents in flood zones A and B with a \$1,250 deductible per occurrence on six of the properties and a \$5,000 deductible on the properties located at 4315 Beverly Drive and 501 Franklin Avenue. The premium for this coverage is expected to increase by 7% to \$46,264, which is an increase of \$3,185 from the prior year.

The following schedule details the proposed rates as compared to the past five years:

COVERAGE	POLICY YEAR 2016-2017	POLICY YEAR 2017-2018	POLICY YEAR 2018-2019	POLICY YEAR 2019-2020	POLICY YEAR 2020-2021	POLICY YEAR 2021-2022
PROPERTY VALUES	\$ 536,969,954	\$ 536,969,954	\$ 536,969,954	\$ 536,969,954	\$ 536,969,954	\$ 600,857,408
Property	\$277,844 Premium @.050100 rate per \$100 of value	\$277,844 Premium @.050100 rate per \$100 of value	\$277,844 Premium @.050100 rate per \$100 of value	\$535,321 Contribution @.099700 rate per \$100 of value	\$556,736 Contribution @.103700 rate per \$100 of value	\$654,124 Contribution @.108900 rate per \$100 of value
Engineering Fee	Included	Included	Included	Included	Included	Included
Certified Acts of Terrorism	Included	Included	Included	Included	Included	Included
Total Premium -->	\$277,844	\$277,844	\$277,844	\$535,321	\$556,736	\$654,124
TOTAL PREMIUM:	\$277,844	\$277,844	\$277,844	\$535,321	\$556,736	\$654,124

School Liability

The school liability coverage under TASB combines general, professional legal, and employee benefits liability into a single coverage agreement to prevent gaps in coverage. This policy carries a \$10,000 deductible per claim and is an occurrence made policy with a \$5,000,000 aggregate limit for each campus.

The premium reflects no increase in cost for the 2021-2022 year. The premium cost will remain at \$74,847. Ancillary coverage included in the renewal includes School Crisis Coverage/Violent Acts at no charge, \$0 deductible and \$250,000 per occurrence.

Commercial Auto Liability

The auto liability coverage for 2021-2022 has an increase in premium due to an increase of auto physical damage, as well as the addition of vehicles to the fleet. The plan provides up to a \$300,000 liability limit for each occurrence, a \$1,000 deductible for bodily injury, property damage, and comprehensive and collision coverage. This coverage is offered for an annual premium of \$50,962. The premium reflects an increase in premium of \$2,323 or 4% from the 2020-2021 year.

Privacy and Information Security

The privacy and information security liability coverage was new beginning 2020-2021. The plan provides up to a \$250,000 combines single limit and covers the most common cyber claims, including a data breach, phishing attack, or fraudulent direction incident. Due to the increase in the risk of cyber-attacks and data breaches nationwide, the premium for this coverage will increase from \$2,500 to \$4,000.

The following schedule details the proposed rates as compared to the past four years:

COVERAGE	POLICY YEAR				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
AUTO FLEET	\$ 39,806	\$ 43,895	\$ 44,639	\$ 48,982	\$ 50,962
GENERAL LIABILITY	\$ 68,606	\$ 68,768	\$ 68,768	\$ 74,847	\$74,847
*EDUCATORS LEGAL LIABILITY	\$ Included under General Liability				
\$5,000,000 EXCESS LIABILITY - ELL ONLY	\$ Included under General Liability				
PRIVACY & INFORMATION SECURITY	--	--	--	\$2,500	\$ 4,000
Total Premium -->	\$ 108,412	\$ 112,663	\$ 113,407	\$ 126,329	\$ 129,809

Workers' Compensation

The Risk Management Fund continues to serve the District well by managing all workers' compensation claims and providing legal defense when appropriate. The District continues to maintain a return to work program that began in 2001. The District changed from a fully funded to a partially funded aggregate deductible plan in 2002 because of a consistent reduction in paid out losses.

TASB bases their renewals on five years of prior claims experience and on the Fund's overall progress throughout Texas.

The district contribution and estimated claims liability is based on estimated 2021-2022 payroll totals, with an increase in contribution in the amount of \$16,465. Estimated maximum claims cost shows an increase of \$ 16,794. See table below for comparison.

Fiscal Year	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
Contribution	\$97,818	\$99,811	\$99,801	\$103,774	\$109,534	\$109,205
Estimated Claims Liability	\$790,647	\$751,115	\$736,092	\$688,982	\$654,396	\$671,190
Maximum WC Claims/ Liability	\$888,465	\$850,926	\$835,893	\$792,756	\$763,930	\$780,395

The claims liability factor for the 2021-2022 will be 0.006261036. This factor will be multiplied by estimated payroll to arrive at the estimated claims liability and will be adjusted at the end of the plan year based on the actual audited payroll total year ending August 31, 2022.

Fiscal Implications:

The total cost of these coverages is \$893,138 and has been included in the 2021-2022 budget.

Administrative Recommendations:

The Administration recommends that the Board of Trustees approve the renewal of the Interlocal Participation Agreement with the Texas Association of School Boards (TASB) Risk Management Fund, to include property, auto liability and physical damage, school liability insurance, as well as workers' compensation coverage for the 2021-2022 fiscal year, as presented.



June 17, 2021

Tammy Boyett

Waco ISD

Dear Tammy Boyett,

Strong risk management resources and reliable coverage partners are critical to managing operations at your organization. Thank you for trusting the TASB Risk Management Fund to support your efforts.

When you choose the Fund, you get more than a coverage provider. You get a stable ally that has served members for nearly five decades and is the choice of more than 1,000 Texas school districts and other educational entities for their risk management and coverage needs.

- **Financial Security:** The Fund's financial strength, with over \$200 million in Members' Equity, means we have the financial resources to handle your claims.
- **Responsive and Adaptable:** A risk pool, like the Fund, offers flexibility to customize coverage agreements to meet Texas public schools' unique needs. We pair a broad array of coverage options with comprehensive risk solutions so you can work compliantly, train and educate staff, and prevent and mitigate losses. We meet you where you are and deliver the services you need to navigate the ever-evolving risk landscape.
- **Trusted:** The Fund is administered by the Texas Association of School Boards (TASB), an organization founded on understanding the uniqueness of each school community in Texas. Led by a board of Texas public school board members and administrators, the Fund is focused on your needs.

We are pleased to provide you with a renewal proposal for the 2021–22 coverage term. **Waco ISD participates in the Fund's comprehensive coverage program which includes Auto, Liability, Property, Privacy & Information Security, and Workers' Compensation coverage. These coverage lines require Concurrent Participation and may not be purchased as 'stand-alone' coverages.** There are no changes in the coverage agreements this year. Coverage agreements may be accessed on the Fund's website.

As an added convenience, **you may accept your renewal proposal online.** Please carefully review all terms and when ready, complete your electronic acceptance on the page where you accessed these documents. Enter your first and last name and then click "Accept and Sign." You may also sign these documents and return them by email to your Risk Management Marketing Consultant or to TASBRMF@tasbrmf.org.

Please note that coverage will automatically renew under the terms of this renewal proposal unless we receive written notice of termination at least 30 days prior to your renewal date. If you are unsure of your plans to renew or have any questions about the renewal proposal or any aspect of your Fund membership, please contact Heide Gaden or any member of TASB's Underwriting and Marketing Division at 800.482.7276.

Thank you for your membership in the Fund. We look forward to our continued partnership in the coming year.

Sincerely,
Heide Gaden
Risk Management Consultant
Division of Underwriting & Marketing
Texas Association of Schools Boards, Inc.

TASB Risk Management Fund
12007 Research Blvd., Austin, Texas 78759-2439
P.O. Box 301, Austin, Texas 78767-0301
Toll-Free: 800.482.7276 | Austin area: 512.467.3699

CC:

Waco ISD

Contribution & Coverage Summary (CCS) Participation Period: 9/1/2021 through 8/31/2022

The following is a summary of coverages, limits, deductibles, and contribution amounts. More information about coverage, limits, deductibles, terms, and conditions are found on following pages and are part of this CCS. Please review all pages of this CCS document. ***Coverage under this CCS is contingent upon concurrent participation in the Fund's Auto, Liability, Property and Worker's Compensation programs.***

Coverage	Limit	Deductible	Contribution
Property	See Property Coverage Summary	See Property Coverage Summary	\$654,124
Automobile Liability	\$100K Person Bodily / \$300K Occurrence Bodily / \$100K Occurrence Property	\$1,000	\$28,226
Automobile Physical Damage	Actual Cash Value	See Automobile Coverage Summary	\$22,736
School Liability including Professional Legal, General, and Employee Benefits Liability	See School Liability Coverage Summary	See School Liability Coverage Summary	\$74,847
Privacy & Information Security	\$250,000	\$0	\$4,000
Violent Acts	\$250,000	\$0	No Cost
Workers' Comp Aggregate Deductible	Statutory	\$671,190	\$109,205
Total Contribution			\$893,138

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



Waco ISD

Property Coverage Summary Participation Period: 9/1/2021 through 8/31/2022 Total Property Contribution: \$654,124

The following is an overview of the limits (blanket replacement) and deductibles for risk of Direct Physical Loss to Covered Property. Additional coverages, limits, exclusions, and terms are included in the Fund's Coverage Agreement for this Participation Period.

Coverage	Limit	Deductible
All Perils except Wind, Hurricane, and Hail	\$500,000,000	\$100,000
Wind, Hurricane, and Hail	\$500,000,000	\$500,000
Flood	\$2,000,000	\$50,000
Earthquake	\$2,000,000	\$50,000
Crime	\$100,000	\$10,000
Equipment Breakdown	\$100,000,000	\$100,000

Additional Deductible for Wind, Hurricane, and Hail	Deductible	Maximum Deductible
None		

Additional Sublimit Wind, Hurricane, and Hail	Limit	Deductible
Sublimit for Wind, Hail Loss to Single Ply Membrane roofs and accompanying roof systems; all other deductibles apply. This does not apply to Named/Numbered Windstorm Loss in Tier 1, Tier 2, or Harris counties.	\$2,000,000	Wind, Hurricane, and Hail Deductible applies.

Property Conditions

Named/Numbered Windstorm: All Loss directly caused by, resulting from, or arising out of any hurricane, typhoon, tropical cyclone, tropical storm, or tropical depression that is designated by name or number by the National Weather Bureau or National Hurricane Center. Including Loss caused by flood, storm surge, wave wash, surface water, overflow of bodies of water, or spray from any of these.

The term “Tier 1” means the Texas counties of Aransas, Brazoria, Calhoun, Cameron, Chambers, Galveston, Jackson, Jefferson, Kenedy, Kleberg, Matagorda, Nueces, Refugio, San Patricio, and Willacy.

The term “Tier 2” means the Texas counties of Bee, Brooks, Fort Bend, Goliad, Hardin, Hidalgo, Jasper, Jim Wells, Liberty, Live Oak, Newton, Orange, Victoria, and Wharton.

The term “Harris County” means the Texas county of Harris.

Location: A single street address with Covered Property is sited.

Flood Zone Exclusions: As to the Flood endorsement, Fund Member properties are excluded from coverage if they are located in certain Special Flood Hazard Areas (SFHA) identified on the Flood Insurance Rate Map. Fund Member Covered Property in the following SFHAs are excluded: Zone A, Zone AO, Zone AH, Zones A1-A30, Zone AE, Zone A99, Zone AR, Zone AR/AE, Zone AR/AO, Zone AR/A1-A30, Zone AR/A, Zone AR/AH, Zone V, Zone VE, Zone VO, Zones V1-V30. Fund Members with such properties should seek coverage under the National Flood Insurance Program (NFIP) or other flood program.

Other Limits: If more than one Per Occurrence Limit may be applicable, the Fund shall determine which limit will apply.

Statement of Values: Fund Member has provided the Fund with the most current and accurate statement of values for all applicable property, including a complete and accurate listing of property owned by the Fund Member. Fund Member agrees to allow the Fund to conduct property appraisals of the Fund Members’ property on a periodic basis and agrees to accept values provided by the Fund.

Salvage: The Fund will have the right, at its discretion, to exercise rights of salvage to any damaged property paid for or replaced under the terms of this Agreement.

Single Ply Membrane: ‘Single Ply Membrane’ is synthetic roofing material that includes but is not limited to EPDM, TPO, and PVC membranes.



Waco ISD

Automobile Coverage Summary Participation Period: 9/1/2021 through 8/31/2022 Total Automobile Contribution: \$50,962

The following is an overview of the limits and deductibles for risk associated with the ownership, maintenance or use of Covered Automobiles. Additional coverages, limits, exclusions, and terms are included in the Fund's Coverage Agreement for this Participation Period.

Coverage	Limit	Deductible
Automobile Liability	\$100K Person Bodily / \$300K Occurrence Bodily / \$100K Occurrence Property	\$1,000
Automobile Physical Damage - Collision	Actual Cash Value	\$1,000
Automobile Physical Damage - Comprehensive	Actual Cash Value	\$1,000
Automobile Physical Damage - Catastrophic	Actual Cash Value	\$50,000

Excluded Vehicles

VIN	Year	Make	Model/Description	Exclusion
-----	------	------	-------------------	-----------

None

Automobile Terms & Conditions

Statement of Values: Fund Member has provided the Fund with the most current and accurate statement of values for all applicable property, including a complete and accurate listing of vehicles owned by the Fund Member. Fund Member agrees to allow the Fund to conduct property appraisals of the Fund Members' property on a periodic basis and agrees to accept values provided by the Fund.

Salvage: The Fund will have the right, at its discretion, to exercise rights of salvage to any damaged property paid for or replaced under the terms of this Agreement.

Excluded Vehicles: The Fund extends coverage for all Fund Member Covered Automobiles. Vehicles listed are excluded from Automobile Liability, Comprehensive, or Comprehensive coverage as noted under 'Exclusion'.

Waco ISD

School Liability Coverage Summary

Participation Period: 9/1/2021 through 8/31/2022
Total School Liability Contribution: \$74,847

The following is an overview of the limits and deductibles for legal, general, and other liability risks. Additional coverages, limits, exclusions, and terms are included in the Fund's Coverage Agreement for this Participation Period.

Coverage	Limit	Deductible
Professional Legal Liability Subject to \$5,000,000 Maximum Annual Aggregate	\$5,000,000	\$10,000
General Liability	\$5,000,000	\$0
Employee Benefits Liability	\$100,000	\$0

School Liability Conditions

Prior Acts: Fund Member certifies that all known or reported acts for which it is reasonably believed may result in a legal claim against the Fund Member have been fully disclosed. Additionally, Fund Member acknowledges that this coverage excludes any claims arising from such known or reported acts. This Agreement does not void coverage afforded to Fund Member under any previous Fund Agreement.



Waco ISD

Privacy & Information Security Coverage Summary Participation Period: 9/1/2021 through 8/31/2022 Total Privacy & Information Security Contribution: \$4,000

The following is an overview of the limits and deductibles for privacy and information security risks. Additional coverages, limits, exclusions, and terms are included in the Fund's Coverage Agreement for this Participation Period.

Coverage	Aggregate Limit Per Event	Deductible
Privacy & Information Security	\$250,000	\$0

Privacy & Information Security Conditions

No Known Losses: Fund Member certifies that all known or reported events occurring prior to the effective date of this coverage, as applicable, which it is reasonably believed may result in a claim under this Coverage have been fully disclosed or reported.

Waco ISD

Workers' Compensation – Aggregate Deductible

Participation Period: 9/1/2021 through 8/31/2022

Total Workers' Compensation – Aggregate Deductible Contribution: \$109,205

The following is a summary of estimated payrolls and contribution for Workers' Compensation coverage. The Contribution and Claims Liability amounts shown are subject to audit at the end of the Participation Period.

Classification	Estimated Payroll	Net Annual Rate	Estimated Contribution
7380 - BUS DRIVERS	\$0	0.00258500	\$0
7720 - POLICE OFFICER	\$1,135,754	0.00322077	\$3,658
8810 - CLERICAL OFFICE EMPLOYEES	\$5,255,670	0.00016953	\$891
8868 - PROFESSIONAL/ADMINISTRATON	\$80,853,285	0.00045766	\$37,003
9101 - ALL OTHERS	\$19,956,402	0.00339004	\$67,653
Total	\$107,201,110		\$109,205

Estimated Contribution	\$109,205
Estimated Claims Liability	\$671,190
Estimated Maximum Program Cost	\$780,395

Workers' Compensation – Aggregate Deductible Conditions

Claims Liability: Fund Member agrees to reimburse the Fund for amounts paid for workers' compensation claims with injury dates within the Participation Period up to the Claims Liability amount (Aggregate Deductible). The Fund will pay claims in excess of the Claim Liability amount.

Benefit Limits: Workers' Compensation benefits paid to Fund Member's employees under this Agreement will be as defined in the Texas Workers' Compensation Act (the Act). The Fund is responsible for claims payments as reflected in this CCS. This Agreement does not cover the defense of any suit or claim against a Fund Member except a workers' compensation claim by an eligible employee or former employee of Fund Member for the payment of statutory workers' compensation benefits.

Cooperation: The Fund Member designates the TASB Risk Management Fund as the Workers' Compensation claim administrator of record for all purposes. Fund Member agrees to use the Fund's contractors for services related to the administration of claims and to follow the Fund's election under Section 504.053 of the Labor Code to direct care through the Political Subdivision Workers' Compensation Alliance.

Claims Reporting: For Workers' Compensation claims arising during the CCS Participation Period, the Fund Member agrees that it will timely report those claims solely to the Fund. The report of Workers' Compensation claims to any other entity, regardless of reporting sequence, will waive all Fund liability under this agreement for those claims. Any fines levied against the Fund for Fund Member's failure to comply with the rules and regulations of the Act will be the sole responsibility of the Fund Member.



Program Coordinators

The Fund Member is required to designate a Program Coordinator (Coordinator) with express authority to represent and bind the Fund Member in all program matters. Below are the current Coordinators associated with the Fund Member. If a Coordinator’s name and e-mail address are not listed or the Coordinator identified needs to be updated, please provide updated information to the Fund as soon as possible or include updates on this document.

Current Program Coordinators

Program	Name	Title	E-mail
TASB Risk Management Fund-Workers' Compensation	Tammy Boyett	Supervisor of Benefits & Risk Management	tammy.boyett@wacoisd.org
TASB Risk Management Fund-Liability	Tammy Boyett	Supervisor of Benefits & Risk Management	tammy.boyett@wacoisd.org
TASB RMF-Property	Tammy Boyett	Supervisor of Benefits & Risk Management	tammy.boyett@wacoisd.org
TASB Risk Management Fund-Auto	Tammy Boyett	Supervisor of Benefits & Risk Management	tammy.boyett@wacoisd.org

Program Coordinator Updates

Program	Name	Title	E-mail

If accepting this proposal electronically, you may scan and email this page to tasbrmf@tasbrmf.org to provide Program Coordinator updates.



Contribution & Coverage Summary General Conditions

Coverage: Coverage terms and limits provided are as set out in this CCS and the Fund’s corresponding Coverage Agreements for this Participation Period.

Claims Reporting: Fund Member will provide to the Fund timely notice of all claims as required in the Interlocal Participation Agreement, the applicable Fund Coverage Agreement, or this CCS.

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

Payment: The Fund Member agrees to pay contributions based on a plan developed by the Fund. All contributions are payable upon receipt of an invoice from the Fund. The Fund shall determine the contribution for each program and how each contribution is applied. Termination under this Agreement of any program shall not affect the remaining programs.

Termination: This CCS may be terminated by either party with termination to be effective on any successive renewal date by giving written notice to the other party no later than 30 days prior to automatic renewal in accordance with Termination provisions in the Interlocal Participation Agreement. If this CCS is not terminated, the renewal of the CCS becomes effective on the automatic renewal date and the member shall be bound by the terms of the renewal CCS.

Concurrent Participation: All coverages through this CCS are only effective if the Fund Member concurrently participates in or has agreed in writing to participate in all the following Fund programs: Auto, Liability, Property, and Workers’ Compensation. The Fund may terminate all coverages immediately if the Fund Member fails to or ceases to concurrently participate in any of these Fund programs. If termination occurs, the total contribution under this CCS shall be considered fully earned, and the Fund Member agrees that no refund of any contribution shall be due. This paragraph’s termination provisions shall take precedence over any conflicting termination provisions in the Interlocal Participation Agreement or this CCS.

Fund Member Authorization:

I approve this Contribution and Coverage Summary (CCS) and certify that this information is correct. I affirm that I am duly authorized to approve this CCS and that I have read and agree to this CCS and the Interlocal Participation Agreement.

Authorized Signature

Date

Printed Name

Title

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 15, 2021

Contact Person: S. Smith/A. Villanueva

RE: Amendment to Professional Services Contract with O’Connell Robertson for the Design of Waco High School

=====

Background Information:

On January 23, 2020, the Board of Trustees approved a professional services agreement with O’Connell Robertson for various architectural and engineering projects throughout the district.

After initial approval, this agreement has been subsequently amended to cover each project that they have worked on. This professional services agreement needs to be amended once again to cover the work that they will be doing in designing the new Waco High School. Design services paid from the general fund prior to the bond election may be reimbursed from bond funds, if and when available, under the previously approve reimbursing resolution.

Fiscal Implications:

Fees for architectural services have been agreed upon at six percent (6%) of the cost of each project. Based upon initial figures, the total design services for the replacement Waco High School are estimated at \$8,425,000.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the amendment to O’Connell Robertson’s professional services agreement for the design of the new Waco High School, and authorizes the Superintendent to execute the final corresponding contracts for these services, as presented.



AIA® Document G802™ – 2017

Amendment to the Professional Services Agreement

PROJECT: <i>(name and address)</i> Waco ISD - Waco High School Replacement	AGREEMENT INFORMATION: Date: AIA B102-2021 dated: January 20, 2020	AMENDMENT INFORMATION: Amendment Number: 007 Date: Effective April 1 ,2021
OWNER: <i>(name and address)</i> Waco Independent School District 501 Franklin Avenue Waco, Texas 76701	ARCHITECT: <i>(name and address)</i> O'Connell Robertson 811 Barton Springs Road, Suite 900 Austin, Texas 78704	

The Owner and Architect amend the Agreement as follows:

Basic design services for the Replacement Waco High School campus. The Owner's estimated Cost of the Work is \$119M with a total project cost of \$156M.

The Architect's compensation and schedule shall be adjusted as follows:

Compensation Adjustment:

Basic Services as identifies in the prime agreement, compensation shall be based on 6.0% of the Cost of the Work. Civil survey and geotechnical engineering shall be included as a reimbursable expense.

The estimated design services will be:

Fee Percentage	6.00%
Initial Estimated Cost of the Work	\$119,000,000
Initial Fee Estimate	\$7,140,000
Revised Estimated Cost of the Work	\$133,300,000
Revised Fee Estimate	\$7,998,000
Fee Increase	\$858,000
Initial Fee (Basic Services) Estimate	\$7,140,000
Fee Increase	\$858,000
Reimbursable Expenses	\$427,000
Total Design Services Contract	\$8,425,000

On March 25, 2021, the Waco ISD Board of Trustees passed a reimbursement resolution in the amount of \$5,000,000. On June 10, 2021 the Board approved a budget amendment (moving funds from fund balance) of \$1,885,000 for schematic design and preconstruction services for the Waco High School rebuild project. O'Connell Robertson acknowledges this project funding constraint and the contractually required approvals at the completion of the design phases. We estimate the following progress and cost incurrence for the project.

	Estimated Period Payment	Estimated Cumulative Amount Paid
Notice to Proceed to August 2021	\$1,600,000	\$1,600,000
August 2021 to Novemeber 2021	\$1,550,000	\$3,150,000
November 2021 to May 2022	\$1,800,000	\$4,950,000

Schedule Adjustment:

The following dates are anticipated for the project (see B2021 Article 1.2):

Phase

Design Notice to Proceed April 2021
Construction Notice to Proceed August 2022
Construction Substantial Completion August 2025 estimated

SIGNATURES:

O'Connell Robertson
ARCHITECT (*Firm name*)



SIGNATURE
Jarrod Sterzinger, AIA, LEED AP,
Principal

PRINTED NAME AND TITLE

June 2, 2021

DATE

Waco Independent School District
OWNER (*Firm name*)

SIGNATURE
Dr. Susan Kincannon, Waco ISD
Superintendent

PRINTED NAME AND TITLE

DATE

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith

RE: Purchases over \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service

=====

Background Information:

In April 2020, the Board approved a change in Board Policy CH (Local) that requires all purchase requests over \$50,000 to be approved by the Board of Trustees prior to being made. These purchases will be made under a pre-existing bid or purchasing cooperative. The following purchase requests have been made as of July 22, 2021:

Pre-Existing Bid:

- Baylor’s Garland School of Social Work-\$89,000-BEAR Project, included on Waco ISD Bid #21-1182 Educational Consulting, Professional Development, and Other Student-Based Contracted Services included on the July 22, 2021 Board Meeting for approval.

Purchasing Cooperative:

- Dell- \$628,675.00-Student Computers- Texas Department of Information Resources (DIR) contract # DIR-TSO-3763
- CDW Government - \$68,408.00 – Classroom Projectors - Choice Partners Bid # 21/031KN-13 Technology Products
- Dell- \$111,044.00 – Teacher laptop replacements- Texas Department of Information Resources (DIR) contract # DIR-TSO-3763
- Discount PC - \$57,990.50- Computer lab replacements – TIPS Coop # 200105 Technology Solutions Products and Services
- Dell - \$68,425.55- Administrative laptops Texas Department of Information Resources (DIR) contract # DIR-TSO-3763
- Approved library book vendors from the BuyBoard (vendor not yet identified as quotes are still being obtained)- not to exceed \$2,349,000.00- library books refresh for multiple campuses
- Virco - \$192,286.94 – Parkdale Elementary classroom furniture replacement - U.S. Communities Coop Bid# R-TC-18004 Classroom furniture.

Fiscal Implications:

The cost of these goods and services will be charged to the appropriate departmental budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the purchase requests over \$50,000, as presented.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/K. Parnell

RE: Cost Share Agreement Between Waco ISD and Communities-in-Schools of the Heart of Texas

=====

Background Information:

The Waco ISD and Communities-in-Schools of the Heart of Texas (CIS) are entering into a cooperative effort to provide school-based support services to students and their families in order to increase their level of academic success. CIS is a thoroughly evaluated dropout prevention program with a foundation of integrated student support systems. CIS will provide intensive case-management and family support to at-risk students during the academic year. The CIS model utilizes the full array of the following six (6) component services:

- Supportive Guidance/Counseling
- Health and Human Services
- Academic Support
- Enrichment Activities
- Parent and Family Engagement
- Career and College Readiness

The five non-Transformation Zone schools receiving these services are Cedar Ridge Elementary, Provident Heights Elementary, Cesar Chavez Middle School, University High School, and Waco High School.

CIS agrees to pay \$170,292, which represents 59% of the total cost.

This cost shared agreement will be effective September 1, 2021 through August 31, 2022 which is automatically extended for one calendar year on the first day of every August, unless one or both parties request modification and or cancellation of this Memorandum prior to June 30 of any year. Either party may cancel this MOU if thirty days written notification is provided to the other party.

Fiscal Implications:

Waco ISD will assume a total of \$120,000 which represents 41% of the total cost associated with the implementation of CIS programming on eleven (11) campuses. The District will pay CIS in ten equal installments of \$ 12,000. State Compensatory Education Funds will be used from the appropriate campus and/or department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the cost share agreement between Waco ISD and Communities in Schools of the Heart of Texas for services, as presented.



**Contract for Communities In Schools of the Heart of Texas Support Services
2021-2022 School Year**

The Texas Education Agency (“TEA”) administers the Communities In Schools (“CIS”) program in accordance with the Texas Education Code §33.152 and provides guidance to local CIS programs for implementation of programs statewide based on a model designed for Texas.

The primary goals of CIS are to help students who demonstrate early warning signs for dropping out of school, to improve in academics, attendance, and/or behavior and, ultimately, to stay in school and graduate.

Parties to Contract

This contract is entered into by and between the **Waco Independent School District**, hereinafter referred to as “District”, and **Communities In Schools of the Heart of Texas**, a 501(c)3 non-profit organization, hereinafter referred to as “CIS”.

The Parties agree to enter into a cooperative effort to provide school-based support services to at-risk students and their families.

In support of this contract, CIS shall:

1. Fully implement and adhere to CIS program requirements on each campus served by CIS, in accordance with the guidance provided by the Texas Education Agency which has established rules and procedures for the operation of the program.
2. Provide overall management and supervision of CIS programs and employees on named District campuses. CIS employees assigned to District campuses are responsible for developing, implementing, and managing the CIS program and activities under the direction of the CIS Executive Director and the CIS Board of Directors. While CIS employees are an additional resource and support to the campus, TEA requirements as well as CIS responsibilities restrict them from accepting additional duties generally fulfilled by District employees (administrative, clerical, substitute teacher, or otherwise). However, CIS staff are willing to show their support by assisting the campus in other ways.

All CIS Site Coordinators will be hired with the concurrence of the Campus Principal. All CIS personnel assigned to campus sites remain employees of CIS and will receive direct supervision from their direct supervisor who is responsible for their performance and demeanor. Input from the Principal of the school campus will be obtained for the Site Coordinator’s annual performance evaluation. Any questions or concerns regarding the performance of any CIS Site Coordinator should be directed as soon as possible to the Supervisor assigned to the Site Coordinator or the Chief Operations Officer.

3. Follow the calendar of the assigned District. All CIS campus employees are classified by the U.S. Department of Labor and the Texas Workforce Commission as non-exempt. No CIS employee may work overtime (more than 40 hours per week) without the prior and expressed authorization from the CIS Executive Director.
4. Develop and provide the principal of the assigned campus with a CIS Campus Plan. The CIS Campus Plan is an annual, formal written agreement developed by CIS and signed by the principal, which contains all the

information, requirements, standards, processes, and forms necessary to develop a plan that reflects the service needs of a campus and its students, as well as all of the services that will be provided to students and their families. The CIS Campus Plan includes an Agreement which addresses the role of CIS in the Campus Improvement Plan, the access to student records that CIS will have, the sharing of student data, CIS responsibilities, school responsibilities, reporting of data, and any other issues critical to the success of the CIS program.

5. Implement the Texas Education Agency's Case Management Model utilizing the full array of the following six (6) component services to meet the diverse needs of CIS students and their families:
 - Supportive Guidance/Counseling
 - Health & Human Services
 - Academic Support
 - Enrichment Activities
 - Parent and Family Engagement
 - Career and College Readiness
6. Provide multidisciplinary case management for students and coordinate the resources of the community to benefit students and families. Per TEA requirements, each full-time CIS Site Coordinator is required to case manage no more than 100 at-risk students.
7. Ensure the integrity of the CIS program service delivery initiatives by providing training and support (managerial, administrative, logistical and technical) to all CIS staff assigned to District campuses.
8. Provide periodic progress reports to the District's CIS Representative as well as an annual report of program outcomes.
9. Safeguard all student data and information according to TEA policy for CIS programs as well as federal and state laws, specifically FERPA, HIPPA, and HB300.

In support of this contract, the District shall:

1. Facilitate and support the implementation and adherence to CIS program requirements on each campus served by CIS.
2. Allow CIS Staff to obtain written parental consent to access student records and render services using the official Texas Education Agency Parent Consent and Release of Information forms.
3. Allow CIS, with written parental consent, access to student information such as school records, test scores, attendance, free/reduced lunch status, at-risk list, public assistance status, and grades through access to all necessary student databases including but not limited to: Eduphoria, TEAMS, TxEIS, etc.
4. Allow CIS, in the absence of written parental consent, but acting at the request and on behalf of the District/Campus, access to student information in order to provide services. This allows the local CIS program to provide crisis type services, at the request of a school official, until a signed Parental Consent- Release of Information (PC-ROI) form is obtained.
5. Identify CIS as a Contract Provider who will be granted access to student data and listed in the District's FERPA notification to parents, i.e.; "Code of Conduct Book", "Student Handbook", etc.
6. Include CIS as a partner in addressing dropout issues and is so written into the District and Campus Improvement Plans (note: TEA requires that CIS be included in the District and Campus Improvement Plans).

Revenue Per Campus	
CIS Funds	\$42,573
ISD Cost Share	\$30,000
Total	\$72,573

Communities In Schools of the Heart of Texas Sit

Line Item	Amount
-----------	--------

SALARIES

Site Coordinator	\$38,750
Program Director	\$4,405
Chief Program Officer	\$1,260
Chief Impact Officer	\$1,260
Program Coordinator	\$1,245
Data Entry Spec	\$911
TOTAL	\$47,831

FRINGE

Payroll Taxes	\$3,659
SUTA	\$379
WC	\$421
Retirement	\$2,392
Health Insurance	\$6,154
EAP	\$70
Life Insurance	\$18
TOTAL	\$13,093

GENERAL

Supplies/Postage	\$200
Student Supplies	\$300
Criminal Bckgrd Check	\$109
Telephone	\$126
Travel	\$240
Training	\$200
Rent	\$134
TOTAL	\$1,309

OTHER

Printing/Media	\$28
Work Study	\$245
Special Activities	\$300
Professional Liability Insurance	\$301
TOTAL	\$874

ADMINISTRATIVE

	\$9,466
TOTAL	\$9,466
	\$72,573

Waco ISD Report 2020-2021

Below is preliminary data from the 2020-2021 school year for all WISD schools served by Communities In Schools. Outcome data will be presented to Waco ISD in August 2021.

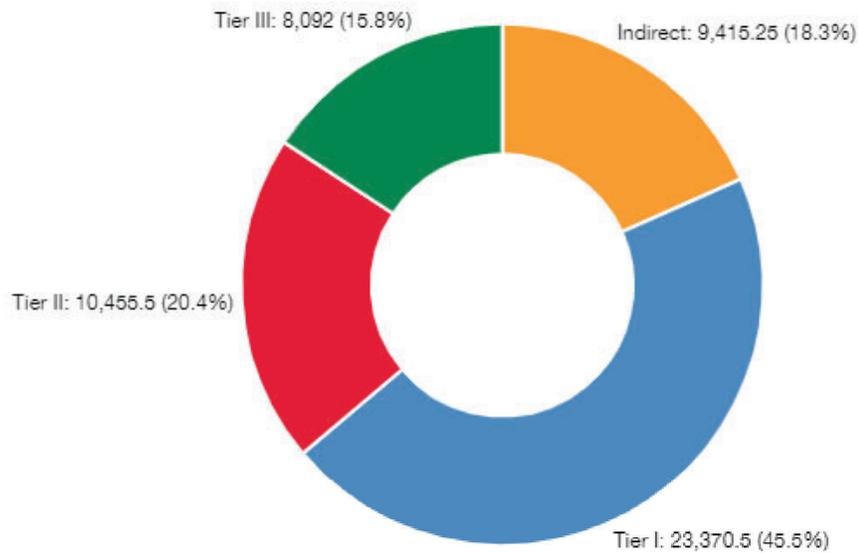
Total Participants: 1,895

Total Contact Hours: 51,333

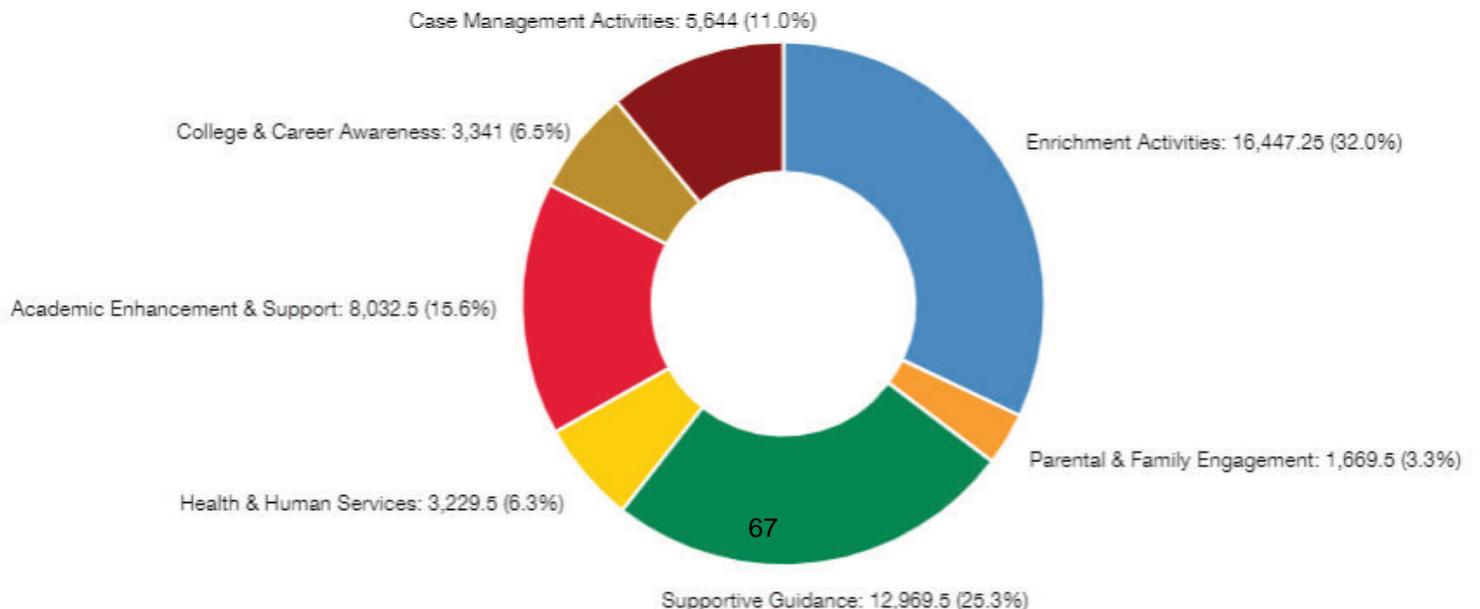
Total Service Count: 40,511

Campuses: Alta Vista Elementary, Bell's Hill Elementary, Cedar Ridge Elementary, Cesar Chavez Middle, G W Carver Middle, Indian Spring Middle, J H Hines Elementary, Provident Heights Elementary, Tennyson Middle, University High, Waco High

Service Hours by Tier



Service Hours by Component



Waco ISD Report 2020-2021

Below is preliminary data from the 2020-2021 school year for all WISD schools (not including Transformation Waco) served by Communities In Schools. Outcome data will be presented to Waco ISD in August 2021.

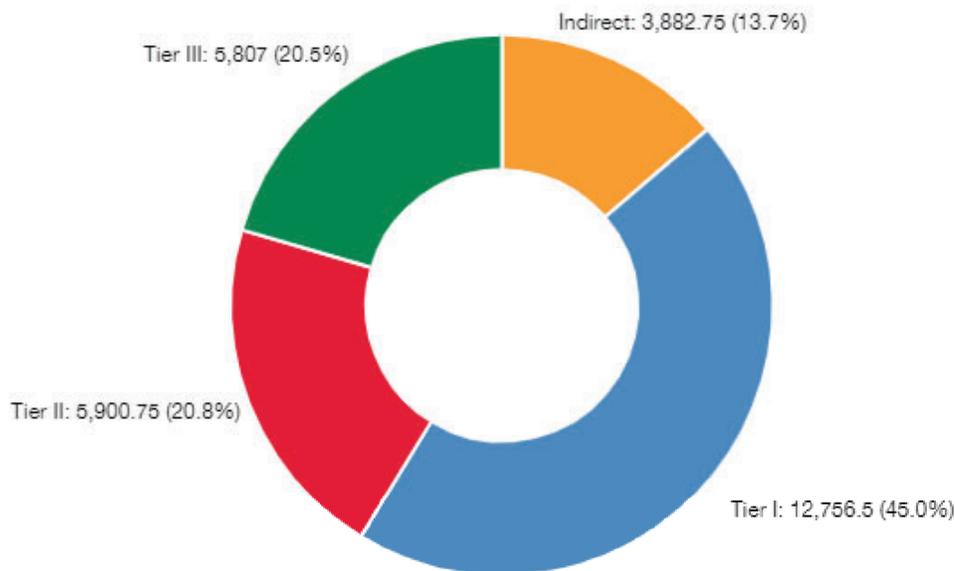
Total Participants: 1,265

Total Contact Hours: 28,347

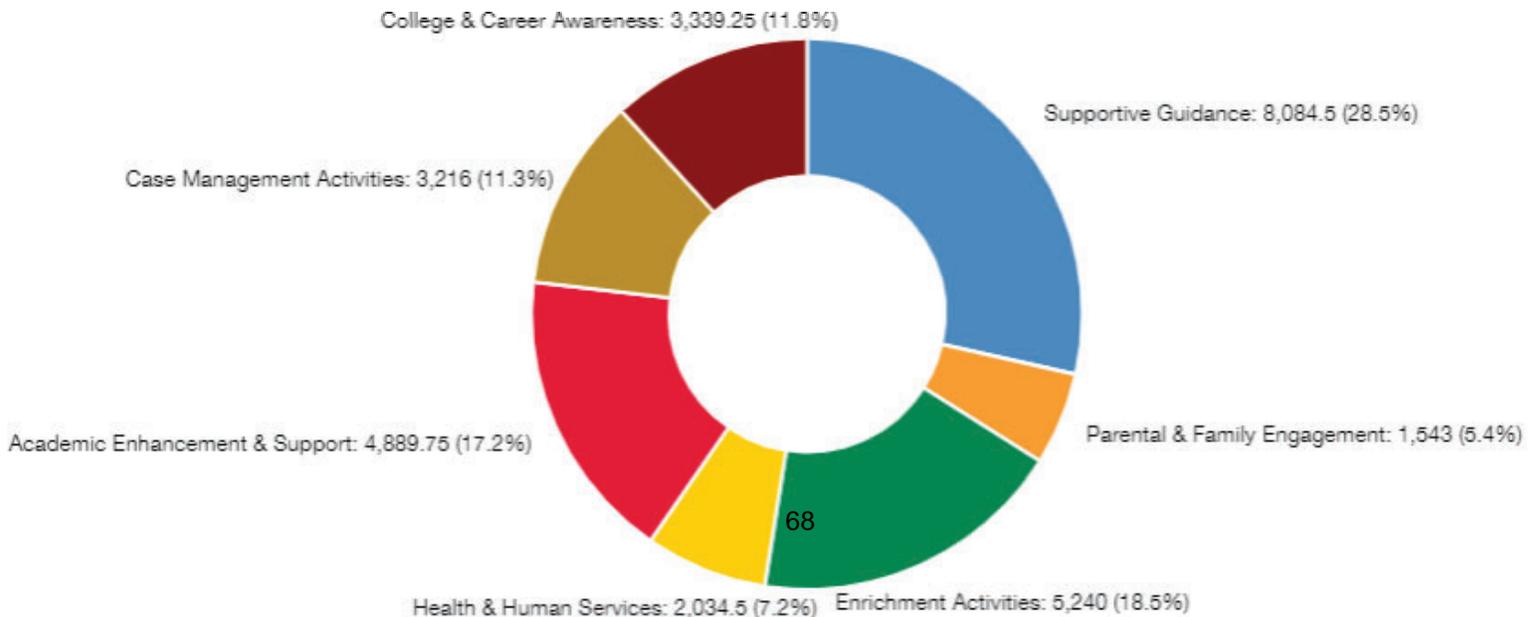
Total Service Count: 27,568

Campuses: Bell's Hill Elementary, Cedar Ridge Elementary, Cesar Chavez Middle, Provident Heights Elementary, Tennyson Middle, University High, Waco High

Service Hours by Tier



Service Hours by Component



Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Davis/C. Rankin

RE: Interlocal Cooperation Agreement and Fiscal Agent Contract between the McLennan County Challenge Academy and Participating Districts for the 2021-2022 School Year

=====

Background Information:

The attached Interlocal Cooperation Contract/Memorandum of Understanding (MOU) establishes the McLennan County Challenge Academy as a provider of Alternative Education Programs for area school districts pursuant to V.T.C.A. Education Code, Chapter 37 and the Interlocal Cooperation Act, V.T.C.A. Government Code, Chapter 791. The initial agreement creating the McLennan County Challenge Academy was executed in December, 1995. Each year, Waco ISD must renew this agreement as a participating district.

Funding of the program, as outlined in the MOU, is structured to fully fund the program while better accommodating placements in the Bill Logue Juvenile Detention Center. Districts will pay an annual participation fee of \$1500, discretionary placements at the Challenge Academy will be charged at \$111 per each day of attendance and placements at the detention center will be charged at \$86 per each day of attendance. District's choosing not to pay the annual participation fee will be charged \$227 per each day of attendance at the Challenge Academy. These rates represent an average increase in revenue of approximately 1.0% from the prior year. The estimated impact of the increase to Waco ISD, based on 2020-2021 participation, is \$6,818.

Effective August 1, 2006, Waco I.S.D. entered into an agreement to serve as fiscal agent of the McLennan County Challenge Academy. This agreement, between Waco ISD and the McLennan County Juvenile Board, must also be renewed annually. The District receives a fiscal agent fee equivalent to its unrestricted indirect cost rate as approved by the Texas Education Agency. For 2021-2022, the approved rate is 10.75% of total expenditures. This unrestricted indirect cost rate covers both administrative costs, such payroll, as well as plant maintenance and operations and security costs. A copy of the fiscal agent contract is also attached.

Fiscal Implications:

All costs associated with these agreements will be paid by participating districts as outlined in the agreement. As fiscal agent, Waco ISD receives a fee equivalent

to 10.75% of total expenditures. The impact of the anticipated increases in cost and revenue on the general fund have been included in the 2021-2022 proposed budget.

Administrative Recommendations:

The administration recommends the Board of Trustees approve the 2021-2022 Interlocal Cooperation Agreement and Fiscal Agent Contract with the McLennan County Challenge Academy, as presented.

2021-2022
INTERLOCAL COOPERATION CONTRACT/MEMORANDUM OF UNDERSTANDING
FOR THE OPERATION
OF THE McLENNAN COUNTY CHALLENGE ACADEMY
TO PROVIDE
ALTERNATIVE EDUCATION PROGRAMS

This Interlocal Cooperation Contract/Memorandum of Understanding is made by and between the McLennan County Juvenile Board, Waco ISD (as fiscal agent and as a participating school district), and each of the independent school districts of McLennan County, Texas who are signatories to this agreement as set forth below, pursuant to V.T.C.A. Education Code, Chapter 37 and the Interlocal Cooperation Act, V.T.C.A. Government Code, Chapter 791 upon the following terms and conditions:

- (1) Purpose: The purpose of this Agreement is to govern and operate the McLennan County Challenge Academy (hereinafter “Academy”) and to provide education services including a juvenile justice alternative education program (JJAEP), and an Alternative Education Program (AEP) for students, school districts and the juvenile board in McLennan County, Texas pursuant to V.T.C.A. Education Code Chapter 37.
- (2) Governance: The Academy shall operate independent and apart from the parties to this agreement and shall not be a political subdivision, subsidiary, joint venture, or partnership of McLennan County or the McLennan County Juvenile Board. The governance of the Academy shall be as set forth in Attachment “1” titled Governance Structure for the McLennan County Challenge Academy, and the laws of the state of Texas, including but not limited to the Texas Education Code and regulations of the State Board of Education and/or the Texas Juvenile Justice Department. All terms and conditions in Attachment “1” are incorporated by reference herein and made a part hereof, the same as if copied into this contract verbatim.
- (3) Services, Terms, Rights and Duties: The general services, terms, rights and duties addressed and/or created hereby are as set forth in Attachment “2” hereto, which is incorporated by reference herein. McLennan County and the Juvenile Board shall not, and do not by the execution of this Agreement assume any responsibility to participate financially, legally or otherwise in the education process and the business of the school districts and their students except for those obligations specifically mandated by statute involving certain expelled students or adjudicated delinquents.
- (4) Payment for Services: Payment for services hereunder will be made from current revenues of the paying party. Payment for services shall be made as set forth in Attachment “2”. The parties understand, acknowledge and agree the payments provided for in Attachment “2” are in an amount which will fairly compensate McLennan County Challenge Academy and Waco ISD, as fiscal agent for the services provided hereunder.
- (5) Term: This Agreement shall become effective August 1, 2021 and shall remain in force unless terminated by the mutual agreement of the parties.

- (6) Authorization: This agreement has been authorized by the McLennan County Juvenile Board and by the Board of Trustees of each school district who is a party to the agreement.

**McLENNAN COUNTY
JUVENILE BOARD**

By: _____
(Name) (Title)

Date: _____

**WACO ISD (Fiscal agent and
Participating School District)**

By: _____
(Name) (Title)

Date: _____

AXTELL ISD

By: _____
(Name) (Title)

Date: _____

BOSQUEVILLE ISD

By: _____
(Name) (Title)

Date: _____

BRUCEVILLE-EDDY ISD

By: _____
(Name) (Title)

Date: _____

CHINA SPRING ISD

By: _____
(Name) (Title)

Date: _____

CONNALLY ISD

By: _____
(Name) (Title)

Date: _____

CRAWFORD ISD

By: _____
(Name) (Title)

Date: _____

VALLEY MILLS ISD

By: _____
(Name) (Title)

Date: _____

GHOLSON ISD

By: _____
(Name) (Title)

Date: _____

HALLSBURG ISD

By: _____
(Name) (Title)

Date: _____

LORENA ISD

By: _____
(Name) (Title)

Date: _____

MART ISD

By: _____
(Name) (Title)

Date: _____

McGREGOR ISD

By: _____
(Name) (Title)

Date: _____

MIDWAY ISD

By: _____
(Name) (Title)

Date: _____

MOODY ISD

By: _____
(Name) (Title)

Date: _____

RIESEL ISD

By: _____
(Name) (Title)

Date: _____

ROBINSON ISD

By: _____
(Name) (Title)

Date: _____

LA VEGA ISD

By: _____
(Name) (Title)

Date: _____

WEST ISD

By: _____
(Name) (Title)

Date: _____

METHODIST CHILDREN'S HOME

By: _____
(Name) (Title)

Date: _____

Attachment “1”

GOVERNANCE STRUCTURE

FOR THE

McLENNAN COUNTY CHALLENGE ACADEMY

On or about December 1, 1995, an interlocal agreement defining the responsibilities and duties of the eighteen (18) public schools of McLennan County and the McLennan County Juvenile Board was signed bringing into existence the McLennan County Challenge Academy (MCCA or Academy). This collaboration created and is operating an alternative education program (AEP) and a Juvenile Justice Alternative Education Program (JJAEP).

The Academy’s Governance Board

MCCA will be governed by a Governance Board as set forth below:

A thirteen (13) member Governance Board of the McLennan County Challenge Academy shall be formed and constituted as follows:

Chairperson: The chairperson of the McLennan County Juvenile Board (or an appointed representative thereof) shall serve as a chairperson for the MCCA Governance Board. The chairperson of the MCCA Governance Board shall have a vote. Said vote may be counted as two votes in the event of a tie vote in order to break the tie.

Member-McLennan County Juvenile Probation Department: The Chief Probation Officer of the MCJPD or his/her designee shall serve as a voting member of the MCCA Governance Board.

Member Fiscal Agent ISD: The Superintendent of Schools or his/her designee for the district serving as fiscal agent for the MCCA shall serve as a voting member of the MCCA Governance Board. The fiscal agent for 2021-2022 is Waco ISD.

Member-La Vega ISD: The Superintendent of Schools of La Vega ISD or his/her designee shall serve as a voting member of the MCCA Governance Board.

Member-Midway ISD: The Superintendent of Schools of Midway ISD or his/her designee shall serve as a voting member of the MCCA Governance Board.

Member Zone I: One Superintendent annually elected from the schools in Zone I shall serve, or shall designate someone to serve, as a voting member of the MCCA Governance Board. The ISDs in Zone I are: Bosqueville ISD, Gholson ISD, West ISD, and Connally ISD.

Member Zone II: One Superintendent elected from the schools in Zone II shall serve, or shall designate someone to serve, as a voting member of the MCCA Governance Board. The ISDs in Zone II are: Robinson ISD, Axtell ISD, Mart ISD, Hallsburg ISD, and Riesel ISD.

Member Zone III: One Superintendent elected from the schools in Zone III shall serve, or shall designate someone to serve, as a voting member of the MCCA Governance Board. The ISDs in Zone III are: China Spring ISD, Crawford ISD, McGregor ISD, Lorena ISD, Bruceville-Eddy ISD, and Moody ISD.

Member At-Large Representing the Minority Community: Two representatives from the Hispanic community of McLennan County shall be named by the Chairman of the Juvenile Board. Each representative will serve a one-year term as a voting member of the MCCA Governance Board.

Member At-Large Representing the Minority Community: Two representatives from the African-American community of McLennan County shall be named by the Chairman of the Juvenile Board. Each representative will serve a one-year term as a voting member of the MCCA Governance Board.

Member At-Large Representing McLennan County: One voting member of the MCCA Governance Board shall be selected annually from the residents of McLennan County. The Chairman of the Juvenile Board shall select this representative. The representative will serve a one-year term as a voting member of the MCCA Governance Board.

The thirteen (13) member Governance Board shall serve as the legally constituted governing body for the McLennan County Challenge Academy. Those members who are annually appointed or elected shall be so elected or appointed by November 1 of each calendar year. The Chairperson of the Governance Board may cast a tie-breaking vote if the ISDs in any Zone otherwise cannot select a superintendent to represent the Zone on the Board. The one-year term for those members shall run from November 1 of the current year to October 31 of the following year.

The Academy's Governance Board shall meet at the call of the Chairperson, the Superintendent of the fiscal agent, or upon the written request of any two members of the Board delivered to the Chairperson. The Board shall conduct business, act and proceed in accordance with the laws of the state of Texas including the Texas Education Code, the Texas Family Code, the policies, rules, regulations, and standards of the Texas Juvenile Justice Department, the regulations of the State Board of Education, and the policies, rules and regulations adopted by the Academy's Governance Board. The Board shall conduct business in accordance with the Roberts Rule of Order unless inconsistent with this Governance Structure, state laws or policies, rules or regulations adopted by the Board.

Seven members of the Board must be present to constitute a quorum. The board shall act or proceed by and through resolutions, motions or orders adopted or passed by the Board and the affirmative votes of a majority of all members of the Board shall be required to adopt or pass a motion, resolution or order.

The duties of the Academy's Governance Board shall include but not be limited to:

- (1) The selection and recommendation for employment of the MCCA Director of Operations. The Director of Operations will become legally employed by the fiscal agent, Waco ISD, and must be formally approved by the Waco ISD Board of Trustees. Employees of the MCCA shall be governed by the policies and procedures of the employing school district.
- (2) The approval of Operating Policies and Procedures for MCCA.

- (3) The approval of an annual operating budget including the establishment of annual per student rate charged to each member school district for students served by the MCCA and reimbursement to the fiscal agent for its expenses in acting as fiscal agent.
- (4) The approval of a McLennan County Student Code of Conduct. As set out in the Texas Education Code, Chapter 37, this overarching Student Code of Conduct shall be approved by the Juvenile Board and shall become the guiding code of conduct for the placement of students in the MCCA.
- (5) The approval of contractual or unbudgeted purchases necessary to the effective operation of the MCCA.
- (6) Other policies or procedures as appropriate to the governance of the MCCA and as necessary to obtain approval of the Texas Juvenile Justice Department.

Attachment “2”

SERVICES, DUTIES, COMPENSATION AND FUNDING, OPERATIONS, RIGHTS, AND RESPONSIBILITIES

1. Funding of Academy.
 - (a) Funding for Juvenile Justice Alternative Education Program (JJAEP): Pursuant to §37.011 of the Education Code, the Juvenile Board is required to provide a JJAEP for students who have been found to have engaged in conduct described in §37.007 and §37.0081 of the Education Code. The Academy will meet this requirement for the Juvenile Board by providing a JJAEP as part of the Academy system. For those students whose expulsion was **discretionary** (§37.007 (b), (c), (f), and §38.0081 of the Education Code), the JJAEP placement shall be funded by the ISD receiving ADA funding and if the student is not enrolled, the residing address determines the school district responsible for funding the student placed in the JJAEP based on a rate established by the Academy's Governance Board. For those students **placed** by the ISD as registered sex offenders (§37.301-§37.311 of the Education Code) the placement shall be funded by the ISDs having students placed in the JJAEP based on a rate established by the Academy's Governance Board. For those students adjudicated for delinquent conduct who are **judicially placed** in the JJAEP, the placement shall be funded by the ISDs having students placed in the JJAEP based on a rate established by the Academy's Governance Board. The established daily rate for the JJAEP for the 2021-2022 school year is \$111.00 per day for each day the student is in attendance. For those students whose expulsion was **mandatory** (§37.007 (a), (d), and (e) of the Education Code), the JJAEP placement shall be funded by the McLennan County Juvenile Board with funds provided contractually through the Texas Juvenile Justice Department. The revenue source for the JJAEP shall be kept separately by the fiscal agent. In addition to any other funding or payment obligations under this Agreement, if any, all school districts who are party to this Agreement shall pay an annual participation fee of \$1,500 dollars to support program operations. If a school district does not pay the annual participation fee of \$1,500 dollars by the annual deadline established by the Academy's Governance Board, then the established daily rate for the JJAEP for the 2021-2022 school year for that school district shall be \$227.00 per day for each day the student is in attendance.
 - (b) Funding for Alternative Education Programs (AEP): Programs for students residing in the Logue Juvenile Detention Center will be provided at the Logue Center in accordance with the existing practice of providing education programs and staff at the detention facility, at the expense of and with the cooperation of the Independent School Districts (hereinafter "ISD"). Each ISD shall allocate and pay to the Academy for the provision and operation of the AEP a daily sum determined pursuant to a rate adopted by the Academy's Governance Board (subject to adjustment by the MCCA Governance Board within said year) during each calendar year of this Agreement. The rate established, and the sum arrived at by application thereof, must be at least equal to the amount required by Chapter 37, Education Code. The established daily rate for the AEP (Logue Detention Center) for the 2021-2022 school is \$86.00 per day for each day the student is in attendance. Each ISD shall be billed monthly for every day of attendance by the ISDs' students enrolled in the Academy. AEP placement shall be funded by the ISD receiving ADA funding. If the student is not enrolled, the residing address determines the school district responsible for funding the student placed in the AEP. In addition, La Vega ISD makes available to MCCA Title One, Part D, Sub Part 2 funds for instructional materials.

- (c) Payments. Monthly payments shall be made to the Waco ISD, as the fiscal agent for the Academy (or any successor Fiscal Agent) not later than the tenth (10th) day of the month following the date of billing. The payment should be sent to the Assistant Superintendent for Business and Support Services at Waco ISD, P.O. Box 27, Waco, Texas, 76703. Deficiency payment after adjustment shall be sent to the same officer and address.
- (d) Failure to Pay -- Remedies. In addition to any other remedy available in law or in equity, the Academy shall have the right to refuse to accept students from an ISD if the ISD responsible fails to timely pay amounts due and owing hereunder and continues to fail and/or refuse to pay such amounts after ten (10) days' notice and opportunity to cure.
- (e) No Authority to Bind. The Academy's Governance Board, the parties to this Agreement, the fiscal agent or any officer, employee or agent of any of them shall have no power or authority to bind any party hereto to any obligation made or incurred by any of them or to any obligation, financial or otherwise, arising from their acts or omissions. Any expenditure or obligation with regard to the Academy, beyond that required to be paid hereunder by the ISDs for AEP and JJAEP services to be provided at the Academy, shall not be a responsibility or obligation of any party hereto unless such expenditures or obligations are approved by that party's governing body.
- (f) Student Enrollment. Students shall be enrolled in the ISD in which their parent or guardian resides. If a student moves into a different ISD located in McLennan County, MCCA staff will notify the PIEMS contact designees for both the current (withdrawing) and future (enrolling) ISDs. The future (enrolling) ISD contact will provide MCCA a list of information required to complete the enrollment process and work cooperatively with MCCA to ensure the enrollment is processed in a timely manner. The current (withdrawing) ISD shall agree to carry the student for 10 school days after the date of notification. After 10 school days, the student shall be enrolled in the future (enrolling) ISD and withdrawn from the current district unless the future (enrolling) district produces sufficient evidence to deny residency.
- (g) Extended School Year. Educational services may continue to be offered beyond the regular 180 school year if requested by a member ISD. The established daily rate for extended services is \$86.00 per day for each day the student is in attendance. If the Texas Juvenile Justice Department chooses to fund an extended school year program for students expelled for mandatory reasons, the ISD will not be charged a daily rate for these students.

2. Services.

- (a) Juvenile Justice Alternative Education Programs and Alternative Educational Programs. The Academy will provide AEP and JJAEP programs in accordance with Chapter 37 of the Education Code and the standards and regulations of the State Board of Education and the Texas Juvenile Justice Department. An operations manual and a code of conduct shall be created and adhered to which must be approved by the Academy's Governance Board. The policies and codes for the JJAEP must also be approved by the Juvenile Board. All such policies and codes of conduct are also subject to prior approval of any state agency, board or commission to which such matters are directed to be submitted for approval by Chapter 37 of the Education Code and/or the regulations promulgated thereunder, or under the terms of the grant for this project, or pursuant to any other applicable federal, state, or local law or regulation.

- (b) Supervision and Monitoring of Students in the JJAEP. Expelled or delinquent juveniles may be placed in the Academy's JJAEP only after approval of such program or programs by a vote of the Juvenile Board. In the event of such approval, the Juvenile Board, by and through the Juvenile Probation Department, will provide probation and/or detention officers to monitor the students in the JJAEP. The extent and nature of said monitoring shall lie in the discretion of the Juvenile Board and/or the Chief Probation Officer of the Juvenile Probation Department and shall be subject to availability of existing staff of the Juvenile Probation Department. The provision of these officers is not a guarantee of the security of teachers, Academy personnel or other students. Likewise, these officers are provided solely for the JJAEP, and are not intended to provide detention or security services in any other program.
- (c) Supervision and Monitoring of Students in the AEP. Students placed in the AEP at the Logue Center will be supervised and monitored by detention officers provided by the Juvenile Probation Department, in accordance with the standards of the Texas Juvenile Justice Department.
- (d) Mandatory and Discretionary Grounds for Expulsion. (Subject to legislative change) If a student commits an offense that falls under §37.007(a), (d), or (e), then the ISD by law must expel the student, and the grounds for expulsion are considered **mandatory**. Mandatory offenses are outlined in the student handbook and Chapter 37 of the Texas Education Code.

If a student is expelled from school for an offense that falls under §37.007(b), (c), or (f), then the grounds for expulsion are considered **discretionary**. Discretionary offenses are outlined in the student handbook.

In an emergency, the principal or the principal's designee may order the immediate expulsion of a student for any reason for which expulsion may be made on a non-emergency basis.

The JJAEP program will enroll and serve only students who have been expelled according to the specific reasons stated in §37.007 and §37.0081 of the Education Code. However, if a participating school district allows additional discretionary expulsions through an approved District of Innovation plan and TJJD and TEA approve those expulsions, those students shall be served as discretionary placements.

- (e) Term of Placement for the JJAEP. Each student's term of placement should be clearly expressed as a number of days in the expulsion letter prepared by the expelling ISD. The term of placement will be a flexible term and may be lengthened or shortened according to the policies and procedures outlined in the Student Code of Conduct. If the student is no longer under juvenile court jurisdiction, the juvenile may continue to be served by the JJAEP if the juvenile is not allowed to return to their home district.
- (f) Expelled Students over the Age of 16. Although a student expelled on or after his/her 17th birthday will not enter the Academy through the juvenile probation department, such a student may be served by the JJAEP. If the student is expelled on a **mandatory** basis, he/she must be ordered into the JJAEP by the adult probation department as a condition of probation. The student will remain in the JJAEP for the term of placement described in (e) above, unless otherwise ordered by the adult probation department. If the student is expelled on a **discretionary** basis, he/she may attend the JJAEP, remaining in the program for the term of placement described in (e) above. However, the Academy reserves the right to return a student

expelled on a discretionary basis to the ISD if the student persistently refuses to abide by the Academy's Student Code of Conduct.

- (g) Special Education Services. Students with disabilities who are placed in the JJAEP or AEP will be afforded education services determined by a duly constituted Admissions Review and Dismissal (ARD) Committee to be appropriate for the student to receive a free and appropriate public education as defined by Federal and State Laws. Each ISD will continue to serve as the LEA for each of their students. Each ISD shall remain responsible for making available the special education services necessary to implement the student's Individual Education Plan. Both those educational and non-educational services to be provided in accordance with the student's Individual Education Plan and/or Individual Transition Plan which are not statutorily required to be provided by the JJAEP shall be provided by the school district. The expelling ISD shall provide the JJAEP with reasonable notice of the manifestation ARD and a representative of the JJAEP may participate in the meeting to the extent that the meeting relates to the student's placement in the program. A JJAEP representative shall be given an opportunity to attend ARD meetings held for all students currently enrolled. If the Director of Operations has concerns that a student's academic or behavioral needs cannot be met in the program, written notice will be sent to the student's home ISD requesting an ARD to reconsider the placement of the student in the program.
- (h) Students on Medical Leave. If a student is diagnosed by a physician as physically unable to attend the Academy due to a medical disability, the Academy shall inform the ISD and shall be responsible for securing documentation from the physician. Provision of homebound educational services or other services required by a medical disability shall be the responsibility of the ISD.
- (i) Truancy or Failure to Attend. Expelled students are expected to attend as required by the compulsory attendance law, pursuant to section 25.085 of the TEC. Pursuant to TEC Section 25.093, the attendance officer of the student's home ISD shall file a complaint against the parent or guardian in the justice of the peace court or municipal court of the political subdivision in which the parent resides or in which the school is located if the parent or guardian fails to require the child to attend school as required by law.
- (j) Transportation. The Academy will not provide transportation services. Member districts have the option of providing transportation services. Each party will bear the responsibility or liability for its own transportation services, and neither the Academy nor any other party hereto shall have any responsibility or liability therefore.
- (k) Transition Services for JJAEP Students. When a student is within 20 days of completion of, or release from, the program, the student begins the process of transition back to the ISD. Academy services which address the transition process include academic counseling, vocational counseling, and individual counseling (when indicated). Academy staff shall notify the school district one week prior to the student's scheduled return to the campus. Academy staff also facilitates referrals to community agencies and in-school programs when indicated. The Academy will not make decisions regarding the retention or promotion of a student returning to an ISD.
- (l) Maximum Enrollment for the JJAEP. Maximum enrollment for the JJAEP is 60 students. The JJAEP reserves the right to temporarily exceed the maximum enrollment. The JJAEP will guarantee a minimum number of slots for each participating district as set forth in Attachment

“3”. Slots not utilized may be temporarily filled by students from other participating districts. In the event of overcrowding, the JJAEP reserves the right to return any discretionary student to his or her home district prior to the completion of their term of placement.

- (m) Exceptions to Enrollment and Withdrawal of Discretionary Students. Discretionary students will not be enrolled in the JJAEP or withdrawn to return to their home campus during the two weeks prior to the end of the spring semester nor during any week students of their grade level have state testing scheduled. Discretionary students will not be withdrawn to return to their home campus during the two weeks prior to the end of the fall semester.
- (n) Expulsion Packet Requirements. Prior to the enrollment of a student into the JJAEP, the ISD in which the student resides shall provide to MCCA a copy of:
- The order of expulsion including reason for expulsion and term of placement;
 - Parent contact information;
 - Birth certificate;
 - Attendance and disciplinary records;
 - Special programs information and appropriate records showing transfer to MCCA including, but not limited to, 504, Special Education, and ESL;
 - Transfer grades/average for each class;
 - Current transcript for high school students;
 - Graduation plan for high school students;
 - Most recent report card;
 - Social Security card or state issued number;
 - Immunization record;
 - Police offense report if applicable;
 - State assessment scores;
 - Home language survey.
- (o) Placement of Registered Sex Offenders. (Subject to change by legislation) Students may be **placed** by the ISD as registered sex offenders according to §37.301-§37.311 of the Education Code. The placing ISD may substitute the expulsion letter with a letter of placement.
3. Administrative Expenses of Fiscal Agent. The fiscal agent shall be reimbursed at the unrestricted indirect cost rate as approved by the Texas Education Agency for the 2021-22 fiscal year. Indirect costs will include custodial, security and utility expenses. The fiscal agent shall receive no fee or profit for its activities hereunder other than such expense reimbursement and the promise of each of the parties hereto to cooperate in this project.
4. Insurance. Nothing herein shall waive or reduce the sovereign immunity of the parties hereto, or broaden the limited waiver of immunity provided by the Texas Tort Claims Act. However, the fiscal agent shall, after approval of the Academy's Governance Board, purchase a policy or policies of liability insurance covering the Academy and its Governance Board from liability for acts, omissions or conditions in the operation of the Academy. The policy or policies should cover civil rights and related claims in addition to negligence claims. The parties hereto shall be named as additional insureds. The policy or policies shall be in at least the amount of \$500,000, and shall be written on a "claims-made" basis. The premiums for such policy/policies shall be paid out of the AEP and JJAEP funding to the extent not paid from other funding sources, and to the extent such funding is sufficient to cover the costs of the programs and pay the

premiums. If sufficient funds are not available to pay the premiums, the ISDs shall pay the premiums based on a formula to be determined by the Academy's Governance Board and submitted to, and approved by the governing bodies of the parties hereto. Adequate provision shall be made for property insurance for building(s) in which the Academy conducts its operations unless the building(s) are leased, and the Academy is not required to provide such insurance or accept the risk of loss under the lease terms. Premiums for such insurance shall be funded in the same manner as set out above with regard to liability insurance.

5. Funding of other necessary expenses/obligations. To the extent that other approved expenses or obligations are incurred in, or are necessary for, the operation of the Academy, that exceed general funding and available grant funding, these expenses or obligations shall be paid by the ISDs on a pro rata basis based on the number of days of student participation in the program by each respective ISD as determined by the Governance Board of the Academy.
6. Assets Upon Dissolution. If a party withdraws from the cooperative agreement, it shall waive its right to retake or recover any assets (or the value thereof) it has provided to the Academy, or for its operations, until such time as the Academy ceases to operate, or ceases to use such assets in its operations. Upon complete dissolution of the Academy, contributed assets shall be the property of the entity which made the contribution. All other assets will be divided by value on the basis of the proportionate funding of the Academy (including the provision of matching funds). For example, if one ISD has paid 25% of the funding of the Academy since its inception, it would be entitled to 25% of the non-contributed assets of the Academy operations. The distribution may be in kind, or the assets may be liquidated and sold with the proceeds, after satisfaction of any remaining obligations of the Academy, being distributed on the same basis. The manner of distribution and the plan for proportionate share distribution shall be mediated if the parties cannot reach an agreement thereon. The mediation shall be binding, and shall be conducted by a representative of the Texas Education Agency assigned by the Agency, or an agreed mediator if a TEA representative is not assigned to mediate the matter after a request to the TEA therefor.

Caveat: Assets procured with grant funds shall be the sole property of the Juvenile Probation Department of McLennan County upon dissolution, except to the extent that the grant or applicable law requires otherwise.

7. Grant Funding: A separate contract between the fiscal agent and the Juvenile Board will be entered into with regard to the administration of the grant funding procured by the Juvenile Board from the Criminal Justice Division of the Governor of the State of Texas. All parties agree that the fiscal agent shall provide the grant administration and shall be reimbursed for the costs incurred by it in doing so by the ISDs in the same manner as it is reimbursed for other administrative expenses, unless the grant funding provides for reimbursement of such expenses. The parties also agree that all "matching funds" required under the terms of the grant are to be paid/contributed to the project by the ISDs on agreed proportionate basis from funds generated from student attendance, and that the Juvenile Board shall not be responsible for providing such matching funds. It is further agreed that the grant funds and matching funds shall be used only for the purposes set forth in the grant, and grant application, and shall not be used in any other manner except with the express prior approval of the Juvenile Board, the Governance Board of the Academy, and the Grantor Agency.

Attachment “3”

MIMIMUM NUMBER OF JJAEP SLOTS FOR EACH PARTICIPATING DISTRICT*

Axtell	1
Bruceville Eddy	1
Bosqueville	1
China Spring	3
Connally	4
Crawford	1
Gholson	1
Hallsburg	1
LaVega	4
Lorena	2
Mart	1
McGregor	2
Midway	10
Moody	1
Riesel	1
Robinson	3
Valley Mills	1
Waco	22
West	2

*In order to receive a dedicated minimum number of JJAEP slots, the respective school district must have timely paid the \$1,500 participation fee.

**2021-2022
CONTRACT
FOR WACO INDEPENDENT SCHOOL DISTRICT
TO SERVE AS FISCAL AGENT
OF THE MCLENNAN COUNTY CHALLENGE ACADEMY**

This Contract is made by and between the McLennan County Juvenile Board (“Juvenile Board”) and Waco ISD for Waco ISD (“Fiscal Agent”) to serve as fiscal agent, pursuant to V.T.C.A. Education Code, Chapter 37, of the McLennan County Challenge Academy (“Academy”) upon the following terms and conditions:

1. **Term:** This contract shall take affect and Fiscal Agent shall begin to perform its duties as Fiscal Agent under this contract on September 1, 2021. The term of the Contract shall be for one (1) year, ending on August 31, 2022. In the event Fiscal Agent does not intend to serve as Fiscal Agent for the following year (September 1, 2022 through August 31, 2023) by renewal of this Contract or execution of a new contract with the Juvenile Board, Fiscal Agent shall so notify the Chairman of the Juvenile Board no later than June 1, 2022.
2. **Scope:** Pursuant to Section 37.011(e) Fiscal Agent shall provide personnel and services for the Academy so that the Academy may provide alternative education programs (AEPs), including a juvenile justice alternative education program (JJAEP), for students, school districts, and the juvenile board in McLennan County, Texas pursuant to V.T.C.A. Education Code Chapter 37 consistent with and in accordance with the terms and provisions of the Interlocal Cooperation Contract made by and between the McLennan County Juvenile Board, Waco ISD (as fiscal agent and as a participating school district), and each of the independent school districts of McLennan County, Texas for 2021-22. In accordance with the Interlocal Cooperation Contract, all personnel of the Academy shall be employees of the Fiscal Agent including the Director of Operations of the Academy, whose employment shall be approved by the fiscal agent board of trustees, the McLennan County Juvenile Board, and the McLennan County Challenge Academy Governance Board.
3. **Duties and Obligations:** Both Fiscal Agent and Juvenile Board understand that each of the parties to this Agreement, respectively, have duties and obligations imposed upon them and required of them by applicable laws and regulations related to the Academy (in their respective roles of Fiscal Agent and Juvenile Board). Accordingly, both Fiscal Agent and Juvenile Board represent and agree with each other that they will timely and properly perform any duties and obligations that might be imposed or required of them under such laws or regulations. Neither Fiscal Agent or Juvenile Board by entering in to this Contract is assuming or agreeing to perform any duties or obligations not specifically provided for in this Contract, the Interlocal Cooperation Contract, or applicable laws or regulations.
4. **Payment for Services:** Fiscal Agent shall be paid for its services as provided for in the Interlocal Cooperation Contract on a monthly basis.

5. **Authorization:** This Agreement has been authorized by the McLennan County Juvenile Board and by the Board of Trustees of Waco ISD.

McLennan County Juvenile Board

Waco ISD

By: _____

By: _____

Date: _____

Date: _____

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Smith/ G. James

RE: Memorandum of Understanding between Waco ISD and the Economic Opportunities Advancement Corporation (EOAC) for Head Start Programming for the 2021-2022 School Year

=====

Background Information:

The Waco Independent School District (Waco ISD) has had a collaborative partnership with the Economic Opportunities Advancement Corporation (EOAC) for over eighteen years. The purpose of this memorandum of understanding (MOU) is to continue the established collaborative to provide comprehensive early childhood education, health, nutrition, and parental involvement services to low-income children and families. The program's services and resources are designed to foster stable family relationships, enhance children's physical and emotional well-being, and establish an environment to develop strong cognitive skills.

The preschool program is known as “Jump Start” is operated under the U.S. Department of Health and Human Service's Head Start program, established in 1965. The collaborative with Waco ISD serves children at two elementary schools, South Waco and West Avenue, in four classrooms.

A copy of the memorandum of understanding is attached.

Fiscal Implications:

Waco ISD’s in-kind contribution, including salaries and benefits for teachers assigned to the Jump Start classrooms, are included in 2021-2022 budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the memorandum of understanding (MOU) between Waco ISD and EOAC, as presented.

WACO INDEPENDENT SCHOOL DISTRICT
AND
EOAC HEAD START
MEMORANDUM OF UNDERSTANDING
2021-2022

This Memorandum of Understanding (MOU) is made and effective on the 1st day of August, 2021 by and between the Waco independent School District (WISD), a legally constituted Independent School District located in McLennan County, Texas (hereafter referred to as "Waco ISD"), located at 501 Franklin Avenue, Waco, Texas and EOAC (the grantee and administrators of the Head Start program in McLennan County, which is a federally funded early childhood program) (hereafter referred to as "EOAC Head Start"), located at 500 Franklin Avenue, Waco, Texas.

1. Purpose of Memorandum of Understanding

The purpose of this MOU is to establish the best possible cooperative method of providing high quality school readiness services to local preschool children and their families, including transition to kindergarten and to establish working procedures in the provision of services to preschool children eligible for special education in compliance with Federal and Texas State law and regulations.

This collaborative preschool program will hereafter be known as "Jump Start." The Program will be offered at the campuses shown on "Attachment A."

It is the intent of this agreement to:

- A. Define the services to be provided by each agency.
- B. Ensure that eligible children receive high quality, appropriate preschool services.
- C. Ensure that each Agency assumes the responsibility to communicate with the other and share leadership responsibilities and by doing so ensures that available resources are utilized in the most effective manner.
- D. Ensure that children eligible for preschool special education services receive a free and appropriate public education, as required by law, in the least restrictive environment.
- E. Provide services to preschool children with disabilities on a mandatory basis including providing comprehensive evaluations of children with suspected disabilities by appropriate personnel using appropriate instruments.
- F. Ensures that this cooperative arrangement between Waco I.S.D. and EOAC Head Start is developed, implemented, and reviewed at least annually.

II. Description of Program

Collaborative Head Start/ISD Pre-k classrooms will serve four-year-old children who meet eligibility regulations for pre-k enrollment of Texas Education Agency and the enrollment guidelines for Head Start programs. The children will be served on two campuses in 4 classrooms (see "Attachment A"). Enrollment will include a maximum of no more than 20 children per classroom. This collaboration will follow the district adopted school calendar year.

This collaborative will include eligible children who may receive PPCD special education

services in a self-contained classroom, Jump Start classroom or in a Head Start classroom for dual enrollment opportunities.

Agencies will share responsibilities and resources for collaborative staff development. Curriculum in the prekindergarten and Head Start classrooms will be aligned and activities and objectives in each program will support those in the other program.

Provide preschool children with disabilities a free and appropriate public education (FAPE), including the development and implementation of an Individualized Education Plan (IEP) or Individualized Family Service Plan (IFSP), which includes all the components of an IEP, procedural safeguards, and the provision of related services.

III. Agency Responsibilities

A. Responsibilities of Waco I.S.D.

- i. Must recruit, enroll and serve eligible preschool children (four-year-olds) for the collaborative classrooms, per state and local prekindergarten regulations and Head Start eligibility guidelines. Children enrolled must meet criteria of both programs. Serving these children will include provisions of state and local pre-k curriculum materials, developmentally appropriate materials and supplies, and other components normally occurring in public pre-k classrooms in Waco ISD.
- ii. Assist in recruiting, enrolling and serving children with disabilities who are eligible to participate and as identified by the LEA. (Economic Opportunity Act PL92-424).
- iii. Provide classroom space (per the attached list) for the collaborative classrooms on the campuses named in the list, along with usual and customary usage of the accompanying facilities such as library, gym and playground. Classroom space and associated utilities are considered as an in-kind to the Head Start program with a monthly rental valuation of facility use as identified in the appraisal document on file at the EOAC Central Office.
- iv. Provide food services for enrolled students during the adopted school calendar year. Food services will be accomplished through "family style" dining (Head Start will provide any additional utensils or equipment necessary to undertake that style of food service).
- v. Provide a daily three-hour period of pre-k instruction based on the Texas Education Agency Prekindergarten Guidelines for all enrolled students. A teacher who meets Texas Education Agency early childhood certification requirements will deliver classroom instruction. The teacher will be a Waco ISD employee and will be funded by Waco ISD. The teacher will be supervised and evaluated by a Waco ISD administrator (principal).
- vi. Provide for common planning time by Waco ISD pre-k teachers and EOAC Head Start teachers each day, before or at the end of the instructional day.
- vii. Salaries and fringe benefits of Waco ISD teachers will be considered an in-kind donation to the Head Start program at the starting rate for certified teachers and supporting staff.

- viii. Provide student testing and evaluation and collaborative program evaluation deemed necessary to fulfill school district requirements. Analysis of evaluation will be shared by both agencies as may be pertinent.
- ix. Assist in delivery of collaborative staff development for Waco ISD and Head Start staff involved in the collaborative project.
- x. Ensure that campus health staff is available to children participating in Jump Start classrooms on campuses. Provide for state of Texas annual requirements for vision and hearing screening and report such to the state.
- xi. Provide office space, access to and use of a telephone for Head Start Child and Family Advocate.
- xii. Provide a substitute when Waco ISD employee is absent from duty contingent on the availability of Waco ISD substitutes on the given day.
- xiii. Provide a designated person to coordinate efforts between Waco ISD and Head Start.
- xiv. Include Head Start in the child find plan under part B of the Individuals with Disabilities Education Act (IDEA) for evaluation purposes. If children are identified and services are recommended, the family will have options of enrolling in Waco ISD to receive their services through the district, dual enrollment in Waco ISD and Head Start or receiving services through proportionate share funds until funds are depleted at Head Start. Services will only be provided through IDEA-B if children are dually enrolled.
- xv. Inform Head Start of the appropriate local referral procedures and referral information required by Waco ISD.
- xvi. Identify district staff responsible for accepting and processing the referral of students from Head Start.
- xvii. Report results of referral and assessment process to Head Start with parent's written consent.
- xviii. Assure that whenever appropriate the IEP will include instructions for parents(s)/guardians(s) to assist in accomplishing the goals and objectives of the IEP.
- xix. Assure that procedural safeguards and confidentiality of information are provided to eligible children and their parents.
- xx. Facilitate the transition of eligible children into Waco ISD.

ASSESSMENT

Each individual with exceptional needs that is assessed for special education services shall have the benefit of a multi-disciplinary team of persons. No single procedure

shall be used as a sole criterion for assessment.

- The District shall ensure that a full and individual evaluation is conducted for each child being considered for special education and related services under Part B of IDEA (1). The evaluation is conducted in accordance with the procedures described in 300.560300.535. (2) The results of the evaluation are used by the child's IEP team in meeting the requirements of 300.340-300.350
- Parents shall receive five business days' notice of an IEP meeting to ensure an opportunity to attend and for Head Start to help with transportation if necessary.
- The meeting notice shall also identify any local agency that shall be invited to send a representative. The EOAC Head Start program is here noted to be acknowledged as the other local agency.

(See "Attachment B" for disability service implementation)

B. Responsibilities of EOAC Head Start

- i. Assist in recruiting, enrolling and serving eligible preschool children (four- year-olds) for the collaborative classrooms, per state and local prekindergarten regulations and Head Start eligibility guidelines. Serving these children will include provisions of curriculum materials (including any mandated by Head Start Performance Standards), developmentally appropriate materials and supplies, and other components normally occurring in Head Start classrooms in McLennan County.
- ii. EOAC Head Start will reimburse Waco ISD for food services for enrolled students and for adult meals consumed and the difference between the current "free" rate and the current "reduced and paid" rate as applicable for each day of service.
- iii. Support and implement the existing state and district medical policies of Waco ISD.
- iv. Provide at least six hours of classroom services for enrolled students. Provide two (2) teachers who meet the Office of Head Start teacher qualification requirements for Head Start programs to deliver classroom services. Teachers will be EOAC employees and will be funded by EOAC. Teachers will be supervised and evaluated in accordance with EOAC Personnel Policies and Procedures.
- v. Provide Teacher Assistants, as appropriate, who will also be employees of EOAC, and will assist the teachers in the classrooms. The assistants will be supervised and evaluated by Head Start staff.
- vi. Ensure that Head Start staff co-teaches with Waco ISD staff members assigned to the classroom, taking equal responsibility for lesson plans, daily preparation and instruction to the students.
- vii. Provide the necessary paperwork for EOAC Head Start staff to comply with the requirements of Waco ISD (i.e.: results of criminal background check, TB test results, CPR certification).

EOAC Head Start must register with the Texas DPS Criminal History Clearinghouse and have all employees working at the Waco ISD campus to have passed the fingerprint-based applicant clearinghouse of Texas (FACT).

- viii. Provide student testing and evaluation, and collaborative program evaluations, deemed necessary to fulfill EOAC/Head Start requirements. Analysis of the collaborative program evaluation will be shared by both agencies.
- ix. Assist in delivery of collaborative staff development for Waco ISD and Head Start staff involved in the collaborative project.
- x. Provide or make available to participating children and their families support services that would be available for eligible students in a Head Start Center.
- xi. Provide a designated person to coordinate efforts between Waco ISD and Head Start.
- xii. Provide confidentiality of the identity of students with disabilities enrolled in the collaborative program.
- xiii. Follow the dress code policy of Waco ISD.
- xiv. Provide a substitute when Head Start employee is absent from duty contingent on the availability of Head Start substitutes on the given day and notify the WISD campus principal if problems arise in finding a substitute.
- xv. Supplement materials and supplies that are purchased as needed to accommodate the classroom.
- xvi. Provide for parent training, training information and parent activities.
- xvii. Ensure that only children who reside within the Waco ISD boundaries are being served in the collaborative classrooms.
- xviii. Ensure discussion between collaborative campuses before a student is transferred.
- xix. Recruit and identify children to participate in dual enrollment from Waco ISD PPCD classrooms.
- xx. Participate in the District child find plan under Part B of IDEA through monthly transition meetings with the Preschool Assessment team.
- xxi. Screen all children within the first 45 days of enrollment and refer those suspected to need special education and related services to the District for assessment.
- xxii. Refer children suspected of having a disability to the child's School District for evaluation (1302.33 (3)(i))

- xxiii. Ensure completion of health screening/assessment (medical, dental, nutritional, and developmental) not performed by the local education agency as part of the evaluation for determining if a disability is present.
- xxiv. Collaborate with the local education agency in the multidisciplinary evaluation, the implementation of the portions of the IEP identified for the Head Start Program to assist in or follow through on activities to support the achievements of the child's IEP goals and objectives, the IEP annual review and the transition process.
- xxv. Insure that procedural safeguards, including confidentiality of records are provided for all children with disabilities and their parents.
- xxvi. Offer a support system for families of children with disabilities through training, information and social support to enable parents to advocate for their child.
- xxvii. Provide information on special education and the referral process to all families with a child suspected to have a disability. This is done throughout the year in Head Start child recruitment efforts and meetings.

(See "Attachment B" for disability service implementation)

IV. Confidentiality

EOAC Head Start and Waco ISD may review the enrollment data on current students and previously enrolled students to verify those students' participation in the collaborative program. In rendering performance, hereunder, EOAC Head Start and Waco ISD will ensure compliance with all applicable statutory requirements relating to the confidentiality of education records set forth in the Family Education Rights and Privacy Act (FERPA), 20 US. C. S1232g. et. seq. EOAC Head Start and Waco ISD will have a system in effect to protect student records that are maintained in connection with the services provided pursuant to this agreement. EOAC Head Start and Waco ISD will not transfer or disclose any identifiable student education records to any third party or entity without the express written consent of someone authorized to act on behalf of the student. The Waco ISD may require EOAC Head Start to transfer a student record to another agency if the transfer is necessary to protect either the confidentiality of the record or the health or welfare of the student. EOAC Head Start and Waco ISD understands and agrees that no confidential information will be disclosed in any document intended for public disclosure.

V. Collaboration Efforts

- i. EOAC Head Start and Waco ISD will utilize a weekly planning time for lesson plan development and preparation. The EOAC Head Start Teacher Assistant will assist with classroom coverage during the planning time. Lesson plans and supply lists will be provided to the Head Start Education Manager weekly.
- ii. Staff training will be determined and coordinated by the Head Start Education Manager and the responsible Waco ISD personnel based on needs assessments completed by EOAC Head Start staff and Waco ISD collaborative staff.

- iii. Meetings between Head Start administrator and district administrators will be held per the schedule in "Appendix A." Effort will be made to provide a joint-planning and meeting time to Waco ISD and Head Start teachers before the first day of school in August 2021
- iv. Waco ISD teachers and principals will be invited to all Head Start staff meetings related to this collaborative.
- v. Head Start teachers and administrative staff will be invited to all Waco ISD meetings related to this collaborative.
- vi. Head Start will provide all Head Start support services for children enrolled in this collaborative.
- vii. Waco ISD will provide breakfast and lunch to all students who qualify.
- viii. Head Start will provide tables, chairs, and serving dishes to accommodate family style meal service, if needed.
- ix. Head Start will provide snack for all students in this collaborative if not provided by the district.
 - x. Waco ISD will distribute and maintain all forms and records needed for the USDA School Lunch Program.
 - xi. Head Start will purchase meals for Head Start staff from Waco ISD.
 - xii. Head Start will provide an Education/Disabilities Manager, a Nutrition Manager, a Mentor Coach, a Child Outcomes Support Monitor, a Health Manager and a Family and Community Partnerships/ERSEA Manager who will observe classrooms 3 times per year and share information with the Head Start Director and Principal on findings from the monitor.
 - xiii. Head Start will comply with screening, identification and services for children with disabilities in accordance with Waco ISD guidelines.
 - xiv. In accordance with IDEA, Waco ISD will provide special education services to all children who have Individual Education Plans (IEP) as determined by the district.
 - xv. Waco ISD will provide space for family style meal services, if needed.
 - xvi. The Waco ISD school nurse will provide student services as needed.
 - xvii. Head Start will provide for the cost of two class field trips per year per classroom.
 - xviii. Document parent and community in-kind services to support Head Start's non-federal share requirement. Physical Environment

VI. Physical Environment

- i. The Waco ISD teacher and Head Start teachers will work together to set up the classroom environment.
- ii. Head Start and Waco ISD will provide classroom furniture and equipment for classrooms.
- iii. Waco ISD will provide access to the laminator and die cut machine for Head Start teachers.
- iv. Waco ISD will provide custodial services. Head Start will support custodial supplies for classrooms.

VII. Communication with Parents and Parent Involvement

- i. Waco ISD and Head Start will coordinate to provide joint pre-k and Head Start registration and transition.
- ii. Waco ISD will publicize pre-k through public notices in English and Spanish in accordance with TEC 29.153, (e), page 192.
- iii. Waco ISD will provide pre-kindergarten registration online for all children, including those in Jumpstart classrooms.
- iv. Student will be screened as they enroll throughout the school year. Under the following circumstances, they will be enrolled in Head Start:
 1. the child qualifies by age
 2. the family qualifies by income
 3. there is space in one of the collaborative classrooms
 4. the family chooses to participate
- v. Head Start will work in collaboration with the school district to keep and maintain all student immunizations current or up-to-date.

Ongoing Communication

- vi. Head Start staff that receives parent concerns compliments, and complaints, will follow the district's policy and the Head Start complaint procedure.
- vii. Head Start Child and Family Advocate will contact families of students who are absent for 2 or more days by making a home visit.
- viii. Head Start teachers will conduct two family home visits and two parent conferences each year.

VIII. Management of Collaboration

- i. Head Start administrators and Waco ISD administrators will meet per the schedule in "Appendix A."
- ii. Waco ISD and Head Start will work together to meet the target attendance level for the collaborative classrooms of at least 95% each day.
- iii. Waco ISD will provide general liability insurance for all pre-k children enrolled in this collaborative.
- iv. Head Start will provide general liability insurance for all children enrolled in this collaborative.

- v. Waco ISD and Head Start will observe a communication/problem-solving protocol.
- vi. Head Start will provide a designated person to coordinate efforts between Waco ISD Principals and Head Start campus assigned staff.
- vii. Waco ISD and EOAC Head Start will work collaboratively to actively recruit and enroll children with disabilities to meet the 10 percent disability enrollment requirement for Head Start.

IX. Notices

All notices required or permitted under this agreement may be given to a party personally or by mail, addressed to such party at the address stated below or to such other address as one party may from time to time notify the other in writing. Any notice so given shall be deemed received when deposited in the United States mail so addressed with postage prepaid.

X. Terms/Termination

This agreement will be for a term of one (1) year, August 1, 2021 through June 10, 2022, unless earlier terminated as provided herein. At the end of each year, the agreement may be renewed for an additional term to be determined by the agreement of both parties. Termination of this agreement may be made by either party should funding cease. Such termination will be in writing with sixty (60) days' notice.

XI. Supplements, Modification or Waivers

Any supplement, modification or waiver of any provision of this agreement must be in writing and signed by authorized representatives of both parties.

XII. Miscellaneous Provisions

- i. This agreement shall not serve to create a principal agent relationship, partnership or joint venture. Each party shall retain control over its own employees and agents.
- ii. No party waives or relinquishes any immunity or defense on behalf of itself, its agents, trustees, officers or employees as a result of entering this agreement.
- iii. This agreement shall not benefit or obligate any person or entity that is not a party.
- iv. The parties shall cooperate fully in opposing any attempt by any third party to claim any benefit, protection or other consideration under this agreement.
- v. Any notice required under this agreement must be in writing and directed to the following persons.

Waco Independent School District

Contact Person:

Deena Cornblum, Assistant Superintendent of Curriculum and Instruction

Waco ISD Administration Bldg.

501 Franklin Avenue

Waco, TX 76703

Person Responsible for Implementing Agreement:
Sherry Smith, Director of Business Services
501 Franklin Avenue
Waco, TX 76703

EOAC Head Start

Contact Person:
Susanne S. Wilson, Director EOAC Head Start
500 Franklin Avenue
Waco, TX 76701

Person Responsible for Implementing Agreement:
Dorothy Marstaller, Executive Director EOAC
500 Franklin Avenue
Waco, TX 76701

- Either party may not assign this agreement without prior written consent of the other party.
- Both parties agree to abide by the rules and regulations, or standards set by both law and regulatory agencies.

The Waco Independent School District and the EOAC Head Start program agree to enter into the collaborative preschool agreement outlined above in this MOU.

Deena Cornblum Date
Assistant Superintendent of Curriculum and Instruction-WISD

Dr. Susan Kincannon Date
Superintendent of Schools-WISD

Dorothy Marstaller Date
EOAC Executive Director

Susanne S. Wilson Date
EOAC Head Start/Early Head Start Director

ATTACHMENT A

COLLABORATIVE CAMPUS 2021-2022

West Avenue 2 Classrooms
South Waco Elem 2 Classrooms

COMMUNICATION/MEETINGS

Regular communication between EOAC and Waco ISD will be implemented.

Meetings will be scheduled with Head Start and Pre-K as to train and inform all persons working with the Jump Start collaboration as needed but at least quarterly. (see timeline).

Timeline

August 2021	Collaborative in-service for Head Start/WISD Jump Start Students Begin School
October 2021	Collaboration Meeting-Administrators Re: Student Assessment
September 2021	*School Readiness -Assessment Data Review Meetings begin
February 2022	Collaboration Meeting-Administrators
May 2022	Round Up/Recruitment and Enrollment continue Classroom Inventory Begin ordering materials and supplies for classrooms Develop/Revise MOU for following year
June 2022	Collaboration Meeting-Administrators Re: Student Assessment
June-July 2022	Evaluation of Jump Start Collaboration Decide program model, evaluation model, and curriculum. Look at budgeting process for the 2021-2022 school year. Head Start recruitment and enrollment for following year continues
July 2022	Recruitment and Enrollment continues Dates for parent orientation for each campus Acceptance letters Master list of combined ISD/HS students for Jump Start classrooms

***School Readiness -Assessment Data Review Meeting**

Monthly meeting will be held to review children's progress toward school readiness goals. Meeting will be called by the EOAC Head Start Education Manager and Waco ISD designee beginning in September 2021. Meeting participants include EOAC Head Start Director or designee, EOAC Education Management and/or Mentor/Coaches. Waco ISD Principals or designee, and Waco ISD Director of Early Childhood

ATTACHMENT B

PROCEDURAL SAFEGUARDS

The individual shall be afforded procedural safeguards and confidentiality of all identifiable information in accordance with Texas Education Code and federal regulation. The district shall:

- Implement all procedural safeguards in accordance with Texas and federal laws and regulations.
- Inform parents of legal rights and protections, including due process hearing and complaint procedures
- Inform Head Start of any due process hearing, of grievances of children and families who are provided special education by the District and enrolled in Head Start.
- With parent's written consent, provide information to Head Start.

Head Start shall:

- Ensure that all procedural safeguards in accordance with Texas and federal laws and regulations are implemented.
- Inform parents of legal rights and protections
- With parent's written consent, Head Start will provide information to the District.
- Participate in the meetings and assist in the development of an IEP for children eligible for special education.
- Facilitate active involvement of parents/guardians.
- Coordinate review of both agencies.
- Provide space for the team meetings.
- Provide location for Occupational Therapy/Speech/Physical Therapy if students are not enrolled with Waco ISD and the family determines to have services provided at Head Start through Proportionate share funds until these funds are depleted.

TRANSITION

The child with exceptional needs and his or her parents shall have the benefit of a uniform transition plan from Head Start to the local public school.

The District shall

- Establish a system to ensure a smooth transition of children with disabilities from Head Start center sites to public schools.
- With parent's consent, provide to Head Start by October 15th the new school of attendance for Head Start students receiving special education services through the district.

Head Start shall:

- Participate on the preschool transition committee
- Assist the District in establishing a transition plan for Head Start students transitioning to public school.
- Update the list of identified special education students attending Head Start, home address, emergency information and telephone number.

AREAS OF COORDINATION AND COOPERATION (1302.63)

1. Information on children enrolled in Head Start and/or jointly enrolled children will be shared with written consent of the parent /guardian. This information would include the Head Start developmental screenings, contractual screenings/evaluations, physician referrals, etc. in accordance with the Head Start Performance Standards Part (1302.63(c)(i).
2. A copy of a Head Start Referral and Treatment Record will be sent to Waco ISD when referring a child for further evaluation. Upon completion of the evaluation, the school will complete and return the Head Start referral form with notification if special services are necessary.
3. Waco ISD may refer eligible children to the Head Start program either orally or in writing at any time throughout the year.
4. Waco ISD may request a Head Start representative to attend the IEP meeting of a child being considered for Head Start enrollment to explain Head Start service. All information shared will remain confidential.
5. Waco ISD will notify Head Start either in writing, electronically or by phone of Placement Committee Meetings, IEP meetings or IEP review meetings for any child receiving joint services.
6. An Individual Education Plan (IEP) will be collaboratively developed for each jointly placed child identified with a disability at a staffing which includes the child's parent or legal guardian, public school staff, Head Start staff and other appropriate service providers.
7. Services for jointly placed children with disabilities including the purchase of necessary equipment may be cooperatively shared as agreed upon at joint IEP meetings.
8. Staff working with jointly placed children with disabilities will meet monthly.
9. Planning for the transition of each child with disabilities will be discussed during the IEP review. (1302.71)
10. Waco ISD staff may be used on a consultation basis for children served in Head Start inclusive of preschool psychological screening, assessment and observation. Written recommendation provided by Waco ISD staff will be used by Head Start teaching staff to meet the individual needs of the child/children. All information will remain confidential.
11. Waco ISD and Head Start agree to share information on training and in-services to facilitate joint training whenever appropriate. (1302.71 (2)(iii)

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: S. Davis/D. McKethan

RE: Memorandum of Understanding between the Waco Independent School District and Partner Independent School Districts and Set the Tuition and Building Fee Rates for the Greater Waco Advanced Manufacturing and Health Care Academies for the 2021-2022 School Year

=====

Background Information:

The Memorandum of Understanding establishes the agreement between the Waco Independent School District and partner school districts regarding participation in the Greater Waco Advanced Manufacturing Academy (GWAMA) and the Greater Waco Advanced Health Care Academy (GWAHCA) for the 2021-2022 school year.

The administration is recommending no increase in either the tuition rate of \$3,200 or the building use fee of \$600 per student.

Based on a projected enrollment of 569 students for the 2021-2022 school year, the combined rate of \$3,800 is not anticipated to cover the direct program costs of either program with GWAMA's per student cost estimated at \$3,975 per student and GWAHCA's per student cost of \$4,371 per student. School district partnering in GWAMA include Bruceville-Eddy, Chilton, La Vega, Mexia, Midway, and Troy. Districts partnering in GWAHCA include Bruceville-Eddy, Chilton, Crawford, Groesbeck, Mexia, Midway, Troy, and the Methodist Children's Home.

It is projected, that the District's total operating transfer to cover the fund's deficit will be \$411,431 for 2021-2022.

Student tuition will be prorated in the event a student moves out of the Partner ISD's attendance zone. Tuition for student's removed for disciplinary reasons or withdrawn for personal reasons will not be prorated. The \$600 building use fee will not be prorated in any event. Tuition payments are due in two installments, on October 31, 2021 and January 31, 2022.

A copy of the Memorandum of Understanding is attached for your review.

Fiscal Implications:

Tuition and building use revenue are credited to a special revenue fund set up as a cost center to account for revenues and expenditures related to the Advanced Academies.

Administrative Recommendations:

The administration recommends the Board of Trustees approve the Memorandum of Understanding between the Waco Independent School District and partner independent school districts and set the tuition rate and building fee for the Greater Waco Advanced Manufacturing and Health Care Academies for the 2021-2022 school year, as presented.



WACO INDEPENDENT SCHOOL DISTRICT

Waco Independent School District
Memorandum of Understanding
Greater Waco Advanced Academies

Waco Independent School District (“WISD”) and the Partner Independent School Districts (individually “Partner ISD”), enter the following Memorandum of Understanding for the 2021-2022 school year regarding the Greater Waco Advanced Manufacturing Academy (“GWAMA”) and Greater Waco Advanced Healthcare Academy (“GWAHCA”) (individually “Academy” and collectively “Academies”)

Now therefore, the parties to the Memorandum of Understanding mutually agree to the following:

I. Purpose:

Whereas WISD operates *GWAMA* and *GWAHCA* as two magnet schools with the purpose of the *Academies* being to:

- a. provide all students with the opportunity to meet challenging academic content and student academic achievement standards;
- b. support the development and design of innovative education methods and practices that promote diversity and increase choices in public education programs;
- c. support capacity development (the ability of a school to help all its students meet more challenging standards) through professional development and other activities that will enable the continued operation of the *Academies* at a high performance level after funding ends;
- d. Support the implementation of courses of instruction in the *Academies* that strengthen students’ knowledge of academic subjects and their grasp of tangible and marketable vocational skills.

II. Student Eligibility Requirement:

- a. In order to apply to enroll in either of the *Academies* a student must have Sophomore, Junior or Senior standing at a Partner ISD;
- b. A student must have the written approval of his/her Partner ISD in order to apply to enroll in either of the *Academies*; and
- c. A student must have completed the application to enroll in either of the *Academies*.

III. Academic Calendar for the *Academies*

- a. The *Academies* will follow the WISD academic calendar for the 2021-2022 school year. This will apply to grades, attendance, holidays, etc.
- b. If a Partner ISD academic calendar differs from the WISD academic calendar, it is the responsibility of the Partner ISD to submit a copy of their academic calendar to WISD prior to the start of the 2021-2022 school year.

IV. Grades

- a. The *Academies* will submit each student's grades to the student's home campus at each student's sending Partner ISD, respectively, based on the WISD academic calendar.
- b. The *Academies* will provide access for grades at all times to each Partner ISD for all students enrolled from the Partner ISD.
- c. If the grading cycle of a Partner ISD is different from the WISD grading cycle, then the Partner ISD may give an incomplete until the WISD grading cycle is completed.
- d. Each Partner ISD will provide written notification to the *Academies* prior to the start of the 2021-2022 school year on how the Partner ISD prefers the grades for any of its students enrolled in either of the *Academies* to be reported. If a Partner ISD is on a different grading cycle, it is likely that that Partner ISD's students' grades will be different than when the grade is determined using the Partner ISD's calendar due to lack of six-weeks test, etc.

V. Attendance

- a. All students enrolled in either of the *Academies* from a Partner ISD are expected to attend the *Academy* of enrollment for the entire school year. Students will not be permitted to withdraw from an *Academy* without Partner ISD and *Academy* written approval.
- b. In the event a student enrolled in either of the *Academies* becomes pregnant during the school year, WISD may require a medical release/authorization approving that student's continued attendance/participation in the *Academy*.
- c. In the event a student enrolled in either of the *Academies* is unable to continue attending the *Academy* due to medical/health reasons (including, but not limited to pregnancy) the sending Partner ISD will be responsible for providing any homebound and/or pregnancy related services to that student.

- d. The *Academies* will submit student attendance to each student's home campus weekly.
- e. Students are expected to attend the *Academies* according to the WISD academic calendar.
 - i. For instance, if a Partner ISD is not in school, but WISD is, then Partner ISD's students are expected to be present at the *Academy* in which the student is enrolled.
 - ii. If WISD has a scheduled student holiday, but a Partner ISD does not, students from that Partner ISD will not attend either of the *Academies* on the WISD scheduled student holiday.
 - iii. If a student from a Partner ISD has a school related event causing the student to be absent from one of the *Academies*, the Partner ISD will notify the *Academy* (in which the absent student is enrolled) as soon as confirmation of the event and the student's participation has occurred.

VI. Tuition and Billing

- a. WISD will bill the Partner ISD for the cost of tuition – (\$3,200 per student for the 2021 – 2022 school year), and a building use fee of \$600 per student for the 2021 – 2022 school year. Totaling \$3800.
 - i. Student tuition will be prorated in the event a student moves out of the Partner ISD's attendance zone.
 - ii. If a student is removed for disciplinary reasons, the student's tuition will not be prorated based on the number of days enrolled.
 - iii. If a student wishes to withdraw for personal reasons, tuition will not be prorated.
 - 1. WISD reserves the right to make exceptions on the proration rules set forth above regarding disciplinary and personal withdrawals as determined by Campus Director of each of the *Academies*.
 - iv. The \$600 building fee will not be prorated in any event.
 - v. Invoices will be calculated for each student enrolled from each partner ISD. After the 10th class day of the 2021 – 2022 academic school year, the full fee of \$3,800 (\$3,200 + \$600) will be charged and billed to the student's ISD.

- vi. An Invoice will be mailed out to each Partner ISD for each student enrolled (from the Partner ISD) at either *Academy* during the 2021–2022 school year. Invoices will be mailed after completion of the first six week grading cycle of WISD. Payment will be due in two installments with $\frac{1}{2}$ of the tuition and all of the building fee due by September 30, 2021 and the remaining $\frac{1}{2}$ of the tuition due by December 17, 2021.

VII. Other Fees

- a. Any and all fees for Dual Credit, certification, background checks, fingerprinting, drug screening, required immunizations, or health tests required will be paid by the student or the sending Partner ISD, as determined by Partner ISD administration.

VIII. Course Offerings

- a. The *Academies* will provide a course list to Partner ISDs prior to the start of the 2021-2022 school year.

IX. Discipline

- a. It is the expectation that students will maintain the highest level of discipline and safety at the *Academies*. It is the expectation that each Partner ISD will support the *Academies* in maintaining discipline. Discipline enforcement will be the responsibility of the sending Partner ISD for its students enrolled in either of the *Academies*. The *Academies* will use a discipline model that, to the extent feasible, simulates practices for employees in current professional workplaces. Representatives from the *Academies* will provide a detailed report for each student to the student’s home campus of the Partner ISD for that campus to use in making a decision on a discipline incident. Partnering districts are expected to enforce their normal disciplinary rules to students of the *Academies*.
- b. The *Academies* reserve the right to remove a student at any time for disciplinary reasons.

X. Special Education/504

- a. It is ultimately the responsibility of the Partner ISD to ensure that a student’s IEP is implemented as written, as well as to conduct all student ARD and 504 meetings.

- b. Prior to the start of the school year, each Partner ISD will provide written notification to each of the *Academies* of all Special Education and 504 students from that Partner ISD.
- c. Each Partner ISD agrees to send all IEPs for its students enrolled in either of the *Academies* to the appropriate *Academy* prior to August 16, 2022.
- d. The *Academies* will implement the IEP as written with one exception; it is the responsibility of the sending Partner ISD to provide additional staff support if designated in a student's IEP.
- e. Each sending Partner ISD agrees to invite an *Academy* representative (from the *Academy* in which a particular student is enrolled) to attend and offer feedback for all student ARD and 504 meetings.

XI. Partner ISD's Responsibilities

Each Partner ISD understands and agrees that it is making a commitment to work collaboratively to achieve project goals, and to:

- a. Support and utilize the *Academies*;
- b. Aid in recruiting a target number of students based upon a predetermined percentage, and using a lottery system that supports desegregation of minority student groups;
- c. Support the Magnet Schools Assistance Program grant and project philosophy to reduce minority group isolation, build institutional capacity to increase Industrial Science I Career and Technology course credits, increase parental involvement, improve academic achievement, and increase Postsecondary success for students in the greater Waco area;
- d. Provide transportation for accepted students to and from the *Academies* and to and from the sending Partner ISD;
- e. Ensure students enrolled at the *Academies* are provided the opportunity to have breakfast and lunch at a student's home campus within the sending Partner ISD;
- f. Share student data with WISD and/or External Evaluator including, but not limited to, test data on students for the purposes of completing evaluations of the Magnet Schools Assistance Program grant;
- g. Agree to work with the *Academies* to accept course credits earned by students.

XII. Multiple Counterparts and Facsimile

This Memorandum of Understanding may be executed in separate or multiple counterparts by the parties, each of which shall be deemed to be an original. All of such counterparts shall be considered as one and the same instrument notwithstanding the fact that various counterparts are signed by only one of the parties, and all such copies shall be considered as one and the same Memorandum of Understanding. In addition, any true and correct photocopy or facsimile copy of this Memorandum of Understanding together with any signatures on such documents transmitted by

any of the parties shall be deemed to be originals and may be utilized by any party for any purpose whatsoever, including any proceedings relating to this Contract. Upon request by any party, any counterpart, photocopy or facsimile copy shall be substituted with the actual signed copy or be executed by the parties without effecting the effective date or actual execution dates.

WACO ISD

By _____

Date _____

Dr. Susan Kincannon, WISD Superintendent

PARTNER ISD

By _____

Date _____

Superintendent,

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Sheryl Davis

RE: Monthly and Quarterly Financial Reports for the Period Ended May 31, 2021

=====

Background Information:

Attached are the compiled May monthly financial reports for the following:

- General Fund
- Food Service Fund
- Debt Service Fund
- Internal Services Fund

Also attached are the quarterly reports for the following:

- Athletic Complex Statement of Operations
- Tax Collection Report
- Cash and Investment Report
- Cash Flow Projection

These interim financial statements have been prepared utilizing data generated from the automated financial system and do not include any information related to other special revenue funds, capital projects funds, or trust and agency funds. Balances included in the report are unaudited and may change as a result of final year end closing entries and audit activities.

Fiscal Implications:

None.

Administrative Recommendations:

The Administration recommends that the Board of Trustees accept the monthly and quarterly financial reports for the period ended February 28, 2021, as presented.



**Waco Independent School
District
Business & Support Services**

Sheryl Davis
Chief Finance Officer

P.O. Box 27, Waco, Texas 76703
Phone: 254-755-9440

July 16, 2021

Board of Trustees
Waco Independent School District
Waco, Texas

The accompanying balance sheets, statements of revenues, expenditures and changes in fund balance, and encumbrances and expenditures by fund, function and object for the month ending May 31, 2021, have been compiled for the General Fund, Food Service Fund, and Debt Service Fund. Final cash reconciliation procedures and financial audit activities may result in additional adjustments to the May financial statements. These preliminary financial reports are prepared utilizing the following assumptions:

- Revenue: Recorded on a cash basis with adjustments to accrual basis to be made at August 31, 2021.
- Expenditure: Totals on the "Statement of Revenues, Expenditures and Changes in Fund Balance" include expenditures occurring during the interim period reported. Balances will be adjusted to accrual basis at August 31, 2021. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function and Object" schedule, only.
- Beginning Fund Balance: Represents August 31, 2020 audited ending fund balance.

I have not performed an audit or review of these financial statements. Please do not hesitate to call if you have any questions or need further assistance.

Sheryl Davis
Chief Finance Officer

Comparison of Fiscal Year 2020-2021 Revenues and Expenditures to Previous Fiscal Year as of May 31, 2021

Variations in revenues and expenditures as compared to the previous year are primarily due to the cyclical nature of budgetary receipts and expenditures. The larger variances are explained in this summary.

General Fund

Revenues:

5710 Local Property Taxes – In comparison to last year, revenue has increased \$2.7 million or 4.3%. This increase is consistent with the property value increase of 5.7% coupled with a decrease in the tax rate required to pay debt service.

5730 Tuition and Fees – Current year revenue reflects a decrease of \$117,288 or 59.8% from last year. Approximately \$102,971 of the decrease is due to the discontinuation of district-run after school programs at Lake Air Montessori and Parkdale. The remaining \$14,317 is tuition for ineligible prekindergarten students, consistent with enrollment decreases at this level.

5740 Other Local Revenue – Revenue from other local sources has increased \$344,235 over last year. This is exclusively due to insurance recoveries, including that for winter storm damages, of \$975,719. Offsetting that increase is a decrease in property tax collections for the Tax Increment Fund of \$154,993, \$734,249 in investment income, and \$36,995 in rental revenue.

5810 Per Capita and Foundation School Program Revenue – Revenue is up \$3,230,321 over last year. However, payments from the program are based on a legislative planning estimate in average daily attendance (ADA) of 13,214.543. Based on the preliminary summer PEIMS submission, state revenues will be short of budgeted estimates by \$1.3 million. However, the District will be able to take advantage of the “hold harmless” ADA, established by TEA for the 2020-2021 fiscal year, and generate an additional \$2.9 million which will be funded through the federal ESSER II program.

5830 Other State Program Revenue – The increase in other state program revenue is primarily due to additional state funding awarded for special education fiscal support of \$221,212.

5900 Federal Sources Revenue – Revenues have increased \$651,478 over last year. \$287,499 of the increase is from Medicaid reimbursements under the Student Health and Related Services (SHARS) program, \$238,014 represents reimbursements from the Corona Virus Relief Fund managed by the Texas Department of Emergency Management, and another \$126,099 is additional revenue from the E-Rate program.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year’s spending pattern with the exceptions shown below.

13 Curriculum and Staff Development – The decrease of \$199,148 is primarily due to a decrease in contracted training services in the current year.

21 Instructional Leadership – Expenditures have increase \$320,098 over last year with payroll costs increasing \$273,354 and contracted services increasing \$207,687. These increases are partially offset by decreases in supplies and other miscellaneous costs.

33 Health Services – Expenditures have increased \$223,207 over last year. About half the increase is from the late receipt of personal protection and sanitization supplies ordered last fiscal year. The remaining increase results from the addition of a floating LVN, increased extra duty pay for nurses, and the continued increase in specialized supplies.

34 Student Transportation Services – The increase of \$493,990 is due to the timing of bus purchases as well as monthly contracted bus service.

36 Extracurricular Activities – Payroll cost increases of \$240,326 due to added staffing during the fiscal year as well as an \$18,456 increase in Teacher Retirement contributions.

41 General Administration – The increase of \$264,139 is due to increases in payroll costs, \$207,025 in administrative positions and \$113,921 in paraprofessional staff. These costs are partially offset by decreases in supplies and materials.

51 Plant Maintenance and Operations – Expenditures have increased \$880,975. The increase is primarily in contracted services, \$525,372, and maintenance supplies and materials, \$201,138. Much of the additional work is for repair projects resulting from the winter storm.

52 Security and Monitoring Services – \$215,493 of the \$346,020 increase is due to work being completed on security camera installations throughout the District. This work was originally planned for the 2019-2020 school year but school closures delayed the projects and the funding was rolled forward to the current year.

53 Data Processing Services – Expenditures have decreased \$592,145. Last year, the district was completing a number of technology infrastructure projects which increased normal spending patterns for this function.

71 Debt Service – Final payment on the revenue bonds that funding the Waco ISD stadium complex was made in October 2020. Currently, there is no debt service obligation in the general fund.

81 Facilities Acquisition and Construction – The increase of \$1,113,338 represents construction design costs related to the replacement of the Paul Tyson Stadium.

95 Juvenile Justice Program – With the current learning environment at secondary, participation in the Challenge Academy has greatly decreased from last year. At August 31, 2020, ending unearned revenue totaled \$276,818 which will give us some cushion for 2020-2021. However, the District will be assessed an additional \$66,938 to help cover costs for the remainder of the school year.

97 Payments to Tax Increment Fund – Property value increases on properties located in the Tax Increment Reinvestment Zone have resulted in increased revenue of \$374,591.

99 Other Intergovernmental Charges – The increase of \$145,635 is due to timing differences in the quarterly payment of the District's share of the McLennan County Appraisal District's annual operating budget.

Food Service Fund

Revenues:

5750 Extracurricular Activities – Revenues generated through adult meals and catering have declined by 51.76% from last year.

5900 Federal Sources Revenue – Federal reimbursements have decreased \$975,030. This does include a loss of one week of instruction at the beginning of the school year. However, revenue losses are mostly offset by accompanying reductions in cost.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

35 Food Services – Expenditures have decreased \$1.9 million from last year. While some of the savings is due to lower direct costs such as food and non-food supplies, we also have a number of positions currently vacant, including 25 temporary positions normally used for substitutes. With lower numbers of students eating in the cafeterias, we have been able to utilize regular staff to cover absences.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of May have increased \$374,774 in comparison to last year. The increase in values plus the defeasance of \$650,000 of bonded debt allowed the District to decrease the I&S tax rate by 4.2%.

5820 Other State Program (TEA) – Revenue from additional state aid for the homestead exemption of \$285,550 is \$50,029 lower than last year's revenue and \$26,509 less than the 2020-2021 legislative planning estimate of \$312,059.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

71 Debt Service – The decrease in debt service of \$859,901 is due to fees associated with the refunding of bonded debt in early March. Proceeds from the refunding bonds are shown as other resources while the payment to the paying agent is shown as other uses on the statement.

Proprietary Fund – Governmental Activities – Internal Service Fund

The District utilizes an Internal Services Fund to account for its fully-insured group health insurance plan as well as its partially self-insured workers' compensation and unemployment coverages. Internal service funds are utilized to account for the financing of goods or services provided by one organizational unit of the school district to other organizational units. It essentially facilitates the allocation of costs to all funding sources.

Operating revenues and operating expenses have been included in a detail designed to provide relevant information. Revenues from District contributions (assessments to other funds) are distinguished from revenues from employee contributions to health insurance. Expenses detail claims payments, medical and prescription drugs, administrative fees, and stop-loss or excess insurance costs.

As of February 28, 2021, revenues exceed expenditures by \$184,523. The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenditures	Net
Group Health Insurance	\$ 9,673,583	\$ 9,734,800	\$ (61,217)
Unemployment Compensation	40,911	70,668	(29,757)
Workers' Compensation	180,434	132,230	48,205
Total	\$ 9,894,928	\$ 9,937,697	\$ (42,769)

Payments on medical claims have increased \$352,363 over last year and prescription drug claims have increased \$549,629.

Expenditures for unemployment are significantly higher than normal. Claims shown are for the quarter ended March 31, 2021. Actual benefits charged against the District totaled \$260,217 compared to \$26,588 in 2019-2021. However, an allocation of the Federal CARES Act funding was distributed to the Texas Workforce Commission and used to offset 50% of those benefits. CARES Act funding applied to those quarters resulted in a credit of \$195,197. The District currently has a credit of \$24,721 that will be applied to future billings.

Workers' compensation expenditures have decreased \$29,757 from last year.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$551,336 for medical claims and \$61,753 for prescription drugs at August 31, 2020. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$189,831. Overall, this is an improvement of \$74,423 in estimates from the prior year. The unaudited beginning net position at September 1, 2020 is \$3,935,906, an increase of \$1,209,105 over last year.

Athletic Complex

Revenues:

Overall revenues from stadium operations have decreased \$25,616. This decrease is due to a decrease in sponsorship and advertising revenue of \$37,000 as well as a decrease in ticket sales of \$14,354. At the same time, rental revenue has increased \$12,453.

Expenditures:

Total expenditures at the stadium have increased by \$59,045. Most of the increase is due to contracted services and plant maintenance costs offset by salary savings in the Assistant Director position.

Tax Collections

Cumulative value adjustments as of May 31, 2021, have increased the certified taxable values by \$2.3 billion bring the adjusted taxable value to \$7,172,043,042. Delays in Appraisal Review Board hearings prevented the Chief Appraiser from being able to certify the appraisal roll at the required 95% so a “Certified Estimate” was provided to the taxing entities. The certified estimate of net taxable values for Waco ISD was \$7,179,509,020, \$7.5 million less than current values.

Although the number of accounts paid has increased 700 over last year, current year tax collections have increased \$3,319,262 while collections on prior years’ levies with related penalties, interest, and attorney fees have decreased \$362,329.

Taxes receivable at May 31, 2021, total \$5,455,704.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of May 31, 2021

ASSETS

Cash and Temporary Investments	\$ 70,509,446
Property Taxes Receivable, Net of Allowance of \$2,029,060	1,055,153
Due from Other Governments	48,191
Accrued Interest	95,704
Due from Other Funds	14,283,153
Other Receivables	1,133
Inventories	602,228
Total Assets	\$ 86,595,008

LIABILITIES

Accounts Payable	\$ 1,248,563
Other Current Liabilities	47,516
Payroll Withholdings and Contributions Payable	1,151,613
Accrued Wages Payable	11,910,289
Due to Other Funds	16,615,100
Due to Other Governments	2,361,209
Unearned Revenue	136,424
Total Liabilities	\$ 33,470,714

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$ 1,055,153
Total Deferred Inflows of Resources	\$ 1,055,153

FUND BALANCES

Nonspendable Fund Balance	\$ 602,228
Restricted Fund Balance	1,204,568
Committed Fund Balance	13,409,589
Assigned Fund Balance	184,426
Unassigned Fund Balance	36,668,330
Total Fund Balances	\$ 52,069,141
Total Liabilities and Fund Balances	\$ 86,595,008

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended May 31, 2021

GENERAL FUND

	Adopted Budget	Amended Budget	(Memo) Monthly		(Memo) Year-to-Date		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Current	Prior Year	Current	Prior Year			
			5/31/2021	5/31/2020	5/31/2021	5/31/2020			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 63,711,861	63,711,861	600,241	804,844	64,750,143	62,068,800	1,038,282	101.63%	95.92%
5720 Services to Other Districts	87,200	87,200	7,821	8,496	68,457	72,429	(18,743)	78.51%	77.05%
5730 Tuition & Fees	177,000	97,000	10,624	(1,238)	80,395	197,683	(16,605)	82.88%	59.19%
5740 Other Local Revenue	7,551,847	9,047,049	442,782	84,395	6,724,156	6,379,921	(2,322,893)	74.32%	86.54%
5750 Extracurricular Activities	149,000	154,600	25,203	-	212,469	257,604	57,869	137.43%	62.28%
Total Local Sources	\$ 71,676,908	73,097,710	1,086,671	896,497	71,835,620	68,976,437	(1,262,090)	98.27%	94.58%
STATE SOURCES									
5810 Per Capita & FSP Act	\$ 78,983,941	78,987,169	6,167,680	4,129,345	48,116,111	44,885,790	(30,871,058)	60.92%	53.58%
5820 Other State Program (TEA)	270,000	270,000	-	-	53,319	-	(216,681)	0.00%	0.00%
5830 Other State Program	6,687,522	6,689,398	542,317	544,337	4,977,164	4,755,952	(1,712,234)	74.40%	74.13%
Total State Sources	\$ 85,941,463	85,946,567	6,709,997	4,673,682	53,146,594	49,641,742	(32,799,973)	61.84%	55.04%
FEDERAL SOURCES									
5900 Federal Sources Revenue	2,913,951	2,913,951	164,356	33,358	3,012,680	2,361,202	98,729	103.39%	91.09%
Total Revenues	\$ 160,532,322	161,958,228	7,961,024	5,603,537	127,994,894	120,979,381	(33,963,334)	79.03%	73.01%
EXPENDITURES									
11 Instruction	\$ 90,616,958	90,354,226	8,013,911	8,037,738	72,070,823	72,031,471	18,283,403	79.76%	81.91%
12 Instructional Resources & Media	1,128,819	1,220,235	81,906	81,191	733,286	723,830	486,949	60.09%	62.80%
13 Curriculum & Staff Development	5,179,532	5,175,561	357,244	348,643	3,055,406	3,254,554	2,120,155	59.04%	65.96%
21 Instructional Leadership	3,713,874	4,311,436	390,288	316,061	2,999,008	2,678,910	1,312,428	69.56%	74.35%
23 School Leadership	9,673,018	9,771,706	906,134	866,403	7,604,724	7,619,154	2,166,982	77.82%	77.10%
31 Guidance, Counseling & Evaluation	4,929,803	5,018,047	444,471	440,527	3,941,805	3,868,131	1,076,242	78.55%	76.25%
32 Social Work Services	734,783	941,125	78,072	63,854	648,863	591,272	292,262	68.95%	72.22%
33 Health Services	1,618,001	1,725,235	142,754	129,308	1,315,589	1,092,382	409,646	76.26%	88.92%
34 Student Transportation	3,681,545	4,821,215	271,784	176,130	2,996,441	2,502,451	1,824,774	62.15%	54.49%
36 Extracurricular Activities	4,447,753	4,832,749	336,704	297,455	3,316,180	3,095,499	1,516,569	68.62%	62.03%
41 General Administration	6,101,158	6,206,842	420,177	392,970	4,137,848	3,873,709	2,068,994	66.67%	69.16%
51 Plant Maintenance & Operations	16,450,136	22,009,527	1,026,545	981,615	12,083,046	11,202,071	9,926,481	54.90%	56.97%
52 Security & Monitoring Services	2,343,952	2,800,447	203,335	134,629	1,938,959	1,592,939	861,488	69.24%	46.10%
53 Data Processing Services	2,987,063	2,987,063	147,832	174,873	2,329,415	2,921,560	657,648	77.98%	54.34%
61 Community Services	698,334	718,682	50,715	40,867	464,986	556,195	253,696	64.70%	59.58%
71 Debt Service	-	-	-	-	-	354,513	-	0.00%	99.61%
81 Facilities Acquisition & Construction	-	9,429,290	364,895	-	1,113,338	-	8,315,952	0.00%	0.00%
93 Shared Services Arrangements	378,000	378,000	-	-	-	-	378,000	0.00%	0.00%
95 Juvenile Justice Program	770,000	770,000	-	88,400	170,460	579,615	599,540	22.14%	88.63%
97 Payments to Tax Increment Fund	8,805,140	8,805,140	(124,858)	28,451	7,047,899	6,673,308	1,757,241	80.04%	86.45%
99 Other Intergovernmental Charges	834,400	834,400	194,050	-	704,473	558,838	129,927	84.43%	63.78%
Total Expenditures	\$ 165,092,269	183,110,926	13,305,959	12,599,115	128,672,549	125,770,402	54,438,377	70.27%	74.17%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (4,559,947)	(21,152,698)	(5,344,935)	(6,995,578)	(677,655)	(4,791,021)	20,475,043		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	3,381	-	72,081	42,315	72,081		
8900 Other Uses	(664,000)	(664,000)	-	-	(5,732)	-	(658,268)		
Total Other Financing Source (Uses)	\$ (664,000)	(664,000)	3,381	-	66,349	42,315	(586,187)		
Total Changes in Fund Balances	\$ (5,223,947)	(21,816,698)	(5,341,554)	(6,995,578)	(611,306)	(4,748,706)	21,205,392		
Fund Balances, Beginning	50,037,203	50,037,203			52,680,447	49,238,307	2,643,244		
Fund Balances, Ending	\$ 44,813,256	28,220,505			52,069,141	44,489,601	23,848,636		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended May 31, 2021

								<i>(Memo)</i>	
		Payroll Costs	Purchased & Contracted Services	Supplies & Materials	Other Operating Costs	Debt Services	Capital Outlay	Total Year-to-Date 5/31/2021	Total Year-to-Date 5/31/2020
		6100	6200	6300	6400	6500	6600	6000	6000
11	Instruction	\$ 66,242,840	3,376,027	3,167,385	273,518	-	92,452	73,152,222	75,743,434
12	Instructional Resources & Media	676,709	38,971	144,039	167	-	-	859,886	824,093
13	Curriculum & Staff Development	2,873,220	236,058	52,549	18,015	-	-	3,179,842	3,483,185
21	Instructional Leadership	2,422,283	563,350	79,934	120,223	-	-	3,185,790	2,827,280
23	School Leadership	7,404,241	55,603	105,322	72,126	-	8,995	7,646,287	7,780,061
31	Guidance, Counseling & Evaluation	3,775,187	178,209	37,963	2,617	-	-	3,993,976	3,929,572
32	Social Work Services	527,878	135,380	2,388	4,742	-	-	670,388	636,626
33	Health Services	1,150,746	2,250	168,448	2,247	-	-	1,323,691	1,114,387
34	Student Transportation	-	2,653,597	134,506	(23,312)	-	725,604	3,490,395	3,681,328
36	Co/Extracurricular Activities	2,163,480	345,662	757,406	409,192	-	86,650	3,762,390	3,896,333
41	General Administration	3,052,702	1,004,275	99,507	266,389	-	-	4,422,873	4,146,802
51	Plant Maintenance & Operations	5,805,033	7,501,083	1,412,163	664,982	-	160,204	15,543,465	14,654,460
52	Security & Monitoring Services	1,193,602	537,666	318,621	5,376	-	257,806	2,313,071	2,264,142
53	Data Processing Services	1,213,953	1,035,743	127,330	12,646	-	9,444	2,399,116	3,661,458
61	Community Services	187,785	300,652	6,932	3,905	-	43,465	542,739	674,986
71	Debt Service	-	-	-	-	-	-	-	354,513
81	Facilities Acquisition & Construction	-	-	-	-	-	9,394,822	9,394,822	-
93	Shared Services Arrangements	-	-	-	-	-	-	-	340,000
95	Juvenile Justice Program	-	-	-	762,950	-	-	762,950	654,000
97	Payments to Tax Increment Fund	-	-	-	7,047,899	-	-	7,047,899	6,673,308
99	Other Intergovernmental Charges	-	704,473	-	-	-	-	704,473	558,838
Total Expenditures & Encumbered Funds		<u>\$ 98,689,659</u>	<u>18,668,999</u>	<u>6,614,493</u>	<u>9,643,682</u>	<u>-</u>	<u>10,779,442</u>	<u>144,396,275</u>	<u>137,898,806</u>

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of May 31, 2021

ASSETS

Cash and Temporary Investments	\$ 3,664,897
Due from Other Governments	1,592,246
Accrued Interest	722
Due from Other Funds	-
Other Receivables	-
Total Assets	<u>\$ 5,257,865</u>

LIABILITIES

Accounts Payable	\$ 411,069
Accrued Wages Payable	284,628
Due to Other Funds	564,975
Unearned Revenue	(5,757)
Total Liabilities	<u>\$ 1,254,915</u>

FUND BALANCES

Restricted Fund Balance	\$ 4,002,950
Total Fund Balances	<u>\$ 4,002,950</u>
Total Liabilities and Fund Balances	<u>\$ 5,257,865</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended May 31, 2021

CHILD NUTRITION FUND

	Adopted Budget	Amended Budget	(Memo)		(Memo)		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Monthly		Year-to-Date				
			Current 5/31/2021	Prior Year 5/31/2020	Current 5/31/2021	Prior Year 5/31/2020			
REVENUES									
LOCAL SOURCES									
5740 Other Local Revenue	\$ 20,000	24,192	282	2,153	32,028	19,539	7,836	132.39%	117.90%
5750 Extracurricular Activities	252,207	252,207	29,637	(20)	164,824	341,668	(87,383)	65.35%	62.99%
Total Local Sources	\$ 272,207	276,399	29,919	2,133	196,852	361,207	(79,547)	71.22%	64.62%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 52,000	52,000	-	-	50,317	51,003	(1,683)	96.76%	101.99%
Total State Sources	\$ 52,000	52,000	-	-	50,317	51,003	(1,683)	96.76%	101.99%
FEDERAL SOURCES									
5900 Federal Sources Revenue	\$ 6,681,434	6,990,434	771,642	(31,581)	6,028,167	7,003,197	(962,267)	86.23%	64.66%
Total Revenues	\$ 7,005,641	7,318,833	801,561	(29,448)	6,275,336	7,415,407	(1,043,497)	85.74%	64.82%
EXPENDITURES									
35 Food Services	\$ 8,171,868	9,429,997	725,831	383,364	5,930,571	7,827,433	3,499,426	62.89%	64.68%
Total Expenditures	\$ 8,171,868	9,429,997	725,831	383,364	5,930,571	7,827,433	3,499,426	62.89%	64.68%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (1,166,227)	(2,111,164)	75,730	(412,812)	344,765	(412,026)	2,455,929		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	-	-	565,252	-	565,252		
8900 Other Uses	-	-	-	-	-	-	-		
Total Other Financing Sources (Uses)	\$ -	-	-	-	565,252	-	565,252		
Total Changes in Fund Balances	\$ (1,166,227)	(2,111,164)	75,730	(412,812)	910,017	(412,026)	3,021,181		
Fund Balances, Beginning	2,445,387	3,092,933			3,092,933	3,822,443	-		
Fund Balances, Ending	\$ 1,279,160	981,769			4,002,950	3,410,417	3,021,181		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended May 31, 2021

								<i>(Memo)</i>	
								Total	Total
								Year-to-Date	Year-to-Date
								5/31/2021	5/31/2020
								6000	6000
								6100	6200
								6300	6400
								6500	6600
								6000	6000
35	Food Services	\$ 2,297,155	2,951,624	890,470	5,639	-	61,918	6,206,806	8,079,070
Total Expenditures & Encumbered Funds		\$ 2,297,155	2,951,624	890,470	5,639	-	61,918	6,206,806	8,079,070

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of May 31, 2021

ASSETS

Cash and Temporary Investments	\$ 15,154,523
Property Taxes Receivable, Net of Allowance of \$459,634	231,563
Accrued Interest	<u>-</u>
Total Assets	<u><u>\$ 15,386,086</u></u>

LIABILITIES

Due to Other Funds	\$ -
Due to Other Governments	<u>26,509</u>
Total Liabilities	<u><u>\$ 26,509</u></u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	<u>\$ 231,563</u>
Total Deferred Inflows of Resources	<u><u>\$ 231,563</u></u>

FUND BALANCES

Restricted Fund Balance	<u>\$ 15,128,014</u>
Total Fund Balances	<u><u>\$ 15,128,014</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 15,386,086</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended May 31, 2021

DEBT SERVICE FUND

	Adopted Budget	Amended Budget	(Memo)		(Memo)		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Monthly		Year-to-Date				
			Current 5/31/2021	Prior Year 5/31/2020	Current 5/31/2021	Prior Year 5/31/2020			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 13,923,690	13,923,690	129,779	175,656	13,958,069	13,583,295	34,379	100.25%	95.11%
5740 Other Local Revenue	1,504,979	1,504,979	(24,989)	13,034	1,167,255	1,266,790	(337,724)	77.56%	97.22%
Total Local Sources	\$ 15,428,669	15,428,669	104,790	188,690	15,125,324	14,850,085	(303,345)	98.03%	95.29%
STATE SOURCES									
5820 Other State Program (TEA)	\$ -	-	-	-	285,550	335,579	285,550	0.00%	0.00%
Total State Sources	\$ -	-	-	-	285,550	335,579	285,550	0.00%	0.00%
Total Revenues	\$ 15,428,669	15,428,669	104,790	188,690	15,410,874	15,185,664	(17,795)	99.88%	97.44%
EXPENDITURES									
71 Debt Service	\$ 13,666,000	14,702,833	-	-	4,152,776	5,012,677	10,550,057	28.24%	34.96%
97 Payments to Tax Increment Fund	1,472,979	1,472,979	(25,767)	6,233	1,157,698	1,178,356	315,281	78.60%	100.46%
Total Expenditures	\$ 15,138,979	16,175,812	(25,767)	6,233	5,310,474	6,191,033	10,865,338	32.83%	39.91%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ 289,690	(747,143)	130,557	182,457	10,100,400	8,994,631	10,847,543		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	124,160,123	-	-	124,160,122	-	(1)		
8900 Other Uses	-	(123,123,290)	-	-	(123,123,290)	(790,358)	-		
Total Other Financing Source (Uses)	\$ -	1,036,833	-	-	1,036,832	(790,358)	(1)		
Total Changes in Fund Balances	\$ 289,690	289,690	130,557	182,457	11,137,232	8,204,273	10,847,542		
Fund Balances, Beginning	3,974,721	3,990,782			3,990,782	4,057,107	-		
Fund Balances, Ending	\$ 4,264,411	4,280,472			15,128,014	12,261,380	10,847,542		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of May 31, 2021

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 5,022,631
Other receivables	9,643
Prepaid items-health insurance	191,000
Total Assets	\$ 5,223,274
Liabilities	
Current liabilities:	
Accounts payable	\$ 526,168
Other current liabilities	802,920
Health claims payable	1,049
Total current liabilities	\$ 1,330,137
Total liabilities	\$ 1,330,137
Net position	
Unrestricted net position	\$ 3,893,137
Total net position	\$ 5,223,274

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended May 31, 2021

Proprietary Fund
Governmental Activities - Internal Service Fund

	Budget	(Memo)		(Memo)		Difference Budget to Current Year-to-Date	CY YTD As % of Budget	PY YTD As % of Budget
		Monthly		Year-to-Date				
		Current 5/31/2021	Prior Year 5/31/2020	Current 5/31/2021	Prior Year 5/31/2020			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,580,000	\$ 264,028	\$ 248,689	\$ 2,666,209	\$ 2,556,468	\$ (913,791)	74.48%	86.22%
Assessments to other funds:								
Group health	9,203,000	762,030	778,605	7,007,374	6,898,501	(2,195,626)	76.14%	76.05%
Unemployment	54,000	4,508	4,538	40,911	40,530	(13,089)	75.76%	103.92%
Workers compensation	459,000	12,453	38,267	180,434	344,237	(278,566)	39.31%	87.82%
Total operating revenues	<u>\$ 13,296,000</u>	<u>1,043,019</u>	<u>1,070,099</u>	<u>9,894,928</u>	<u>9,839,736</u>	<u>(3,401,072)</u>	<u>74.42%</u>	<u>78.93%</u>
Operating expenses:								
Administrative fees	\$ 1,281,700	119,345	121,100	1,137,094	964,333	144,606	88.72%	81.24%
Claims expense:								
Medical claims	6,781,900	840,372	246,233	4,822,130	4,469,767	1,959,770	71.10%	71.11%
Prescription drug claims	3,215,100	394,424	176,339	2,625,347	2,075,718	589,753	81.66%	63.42%
Unemployment	88,200	-	-	70,668	15,760	17,532	80.12%	40.41%
Workers compensation	299,200	-	-	106,285	121,143	192,915	35.52%	35.84%
Wellness Program	-	2,704	-	2,704	121,143	(2,704)	#DIV/0!	0.00%
Stop-loss insurance	1,629,900	134,321	128,058	1,173,469	1,099,905	456,431	72.00%	81.84%
Total operating expenses	<u>\$ 13,296,000</u>	<u>1,491,166</u>	<u>671,730</u>	<u>9,937,697</u>	<u>8,867,769</u>	<u>3,358,303</u>	<u>74.74%</u>	<u>70.16%</u>
Change in net position	\$ -	<u>(448,147)</u>	<u>398,369</u>	<u>(42,769)</u>	<u>971,967</u>	<u>(42,769)</u>		
Net position:								
Net position, beginning	<u>\$ 3,935,906</u>			<u>3,935,906</u>	<u>2,726,801</u>	<u>-</u>		
Net position, ending	<u>\$ 3,935,906</u>			<u>\$ 3,893,137</u>	<u>\$ 3,698,768</u>	<u>\$ (42,769)</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended May 31, 2021

Proprietary Fund

	Governmental Activities Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 264,028
Cash received from assessments to other funds	1,224,434
Cash payments for claims	(1,234,796)
Cash payments for stop loss premiums	(134,321)
Cash payments for professional and contracted services	(119,345)
Net cash provided by operating activities	\$ -
Net increase in cash and cash equivalents	\$ -
Cash and cash equivalents at beginning of year	-
Cash and cash equivalents at end of year	\$ -
Reconciliation of operating income to net cash provided by operating activities:	
Operating income	\$ (448,147)
Effects of increases and decreases in current assets and liabilities:	
Decrease in due from other funds	140,685
Increase in other receivables	(1,508)
Increase in accounts payable	308,583
Increase in claims liability	387
Net cash provided by operating activities	\$ -

**Waco Independent School District
ATHLETIC COMPLEX
STATEMENT OF OPERATIONS
For the Quarter Ended May 31, 2021**

100-199 GENERAL FUND									
	Adopted Budget	Amended Budget	<i>Memo</i> Quarterly		<i>Memo</i> Year-to-Date		Difference Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Current 5/31/2021	Prior Year 5/31/2020	Current 5/31/2021	Prior Year 5/31/2020			
REVENUES									
Rental Revenue									
Football	\$ 40,000	40,000	546	8,799	47,812	47,334	7,812	119.53%	63.11%
Baseball / Softball	20,000	20,000	9,635	-	10,735	750	(9,265)	53.68%	2.34%
Soccer	-	-	6,708	-	6,708	-	6,708	0.00%	0.00%
Other	5,000	5,000	-	3,868	300	5,018	(4,700)	6.00%	45.62%
Ticket Revenue									
Football	40,000	40,000	-	-	45,373	63,999	5,373	113.43%	75.65%
Baseball / Softball	10,000	10,000	16,383	12,449	16,579	15,114	6,579	165.79%	78.31%
Soccer	6,000	6,000	6,988	2,087	10,770	7,963	4,770	179.50%	67.48%
Cross Country	2,000	2,000	-	1,743	3,725	3,920	-	-	126.45%
Other Revenue									
Parking	10,000	10,000	-	-	17,130	16,868	7,130	171.30%	54.77%
Signage/Advertising	30,000	30,000	-	-	-	37,000	(30,000)	0.00%	32.57%
UIL Events	-	-	-	-	-	1,590	-	0.00%	0.00%
Other	20,000	20,000	21,652	3,895	45,691	30,883	25,691	228.46%	46.86%
Total Revenues	\$ 183,000	183,000	61,912	32,841	204,823	230,439	20,098	111.93%	50.80%
EXPENDITURES									
Stadium Management Costs	\$ 172,759	175,259	51,404	46,215	126,154	148,206	49,105	71.98%	74.47%
Concessions Costs	103,500	83,500	18,078	5,287	37,819	28,368	45,681	45.29%	29.04%
Signage/Advertising Costs	5,000	-	-	-	-	-	-	0.00%	0.00%
UIL Events Costs	12,000	-	-	8,800	-	8,800	-	0.00%	73.33%
Miscellaneous Contracted Serv	175,866	186,966	38,335	38,136	146,896	103,053	40,070	78.57%	67.35%
Supplies and Materials	42,500	48,500	4,818	4,910	35,746	15,201	12,754	73.70%	63.65%
Other Operating Costs	22,908	61,808	11,208	237	29,009	1,518	32,799	46.93%	25.73%
Capital Outlay	5,000	-	-	-	-	32,495	-	0.00%	65.26%
Plant Maintenance Costs	450,388	440,388	94,366	112,879	289,696	280,855	150,692	65.78%	67.50%
Utilities	34,698	34,698	11,245	8,997	29,413	23,905	5,285	84.77%	44.06%
Security & Monitoring Costs	44,308	44,308	10,024	4,764	27,130	20,417	17,178	61.23%	72.92%
Total Expenditures	\$ 1,068,927	1,075,427	239,478	230,225	721,863	662,818	353,564	67.12%	63.45%
Excess (Deficiency) of Revenues Over Expenditures	\$ (885,927)	(892,427)	(177,566)	(197,384)	(517,040)	(432,379)	373,662		
OTHER FINANCING SOURCES (USES)									
Capital Lease	-	-	-	-	-	(354,513)	-	0.00%	99.61%
Excess (Deficiency) of Revenues and Other Sources over Expenditures and Other Uses	\$ (885,927)	(892,427)	(177,566)	(197,384)	(517,040)	(786,892)	373,662		

Waco Independent School District
TAX COLLECTION REPORT
For the Quarter Ended May 31, 2021

	Year-to-Date	
	Current 5/31/2021	Prior Year 5/31/2020
Certified Taxable Value	\$ 4,825,596,614	6,569,774,455
Cumulative Value Adjustments	2,346,446,428	123,285,508
Adjusted Taxable Value	\$ 7,172,043,042	6,693,059,963
Tax Rate	\$ 1.263953	1.302450
Paid Accounts	40,563	39,863

	Quarter		Year-to-Date	
	Current 5/31/2021	Prior Year 5/31/2020	Current 5/31/2021	Prior Year 5/31/2020
Collections:				
Current Year	\$ 3,790,619	3,046,324	83,762,228	80,442,966
Prior Years	57,283	197,668	762,714	1,117,543
Penalties & Interest	406,985	245,360	687,019	649,446
Other	58,119	65,996	227,917	272,990
Total Collections	\$ 4,313,007	3,555,348	85,439,877	82,482,945
Disbursements:				
Payments to Tax Increment Fund	\$ 631,071	(66,321)	(6,503,748)	(6,557,860)
Attorney Fees	(58,119)	(65,996)	(227,917)	(272,990)
Appraisal Commission Fees	(640)	(267)	(8,838)	(1,827)
Total Disbursements	\$ 572,313	(132,584)	(6,740,503)	(6,832,677)
Net Cash Inflow	\$ 4,885,319	3,422,764	78,699,375	75,650,268

Collections as a Percent of Original Levy:				
Current Collections	6.6%	3.7%	146.8%	98.5%
Total Collections	6.7%	4.0%	148.1%	99.8%

	Current Year's Levy	Prior Years' Levies	Total
Taxes Receivable at Period End:			
Beginning Balance	\$ -	3,775,410	3,775,410
Tax Levy	57,071,642	-	57,071,642
Levy Adjustments	29,381,433	(247,839)	29,133,594
Levy Paid	(83,762,228)	(762,714)	(84,524,942)
Ending Balance	\$ 2,690,847	2,764,857	5,455,704



**Waco Independent School
District
Business & Financial Services**

Sheryl Davis
Chief Finance Officer

P.O. Box 27, Waco, Texas 76703
Phone: 254-755-9440

July 16, 2021

Board of Trustees
Waco Independent School District
Waco, Texas

Following is the quarterly summary of cash and investments held by the school district as of May 31, 2021. As of that date, the District had approximately \$8.7 million in on demand deposits at Extraco Bank. Another \$29.6 million was deposited in other FDIC insured investments including: \$7.9 million in the Texas Term Certificate of Deposit program, \$10.0 million in a TFNB Insured Deposit Program, and \$11.8 million in a Landing Rock Funds account. The Landing Rock Fund is a liquid investment alternative that combines no risk (100% FDIC insured) with a higher yield than we were achieving through the insured cash shelter account. The District's investments in public funds investment pools totaled \$53.2 million.

As of May 31, 2021, the District had accrued interest on investments totaled \$95,330.

Total cash and investments for the District as of May 31, 2021, was \$91.6 million. This is down \$13.6 million from total cash and investments at the end of the last quarter. Approximately \$15.1 million of the total cash and investments is restricted for debt service with \$3.4 million for Child Nutrition Services.

Also attached is the cash flow projection for the quarter ending May 31, 2021. If you have any questions, please do not hesitate to call.

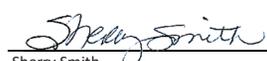
Sheryl Davis
Chief Finance Officer
Business and Financial Services

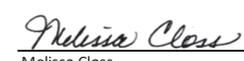
Waco Independent School District
CASH AND INVESTMENT REPORT
For the Quarter Ended May 31, 2021
REPORT OF INVESTMENT ACTIVITY

Description	Coupon or Average Rate of Return	Weighted Average Maturity or Maturity Date	Market Value 2/28/2021	Book Value 2/28/2021	Interest Earnings	Purchases & Transfers In	Sales & Transfers Out	Changes in Market Value	Market Value 5/31/2021	Book Value 5/31/2021	Accrued Interest
CASH IN DEPOSITORY (EXTRACO):											
Operating Revenues	0.000%		\$ 71,026	\$ 71,026	\$ -	\$ -	\$ -	\$ -	\$ 84,848	\$ 84,848	\$ -
Accounts Payable	0.000%		1,957,351	1,957,351	-	-	-	-	4,648,070	4,648,070	-
Payroll	0.000%		60,867	60,867	-	-	-	-	197,106	197,106	-
District Activity	0.050%		834,821	834,821	109	-	-	-	918,569	918,569	-
Child Nutrition Services	0.050%		1,995,371	1,995,371	242	-	-	-	2,631,625	2,631,625	-
High Yield Money Market	0.100%		250,429	250,429	63	-	-	-	250,492	250,492	-
Total Cash in Depository (Extraco)			5,169,865	5,169,865	414	-	-	-	8,730,710	8,730,710	-
FDIC INSURED INVESTMENTS:											
Texas Term-Certificate of Deposit Program											
General Fund			8,820,000	8,820,000	34,359	1,240,000	(2,949,000)	-	7,111,000	7,111,000	94,830
Child Nutrition Services			744,000	744,000	694	248,000	(248,000)	-	744,000	744,000	500
Landing Rock-FDIC Insured Deposit Program											
General Fund	0.250%		8,570,767	8,570,767	5,449	-	-	-	8,576,216	8,576,216	-
Debt Service Fund	0.250%		3,175,728	3,175,728	2,019	-	-	-	3,177,747	3,177,747	-
TFNB-FDIC Insured Deposit Program	0.500%		7,011,227	7,011,227	8,841	-	-	-	7,020,068	7,020,068	-
TFNB-FDIC Insured Deposit Program	0.300%		3,000,320	3,000,320	2,269	-	-	-	3,002,590	3,002,590	-
Total Other FDIC Insured Investments			31,322,042	31,322,042	53,631	1,488,000	(3,197,000)	-	29,631,620	29,631,620	95,330
PUBLIC FUNDS INVESTMENT POOLS											
LONE STAR: (S&P Rating = AAAM)											
Corporate Overnight Plus Fund	0.106%	81	1,005,621	1,005,621	304	-	-	-	1,005,925	1,005,925	-
Government Overnight Fund	0.005%	46	3,745,592	3,745,592	77	-	-	-	3,745,669	3,745,669	-
TEXAS CLASS: (S & P AAAM)											
General Fund	0.072%	54	4,890,953	4,890,953	1,100	-	-	-	4,892,053	4,892,053	-
TEXASDAILY: (S&P Rating = AAAM)											
General Fund	0.040%	42	751,159	751,159	21	4,033,847.45	(4,762,531.80)	-	22,496	22,496	-
Child Nutrition Services	0.040%	42	0	0	0	248,694	(248,000)	-	695	695	-
TEXPOOL: (S&P Rating = AAAM)											
General Fund	0.010%	30	45,772,313	45,772,313	1,301	24,494,567	(43,000,525)	-	27,267,656	27,267,656	-
Debt Service Fund	0.010%	30	10,724,838	10,724,838	412	1,245,917	(10,250)	-	11,960,917	11,960,917	-
Total for Public Funds Investment Pools			66,890,476	66,890,476	3,215	30,023,026	(48,021,307)	-	48,895,411	48,895,411	-
Total Cash and Cash Equivalents			103,382,384	103,382,384	57,261	31,511,026	(51,218,307)	-	87,257,741	87,257,741	95,330
INVESTMENTS by Net Asset Value (NAV)											
Texas Term-Child Nutrition Services	0.160%	8/31/2021	283,404	283,404	-	-	-	-	283,404	283,404	222
Texas Term-General Fund	0.120%	11/24/2021	-	-	-	1,499,842	-	-	1,499,842	1,499,842	454
Texas Term-General Fund	0.080%	12/23/2021	-	-	-	500,000	-	-	500,000	500,000	36
Texas Term-General Fund	0.130%	5/5/2021	795,700	795,700	320	-	(796,020)	-	0	0	-
Texas Term-General Fund	0.100%	11/1/2021	-	-	-	796,020	-	-	796,020	796,020	57
Texas Term-General Fund	0.100%	11/1/2021	-	-	-	475,000	-	-	475,000	475,000	36
Texas Term-General Fund	0.120%	8/3/2021	749,423	749,423	-	-	-	-	749,423	749,423	291
Total Investments			1,828,527	1,828,527	320	3,270,862	(796,020)	-	4,303,689	4,303,689	1,096
Total Cash, Cash Equivalents, and Investments			\$ 105,210,911	\$ 105,210,911	\$ 57,581	\$ 34,781,888	\$ (52,014,327)	\$ -	\$ 91,561,431	\$ 91,561,431	\$ 96,426

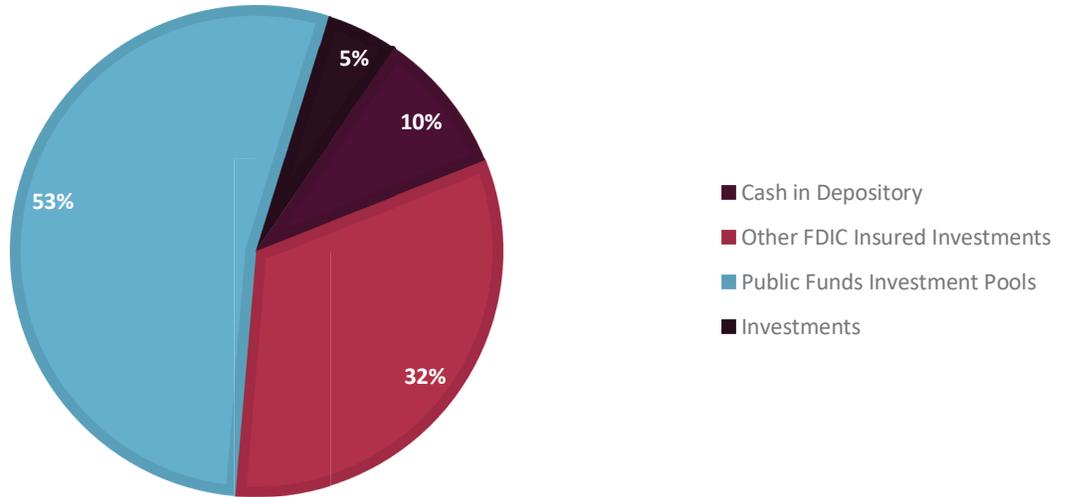
We believe the data presented for the quarter ended May 31, 2021 are accurate in all material respects, and are presented in a manner that fairly sets forth the investment standing of the Waco Independent School District. This report was prepared in compliance with the Waco Independent School District's Investment Policy and the Public Funds Investment Act of the State of Texas.


Sheryl Davis
Chief Financial Officer
7/22/2021
Date

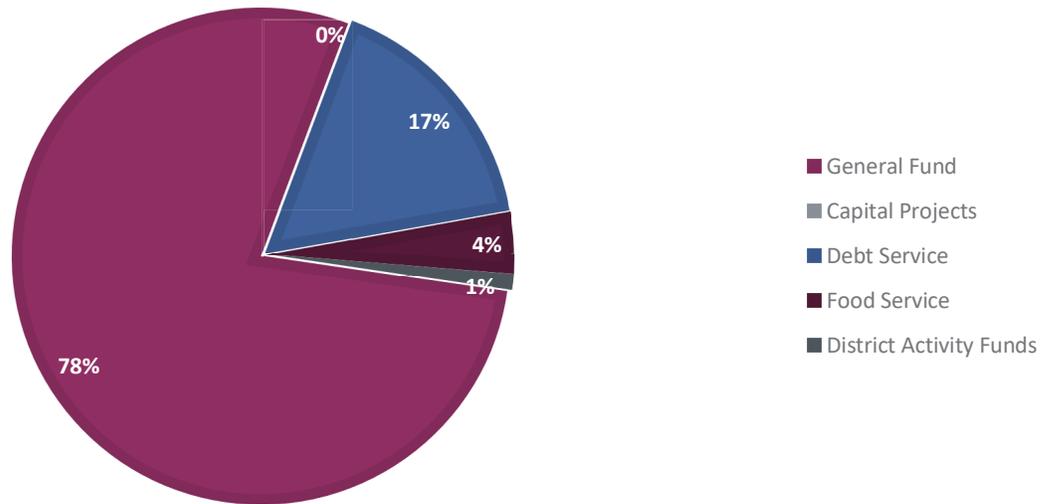

Sherry Smith
Director of Business Services
7/22/2021
Date


Melissa Closs
Coordinator of Accounting
7/22/2021
Date

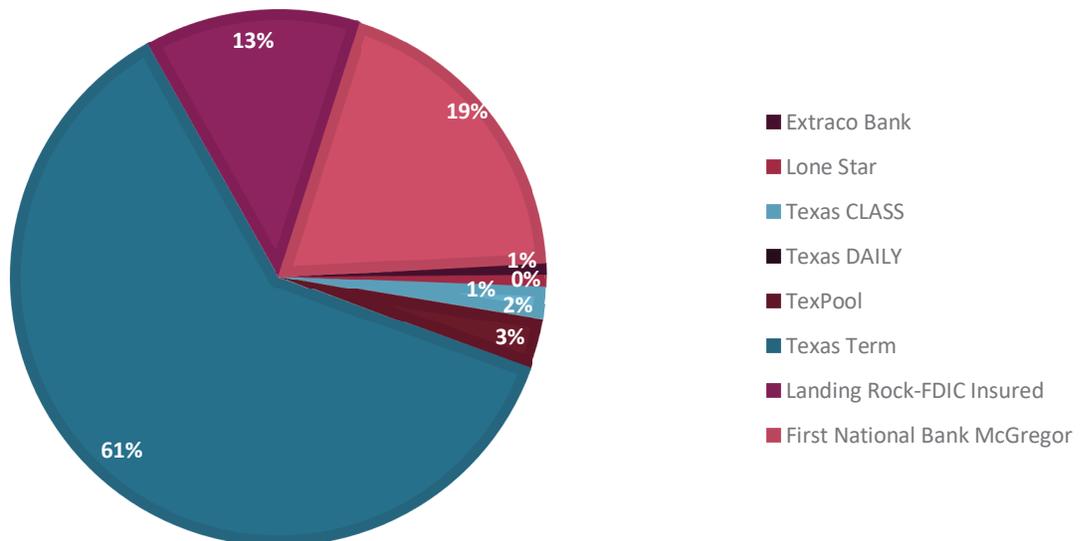
PORTFOLIO COMPOSITION BY INVESTMENT



PORTFOLIO COMPOSITION BY FUND



INTEREST EARNINGS BY ISSUER



Waco Independent School District
CASH FLOW PROJECTIONS
For the Quarter Ended May 31, 2021

	<u>June</u>	<u>July</u>	<u>August</u>
Cash and Cash Equivalents, Beginning Balance	\$ 91,561,431	\$ 92,331,345	\$ 92,635,458
Tax Revenue	901,890	447,725	351,820
Investment Earnings Revenue	19,194	19,194	19,194
Other Local Revenue	1,916,103	1,172,866	1,083,097
State Revenue	10,826,162	11,983,345	11,724,381
Federal Revenue	1,273,344	1,015,188	5,472,812
Payroll Disbursements	(6,917,141)	(7,004,968)	(7,336,970)
Accounts Payable Disbursements	(7,249,638)	(7,329,237)	(8,658,167)
Cash and Cash Equivalents, Ending Balance	<u>\$ 92,331,345</u>	<u>\$ 92,635,458</u>	<u>\$ 95,291,624</u>

2016 Actual Tax Collections

	<u>Current Year's Levy</u>	<u>Prior Years' Levy</u>	<u>Penalty & Interest</u>	<u>Total</u>
September, 2019	\$ -	\$ 340,878	\$ 31,273	\$ 372,151
October	2,444,857	255,067	59,474	2,759,398
November	3,239,423	236,973	34,770	3,511,166
December	18,132,525	(20,430)	34,627	18,146,722
January, 2020	28,451,423	(13,130)	31,145	28,469,438
February	18,662,181	95,213	212,796	18,970,190
March	1,568,886	70,700	68,161	1,707,747
April	595,012	72,279	67,492	734,783
May	818,648	52,144	109,708	980,500
June	629,031	37,498	144,575	811,104
July	474,085	(136,691)	65,262	402,656
August	226,570	44,052	45,783	316,405
Total Collections	<u>\$ 75,242,641</u>	<u>\$ 1,034,553</u>	<u>\$ 905,066</u>	<u>\$ 77,182,260</u>

2017 Actual and Projected Tax Collections

	<u>Current Year's Levy</u>	<u>Prior Years' Levy</u>	<u>Penalty & Interest</u>	<u>Total</u>
September, 2020	\$ -	\$ 292,571	\$ 43,977	\$ 336,548
October	2,060,337	(127,750)	34,301	1,966,888
November	4,260,185	144,158	(34,227)	4,370,116
December	18,706,402	148,350	36,934	18,891,686
January, 2021	19,138,496	111,218	29,065	19,278,779
February	28,484,081	324,171	169,982	28,978,234
March	2,152,231	521,298	143,698	2,817,227
April	1,065,862	105,592	167,257	1,338,711
May	572,723	61,267	96,030	730,020
June	699,438	41,695	160,757	901,890
July	527,149	(151,991)	72,567	447,725
August	251,930	48,983	50,907	351,820
Total Collections	<u>\$ 77,918,834</u>	<u>\$ 1,519,562</u>	<u>\$ 971,248</u>	<u>\$ 80,409,644</u>

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 16, 2021

Contact Person: Sheryl Davis

RE: Monthly Financial Reports for the Period Ended June 30, 2021

=====

Background Information:

Attached are the compiled June monthly financial reports for the following:

- General Fund
- Food Service Fund
- Debt Service Fund
- Internal Services Fund

These interim financial statements have been prepared utilizing data generated from the automated financial system and do not include any information related to other special revenue funds, capital projects funds, or trust and agency funds. Balances included in the report are unaudited and may change as a result of final year end closing entries and audit activities.

Fiscal Implications:

Report only.

Administrative Recommendations:

The Administration recommends that the Board of Trustees approve the monthly financial report, as presented.



**Waco Independent School
District
Business & Support Services**

Sheryl Davis
Chief Finance Officer

P.O. Box 27, Waco, Texas 76703
Phone: 254-755-9440

July 16, 2021

Board of Trustees
Waco Independent School District
Waco, Texas

The accompanying balance sheets, statements of revenues, expenditures and changes in fund balance, and encumbrances and expenditures by fund, function and object for the month ending June 30, 2021 have been compiled for the General Fund, Food Service Fund, and Debt Service Fund. Final cash reconciliation procedures and financial audit activities may result in additional adjustments to the June financial statements. These preliminary financial reports are prepared utilizing the following assumptions:

- Revenue: Recorded on a cash basis with adjustments to accrual basis to be made at August 31, 2021.
- Expenditure: Totals on the "Statement of Revenues, Expenditures and Changes in Fund Balance" include expenditures occurring during the interim period reported. Balances will be adjusted to accrual basis at August 31, 2021. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function and Object" schedule, only.
- Beginning Fund Balance: Represents August 31, 2020 audited ending fund balance.

I have not performed an audit or review of these financial statements. Please do not hesitate to call if you have any questions or need further assistance.

Sheryl Davis
Chief Finance Officer

Comparison of Fiscal Year 2020-2021 Revenues and Expenditures to Previous Fiscal Year as of June 30, 2021

Variations in revenues and expenditures as compared to the previous year are primarily due to the cyclical nature of budgetary receipts and expenditures. The larger variances are explained in this summary.

General Fund

Revenues:

5710 Local Property Taxes – In comparison to last year, revenue has increased \$2.4 million and collections are up 5.4% as a percent of budget estimates. Because of the inability of the Chief Appraiser to certify taxable property values at 95% as of July 25, 2020, and uncertainties in the collection of taxes due to the impact of the pandemic, the District conservatively budgeted tax revenue at a 96% collection rate. As of the end of June, collections on the current year's levy were at 98.5%.

5730 Tuition and Fees – Current year revenue reflects a decrease of \$115,244 or 25.4% from last year.

5810 Per Capita and Foundation School Program Revenue – Revenue is up \$654,599 over last year. However, payments from the program are based on a legislative planning estimate in average daily attendance (ADA) of 13,214.543. Currently, it appears that the District will be able to take advantage of the "hold harmless" ADA, established by TEA for the entire 2020-2021 school year. This is estimated to generate an additional \$3.7 million over budgeted revenue. Additionally, there was approximately \$2.0 million remaining Elementary and Secondary Schools Emergency Relief (ESSER) funding which was utilized in purchasing technology for the third round of planned purchases.

5830 Other State Program Revenue – The increase in other state program revenue is due to additional state funding awarded for special education fiscal support of \$224,271.

5900 Federal Sources Revenue – Revenues have increased \$760,599 over last year. \$413,216 of the increase is from Medicaid reimbursements under the Student Health and Related Services (SHARS) program, \$218,971 represents reimbursements from the Corona Virus Relief Fund managed by the Texas Department of Emergency Management, and another \$126,099 is additional revenue from the E-Rate program.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

11 Instruction – Current year expenditures are up \$2.5 million from last year primarily due to additional calendar days earned by instructional staff at the end of June.

13 Curriculum and Staff Development – Expenditures have decreased \$0.2 million from last year. This is due to the deletion of an instructional specialist position as well as the curtailment of staff development due to the reduced cost of remote conferencing.

21 Instructional Leadership – Although expenditures, as a percent of budget, are below this time last year, expenditures have increased \$0.4 million. A number of new positions were added last fiscal year and included in the 2020-2021 adopted budget.

31 Guidance, Counseling, and Evaluation Services – The increase of \$203,369 is primarily due to the hiring of evaluative personnel in Special Education.

33 Health Services – Expenditures have increased 23.2% over last year. About half the increase is from the late receipt of personal protection and sanitization supplies ordered last fiscal year. The remaining increase results from the addition of a floating LVN, increased extra duty pay for nurses, and the continued increase in specialized supplies.

34 Student Transportation – The increase in expenditures of \$0.6 million is due exclusively to the receipt of new buses.

36 Extracurricular Activities – The increase of \$0.3 million results primarily from the addition of a coordinator for middle school athletics plus some overlap in coaching positions as well as purchases of supplies and equipment to enhance the middle school program.

51 Plant Maintenance and Operations – Expenditures have increased \$1,183,731 over last year this is primarily due to the completion of major repair and renovations projects carried over from last year and an earlier completion of current year's projects.

52 Security & Monitoring Services – Approximately, \$160,000 of the \$0.3 million increase in expenditures is due to the completion of security camera installations at elementary campuses throughout the district. Another \$60,411 reflects the receipt of a new police vehicle

53 Data Processing Services – Expenditures have decreased \$0.6 million. Last fall, the district was completing a number of technology infrastructure projects which increased normal spending patterns for this function.

71 Debt Service – Final payment on the revenue bonds that funded the Waco ISD stadium complex was made in October 2019. Currently, there is no debt obligation in the general fund.

81 Facilities Acquisition and Construction – The \$1.8 million in expenditures are related to major construction projects for the replacement of the Paul Tyson Field and the replacement of the walk-in cooler/freezer units for the District's child nutrition program.

93 Shared Services Arrangements – The difference in expenditures is due to a timing difference in the invoicing and payment of billings for the Regional Day School for the Deaf.

95 Juvenile Justice Program – With the current learning environment at secondary, participation in the Challenge Academy has greatly decreased from last year. At August 31, 2020, ending unearned revenue totaled \$281,843. As of March 31, 2021, the unearned revenue has been depleted and while, vacancies are not being filled and participation has increased, the program was forced to assess an additional \$106,334 to participating districts. Waco ISD's share of the assessment was \$66,938.

97 Payments to Tax Increment Fund – Pass-through payments of tax collections for properties located in the Tax Increment Zones have increased \$0.3 million over last year but are running 6.8% lower. This is due in part to a significant refund of taxes as discussed in the March financial statements.

Food Service Fund

Revenues:

5750 Extracurricular Activities – Revenues generated through adult meals and catering have declined \$168,326 or 48.6% from last year. This is a continued improvement over previous months as students and teachers returned to in-person instruction.

5900 Federal Sources Revenue – Federal reimbursements for meals have decreased \$1.2 million. This does include a loss of one week of instruction at the beginning of the school year. However, revenue losses are offset by accompanying reductions in cost. The District has also received notification of additional federal funding assistance to help cover losses from the 2019-2020 school year. It is estimated that we will receive approximately \$0.8 million in COVID-19 Emergency Operating Costs Reimbursement. The net loss in the fund, as of August 31, 2020, was just over \$0.7 million.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

35 Food Services – Expenditures have decreased \$1.8 million from last year. While some of the savings is due to lower direct costs such as food and non-food supplies, we also have vacancies in about a third of the workforce. With lower numbers of students eating in the cafeterias, we have been able to utilize regular staff to cover absences. The budget was amended by \$894,120 in April to draw down the excess restricted fund balance to cover the purchase of new food service equipment, security cameras, and upgrade loading ramps at two campuses.

Other Financing Sources and Uses:

7900 Other Sources – Year-to-date transactions in other resources total \$565,252. The Texas Department of Agriculture has approved an operating transfer of accumulated deferred revenues generated through the summer program from fund 242, Summer Food Service Program into the National School Lunch and Breakfast Program fund. These funds will be used to support the purchase of food service equipment and serving line upgrades.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of June have increased \$0.3 million, or 4.8% as a percent of budget, in comparison to last year. The increase is consistent with property value increases and the conservative budgeting of tax collections.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

71 Debt Service – Payments for debt service have decreased \$1.6 million from last year as a result of last year’s early defeasance of bonds coupled with the significant savings recognized with the current year’s refunding of over \$106 million in outstanding bonds.

Other Financing Sources and Uses:

7900 Other Sources and 8900 Other Uses – March transactions reflect the proceeds from the sale of refunding bonds and the subsequent transfer of escrow to the paying agent for the refunded bonds.

Proprietary Fund – Governmental Activities – Internal Service Fund

The District utilizes an Internal Services Fund to account for its fully-insured group health insurance plan as well as its partially self-insured workers’ compensation and unemployment coverages. Internal service funds are utilized to account for the financing of goods or services provided by one organizational unit of the school district to other organizational units. It essentially facilitates the allocation of costs to all funding sources.

Operating revenues and operating expenses have been included in a detail designed to provide relevant information. Revenues from District contributions (assessments to other funds) are distinguished from revenues from employee contributions to health insurance. Expenses detail claims payments, medical and prescription drugs, administrative fees, and stop-loss or excess insurance costs.

As of June 30, 2021, revenues exceed expenditures by \$50,682 compared to \$1,359,719 at the same time last year. The loss is primarily attributable to increases in prescription drug claims, administrative fees, and stop-loss insurance offset by a decrease in medical claims. The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenditures	Net
Group Health Insurance	\$ 10,902,848	\$ 10,869,337	\$ 33,512
Unemployment Compensation	45,654	70,668	(25,203)
Workers’ Compensation	190,434	148,061	34,265
Total	\$ 11,138,747	\$ 11,088,065	\$ 50,682

In reviewing the health plan’s performance at the end of May, there are seven large claimants that have exceeded \$75,000 with two exceeding the \$150,000 specific deductible. At this point, the District expects to receive \$38,120 in stop-loss reimbursement for the claims.

Expenditures for unemployment are significantly higher than normal. Claims shown are for the quarter ended March 31, 2021. Actual benefits charged against the District totaled \$260,217 compared to \$26,588 in 2019-2021. However, an allocation of the Federal CARES Act funding was distributed to the Texas Workforce Commission and used to offset 50% of those benefits. CARES Act funding applied to those quarters resulted in a credit of \$195,197. The District currently has a credit of \$24,721 that will be applied to future billings.

Workers’ compensation claims expenditures have decreased \$6,692 from last year.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$551,336 for medical claims and \$61,753 for prescription drugs at August

31, 2020. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$189,831. Overall, this is an improvement of \$74,423 in estimates from the prior year. The unaudited beginning net position at September 1, 2020 is \$3,935,906, an increase of \$1,209,105 over last year.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of June 30, 2021

ASSETS

Cash and Temporary Investments	\$ 67,719,389
Property Taxes Receivable, Net of Allowance of \$2,029,060	1,055,153
Due from Other Governments	42,101
Accrued Interest	60,223
Due from Other Funds	15,579,324
Other Receivables	1,137
Inventories	551,364
Total Assets	\$ 85,008,691

LIABILITIES

Accounts Payable	\$ 1,873,371
Other Current Liabilities	47,544
Payroll Withholdings and Contributions Payable	1,193,870
Accrued Wages Payable	9,573,350
Due to Other Funds	18,007,183
Due to Other Governments	2,361,209
Unearned Revenue	103,472
Total Liabilities	\$ 33,159,999

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$ 1,055,153
Total Deferred Inflows of Resources	\$ 1,055,153

FUND BALANCES

Nonspendable Fund Balance	\$ 551,364
Restricted Fund Balance	1,204,568
Committed Fund Balance	14,510,393
Assigned Fund Balance	150,425
Unassigned Fund Balance	34,376,789
Total Fund Balances	\$ 50,793,539
Total Liabilities and Fund Balances	\$ 85,008,691

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended June 30, 2021

GENERAL FUND

	Adopted Budget	Amended Budget	(Memo) Monthly		(Memo) Year-to-Date		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Current	Prior Year	Current	Prior Year			
			6/30/2021	6/30/2020	6/30/2021	6/30/2020			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 63,711,861	63,711,861	425,041	666,134	65,175,184	62,734,934	1,463,323	102.30%	96.94%
5720 Services to Other Districts	87,200	87,200	4,808	-	73,266	72,429	(13,934)	84.02%	77.05%
5730 Tuition & Fees	177,000	97,000	1,518	(525)	81,914	197,158	(15,086)	84.45%	59.03%
5740 Other Local Revenue	7,551,847	9,049,939	41,247	123,515	6,765,803	6,504,578	(2,284,136)	74.76%	88.24%
5750 Extracurricular Activities	149,000	154,600	3,873	5,066	216,343	262,670	61,743	139.94%	63.51%
Total Local Sources	\$ 71,676,908	73,100,600	476,487	794,190	72,312,510	69,771,769	(788,090)	98.92%	95.68%
STATE SOURCES									
5810 Per Capita & FSP Act	\$ 78,983,941	78,987,169	7,685,556	10,261,278	55,801,667	55,147,068	(23,185,502)	70.65%	65.83%
5820 Other State Program (TEA)	270,000	-	-	-	53,319	-	53,319	0.00%	0.00%
5830 Other State Program	6,687,522	6,959,398	553,028	549,969	5,530,192	5,305,921	(1,429,206)	79.46%	82.70%
Total State Sources	\$ 85,941,463	85,946,567	8,238,584	10,811,247	61,385,178	60,452,989	(24,561,389)	71.42%	67.03%
FEDERAL SOURCES									
5900 Federal Sources Revenue	2,913,951	2,913,951	132,132	11,925	3,144,811	2,384,051	230,860	107.92%	91.97%
Total Revenues	\$ 160,532,322	161,961,118	8,847,203	11,617,362	136,842,499	132,608,809	(25,118,619)	84.49%	80.02%
EXPENDITURES									
11 Instruction	\$ 90,616,958	90,328,237	4,384,227	1,697,622	76,540,277	74,038,277	13,787,960	84.74%	83.62%
12 Instructional Resources & Media	1,128,819	1,220,235	51,747	22,176	786,567	747,115	433,668	64.46%	63.47%
13 Curriculum & Staff Development	5,179,532	5,165,940	306,670	295,184	3,367,360	3,594,099	1,798,580	65.18%	73.16%
21 Instructional Leadership	3,713,874	4,360,436	387,524	334,801	3,387,151	3,024,581	973,285	77.68%	83.95%
23 School Leadership	9,673,018	9,766,706	765,242	671,601	8,371,884	8,308,764	1,394,822	85.72%	84.08%
31 Guidance, Counseling & Evaluation	4,929,803	5,018,047	314,856	193,049	4,279,744	4,076,375	738,303	85.29%	80.36%
32 Social Work Services	734,783	941,125	59,576	21,094	708,700	614,169	232,425	75.30%	75.02%
33 Health Services	1,618,001	1,725,235	78,447	37,691	1,394,163	1,131,787	331,072	80.81%	92.10%
34 Student Transportation	3,681,545	4,821,215	7,824	(5,702)	3,140,260	2,496,748	1,680,955	65.13%	54.37%
36 Extracurricular Activities	4,447,753	4,832,749	307,472	216,606	3,670,731	3,362,129	1,162,018	75.96%	66.51%
41 General Administration	6,101,158	6,201,342	474,928	465,539	4,663,638	4,427,512	1,537,704	75.20%	79.63%
51 Plant Maintenance & Operations	16,450,136	22,009,527	1,497,877	1,042,618	13,611,765	12,428,034	8,397,762	61.84%	63.20%
52 Security & Monitoring Services	2,343,952	2,800,447	155,864	213,868	2,106,480	1,818,836	693,967	75.22%	53.64%
53 Data Processing Services	2,987,063	2,987,063	171,090	171,251	2,510,225	3,098,869	476,838	84.04%	64.88%
61 Community Services	698,334	718,682	53,837	40,847	516,833	619,665	201,849	71.91%	66.38%
71 Debt Service	-	-	-	-	-	354,513	-	0.00%	99.61%
81 Facilities Acquisition & Construction	-	11,314,290	623,044	-	1,752,222	-	9,562,068	0.00%	0.00%
93 Shared Services Arrangements	378,000	378,000	-	340,000	-	340,000	378,000	0.00%	47.22%
95 Juvenile Justice Program	770,000	770,000	17,855	-	228,980	646,815	541,020	29.74%	93.20%
97 Payments to Tax Increment Fund	8,805,140	8,805,140	22,078	50,719	7,069,977	6,724,027	1,735,163	80.29%	87.11%
99 Other Intergovernmental Charges	834,400	834,400	-	196,465	704,473	755,302	129,927	84.43%	86.20%
Total Expenditures	\$ 165,092,269	184,998,816	9,680,158	6,005,429	138,811,430	132,607,617	46,187,386	75.03%	78.02%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (4,559,947)	(23,037,698)	(832,955)	5,611,933	(1,968,931)	1,192	21,068,767		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	21,870	-	88,451	42,315	88,451		
8900 Other Uses	(664,000)	(664,000)	(696)	-	(6,428)	-	(657,572)		
Total Other Financing Source (Uses)	\$ (664,000)	(664,000)	21,174	-	82,023	42,315	(569,121)		
Total Changes in Fund Balances	\$ (5,223,947)	(23,701,698)	(811,781)	5,611,933	(1,886,908)	43,507	21,814,790		
Fund Balances, Beginning	50,037,203	50,037,203			52,680,447	49,238,307	2,643,244		
Fund Balances, Ending	\$ 44,813,256	26,335,505			50,793,539	49,281,814	24,458,034		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended June 30, 2021

								<i>(Memo)</i>	
		Payroll Costs 6100	Purchased & Contracted Services 6200	Supplies & Materials 6300	Other Operating Costs 6400	Debt Services 6500	Capital Outlay 6600	Total Year-to-Date 6/30/2021 6000	Total Year-to-Date 6/30/2020 6000
11	Instruction	\$ 70,299,499	3,451,941	3,795,388	344,605	-	89,020	77,980,453	78,105,495
12	Instructional Resources & Media	724,925	39,271	154,564	167	-	-	918,927	992,997
13	Curriculum & Staff Development	3,157,967	254,166	72,172	30,896	-	-	3,515,201	3,802,518
21	Instructional Leadership	2,731,746	610,499	106,701	118,887	-	-	3,567,833	3,157,025
23	School Leadership	8,151,360	68,421	129,635	79,297	-	8,995	8,437,708	8,429,713
31	Guidance, Counseling & Evaluation	4,074,254	182,480	36,226	3,401	-	-	4,296,361	4,117,500
32	Social Work Services	574,851	135,595	2,412	3,401	-	-	716,259	654,161
33	Health Services	1,227,927	4,000	176,825	2,247	-	-	1,410,999	1,157,319
34	Student Transportation	-	2,653,597	150,031	(34,990)	-	725,604	3,494,242	3,675,626
36	Co/Extracurricular Activities	2,367,308	365,975	807,369	416,956	-	86,650	4,044,258	4,558,879
41	General Administration	3,441,386	1,049,765	117,167	288,970	-	-	4,897,288	4,614,115
51	Plant Maintenance & Operations	6,492,832	8,131,616	1,451,249	665,730	-	160,204	16,901,631	16,451,090
52	Security & Monitoring Services	1,335,579	545,049	323,680	6,421	-	257,806	2,468,535	2,420,211
53	Data Processing Services	1,363,480	1,055,630	140,121	13,844	-	9,444	2,582,519	4,088,919
61	Community Services	204,466	333,313	8,624	11,350	-	43,465	601,218	629,683
71	Debt Service	-	-	-	-	-	-	-	354,513
81	Facilities Acquisition & Construction	-	-	-	-	-	9,511,821	9,511,821	399,900
93	Shared Services Arrangements	-	-	-	-	-	-	-	340,000
95	Juvenile Justice Program	-	-	-	762,950	-	-	762,950	654,000
97	Payments to Tax Increment Fund	-	-	-	7,069,977	-	-	7,069,977	6,724,027
99	Other Intergovernmental Charges	-	704,473	-	-	-	-	704,473	755,302
Total Expenditures & Encumbered Funds		\$ 106,147,580	19,585,791	7,472,164	9,784,109	-	10,893,009	153,882,653	146,082,993

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of June 30, 2021

ASSETS

Cash and Temporary Investments	\$ 3,694,851
Due from Other Governments	1,057,679
Accrued Interest	882
Due from Other Funds	-
Other Receivables	-
Total Assets	<u>\$ 4,753,412</u>

LIABILITIES

Accounts Payable	\$ 668,716
Accrued Wages Payable	236,605
Due to Other Funds	10,176
Unearned Revenue	(5,757)
Total Liabilities	<u>\$ 909,740</u>

FUND BALANCES

Restricted Fund Balance	\$ 3,843,672
Total Fund Balances	<u>\$ 3,843,672</u>
Total Liabilities and Fund Balances	<u>\$ 4,753,412</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended June 30, 2021

CHILD NUTRITION FUND

	Adopted Budget	Amended Budget	(Memo)		(Memo)		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Monthly		Year-to-Date				
			Current 6/30/2021	Prior Year 6/30/2020	Current 6/30/2021	Prior Year 6/30/2020			
REVENUES									
LOCAL SOURCES									
5740 Other Local Revenue	\$ 20,000	24,192	269	7,946	32,296	27,484	8,104	133.50%	165.85%
5750 Extracurricular Activities	252,207	252,207	12,860	452	177,684	346,010	(74,523)	70.45%	63.79%
Total Local Sources	\$ 272,207	276,399	13,129	8,398	209,980	373,494	(66,419)	75.97%	66.82%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 52,000	52,000	-	-	50,317	51,003	(1,683)	96.76%	101.99%
Total State Sources	\$ 52,000	52,000	-	-	50,317	51,003	(1,683)	96.76%	101.99%
FEDERAL SOURCES									
5900 Federal Sources Revenue	\$ 6,681,434	6,990,434	279,493	139,466	6,307,661	7,521,937	(682,773)	90.23%	69.45%
Total Revenues	\$ 7,005,641	7,318,833	292,622	147,864	6,567,958	7,946,434	(750,875)	89.74%	69.46%
EXPENDITURES									
35 Food Services	\$ 8,171,868	9,429,997	446,113	175,609	6,382,471	8,229,590	3,047,526	67.68%	68.01%
Total Expenditures	\$ 8,171,868	9,429,997	446,113	175,609	6,382,471	8,229,590	3,047,526	67.68%	68.01%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (1,166,227)	(2,111,164)	(153,491)	(27,745)	185,487	(283,156)	2,296,651		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	-	-	565,252	-	565,252		
8900 Other Uses	-	-	-	-	-	-	-		
Total Other Financing Sources (Uses)	\$ -	-	-	-	565,252	-	565,252		
Total Changes in Fund Balances	\$ (1,166,227)	(2,111,164)	(153,491)	(27,745)	750,739	(283,156)	2,861,903		
Fund Balances, Beginning	2,445,387	3,092,933			3,092,933	3,822,443	-		
Fund Balances, Ending	\$ 1,279,160	981,769			3,843,672	3,539,287	2,861,903		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended June 30, 2021

								<i>(Memo)</i>	
								Total	Total
								Year-to-Date	Year-to-Date
								6/30/2021	6/30/2020
								6000	6000
								6100	6200
								6300	6400
								6500	6600
								6000	6000
35	Food Services	\$ 2,470,858	3,219,085	1,089,051	5,834	-	364,186	7,149,014	8,497,146
Total Expenditures & Encumbered Funds		<u>\$ 2,470,858</u>	<u>3,219,085</u>	<u>1,089,051</u>	<u>5,834</u>	<u>-</u>	<u>364,186</u>	<u>7,149,014</u>	<u>8,497,146</u>

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of June 30, 2021

ASSETS

Cash and Temporary Investments	\$ 15,247,196
Property Taxes Receivable, Net of Allowance of \$459,634	231,563
Accrued Interest	<u>-</u>
Total Assets	<u><u>\$ 15,478,759</u></u>

LIABILITIES

Due to Other Funds	\$ -
Due to Other Governments	<u>26,509</u>
Total Liabilities	<u><u>\$ 26,509</u></u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	<u>\$ 231,563</u>
Total Deferred Inflows of Resources	<u><u>\$ 231,563</u></u>

FUND BALANCES

Restricted Fund Balance	<u>\$ 15,220,687</u>
Total Fund Balances	<u><u>\$ 15,220,687</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 15,478,759</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended June 30, 2021

DEBT SERVICE FUND									
	Adopted Budget	Amended Budget	(Memo)		(Memo)		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Monthly		Year-to-Date				
			Current 6/30/2021	Prior Year 6/30/2020	Current 6/30/2021	Prior Year 6/30/2020			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 13,923,690	13,923,690	91,891	144,970	14,049,960	13,728,265	126,270	100.91%	96.13%
5740 Other Local Revenue	1,504,979	1,504,979	5,541	17,737	1,172,796	1,284,527	(332,183)	77.93%	98.58%
Total Local Sources	\$ 15,428,669	15,428,669	97,432	162,707	15,222,756	15,012,792	(205,913)	98.67%	96.33%
STATE SOURCES									
5820 Other State Program (TEA)	\$ -	-	-	-	285,550	335,579	285,550	0.00%	0.00%
Total State Sources	\$ -	-	-	-	285,550	335,579	285,550	0.00%	0.00%
Total Revenues	\$ 15,428,669	15,428,669	97,432	162,707	15,508,306	15,348,371	79,637	100.52%	98.49%
EXPENDITURES									
71 Debt Service	\$ 13,666,000	14,702,833	-	-	4,152,776	5,803,035	10,550,057	28.24%	40.47%
97 Payments to Tax Increment Fund	1,472,979	1,472,979	4,759	11,502	1,162,457	1,189,858	310,522	78.92%	101.44%
Total Expenditures	\$ 15,138,979	16,175,812	4,759	11,502	5,315,233	6,992,893	10,860,579	32.86%	45.08%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ 289,690	(747,143)	92,673	151,205	10,193,073	8,355,478	10,940,216		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	124,160,123	-	-	124,160,122	-	(1)		
8900 Other Uses	-	(123,123,290)	-	-	(123,123,290)	-	-		
Total Other Financing Source (Uses)	\$ -	1,036,833	-	-	1,036,832	-	(1)		
Total Changes in Fund Balances	\$ 289,690	289,690	92,673	151,205	11,229,905	8,355,478	10,940,215		
Fund Balances, Beginning	3,974,721	3,990,782			3,990,782	4,057,107	-		
Fund Balances, Ending	\$ 4,264,411	4,280,472			15,220,687	12,412,585	10,940,215		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of June 30, 2021

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 4,826,874
Other receivables	176
Prepaid items-health insurance	191,000
Total Assets	\$ 5,018,050
Liabilities	
Current liabilities:	
Accounts payable	\$ 227,256
Other current liabilities	802,920
Health claims payable	1,286
Total current liabilities	\$ 1,031,462
Total liabilities	\$ 1,031,462
Net position	
Unrestricted net position	\$ 3,986,588
Total net position	\$ 5,018,050

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended June 30, 2021

Proprietary Fund
Governmental Activities - Internal Service Fund

	Budget	(Memo)		(Memo)		Difference Budget to Current Year-to-Date	CY YTD As % of Budget	PY YTD As % of Budget
		Monthly		Year-to-Date				
		Current 6/30/2021	Prior Year 6/30/2020	Current 6/30/2021	Prior Year 6/30/2020			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,580,000	\$ 468,447	\$ 438,802	\$ 3,134,656	\$ 2,995,270	\$ (445,344)	87.56%	101.02%
Assessments to other funds:								
Group health	9,203,000	760,817	774,966	7,768,192	7,673,467	(1,434,808)	84.41%	84.59%
Unemployment	54,000	4,554	4,573	45,465	45,104	(8,535)	84.19%	115.65%
Workers compensation	459,000	10,001	38,206	190,434	382,443	(268,566)	41.49%	97.56%
Total operating revenues	<u>\$ 13,296,000</u>	<u>1,243,819</u>	<u>1,256,547</u>	<u>11,138,747</u>	<u>11,096,284</u>	<u>(2,157,253)</u>	<u>83.78%</u>	<u>89.01%</u>
Operating expenses:								
Administrative fees	\$ 1,281,700	105,729	99,829	1,249,074	1,064,162	32,626	97.45%	89.65%
Claims expense:								
Medical claims	6,781,900	645,731	525,628	5,467,861	4,995,394	1,314,039	80.62%	79.47%
Prescription drug claims	3,215,100	242,153	221,438	2,867,500	2,297,156	347,600	89.19%	70.19%
Unemployment	88,200	-	-	70,668	23,354	17,532	80.12%	59.88%
Workers compensation	299,200	345	6,171	122,116	128,808	177,084	40.81%	38.11%
Wellness Program	-	-	-	2,704	-	(2,704)	#DIV/0!	0.00%
Stop-loss insurance	1,629,900	134,672	127,786	1,308,142	1,227,691	321,758	80.26%	91.35%
Total operating expenses	<u>\$ 13,296,000</u>	<u>1,128,630</u>	<u>980,852</u>	<u>11,088,065</u>	<u>9,736,565</u>	<u>2,207,935</u>	<u>83.39%</u>	<u>78.10%</u>
Change in net position	\$ -	<u>115,189</u>	<u>275,695</u>	50,682	1,359,719	50,682		
Net position:								
Net position, beginning	<u>\$ 3,935,906</u>			<u>3,935,906</u>	<u>2,726,801</u>	-		
Net position, ending	<u>\$ 3,935,906</u>			<u>\$ 3,986,588</u>	<u>\$ 4,086,520</u>	<u>\$ 50,682</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended June 30, 2021

Proprietary Fund

	Governmental Activities Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 468,447
Cash received from assessments to other funds	0
Cash payments for claims	(888,229)
Cash payments for stop loss premiums	(134,672)
Cash payments for professional and contracted services	(105,729)
Net cash provided by operating activities	\$ (660,183)
Net increase in cash and cash equivalents	\$ (660,183)
Cash and cash equivalents at beginning of year	-
Cash and cash equivalents at end of year	\$ (660,183)
Reconciliation of operating income to net cash provided by operating activities:	
Operating income	\$ 115,189
Effects of increases and decreases in current assets and liabilities:	
Decrease in due from other funds	195,756.00
Decrease in other receivables	9,466.00
Decrease in accounts payable	(320,648.00)
Increase in claims liability	237.00
Net cash provided by operating activities	\$ -

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Sheryl Davis

RE: Acquisition of Property at 2002 Ross Avenue (Lot 1, Block 3 of the J.D. Bell Addition to the City of Waco, McLennan County, Texas), Including Exercising "First Right of Refusal" and/or Authorizing the Superintendent (and/or Outside Counsel) to Negotiate the Terms and Conditions of Acquisition and Bring a Recommendation Back to the Board for Approval

=====

Background Information:

The District proposes to exercise its "First Right of Refusal" and acquire the property located within the contiguous block on which Bell's Hill Elementary School was constructed. The proposed purchase is described as:

- 2002 Ross Avenue, Lot 1, Block 3, J. D. Bell Addition, 1.1894 acres and 0.115 acres of an abandoned alley

On February 1, 2010, the District entered into a "First Right of Refusal" agreement with Pablo and Mary Guajardo (Guajardo) for the property located at 2002 Ross Avenue. The District had been acquiring property for the rebuild of Bell's Hill Elementary School. Due to circumstances at the time, Guajardo was unwilling to sell the property to the District and so agreed that if, at some future date, Guajardo desired to sell the property to a third party, the District would be granted first right of refusal to purchase the property. This agreement was binding upon the Guajardos, their successors and/or assigns.

Both Pablo and Mary Guajardo are since deceased and their heirs are proposing to sell the property and have approached the District concerning the agreement. The administration is recommending that we pursue acquisition of the property.

A copy of the "First Right of Refusal" agreement and Appraisal District information regarding the property is attached.

Fiscal Implications:

Funding for the purchase will come from the unassigned general fund balance.

Administrative Recommendation(s):

The administration recommends that the Board of Trustees authorize the Superintendent (and/or Outside Counsel) to negotiate the terms and conditions of acquisition of 2002 Ross (Lot 1, Block 3, of the J.D. Bell Addition, City of Waco, McLennan County, Texas) and bring a recommendation back to the Board for approval.

COUNTY OF TEXAS §
 §
COUNTY OF McLENNAN §

KNOW ALL MEN BY THESE PRESENTS:

FIRST RIGHT OF REFUSAL

WHEREAS, said PABLO GUAJARDO and MARY GUAJARDO ("GUAJARDO") own certain real property described as Lot 1, Block 3 of the J. D. Bell Addition to the City of Waco, McLennan County, Texas; and

WHEREAS, WACO INDEPENDENT SCHOOL DISTRICT ("WISD") owns a tract of land adjacent thereto; and

WHEREAS, WISD desires to purchase the property owned by GUAJARDO, but GUAJARDO is not interested in a current sale but is willing to grant to WISD a First Right of Refusal; and

NOW, THEREFORE, for FIVE HUNDRED DOLLARS (\$500.00), mutual promises and other good and valuable consideration, receipt of which is hereby acknowledged GUAJARDO and WISD agree to the following:

1. GUAJARDO agrees that if GUAJARDO desires to sell the property to a third party and enters into a contract to sell the property to a third party, GUAJARDO will, prior to conveying the property to the third party, grant WISD the First Right of Refusal to purchase the property for the same price and under the same conditions listed in the proposed contract.
2. GUAJARDO agrees to provide WISD a copy of the prospective contract by delivering same to WISD by certified mail, return receipt requested to the address listed below and GUAJARDO agrees to not to close until 45 days after the mailing of such letter with notice to WISD.
3. WISD must within 30 days after receiving such notice, notify GUAJARDO that WISD intends to purchase the property for the same price and under the same conditions as listed in the prospective contract and must provide a written executed contract to that effect during that same period of time.
4. If WISD does not respond to GUAJARDO within such 30-day period or does not deliver a written executed contract within such 30-day period then GUAJARDO is free to sell the property to the third party in connection with the prospective contract and WISD releases GUAJARDO from any liability under this First Right of Refusal. If GUAJARDO fails to close on the contract with the third party, then the First Right of Refusal in favor of WISD shall continue.

5. An affidavit filed by GUAJARDO evidencing that such notice was provided and no response was received will be adequate to evidence the release of the First Right of Refusal by WISD.
6. This agreement shall be binding upon the GUAJARDOs, their successors and/or assigns, and this agreement shall be binding upon WISD and its successors or assigns of WISD.
7. This agreement shall be interpreted according to the laws of the State of Texas and venue for any litigation hereunder shall lie in McLennan County, Texas.

Executed this 1 day of February, 2009. 2010

Pablo A. Guajardo
PABLO GUAJARDO

WACO INDEPENDENT SCHOOL DISTRICT

By: Roland Hernandez
Roland Hernandez, Superintendent

Mary Guajardo
MARY GUAJARDO

GUAJARDO address:

2002 Ross
WACO, TX

WISD address:

Po Box 27
WACO, TX 76703-0027

McLennan CAD

Property Search Results > 163262 GUAJARDO PABLO for Year 2021

Tax Year:

Property

Account

Property ID:	163262	Legal Description:	BELL J D Block 3 Lot 1 .1894 AC & .0115 AC ABAND ALLEY TOTAL .2009 Acres
Geographic ID:	480037000017007	Zoning:	R-2
Type:	Real	Agent Code:	
Property Use Code:			
Property Use Description:			

Protest

Protest Status:
Informal Date:
Formal Date:

Location

Address:	2002 ROSS AVE WACO, TX 76706	Mapsco:	299
Neighborhood:	RES BELL J D	Map ID:	30
Neighborhood CD:	48002.0		

Owner

Name:	GUAJARDO PABLO	Owner ID:	36302
Mailing Address:	2002 ROSS AVE WACO, TX 76706-2741	% Ownership:	100.0000000000%
		Exemptions:	

Values

(+) Improvement Homesite Value:	+	\$94,120	
(+) Improvement Non-Homesite Value:	+	\$0	
(+) Land Homesite Value:	+	\$8,230	
(+) Land Non-Homesite Value:	+	\$0	Ag / Timber Use Value
(+) Agricultural Market Valuation:	+	\$0	\$0
(+) Timber Market Valuation:	+	\$0	\$0

(=) Market Value:	=	\$102,350	
(-) Ag or Timber Use Value Reduction:	-	\$0	

(=) Appraised Value:	=	\$102,350	
(-) HS Cap:	-	\$0	

(=) Assessed Value:	=	\$102,350	

Taxing Jurisdiction

153

Owner: GUAJARDO PABLO

% Ownership: 100.0000000000%

Total Value: \$102,350

Entity	Description	Tax Rate	Appraised Value	Taxable Value	Estimated Tax
00	McLENNAN COUNTY	0.468719	\$102,350	\$102,350	\$479.74
48	WACO ISD	1.263953	\$102,350	\$102,350	\$1,293.66
80	WACO, CITY OF	0.776232	\$102,350	\$102,350	\$794.48
86	McLENNAN COMMUNITY COLLEGE	0.149782	\$102,350	\$102,350	\$153.30
CAD	McLENNAN CAD	0.000000	\$102,350	\$102,350	\$0.00
Total Tax Rate:		2.658686			
				Taxes w/Current Exemptions:	\$2,721.18
				Taxes w/o Exemptions:	\$2,721.18

Improvement / Building

Improvement #1:	Residential	State Code:	A1	Living Area:	1064.0 sqft	Value: \$94,120
------------------------	-------------	-------------	----	--------------	-------------	-----------------

Type	Description	Class CD	Exterior Wall	Year Built	SQFT
MA1	Main Area 1	11WV3		2004	1064.0
051	Detached Carport 1st Fl	CPD		2004	352.0
011	Open Porch 1st Fl	PO		2004	80.0
011	Open Porch 1st Fl	PO		2004	16.0
447	Storage Bldg/Area	RS1		2004	128.0

Land

#	Type	Description	Acres	Sqft	Eff Front	Eff Depth	Market Value	Prod. Value
1	SQ	Square Foot	0.2009	8750.00	50.00	175.00	\$8,230	\$0

Roll Value History

Year	Improvements	Land Market	Ag Valuation	Appraised	HS Cap	Assessed
2021	\$94,120	\$8,230	0	102,350	\$0	\$102,350
2020	\$74,530	\$7,700	0	82,230	\$0	\$82,230
2019	\$67,770	\$7,440	0	75,210	\$0	\$75,210
2018	\$64,180	\$7,090	0	71,270	\$0	\$71,270
2017	\$72,410	\$3,680	0	76,090	\$0	\$76,090
2016	\$68,020	\$3,590	0	71,610	\$0	\$71,610
2015	\$67,250	\$3,590	0	70,840	\$0	\$70,840
2014	\$62,260	\$7,000	0	69,260	\$0	\$69,260
2013	\$62,370	\$7,000	0	69,370	\$0	\$69,370
2012	\$62,844	\$7,000	0	69,844	\$0	\$69,844

Deed History - (Last 3 Deed Transactions)

#	Deed Date	Type	Description	Grantor	Grantee	Volume	Page	Deed Number
---	-----------	------	-------------	---------	---------	--------	------	-------------

Tax Due

Property Tax Information as of 07/19/2021

154

Amount Due if Paid on: 

Google Maps 2002 Ross Ave



Image capture: Nov 2019 © 2021 Google

Waco, Texas



Street View

156

Waco Independent School District
Board of Trustees Meeting Agenda

Date: July 22, 2021

Contact Person: Dr. Josie Gutierrez

RE: School District Teaching Permit for Selected Teacher Candidate to Teach a Non-Core Academic CTE Course

=====

Background Information:

Since 1995, Texas law has allowed school districts to issue a school district permit to someone who does not hold a teaching certificate subject to approval by the Commissioner of Education (Texas Education Code 21.055). For “non-core academic career and technical education (CTE) courses” only, state law allows the school district’s Board of Trustees the authority to determine if a school district may issue a school district teaching permit without approval by the Commissioner of Education (House Bill 2205, 84th Regular Legislative Session).

In order for a non-core academic CTE teacher candidate to be qualified for a school district teaching permit, the individual must demonstrate subject matter expertise, such as:

- Professional work experience
- Formal training and education
- Relevant industry license, certification, or registration
- Any combination of work experience, training and education, or industry credential related to the subject matter he or she will be teaching

A bachelor’s degree is not a requirement.

Donna McKethan, Director of Career and Technical Education, is requesting the following candidates be issued a school district teaching permit effective for the 2021-2022 school year:

Maria Aguilar – Health Science Technology

Ms. Aguilar has more than 25 years of experience in the health care field. She has worked in the private sector and has also been a school nurse. Her depth of knowledge will inspire and support students to seek health care careers.

Jeanette McMahon – Marketing

Ms. McMahon has a wealth of experience in the business world and has also owned her own business for 6 years. Her experience will add depth and rigor to the Business Academy.

Fiscal Implications:

Salaries are included in the fiscal year budget for CTE.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the named teacher candidates to be issued a school district teaching permit which will allow them to teach assigned non-core academic career and technology courses for Waco ISD.

Waco Independent School District
Board of Trustee Workshop Agenda Item

Date: July 22, 2021

Contact Person: Dr. Josie Gutierrez

RE: T-TESS Calendar for 2021-2022 School Year

=====
Background Information:

Per DNA (Local), the district shall establish a calendar for teacher appraisals and provide that calendar to teachers within three weeks from the first day of instruction. The appraisal period for each teacher must include all of the days of the teacher's contract. Observations during the appraisal period must be conducted during the required days of instruction for students during one school year.

The appraisal calendar shall:

1. Exclude observations in the two weeks after the day of completion of the T-TESS orientation in the school years when an orientation is required; and
2. Indicate a period for end-of-year conferences that ends no later than 15 working days before the last day of instruction for students.

Attached is the 2021-2022 T-TESS Appraisal Calendar for Board consideration.

Fiscal Implications:

None

Administrative Recommendation(s):

The administration recommends approval of the 2021-2022 T-TESS Calendar as presented.



**TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM (T-TESS)
APPRAISAL CALENDAR FOR 2021-2022**

APPRAISAL ACTIVITY	DATE(S)
T-TESS Calendar adopted by WISD Board of Trustees	July 22, 2021
First Day of School	August 23, 2021
T-TESS ORIENTATION	
T-TESS Orientation	Provided for new teachers during the Summer 2021 by Professional Development Department
Annual T-TESS Update	Campus update inclusive of SLO Updates and Goal Setting for ALL employees August 9, 2021-August 20, 2021.
T-TESS Orientation for New Teacher Late Hires Ongoing throughout 2021-2022	Teachers new to the profession, or who were not previously appraised with T-TESS must receive T-TESS Orientation three weeks from hire date and two weeks prior to a formal T-TESS appraisal.
T-TESS ANNUAL APPRAISAL PROCESS	
Informal Walkthrough Observations Ongoing throughout the School Year	Beginning as early as August 24, 2021. Informal T-TESS Walkthroughs may begin upon completion of T-TESS Orientation.
Self-Assessment & Goal Setting	Complete before BOY Conference, no later than September 23, 2021.
Goal Setting and Professional Development Plan	Due to appraiser by September 24, 2021 in Eduphoria/STRIVE. Completed during the first six weeks of school for returning teachers, or following T-TESS Orientation for teachers not previously appraised with T-TESS.
Observation Pre-Conference	Pre-conference must occur no later than three calendar days prior to the five-day formal observation window. The pre-conference provides the teacher an opportunity to discuss the planning domain and upcoming observation.
Formal Observation Announcement (For the Five-Day Observation Window)	The formal observation should be announced to the teacher at least three calendar days prior to the five-day observation window.
Formal 45 Minute Observation	Formal observations may begin two weeks after the teacher completes T-TESS Orientation. For returning teachers, formal observations may begin September 8, 2021.
	Formal observations must be complete for the 2021-2022 school year no later than April 1, 2022.
Observation Post Conference and Written Observation Report	Must be conducted within 10 working days after completion of the formal 45-minute observation.
	The Written Observation Report is provided by the appraiser to the teacher at the end of the Post Conference. (Appraisers select "Let Staff View" option in

	Eduphoria/STRIVE upon completion of the Post Conference.)
Mid-Year Check-In (Goal Setting & SLOs)	January 10, 2022-February 11, 2022 Check-In with All Employees to gauge progress.
End-of-Year Conference and Written Summative Annual Report	No later than May 6, 2022. The Summative Report is shared with the teacher within 10 working days following the end-of-year conference, but no later than 15 working days before the last day of instruction. Purpose of End-of-Year Conference: <ul style="list-style-type: none"> • Review current and previous appraisal data • Review T-TESS Domain IV evidence • Review student performance evidence • Identify potential goals and professional development activities for following year
TEACHER RESPONSE AND REBUTTAL OR SECOND APPRAISAL (OPTIONAL)	
Optional Teacher Response/Rebuttal	Any written response or rebuttal by the teacher must be submitted to the appraiser within 10 working days of receiving a written observation summary, a written summative annual appraisal report, or any other written documentation associated with the teacher’s appraisal.
Teacher Request for Second Appraisal	A teacher must request a second appraisal within 10 working days of receiving a written Observation Summary or written Summative Annual Report. Such a request must be sent by the teacher to the campus principal, who will then contact the Assistant Superintendent of HR for the assignment of a Second Appraiser.
Last Day of School	May 25, 2022
BLACK OUT DATES: It is recommended that formal observations NOT occur on the following days:	
Instructional Day Before/After Any School Holiday, Early Release Days, and Bad Weather Days Thanksgiving Break 11/22/21-11/26/21 Winter Break 12/20/21-12/31/21 Spring Break 3/7/22-3/11/22	September 3 and 7, 2021 October 7 and 12, 2021 November 18, 19, and 29, 2021 December 16 and 17, 2021 January 4, 5, 14, and 18, 2022 February 10 & 14, 2022 & February 18 and 22, 2022 (if 2/21/22 is not used for bad weather day) March 4 and 14, 2022 April 14 and 18, 2022
No Formal T-TESS Observations	April 2, 2022-May 25, 2022 This is the period for end-of-year conferences that ends no later than 15 working days before the last day of instruction for students.
Days Scheduled for End of Semester or End of Course Exams	TBD
Last Day of Instruction Prior to and During Standardized Test Administration	TBD

Waco Independent School District
Board of Trustees Meeting Agenda

Date: July 22, 2021

Contact Person: Dr. Josie Gutierrez

RE: Hiring of an Employee Related to an Administrator

=====

Background Information:

According to policy DC (LOCAL), the Board retains final authority for employment of all contracted personnel regarding an applicant for employment who is related to a District administrator within the second degree by blood or marriage, as defined in this policy, shall disclose the nature of the relationship during the application process. The District shall employ such an applicant only with Board approval. For purposes of this policy, relatives within the second degree by blood or marriage shall be defined as: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, sibling, brother-in-law, or sister-in-law.

The following candidates have been recommended for positions:

Kimberly Hamilton is the wife of Executive Director David Hamilton and is being recommended for Coordinator of Secondary Science with Curriculum and Instruction.

Bethany Hassell is the daughter of Executive Director of Transformation Waco, Karen Hassell, and is being recommended for a 3rd grade teaching position at Hillcrest PDS.

Brittney Johnson is the sister of Assistant Principal, Daneric Johnson at Waco High School, and is being recommended for a 3rd grade teacher at Brook Avenue Elementary.

Fiscal Implications:

None

Administrative Recommendation(s):

Administration recommends the Board of Trustees approve the employment of Kimberly Hamilton, Bethany Hassell, and Brittney Johnson.

I
Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Lara Robertson

RE: Report on gifts to Waco ISD

=====

Background Information (Gifts >\$50,000 for Board Approval):

No gifts valued over \$50,000 were reported for the **July 2021** report.

Fiscal Implications (All Gifts):

A total increase of **\$92,737.06** in cash, items, and services donated to Waco ISD was recorded for the **July 2021** report.

Administrative Recommendation(s):

Report only.

Date	Name	Cash	Item	Service	Total	Description	Campus
5/19/2021	GG's Flower Hut		\$200.00		\$200.00	4 corsages, 4 buottonieres for prom	Waco High
5/21/2021	Lowe's of Waco		\$894.00		\$894.00	6 blooming shrubs	Waco High
5/21/2021	Methodist Children's Home		\$37,000.00		\$37,000.00	250 prom dresses	Waco High
5/21/2021	George Davis		\$2,600.00		\$2,600.00	10 men's suits, 10 bow ties, 3 pairs shoes	Waco High
5/26/2021	Family to Family Inc		\$770.00		\$770.00	gift cards (11 @ \$70 each) - community outreach	G.W. Carver Middle
5/26/2021	Family to Family Inc		\$550.00		\$550.00	gift cards (11 @ \$50 each) - community outreach	G.W. Carver Middle
5/27/2021	Allen Samuels	\$4,000.00			\$4,000.00	football program	University High
6/1/2021	SG and FM Gentsch	\$50.00			\$50.00	Brazos High School Korner Store	Brazos High
6/8/2021	Academy Sports & Outdoors		\$50.00		\$50.00	gift card - perfect attendance grand drawing	Crestview Elementary
6/8/2021	Urban Air		\$150.00		\$150.00	gift certificate - 1 hr jump time - perfect attendance awards	Crestview Elementary
6/8/2021	Dairy Queen		\$90.00		\$90.00	free ice cream cone coupons - perfect attendance awards	Crestview Elementary
6/9/2021	Blackbaud Giving Fund (Abbvie & L3 employe	\$90.00			\$90.00	general donation	Indian Spring Middle
6/10/2021	Bird Kultgen Ford	\$400.00			\$400.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Alliance Bank	\$200.00			\$200.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Bervin Brown	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Cary Champagne	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Cen-Tex Roofing	\$1,000.00			\$1,000.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Central Texas Golf Association	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Central Texas Golf Association	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Community State Bank	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	CQC Collision	\$200.00			\$200.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Dan Saucedo	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Educators Credit Union	\$750.00			\$750.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Elton Clark	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Ernest Jones	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Greg White	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Home Abstract & Title	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Jacob Smith	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	James Fidler	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Jerry Johnson	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Jerry Williams	\$200.00			\$200.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Jose Pena	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Joshua Lee	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Keith Kosh	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Locals Love Us - Waco	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Mark Schulman	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Michey Saucedo	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Mike and Aimee Wood	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Packaging Corporation of America (PCA)	\$1,000.00			\$1,000.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Peschel Inspection	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Ramona Watley	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Ray Guardiola	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Richard Karr Motors	\$1,000.00			\$1,000.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Robert Lopez	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics

6/10/2021	Sara Mabile	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Scott Taylor	\$150.00			\$150.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Shane Avants	\$100.00			\$100.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Tim Mason	\$50.00			\$50.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Tony Miles	\$250.00			\$250.00	2021 Coaches Classic	Waco ISD Athletics
6/10/2021	Valley Mills Chicken	\$1,000.00			\$1,000.00	2021 Coaches Classic	Waco ISD Athletics
6/11/2021	Julie Sapaugh	\$1,000.00			\$1,000.00	Sunshine Fund	Brook Avenue Elementary
6/14/2021	Samantha Nava	\$100.00			\$100.00	boys athletics apparel	Waco High
6/14/2021	Henry Gonzales	\$70.00			\$70.00	boys athletics apparel	Waco High
6/14/2021	Francisco Lozano	\$40.00			\$40.00	boys athletics apparel	Waco High
6/14/2021	Normaa Almanza	\$25.00			\$25.00	boys athletics apparel	Waco High
6/14/2021	Sandra Olguin	\$30.00			\$30.00	boys athletics apparel	Waco High
6/23/2021	Renew Church Waco		\$20,000.00		\$20,000.00	1 set musser chimes, 2 sets handbells, 12 music stands	Tennyson Middle
7/12/2021	Lowe's of Waco		\$1,426.78		\$1,426.78	2 pallets of water, 2 boxes of masks, black portable grill	Tennyson Middle
7/12/2021	Kona Ice	\$407.94			\$407.94	June Kona Day donation	Tennyson Middle
7/14/2021	Laura Bush Foundation & HEB Foundation	\$11,666.67			\$11,666.67	grant/donation for library	Waco High
7/14/2021	Laura Bush Foundation & HEB Foundation	\$11,666.67			\$11,666.67	grant/donation for library	Hillcrest PDS
	TOTALS	\$29,006.28	\$63,730.78	\$ -	\$ 92,737.06		

**WACO INDEPENDENT SCHOOL DISTRICT
BOARD MEETING MINUTES**

Regular Meeting, May 27, 2021 - 6:00 p.m.
WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Angela Tekell
Stephanie Korteweg
Jose Vidana
Allen Sykes
Cary DuPuy
Jeremy Davis
Keith Guillory

BOARD MEMBERS ABSENT

None

CALL TO ORDER AND MOMENT OF SILENCE

Angela Tekell, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:00 p.m. She stated that a quorum of Board Members was present, that the meeting had been duly called, and that the notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551. A moment of silence for Dr. Nelson was led by Board President Angela Tekell.

The Board convened in closed session at 6:11 p.m.

CLOSED SESSION (TEXAS GOVERNMENT CODE, SUBCHAPTERS D AND E)

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 7:29 p.m.

PUBLIC COMMENTS ON AGENDA ITEMS

None

RECOGNITIONS

First Law Enforcement Appointment - Waco ISD Police Department

Officer Marco Rocha graduated from Navarro College Police Academy May 11, 2021, and received the Academic Achiever Award with the highest grade in his basic peace officer class. Rocha graduated from Chilton High School in 2015, where he was on the varsity tennis team for 4 years. He started his career with Waco ISD in the fall of 2016 as a security guard, where he found the calling to serve in a law enforcement capacity.

Texas 4-H Roundup State Qualifier

Antonio Majors will represent Waco High School in the state Texas 4-H Roundup. This is the first time in school history, Waco High School will be represented at the state event. Antonio competed in the “Share-the-Fun” contest, which gives students the opportunity to showcase their talents in various categories including choreography, dramedy, poetry/prose, band, and vocals. Antonio’s a cappella gospel performance earned second in vocals at the district level and qualified for the competition at state. The Texas 4-H Roundup will be held June 7-10 in College Station. Julie Richardson serves as the Waco High School 4-H Sponsor.

Texas History Day Awards

Daisy Barco, ATLAS Academy - Junior Paper (Ruthe Winegarten Award for Women’s History)

David Bode, ATLAS Academy - Junior Individual Website (Texas Archival Collections Award)

Lily Coffman, Waco High School - Senior Individual Documentary (2nd Place; Willie Lee Gay Award; Texas Archival Collections Award)

Crosby Davis, ATLAS Academy - Junior Group Exhibit (Outstanding Regional Award - Heart of Texas)

Addison Roark, ATLAS Academy - Junior Group Exhibit (Outstanding Regional Award - Heart of Texas)

National History Day Qualifier

Lily Coffman, Waco High School - Senior Individual Documentary

“Communication in History: The Key to Understanding,” this year’s theme, provided the framework for students to select a historical topic to research. From the compilation of research, each student or group created and presented original research papers, documentaries, websites, exhibits, and performances. The 41st Annual Texas History Day was held virtually, with six Waco ISD students receiving special awards and one student earning second place and qualifying for National History Day. This year’s National History Day will be held virtually in June. Leslie Cannon, of ATLAS Academy, and Amanda Jo Ponder, of Waco High School, are the History Fair Staff Advisors/Sponsors.

UIL 5A Track & Field State Competitor

Dyamon Griggs, a Junior at University High School, qualified for and competed in shot put at the 2021 UIL 5A State Track and Field Meet held May 7 at the Mike A. Myers Stadium at the University of Texas at Austin. Dyamon was district champion in shot put, followed by a 2nd place throw at the area meet and then a state-qualifying throw of 38' 5.75" at regionals. Gadrian Muse is the UHS Track & Field Coach.

Texas Association of Future Educators (TAFE) State Competitors - UHS

Fatima Barragan, Interactive Bulletin Board - Red Ribbon
Myrka Corder, Interactive Bulletin Board
Cristina Cruz, Teacher Created Materials
Erica Galvan, Interactive Bulletin Board
Alecia Garcia, Researching Learning Disabilities
Ayleen Luna, Researching Learning Disabilities
Carolina McNeill, Project Visualize Education - Red Ribbon
Daniela Olvera, Researching Learning Disabilities
Yomayra Ponce, Interactive Bulletin Board - Red Ribbon
Alyssa Rodriguez, Teacher Created Materials
Stephanie Rubio, Ethical Dilemma & Project Visualize Education - Red Ribbons
Genesis Santos - Job Interview - Gold Certificate, Educational Leadership Fundamental (ELF) Competition
Kayla Sturdevant, Children's Literature Pre-K
Karla Suarez, Children's Literature Pre-K
Mikal Wright, American Sign Language Bulletin Board - Blue Ribbon
Jessica Zavala, Ethical Dilemma - Red Ribbon

Educators Rising National Conference Qualifiers - UHS

Myrka Cordero
Cristina Cruz
Erica Galvan
Alecia Garcia
Ayleen Luna
Daniela Olvera
Alyssa Rodriguez
Genesis Santos
Kayla Sturdevant
Karla Suarez

The Texas Association of Future Educators (TAFE) 27th Annual Teach Tomorrow Summit was held virtually March 3-6. TAFE is a student organization that encourages

students to explore careers in Education. Over 2,400 high school TAFE members and their teacher leaders from over 225 high schools across Texas gathered to celebrate their accomplishments and to explore and exchange ideas. Sixteen University High School TAFE students participated in the state summit, with seven students earning special honors and ten students advancing to the national level. The national conference will be held virtually June 24-27. Karen Baier, Denise Gunn, Alex Stucky, and Denin Williams are the TAFE Staff Sponsors for UHS.

Waco ISD Outstanding Elementary Teacher of the Year

Lindsey Melancon, from Bell's Hill Elementary School, was selected as the Waco ISD Outstanding Elementary Teacher of the Year. She was awarded \$1,000 sponsored by Sturdisteel.

Waco ISD Outstanding Secondary Teacher of the Year

Lacey Merrifield, from University High School, was selected as the Waco ISD Outstanding Secondary Teacher of the Year. She was awarded \$1,000 sponsored by Richard Karr Motors

Virginia DuPuy First-Year Teacher of the Year - Elementary

Kelly Miah, from Hillcrest Professional Development School, was selected as the Virginia DuPuy First-Year Elementary Teacher Recipient. She was awarded \$500, sponsored by Virginia DuPuy

Virginia DuPuy First-Year Teacher of the Year - Secondary

David Gerada, from Cesar Chavez Middle School, was selected as the Virginia DuPuy First-Year Secondary Teacher Recipient. He was awarded \$500, sponsored by Virginia DuPuy.

Waco ISD Principal of the Year

Isabel Lozano, from Kendrick Elementary School, was selected as the Waco ISD Principal of the Year. She was awarded \$1,000, sponsored by Central National Bank.

Waco ISD Employees of the Month for March 2021 - Professional Staff

Shanda Baker - Deaf Education Teacher at University High School
Maria Guevara - Physical Education Teacher at Parkdale Elementary School

Waco ISD Employees of the Month for March 2021 - Paraprofessional/Support Staff

Brandon Lee - Help Desk Technician in the Technology Department

Marvin Casey - Security Guard at Wiley Opportunity Center

Waco ISD Award for Outstanding Community Partners

The Junior League of Waco was selected as the Outstanding Community Partner for May. The Junior League has partnered with and supported the school district in many ways over the years. The organization has provided countless donations to campuses, teachers, and students including books, back-to-school goodie bags, lap boards for Pre-K classrooms, appreciation gifts for Pre-K teachers and aides and yard signs promoting Pre-K registration for the 2021-2022 school year. They have organized and supported events in partnership with Waco ISD including the 2019 and 2021 Women's Empowerment Summits and the Pre-K Registration Round-Up. They have also sponsored keynote speaker Cathy Dogget, Ed.M. for an in-service luncheon for staff and a virtual field trip to the Mayborn Museum through Mayborn Connect for every Waco ISD Pre-K Classroom.

SUPERINTENDENT'S REPORT

Summer Leadership Series

Dr. Kincannon discussed the Summer Leadership Series. The Series will begin the week after school is out. The series will include book studies, half day and full day sessions/trainings, job alike share sessions, and training on resilience.

Holdsworth Leadership Pipeline Program

The Superintendent explained the Holdsworth Leadership Program. The program is funded by HEB. Its purpose is to build on leadership and improve the quality of Texas Schools by training administrators. It is an 18 month program design strategy for leadership and will define what great leadership looks like. Dr. Kincannon, Dr. Gutierrez, and Deena Cornblum will be participating as the district was selected for the program.

Graduation

Dr. Kincannon provided information regarding graduation. Waco High School will graduate on June 11, at 7:00 p.m. University High School will graduate on June 12, at 7:00 p.m. Both Graduations will take place at the Waco ISD Athletic Stadium. Each Senior is allowed 10 guests. Wristbands will be given. Masks are encouraged and social distancing will be followed. There is a clear bag policy at the stadium.

Summer School

The Superintendent discussed Summer School plans. Elementary and middle school will take place Monday-Thursday from June 15 to July 8 from 8:00-1:00. Lunch will be included. There is an AM and PM option for high school students.

Planning for the 2021-2022 School Year

Dr. Kincannon stated the plan for the fall is for all students to return to campuses. Waco ISD will not offer remote learning. Students working remotely are struggling. Masks will not be required. They will be optional for staff and students. Each school will still have hand washing/sanitizing stations and cleaning will take place more frequently. There will no longer be emergency leave for COVID positive employees. Waco ISD is currently working with partners to create Vaccination Clinics for students.

The regular meeting closed at 8:03 p.m. The public hearing started at 8:03 p.m.

PUBLIC HEARING TO DISCUSS WACO ISD'S PROPOSED USE OF THE ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF

Waco ISD's Proposed use of ESSER III Funding under the American Rescue Plan (ARP) is all about Helping Kids and Improving Libraries. The purpose of ESSER in general is to award subgrants to local educational agencies (LEAs) to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools. The grant funding will end September 30, 2024. Items to address learning loss must exceed 20% of the grant funds(\$9,986,303). Categories of funding plans include Interventions, SEL/Mental Health, Technology, Libraries, Facilities, Indirect Costs for WISD, Special Education, Curriculum/PD, Family Engagement, and COVID/Safety.

- Interventions - \$7,843,106 - Funds will be used for additional interventionists, tutorial funds, attendance activities, additional reading recovery teacher leaders, summer academies and enrichment programs, and transportation.
- Social Emotional Learning & Mental Health - \$3,784,833 - Funds will be used for SEL Coordinator, additional counselors, mental health/trauma/resiliency training, and Emergent Tree classroom management & Restorative Justice professional development.
- Technology - \$3,730,828 - Funds will be used for technology hardware.
- Improving our Libraries - \$3,500,000 - Funds will be used to purchase library books at all campuses, library furniture, and library training & support.
- Facilities/HVAC - \$3,000,000 - Funds will be used for HVAC.
- Special Education - \$1,813,200 - Funds will be used for additional LSSP, reading by design PD, and additional SPED personnel to support SIT.
- Curriculum and Professional Development - \$1,134,168 - The funds will be used to purchase Curriculum Kits, instructional supplies, provide professional development, and benchmark assessments.
- Family Engagement - \$597, 993 - Funds will be used for campus family engagement activities and parents as teachers staffing.

- COVID/Safety - \$200,000 - Funds will be used for a district float nurse and vaccination clinic staffing pay.

The Public Hearing ended at 8:40 p.m. The Regular meeting reconvened at 8:40 p.m.

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2020-2021 Budget
- Bid Award Renewal for Transportation Services
- Amendment to the Food Services Management Contract
- Bid Award for Educational Consulting, Professional Development, and Other Student-Based Contracted Services
- Purchases over \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Change Order in Connection with CSP #20-1171 for Paul Tyson Field Replacement, Approving the Expenditure, and Authorizing the Superintendent to Execute the Change Order
- Approve the Interlocal Cooperative Agreement Between Waco Independent School District and the City of Waco
- Monthly Financial Reports for the Period Ending April 30, 2021
- School District Teaching Permit for Selected Teacher Candidate to Teach a Non-Core Academic CTE Course
- Memorandum of Understanding with Baylor University School of Education for Professional Development Schools
- Dual Credit Partnership Agreement, Memorandum of Understanding for P-TECH, Memorandum of Understanding for College Prep Mathematics and English Language Arts, and Addendum to Dual Credit Memorandum of Understanding with McLennan Community College
- Report on gifts to Waco ISD
- Second Reading of Board Policy FMG(LOCAL): Student Activities - Travel
- Resolution Regarding ESSER III and Board Policy CB(LOCAL), State and Federal Revenue Sources
- Board of Trustees Meeting Minutes:
 - April 22, 2021 - Regular Meeting Minutes

Allen Sykes made a motion, seconded by Stephanie Korteweg, to approve the consent agenda as presented. The motion carried unanimously (7-0).

REVIEW AND DISCUSS THE ACADEMY FOR ASPIRING LEADERS

Dr. Jose Gutierrez and Dr. Keonna White presented a presentation on the Academy for Aspiring Leaders. Goal 8 of the District Improvement Plan is to build capacity of school leadership. Waco ISD commits to develop campus and district leadership capacity to serve student needs while working as a team to advance the goal of the district. Leadership coaches included: Deena Cornblum, Karmen Logan, Dr. Keonna White, Dr. Josie Gutierrez, and Ronnita Carridine. Participants completed an interview process which included an online application, program interviews, and selection notifications. Course intentions were Personal Leadership, Leadership Competencies, Systems Thinking, and Equity Lens. The aspiring leaders who participated are: Nancy Alvarado, Anthony Baney, Carolyn Cummings, Haley Dean, Tiffany Flores, Lauren Frasure, Alyssa Hill, Daneric Johnson, Valerie Johnson, Becky Kersh, Erin Lange, Amanda McLellan, Dan Pfelging, and Brittany Sanders. WISD's Aspiring Leaders have: prepared their leadership stories, developed personalized plans to target leadership competencies and systems thinking skills, collaborated with campus staff to engage in root cause analysis to address a high-leverage problem of practice that will be reflected in the 2021-2022 CIP, receive 1:1 coaching from district leadership, and applied, interviewed, and successfully made it into Waco ISD's Principal and Assistant Principal Pools.

REVIEW, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING THE DISTRICT'S VISION, MISSION AND GOALS

In Spring 2020, the District adopted a new vision and mission statement. Dr. Kincannon recommended that the vision and mission, along with the ten overarching goals, stay in place for the 2021-2022 school year.

Allen Sykes made a motion, seconded by Jose Vidana, to accept the vision, goals, and mission statement as written. The motion carried unanimously (7-0).

RESOLUTION REAFFIRMING THE BOARD'S COMMITMENT TO ACT INTENTIONALLY TO DISMANTLE INSTITUTIONAL RACISM

The Board discussed a Resolution presented by Chief of Staff, Kyle DeBeer, regarding House Bill 3979.

REVIEW AND DISCUSS LONG-RANGE FACILITIES PLANNING

This is a standing item for discussion regarding facilities planning and the work of the Community Advisory Committee. Dr. Kincannon stated that the next step in the planning process would be to hear the Facilities Master Plan, which is scheduled to be presented to the Board at its next meeting.

ANNOUNCEMENTS

Kyle DeBeer, Chief of Staff, made the following announcements:

- Monday, May 31, is a Staff and Student Holiday (Memorial Day)
- Tuesday, June 1, Registration for the 2021-2022 School Year begins
- Thursday, June 10, is the last day of school as well as the date for the next School Board Meeting

ADJOURN

The meeting was adjourned at 9:48 p.m.

**WACO INDEPENDENT SCHOOL DISTRICT
BOARD MEETING MINUTES
Regular Meeting, June 10, 2021 - 6:30 PM
Waco ISD Conference Center**

BOARD MEMBERS PRESENT

Stephanie Korteweg
Jose Vidana
Allen Sykes
Cary DuPuy
Keith Guillory
Jeremy Davis

BOARD MEMBERS ABSENT

Angela Tekell

CALL TO ORDER

Stephanie Korteweg, Board Vice President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:37 p.m. She stated that a quorum of Board Members was present, that the meeting had been duly called, and that the notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

CLOSED SESSION (TEXAS GOVERNMENT CODE, SUBCHAPTERS D AND E)

Closed session was not held

PUBLIC COMMENTS ON AGENDA ITEMS

None

RECOGNITIONS

Waco ISD Career & Technical Education Student of the Year

Genesis Santos, a Senior at University High School, was selected as the Waco ISD Career & Technical Education Student of the year. She participated in the Academy of Education and Training.

Smoaky's 2021 Academic All-Stars

Graham Braunstein, a Senior at Waco High School, and Darryl Thomas, a Senior at University High School were recognized for their achievements in both the classroom and athletics. In order to be considered, candidates must be involved in school clubs and organizations, as well as community events and projects. The 20 students from around the area were honored at a banquet held May 19 at the Baylor Club.

Texas High School Coaches Association's Academic All-State Team - Golf

Maximus Martinez, a senior at University High School received an Honorable Mention Award and Genesis Santos, also a senior at University High School, received a 1st Team Award. The nominated student must be an athlete, student trainer or manager in good standing with the team; of good moral character; a senior; and have an overall grade point average of 92 or above. The THSCA considers each students' GPA, class

rank, SAT and/or ACT score, and points earned by the criteria determine on which team the student athletes are placed. Carl Thomas is the University High School golf coach.

ESC Region 12 National Board Pilot Cohort Candidates

National Board Certification is available in 25 certificate areas representing 16 different disciplines and four developmental levels. To become a Board-certified teacher, eligible candidates must demonstrate advanced knowledge, skills, and practice in their individual certificate area by completing four components: three portfolio entries and a computer-based assessment. In May, it was announced that seven Waco ISD educators were selected as candidates for the ESC Region 12 National Board Certification Pilot Cohort.

- Shannon Bullock, Waco High School
- Paige Stanford, G.W. Carver Middle School
- Stephanie Marsteller, G.W. Carver Middle School
- Avra Merritt, Indian Springs Middle School
- Amanda Jo Ponder, Waco High School
- Jennier Tacon, Bell's Hill Elementary School
- Janette Moore Williams, Indian Springs Middle School

Waco ISD Employees of the Month - April 2021 - Professional Staff

- Jennifer Findley - Social Studies Teacher at ATLAS Academy
- April Roberson - Math Instructional Specialist at Waco High School

Waco ISD Employees of the Month - April 2021 - Paraprofessional/Support Staff

- Donna Lovelady - Literacy aide at Dean Highland Elementary School
- Tommy Trotter - Head Custodian at Waco High School

Waco ISD Award for Outstanding Community Partners

The Waco Police Department was selected as the Outstanding Community Partner for June. Officers are regular visitors to multiple campuses on the first day of school to greet students with a smile, a high five, and sometimes a new pencil. They've also participated in district-wide events such as Pre-K Registration Round-Up and Family Fest, as well as campus-based events including law enforcement "swarms" to provide students an up-close look at the department of vehicles and learn about the officers' duties and responsibilities and a recent first responders day and job fair held at University High School

SUPERINTENDENT'S REPORT

Graduation Update

Dr. Kincannon announced that we recently received data from the Texas Education Agency regarding the district's graduation rate for the class of 2020 and annual dropouts from the 2019-2020 school year. She explained that the data is positive and validates the work that we have been doing to improve in this area including the implementation of tracking systems for cohorts and leavers in conjunction with our Bilingual, Special Education and Homeless student populations, which required specific interventions by the state.

Overall the district increased its graduation rate by 4.9 percentage points, moving from 77.8% in 2019 to 82.7% in 2020. The 4-year graduation rate increased for all students, but it also increased for students who are homeless, English Learners and/or served by Special Education.

The data represents the Class of 2020 which was impacted by school closures just weeks before graduation. The Governor expanded eligibility for Individual Graduation Committees to include students who needed to pass 3 or more EOCs, and the Commissioner waived the 90% attendance rule required to earn a credit.

The district's dropout rate also decreased from 2019 to 2020. Overall, the percentage of dropouts decreased by 1.3 percentage points from 3.8% in 2018-2019 to 2.5% in 2020-2021. There were declines overall and for Homeless students, English Learners and Special Education students. That decrease means that approximately 88 more students stayed in school.

Dr. Kincannon thanked Denise Bell and our high school staff who worked extremely hard at the beginning of last year to get students re-enrolled. They also identified PEIMS coding issues and made sure Leaver data was accurate for state reporting.

The district expects to graduate 754 students in 2021.

Preliminary Year-End Data

The percentage of students attending in-person instruction for the final six-week grading period is approximately 86% and the attendance rate for all students has been stable, hovering around 92%. Those rates should solidly qualify the district for the state's hold harmless for the second semester, which means that our state funding for the semester will not be reduced to reflect the decline in average daily attendance from last year to this year.

Hold harmless will come from ESSER II funding as the state is using those funds to offset the costs. Of the \$22.2 million allocated to Waco ISD in the second round of federal stimulus funding, nearly half will be used to cover the hold harmless for ADA.

Dr. Kincannon added that scores are down for Waco ISD and all across the state.

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2020-2021 Budget
- Bid Award for Auctioneer Services
- Bid Award for Educational Consultants, Professional Development, and Other Student-based Contracted Services
- Bid Award for the Serving Lines and Miscellaneous Equipment for the Child Nutrition Program
- Bid Award for the Special Education Professional Services
- Purchases in Excess of \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Resolution Identifying Hazardous Traffic Conditions

June 10, 2021

Allen Sykes made a motion to approve, withholding the “Bid Award for Serving Lines and Miscellaneous Equipment for the Child Nutrition Program,” seconded by Cary DuPuy. The motion carried unanimously (6-0).

After discussion on the withheld item, Cary DuPuy made a motion to approve “Bid Award for Serving Lines and Miscellaneous Equipment for the Child Nutrition Program,” seconded by Jeremy Davis. The motion carried unanimously (6-0).

REVIEW AND DISCUSS THE FACILITIES LONG-RANGE PLAN

Amy Jones, of O’Connell Robertson, said developing the long-range plan was an engaging process. They met with different Community Committees through Zoom. The Zoom meetings had break out sessions. They heard from departmental leaders in the district. They also received feedback through polling exercises. The process of developing a long-range facilities master plan is about setting a vision. This plan not only sets a vision, but also identifies a path forward. It builds a bridge from the past, to the present, to the future. It is a multi-year effort.

WISD Facilities Master Plan has 9 Elements:

- Demographics
- Facilities Assessment
- Educational Suitability
- District Vision + Goals
- Guiding Principles
- HS/MS/ES Strategies
- Financial Capacity
- Implementation

Jarrold Sterzinger, of O’Connell Robertson, defined key characteristics in the facilities long-range master plan.

1. Demographics + Capacity - The evaluation of Waco ISD’s permanent and temporary facilities considered both the total and effective capacity as well as the potential for growth within the district.
2. Facility Assessment - An assessment of the existing Waco ISD facilities with regards to their age, condition, and useful life was performed. Systems are replaced in a like-for-like scenario.
3. Education Suitability - A study of Waco ISD facilities and their support of education within the built environment. Factors include lighting, acoustics, flexibility, technology, furniture, and other elements.
4. Educational Vision - The vision for teaching and learning implemented throughout Waco ISD. The vision supports all academic areas, elementary through secondary education, including core curriculum, science + CTE, visual + performing arts, and athletics.

He also stated there were three main guiding principles in the evaluation process.

1. Create facilities throughout Waco ISD in support of the district’s vision for

- academic excellence:
 - Student pride and attraction
 - Teacher retention
 - Individualized + Personal Learning
 - 21st Century Learning
 - Welcoming + Sustainable Environments
- 2. Ensure equity across primary and secondary campuses for academic and co-curricular programs:
 - Work for All Students
 - Support Athletics + PFA Spaces
 - CTE Support
 - Special Education Support
 - Provide centralized modern libraries
 - Technology Support
- 3. Maintain and protect the community's investment in facilities while improving operational efficiency:
 - Address Facility Needs
 - Safe and healthy environments
 - Minimize operational costs while maximizing student opportunity

Mr. Sterzinger explained that over the past five months, Waco ISD's Community Advisory Committee has carefully studied the District's facility conditions, educational vision, demographics, and financial capacity. Through this process, it was concluded that facility improvements are needed to support a shared vision for academic excellence, work toward equity, and efforts to maintain and protect the community's investment.

The Facilities Long-Range Mast Plan creates a long-term vision, and needs to be balanced with potential projects, on-going needs within the district, and financial capacity while implementing it. Additionally, it may require multiple bond elections.

With that in mind, the Community Advisory Committee recommended that the Board of Trustees consider calling for a bond election as soon as November 2021 to fund a first phase of facility needs at a cost of approximately \$300M to \$375M. It recommended the Board carefully consider bond proposition packaging to support the long-term educational vision, good stewardship of taxpayer dollars, and improvements for students at all grade levels.

CONSIDER, DISCUSS, AND TAKE APPROPRIATE ACTION REGARDING THE PROJECT DELIVERY METHOD FOR WACO HIGH SCHOOL, AND AUTHORIZE THE SUPERINTENDENT TO ISSUE A REQUEST FOR PROPOSALS AND/OR QUALIFICATIONS AND BRING THE RECOMMENDATION RANKINGS BACK TO THE BOARD FOR APPROVAL

O'Connell Robertson architects have begun design work for the new high school in anticipation of the future bond election and will soon reach a point where the involvement of a construction manager will be critical to the process. Consequently, a project delivery method must be selected. The administration is recommending the

construction manager-at-risk (CMR) method for the new Waco High School.

Allen Sykes made the motion to approve the selection of the construction manager-at-risk, construction delivery method, for Waco High School and authorize the superintendent to issue requests for proposals and/or qualifications as appropriate for the project, to select a committee and rank the proposals, and bring recommendations and ranking back to the Board for approval as presented. Jose Vidana seconded the motion. Motion passed unanimously (6-0).

REVIEW AND DISCUSS THE TEXAS ASSOCIATION OF SCHOOL BOARDS (TASB) COMPENSATION AND STIPEND STUDY

Jennifer Barton, TASB Human Resources and Compensation Consultant presented a Pay systems Maintenance and Stipend Study through Zoom. The presentation provided market comparisons, recommendations, and cost models. The following employee groups were addressed: Teachers, Exempt Staff, and Non-Exempt Staff.

ANNOUNCEMENTS

Kyle DeBeer, Chief of Staff, made the following announcements:

- The retirement celebration is Friday, June 11. The retirees have a combined 950 years of service.
- Waco High School graduation is Friday, June 11, at 7:00, at the stadium.
- University High School graduation is Saturday, June 12, at 7:00, at the stadium.
- There will be an Intergovernmental Board Meeting with the City of Waco, on June 16, at 11:45am. The meeting will take place in the Waco ISD Board Room.
- The 2021 Juneteenth Parade will be held on June 19, at Heritage Square. Several Waco ISD employees and Board Members will participate in the parade.
- Later in the month, Waco ISD will partner with Ascension Providence and McLennan County Public Health District to provide a COVID-19 vaccination clinic for students.

ADJOURNMENT

The meeting was adjourned at 8:13 p.m.

Waco Independent School District
Board of Trustees Meeting Agenda

Date: July 22, 2021

Contact Person: Dr. Josie Gutierrez

**RE: Review, Discuss and Take Appropriate Action Regarding
the Employment of Administrative Employees**

=====

Background Information:

According to policy DC (Local), the Board retains final authority for employment of all contracted administrative personnel. The Administration may make a recommendation to the Board of Trustees to approve campus administrative positions.

The following administrators are recommended for contracts:

- Anverly Laster is recommended as assistant principal at Parkdale Elementary. She has a bachelor’s degree in Business Administration from Texas A&M University and a Masters of Education in Curriculum and Instruction from Tarleton State University with 10 years of experience in public education. She was most recently the Elementary ESL Specialist in Little Rock. She has served as interim assistant principal since April 2021 and replaced Wendy Moulds.
- Amanda McLellan is recommended as assistant principal for Lake Air Montessori. She has a bachelor’s degree in Interdisciplinary Studies from Stephen F. Austin State University and a master’s in Educational Leadership from Lamar University with 6 years of experience. Amanda has served as a district math coach and campus instructional specialist. She replaced Haley Dean who was promoted to principal.
- Molly Godwin is recommended as assistant principal at University High School. She has a bachelor’s degree in education from the University of Mary Hardin-Baylor and a master’s degree in Educational Administration from Angelo State University. Molly has 20 years of classroom teaching experience at Cesar Chavez MS and in other nearby districts. She is replacing Demetrius Ellis.
- Valerie Johnson is recommended as assistant principal at Cesar Chavez Middle School. She has a bachelor’s degree in Mass Communication from Texas State University and a master’s degree in Educational Administration from Tarleton State University. Valerie has 9 years of classroom teaching experience and has served as an instructional specialist at Indian Spring Middle School. She is replacing Lauren Frasure.

Fiscal Implications:

Salaries are included in the 2021-2022 budget.

Administrative Recommendation(s):

Approval of personnel as recommended.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Denise Bell

RE: Review and Discuss 2021 Student Achievement Data and Accountability Update

=====

Background Information:

Disruptions to teaching and learning during the 2019-2020 and 2020-2021 school years have resulted in declined student achievement results and incomplete data sets to support the exclusive use of STAAR testing results to measure and evaluate the effectiveness of instruction and student achievement for campuses and the district. Factors such as school closures, classroom and individual student quarantines, teacher absences, remote learning, a historic winter storm, and other unprecedented events have all contributed to an unstable environment and inconsistent, incomplete student achievement data.

The impact of COVID-19 varied from district to district across the state as each community and region grappled with the number of positive COVID-19 cases and the implementation of in-person and/or virtual instruction. Understanding the significant impact of the disruption of the pandemic on school operations, Commissioner Mike Morath announced in December 2020 that while STAAR testing would proceed for the 2020-2021 school year to understand the impact of the pandemic on students and the educational system, schools would not be rated for 2020-2021. He stated, "...But the pandemic has disrupted school operations in fundamental ways that have been outside the control of our school leaders, making it far more difficult to use these ratings as a tool to support student academic growth."

Results from this year's STAAR testing indicate significant student achievement drops for the district, the region and the state. Waco ISD's decreased performance on STAAR exceeded state declines in most areas, but showed similar patterns when compared to comparable districts in the region and across the state. While it's important to review and compare this data, it does not provide a complete picture of the effectiveness of our schools or the achievement of individual students. Furthermore, any conclusions drawn from the data may not be accurate given the number of variables impacting teaching, learning, and testing in this environment. It's imperative that teachers and campus leaders review individual student results and use multiple sources of student achievement data to make instructional decisions to decrease student achievement gaps. In addition, each school will need to understand its leverage points for state accountability in order to achieve an acceptable rating in 2022.

The attached presentation includes information on STAAR participation rates, dropout and graduation rates, and STAAR achievement for 2020-2021.

Fiscal Implications:

Not Applicable

Administrative Recommendation(s):

Report Only

STUDENT ACHIEVEMENT & ACCOUNTABILITY UPDATE

JULY 22, 2021

A Look Back

22 months in Waco ISD

SEPT
2019

NOV
2019

NOV
2019

MARCH
2020

MARCH
2020

NEW SUPERINTENDENT

Dr. Kincannon begins in Waco ISD on Sept. 5, 2019.

2018-2019 ACCOUNTABILITY RATINGS

TEA releases the 2018-2019 ratings. Waco ISD received a rating of B: Special Education Needs Substantial Intervention.

TEA REQUESTS DROPOUT PLAN

Notification by TEA regarding required Dropout Intervention Plan

Waco ISD in bottom 10% of districts

SCHOOLS CLOSE

Waco ISD announces school closure to limit the spread of COVID-19.

STAAR SUSPENSION

Governor Abbott suspends STAAR testing for 2019-2020 school year.

A Look Back

22 months in Waco ISD

SEPT
2020

DELAYED SCHOOL START 2020-2021

School begins after Labor Day for the 2020-2021 school year. Approximately 52% of students participate in remote instruction. New health & safety protocols are implemented.

SEPT
2020

DROPOUT RECOVERY ACTIVITIES BEGIN

The Curriculum & Instruction Department leads cohort meetings to monitor the dropout rate & recover students.

NOV
2020

DROPOUT EVALUATION

The Board hears a report on the Brazos Program Evaluation & the annual dropout rate.

TAPR REPORT

All districts receive a "Not Rated: Declared State of Disaster" from¹⁸⁷TEA & the 2019 data is carried forward.

DEC
2020

A-F RATINGS SUSPENDED

"(T)he pandemic has disrupted school operations in fundamental ways that have often been outside the control of our school leaders, making it far more difficult to use these ratings as a tool to support student academic growth. As a result, we will not issue A-F ratings this school year."

FEB
2021

WINTER STORM URI

Schools are closed for one full week due to extreme weather conditions & state power outages.

A Look Back

22 months in Waco ISD

FEB
2021

MARCH
2021

APRIL
2021

JUNE
2021

JUNE
2021

**COVID-19
STUDY: K-8**

**COVID-19
STUDY: 9-12**

**STAAR
TESTING
BEGINS**

**CLASS OF 2020
DROPOUT &
GRADUATION
DATA**

**STAAR DATA
RECEIVED**

The Board hears report on impact of COVID-19 on grades K-8 reading and math achievement.

The Board hears report on impact of COVID-19 on grades 9-12 achievement.

Students begin taking 2021 STAAR test. Tests are taken online or on paper.

District receives data from TEA showing that the 2020 dropout rate decreased by 1.3% percentage points for all groups. Due to a decrease from a high of 270 students dropping out in 2017-2018 to 143 students in 2019-2020, the district anticipates a decrease in required improvement plans for TEA. All three high schools have increased the percentage of students graduating within 4 years and WHS & UHS have increased the percentage of students graduating within 5 or 6 years.

The district receives data files for the 2020-2021 school year.

2021 PARTICIPATION & PERFORMANCE



TEA PRESS RELEASE, JUNE 28, 2021

As a result of the learning disruptions caused by the COVID-19 pandemic, the number of students not meeting grade level increased from 2019 across all subject areas and grade levels, with English I and English II being the only exceptions. As a subject area, mathematics reflects the largest decline in proficiency across all grade levels. Districts with a higher percentage of students learning virtually experienced a greater degree of declines. Districts with the highest percentage of in-person learners largely avoided any learning declines in reading.

Elementary

3RD - 5TH GRADES

STAAR READING PARTICIPATION RATES



3RD GRADE

VIRTUAL: 77%
IN-PERSON: 99%

4TH GRADE

VIRTUAL: 67%
IN-PERSON: 98%

5TH GRADE

VIRTUAL: 79%
IN-PERSON: 98%

STAAR MATH PARTICIPATION RATES



3RD GRADE

VIRTUAL: 82%
IN-PERSON: 99%

4TH GRADE

VIRTUAL: 71%
IN-PERSON: 98%

5TH GRADE

VIRTUAL: 80%
IN-PERSON: 98%

STAAR SCIENCE & WRITING PARTICIPATION RATES



4TH GRADE WRITING

VIRTUAL: 71%
IN-PERSON: 99%

5TH GRADE SCIENCE

VIRTUAL: 76%
IN-PERSON: 98%

Middle School

6TH - 8TH GRADES

STAAR READING PARTICIPATION RATES



6TH GRADE

VIRTUAL: 64%
IN-PERSON: 95%

7TH GRADE

VIRTUAL: 72%
IN-PERSON: 93%

8TH GRADE

VIRTUAL: 67%
IN-PERSON: 95%

STAAR MATH PARTICIPATION RATES



6TH GRADE

VIRTUAL: 88%
IN-PERSON: 94%

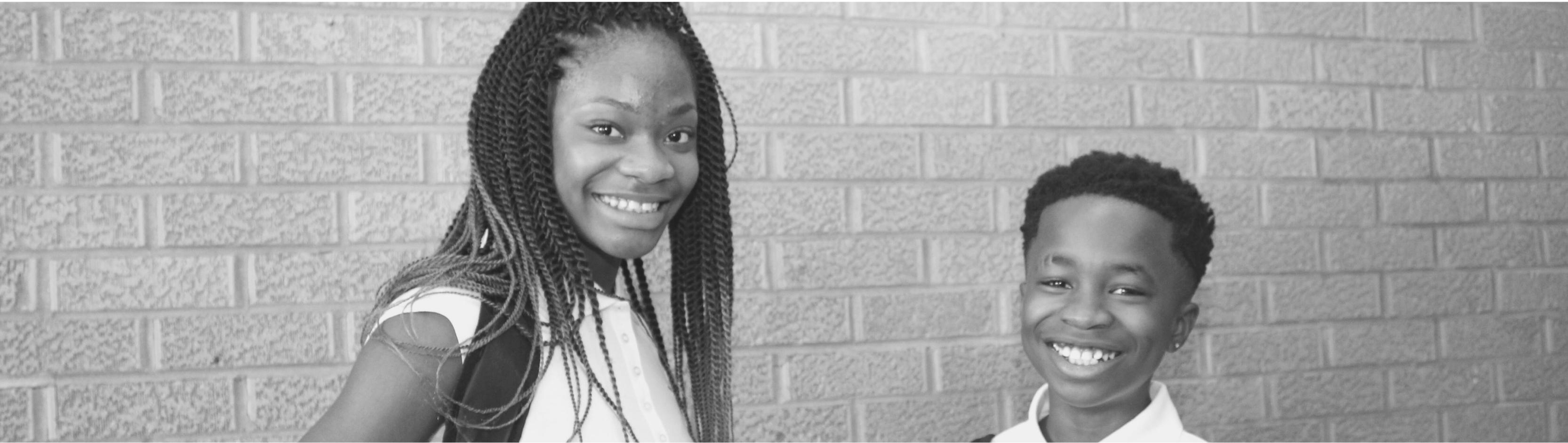
7TH GRADE

VIRTUAL: 73%
IN-PERSON: 92%

8TH GRADE

VIRTUAL: 64%
IN-PERSON: 85%

STAAR WRITING, SOCIAL STUDIES & SCIENCE PARTICIPATION RATES



7TH GRADE WRITING

VIRTUAL: 76%
IN-PERSON: 97%

8TH GRADE SOCIAL STUDIES

VIRTUAL: 57%
197
IN-PERSON: 88%

8TH GRADE SCIENCE

VIRTUAL: 67%
IN-PERSON: 91%

KEY: WACO ISD CAMPUSES

Elementary Schools

AVE	Alta Vista Elementary*	KE	Kendrick Elementary
BHE	Bell's Hill Elementary	LAMM	Lake Air Montessori Magnet
BAE	Brook Avenue Elementary*	ME	Mountainview Elementary
CRE	Cedar Ridge Elementary	PE	Parkdale Elementary
CE	Crestview Elementary	PHE	Provident Heights Elementary
DHE	Dean Highland Elementary	SWE	South Waco Elementary
HPDS	Hillcrest PDS	WAE	West Avenue Elementary
JHHE	J.H. Hines Elementary*		

Middle Schools

CCMS	Cesar Chavez Middle
GWCMS	G.W. Carver Middle*
ISMS	Indian Spring Middle*
LAMM	Lake Air Montessori Magnet
TMS	Tennyson Middle

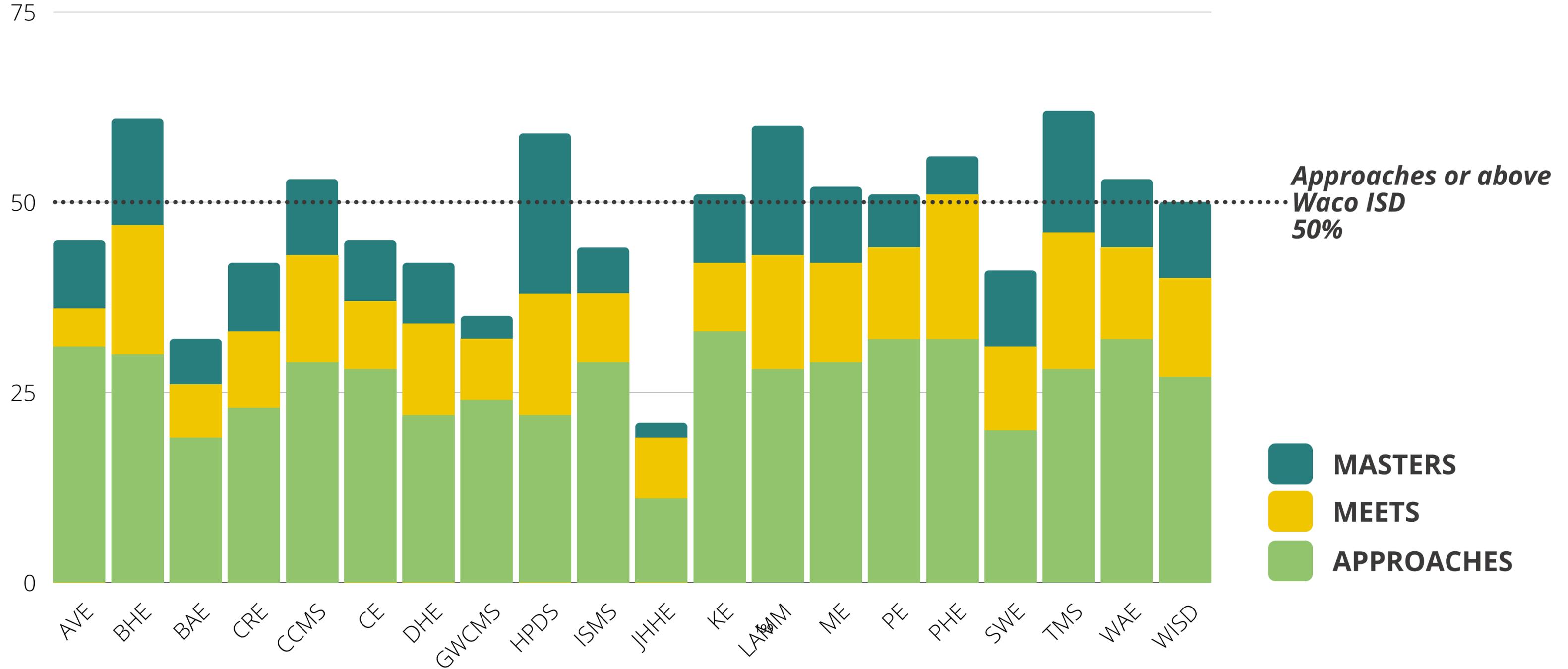
High Schools

BHS	Brazos High
UHS	University High
WHS	Waco High

*Campuses operated by Transformation Waco

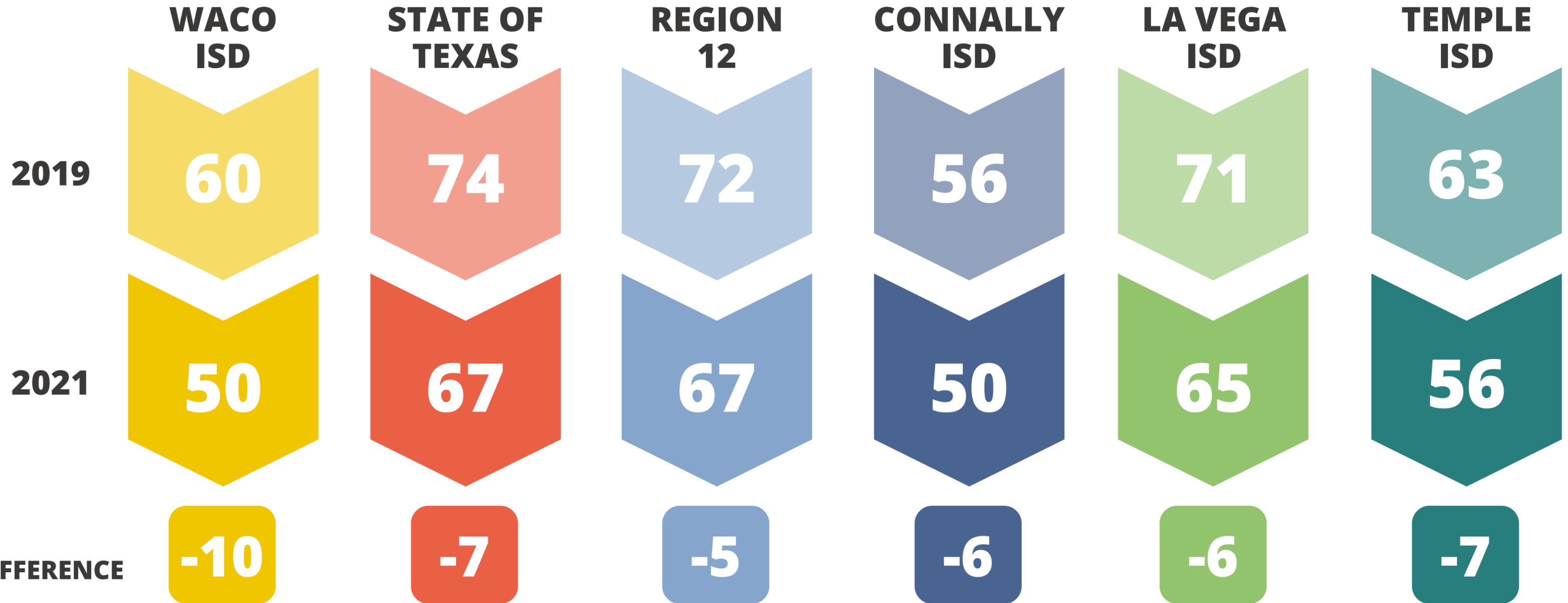
3RD - 8TH GRADE STAAR READING

2021



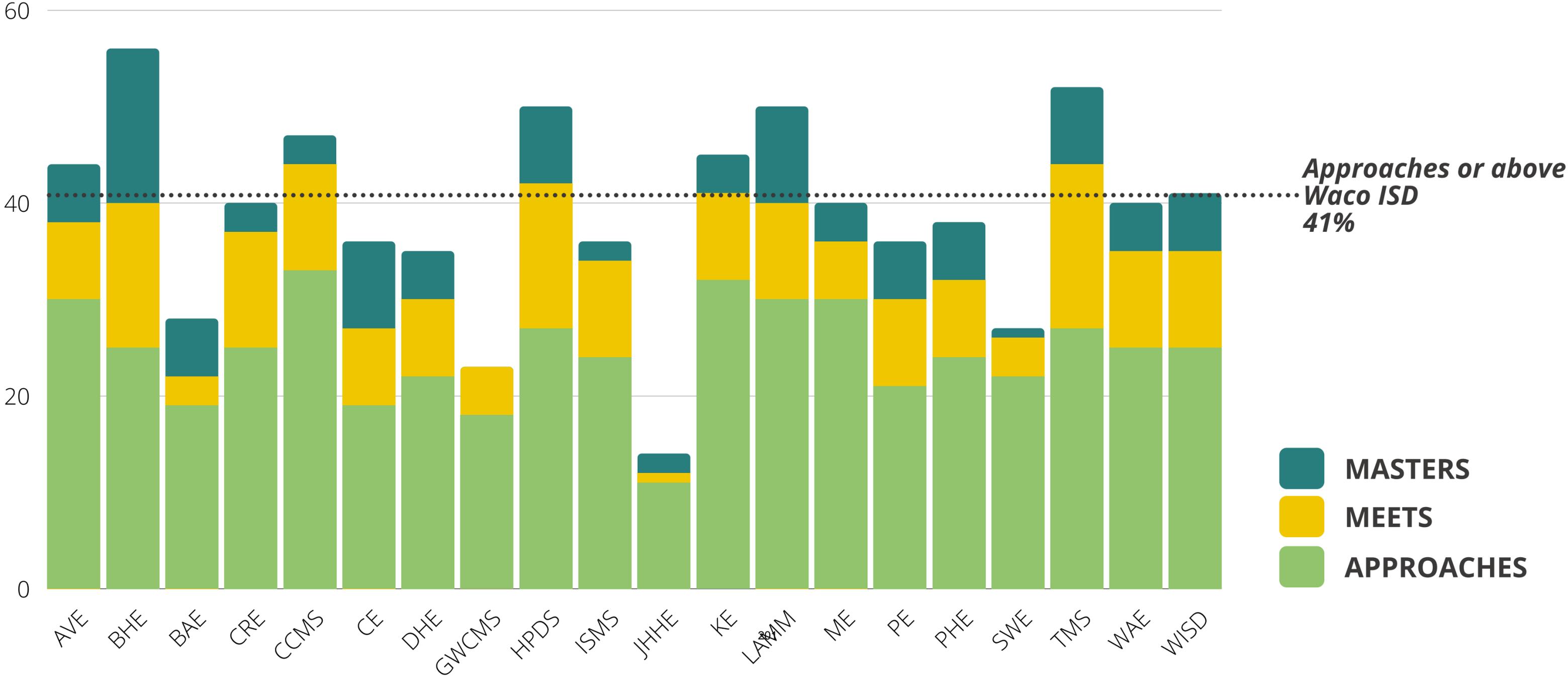
3RD - 8TH GRADE STAAR READING

Approaches or better



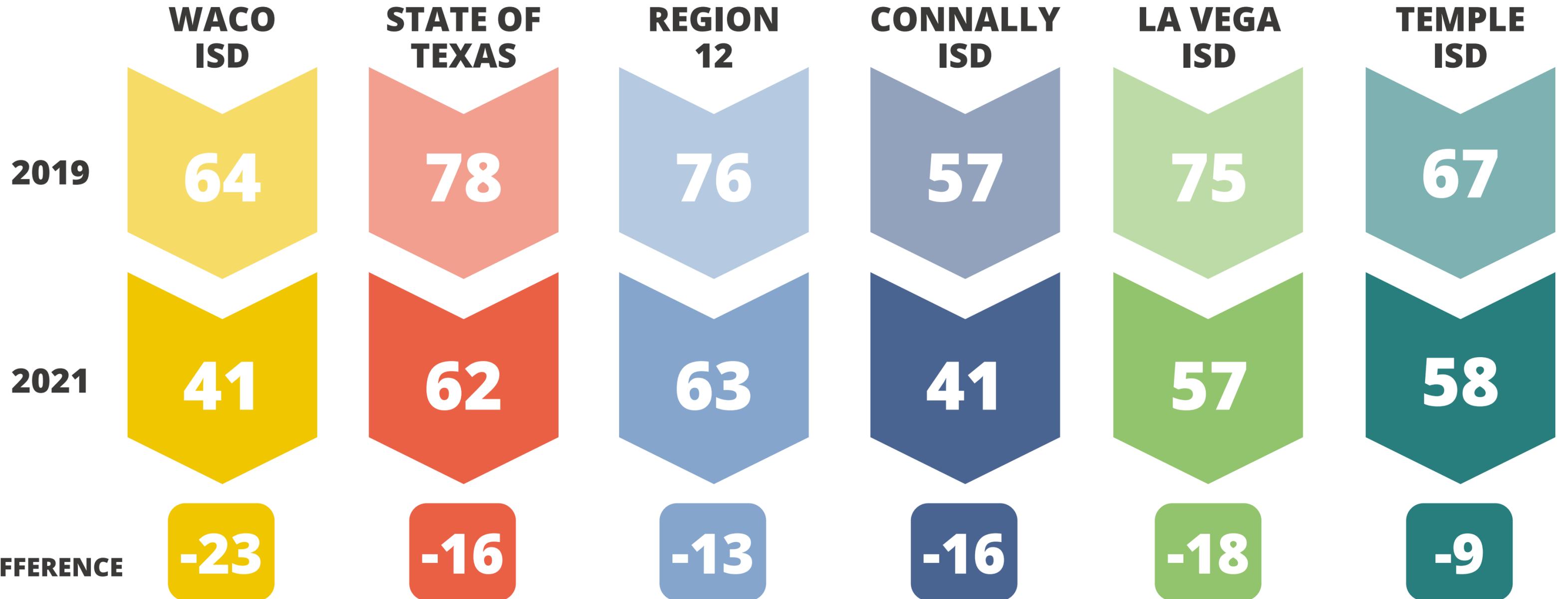
3RD - 8TH GRADE STAAR MATH

2021



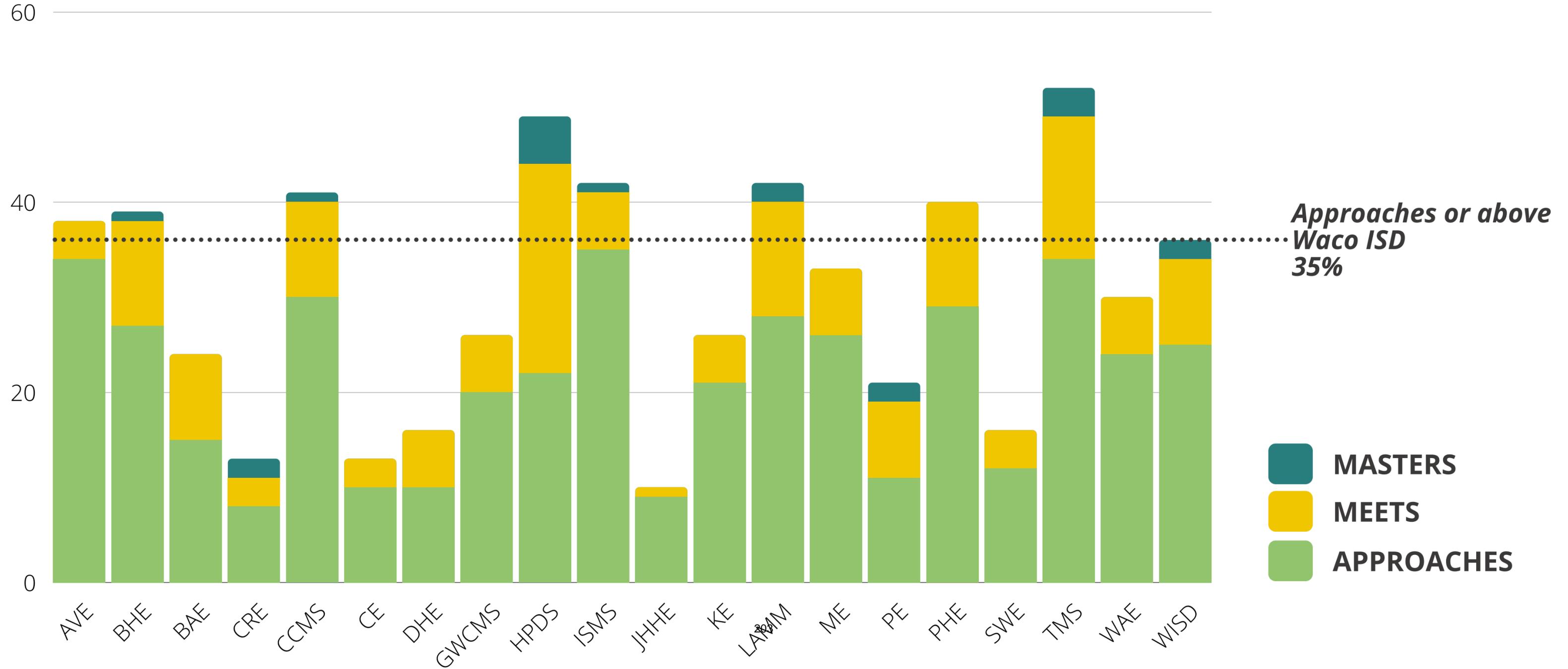
3RD - 8TH GRADE STAAR MATH

Approaches or better



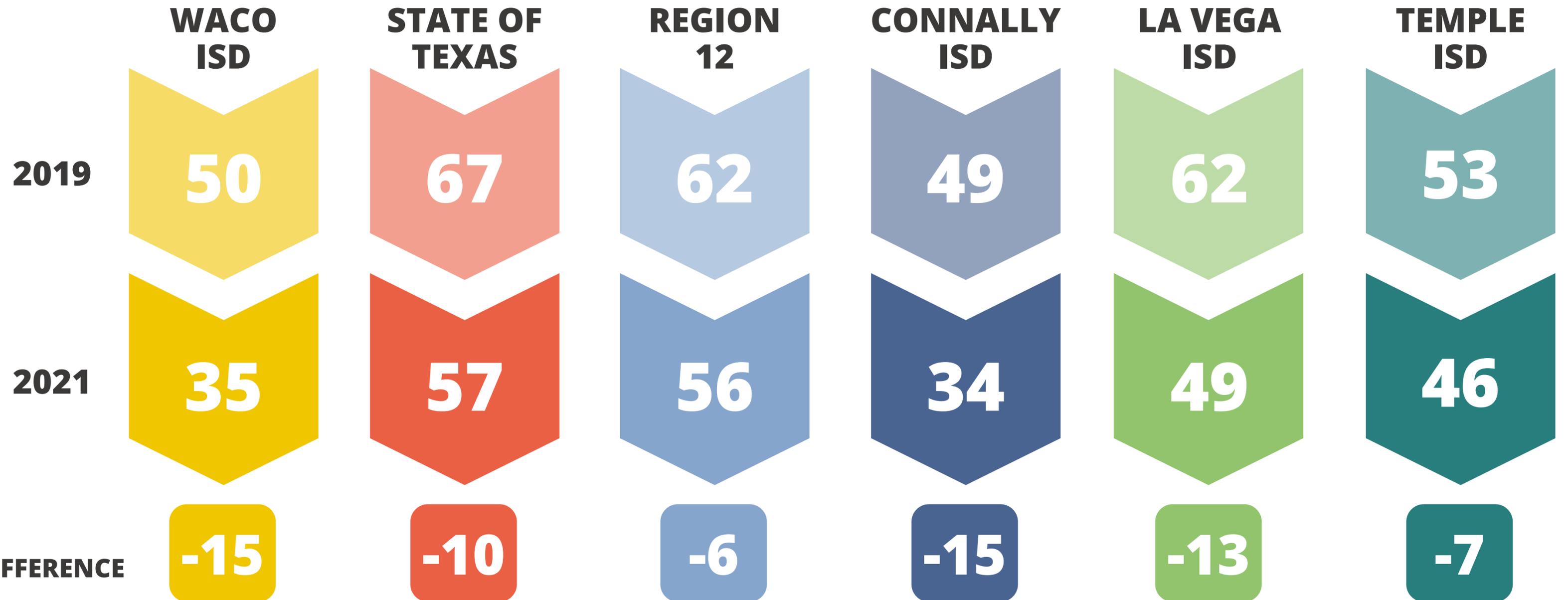
4TH & 7TH GRADE STAAR WRITING

2021



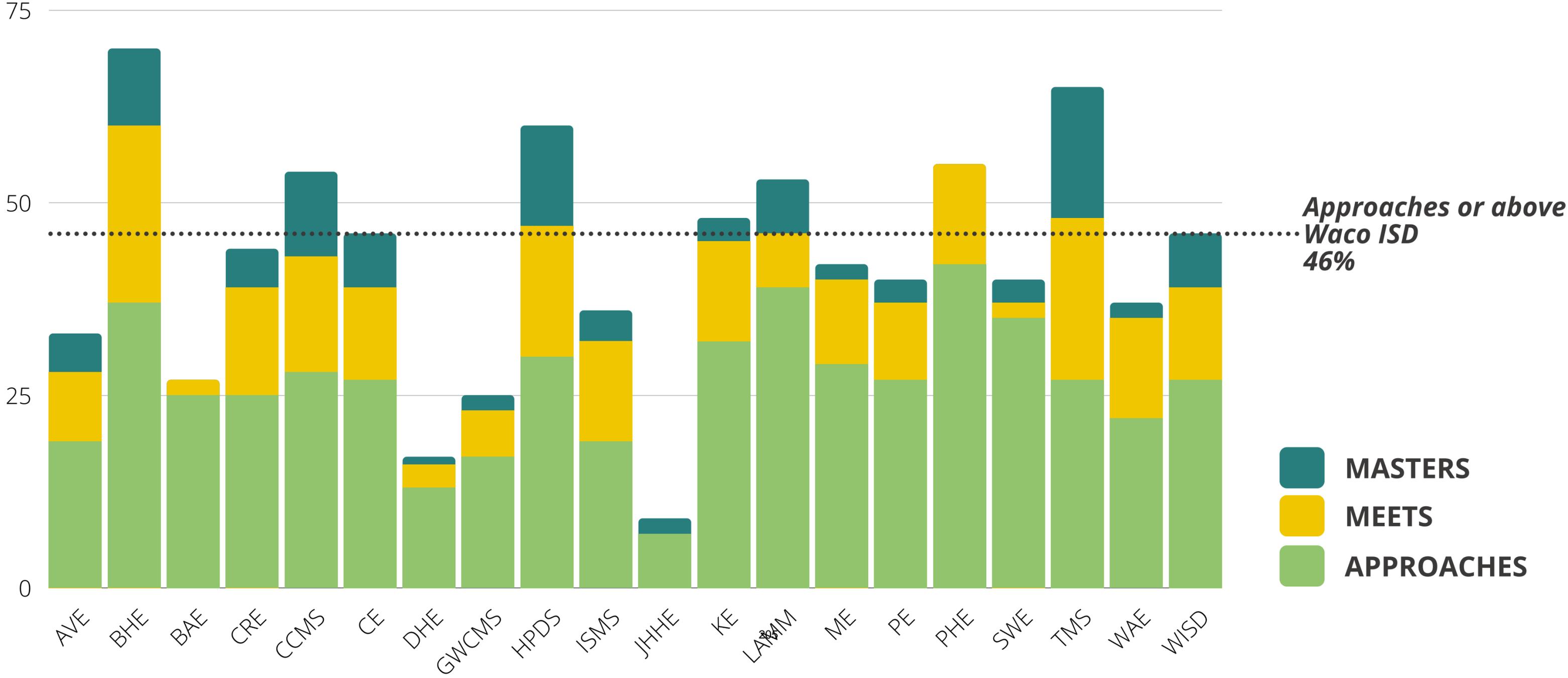
4TH & 7TH GRADE WRITING

Approaches or better



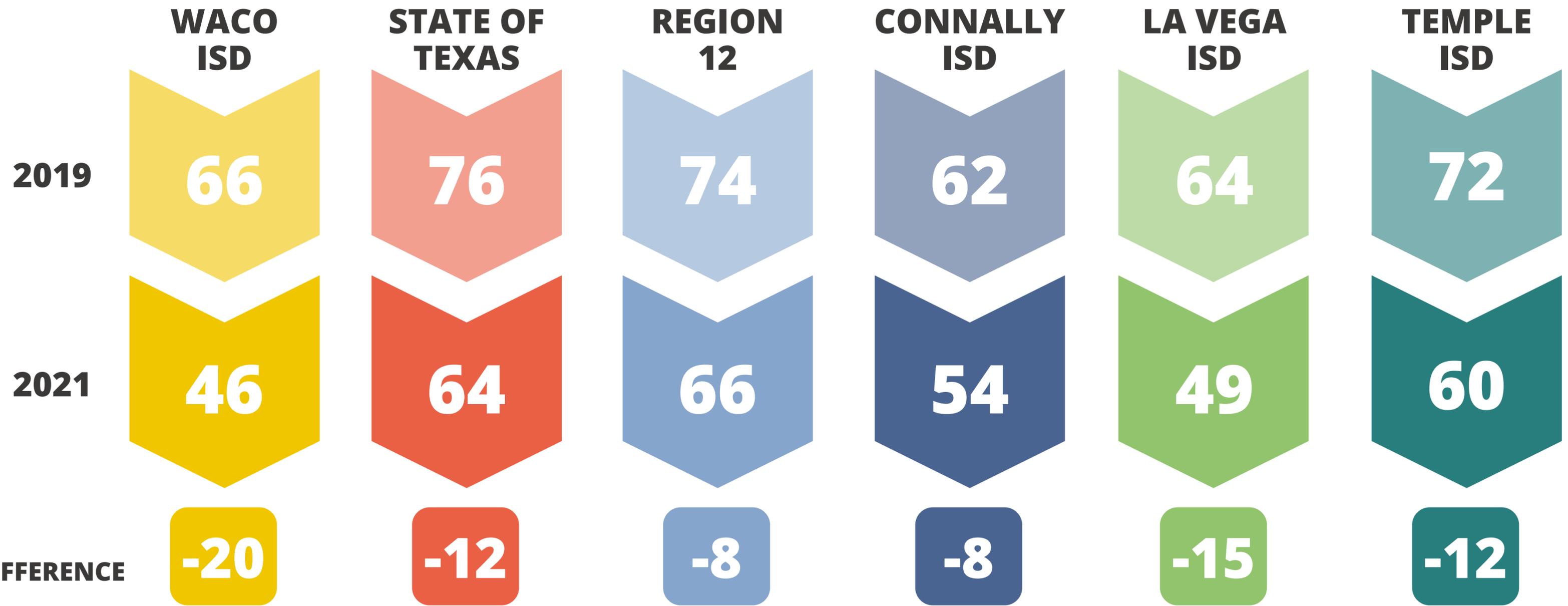
5TH & 8TH GRADE STAAR SCIENCE

2021



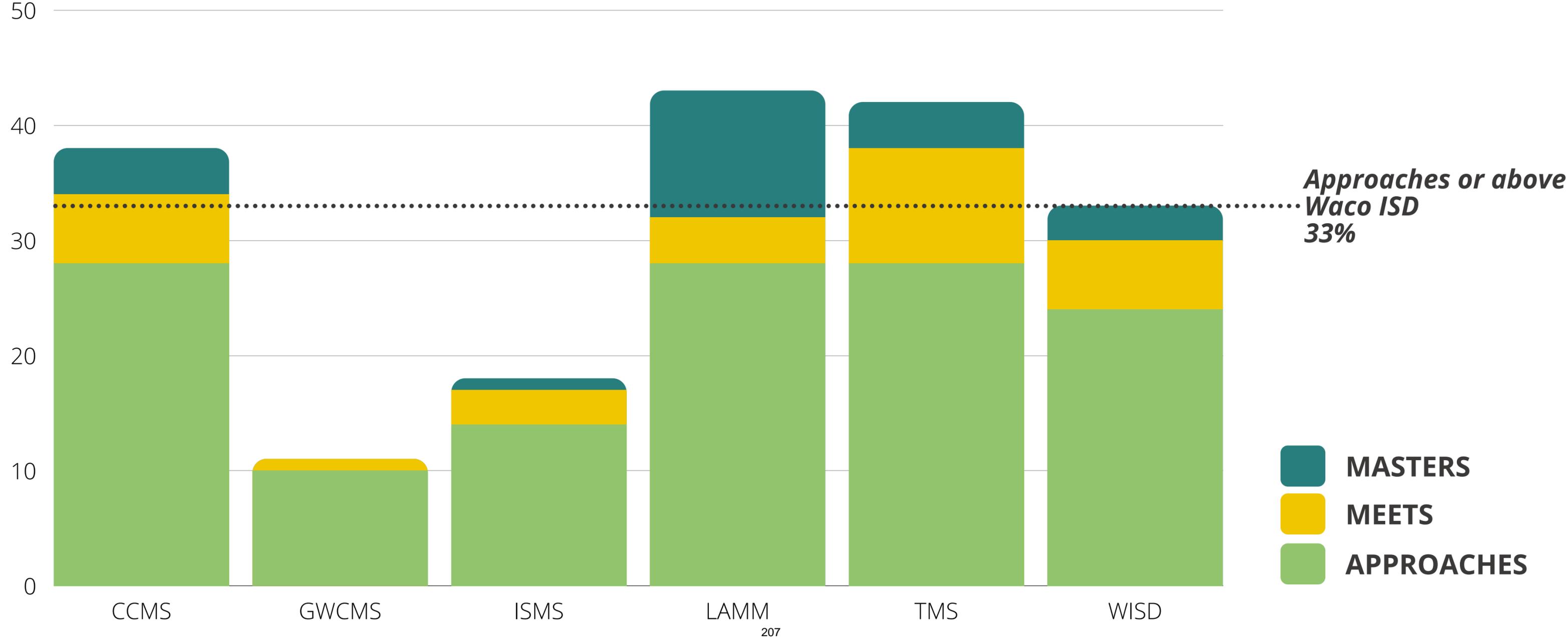
5TH & 8TH GRADE SCIENCE

Approaches or better



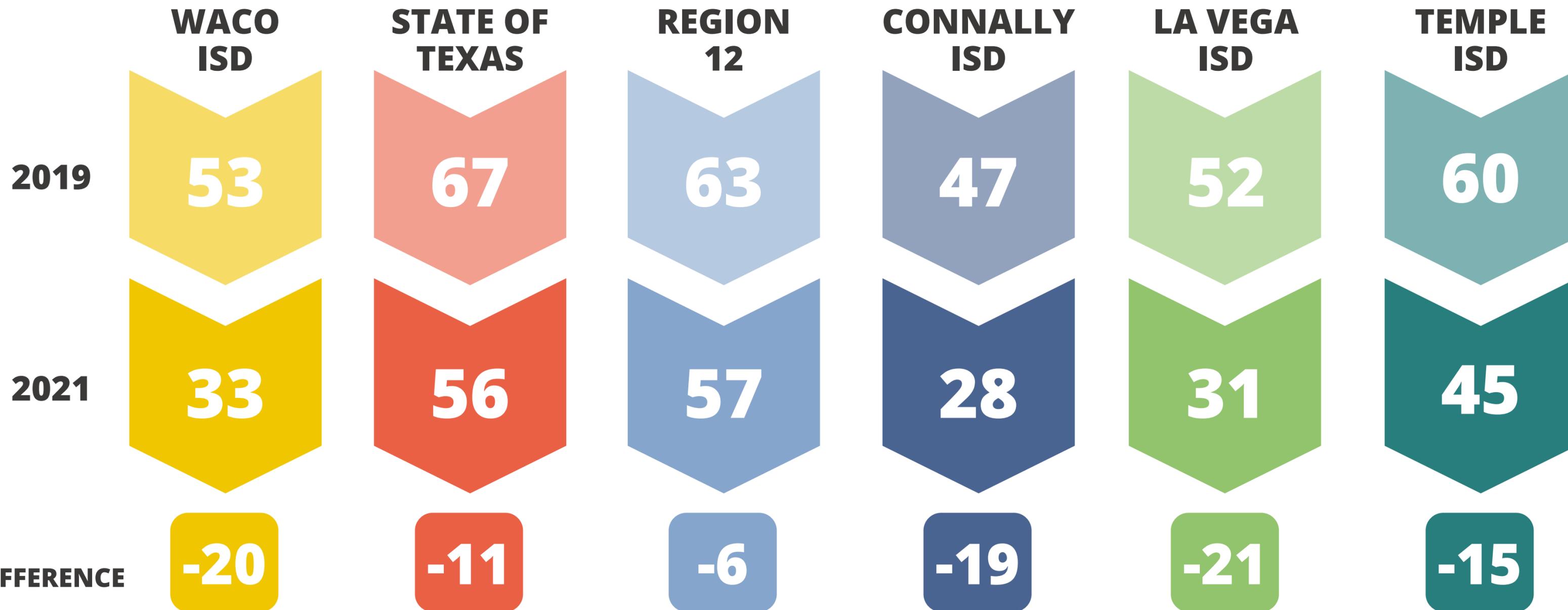
8TH GRADE SOCIAL STUDIES

2021



8TH GRADE SOCIAL STUDIES

Approaches or better



High School

SUBJECT AREA END OF COURSE EXAMS



Class of
2020

Class of
2021



Class of
2022



Class of
2023



EOC PARTICIPATION RATES



ALGEBRA I

OVERALL: 81%

BIOLOGY

OVERALL: 77%

US HISTORY

OVERALL: 83%

ENGLISH I

VIRTUAL: 78%
IN-PERSON: 81%

ENGLISH II

VIRTUAL: 73%
IN-PERSON: 67%

KEY: WACO ISD CAMPUSES

Elementary Schools

AVE	Alta Vista Elementary*	KE	Kendrick Elementary
BHE	Bell's Hill Elementary	LAMM	Lake Air Montessori Magnet
BAE	Brook Avenue Elementary*	ME	Mountainview Elementary
CRE	Cedar Ridge Elementary	PE	Parkdale Elementary
CE	Crestview Elementary	PHE	Provident Heights Elementary
DHE	Dean Highland Elementary	SWE	South Waco Elementary
HPDS	Hillcrest PDS	WAE	West Avenue Elementary
JHHE	J.H. Hines Elementary*		

Middle Schools

CCMS	Cesar Chavez Middle
GWCMS	G.W. Carver Middle*
ISMS	Indian Spring Middle*
LAMM	Lake Air Montessori Magnet
TMS	Tennyson Middle

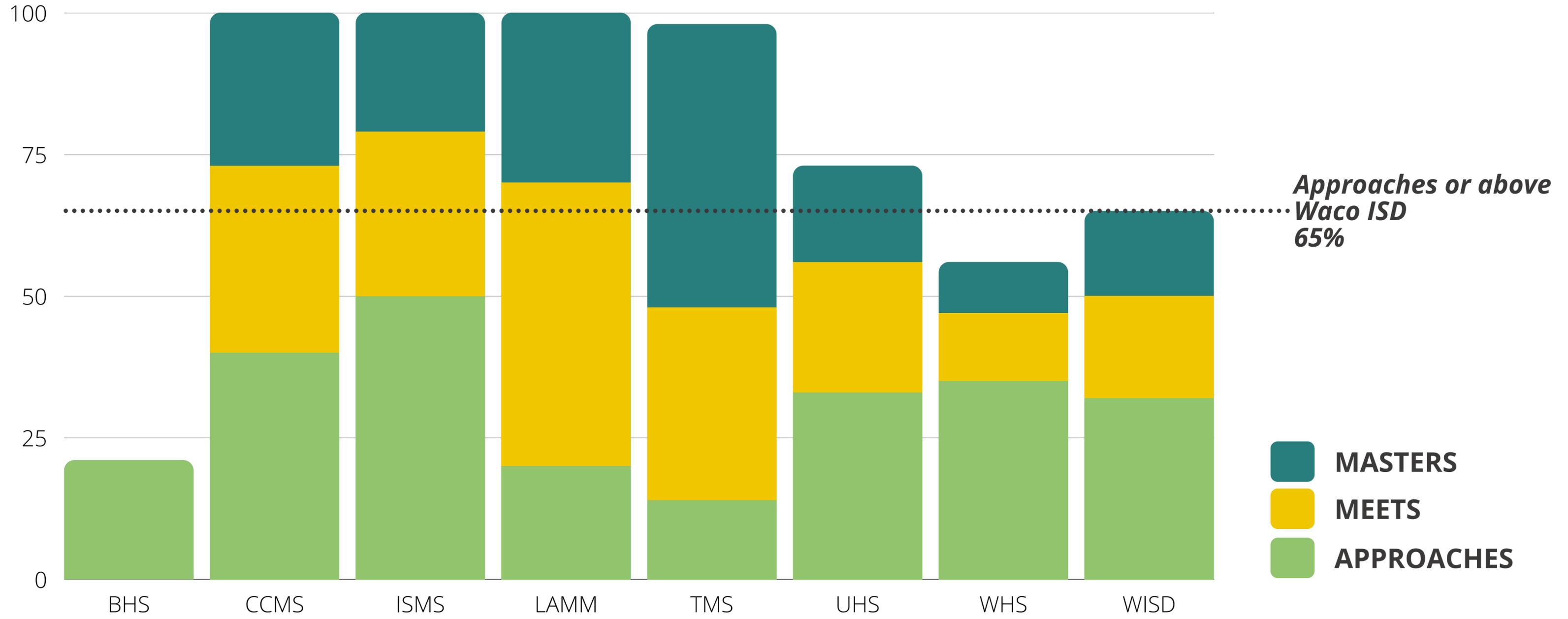
High Schools

BHS	Brazos High
UHS	University High
WHS	Waco High

*Campuses operated by Transformation Waco

ALGEBRA I EOC

2021

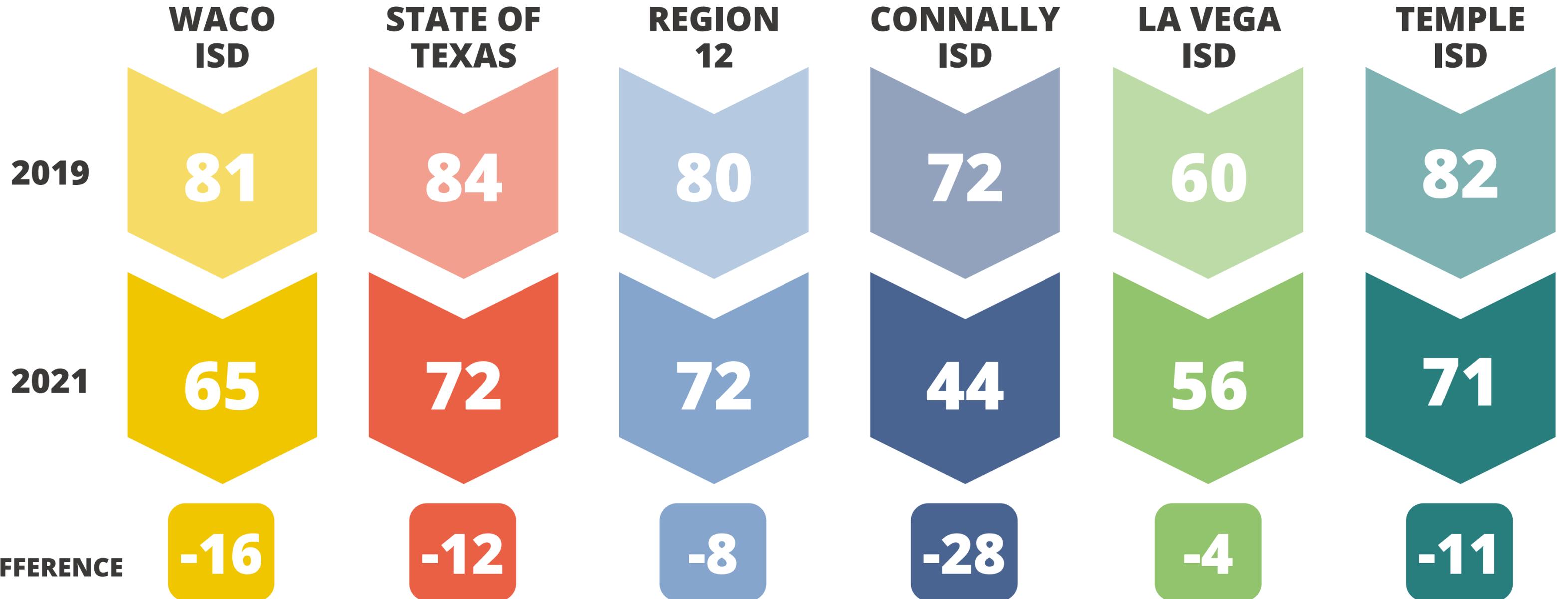


*Approaches or above
Waco ISD
65%*

**GWCMS not shown - 5 or fewer students tested*

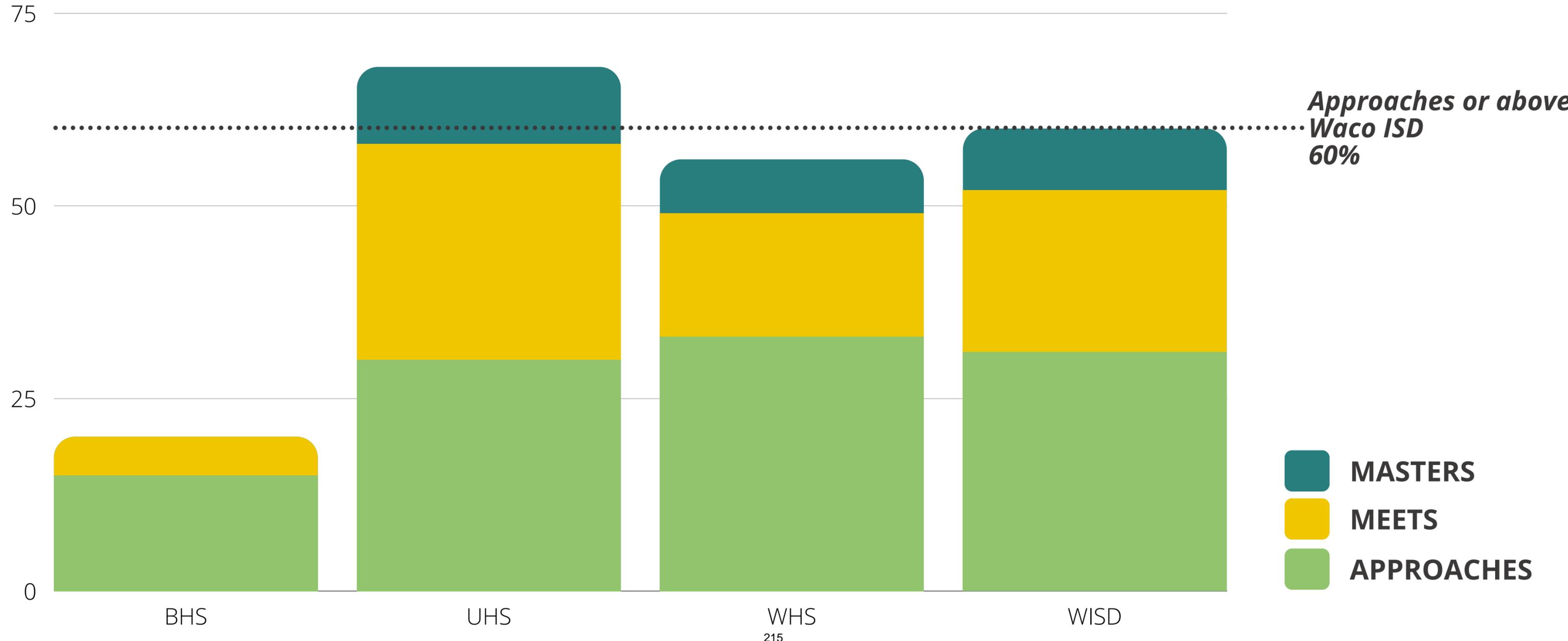
ALGEBRA I

Approaches or better



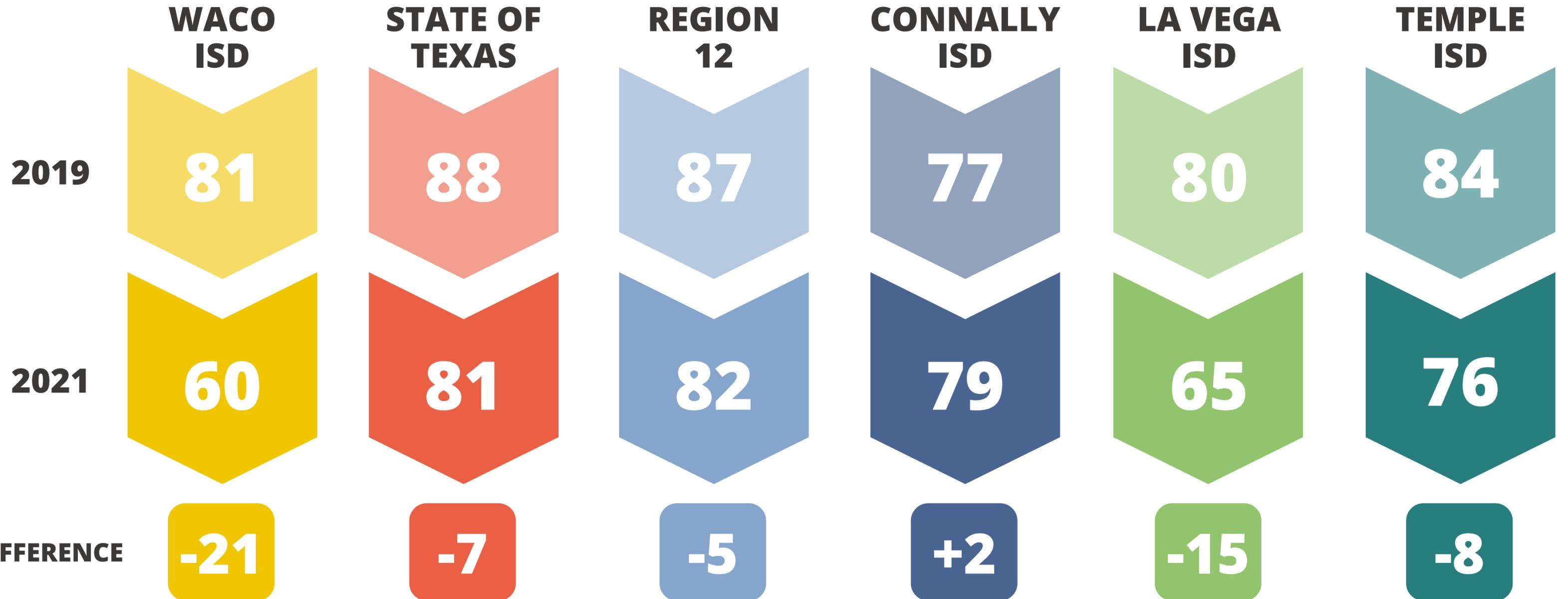
BIOLOGY EOC

2021



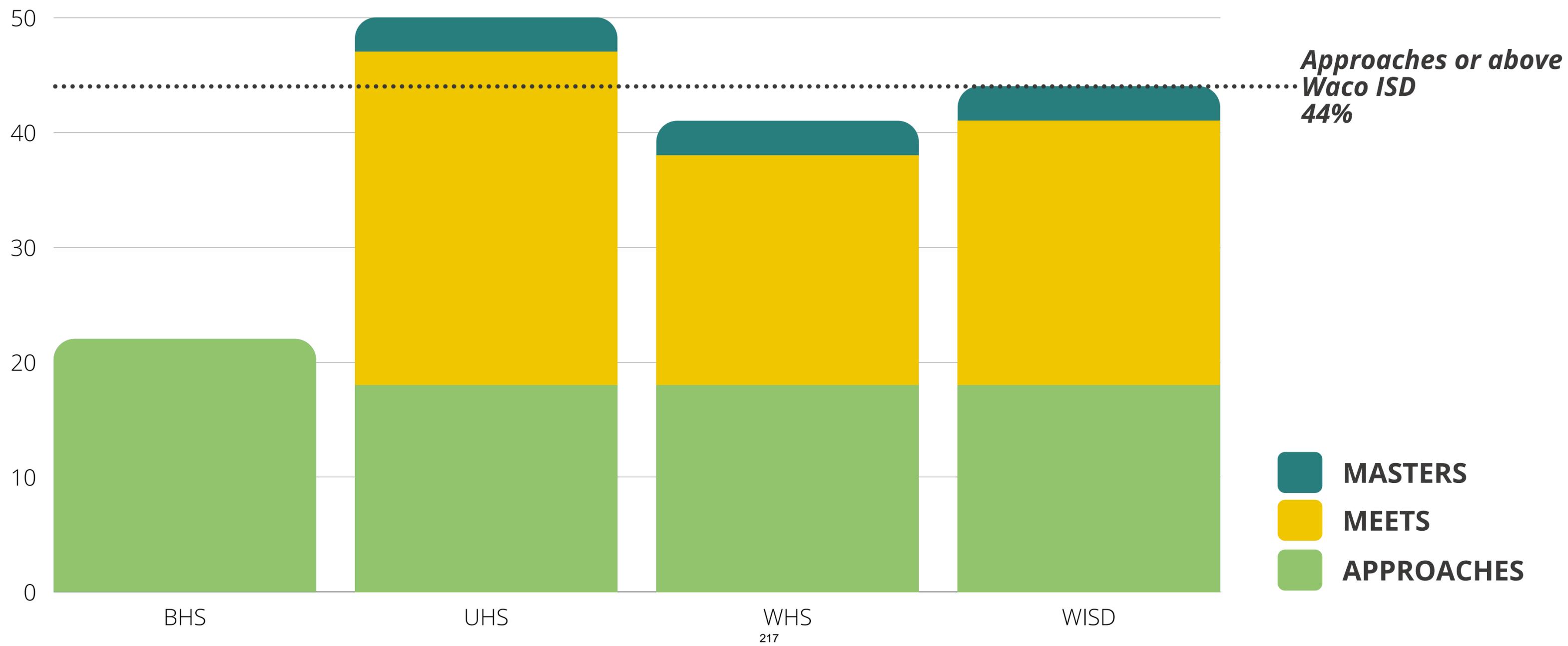
BIOLOGY

Approaches or better



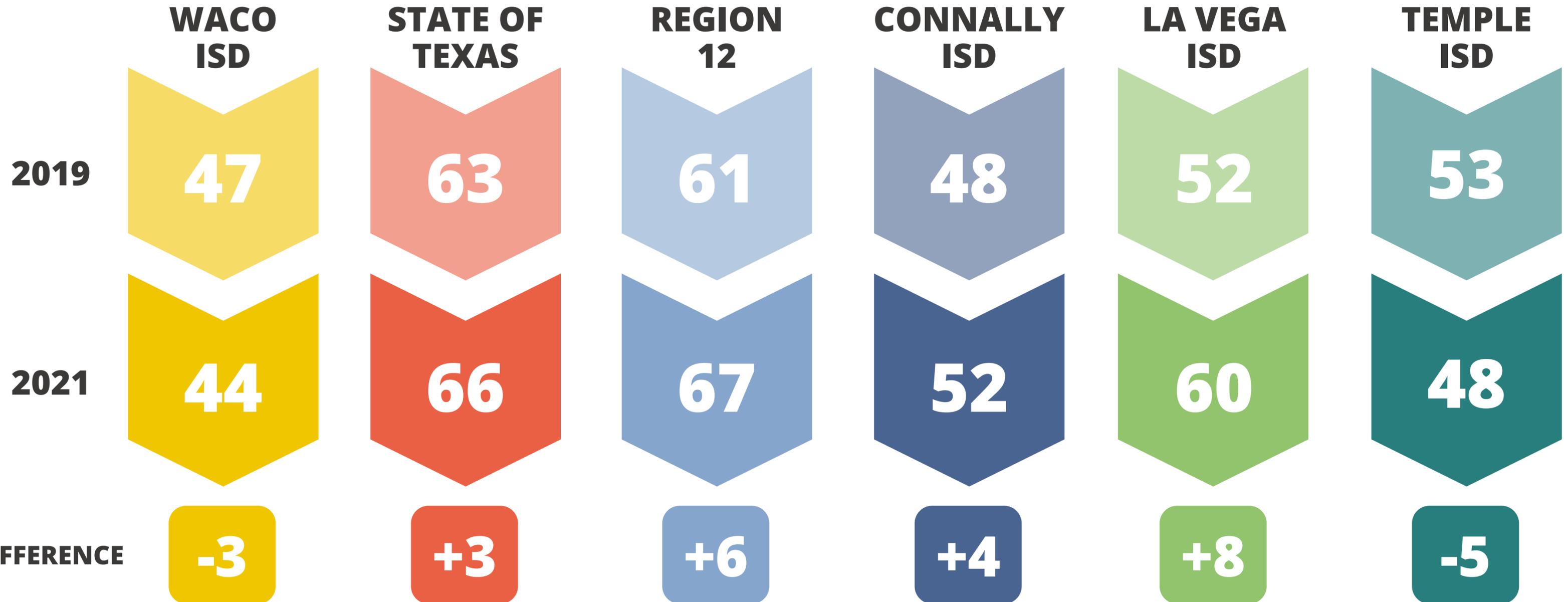
ENGLISH I EOC

2021



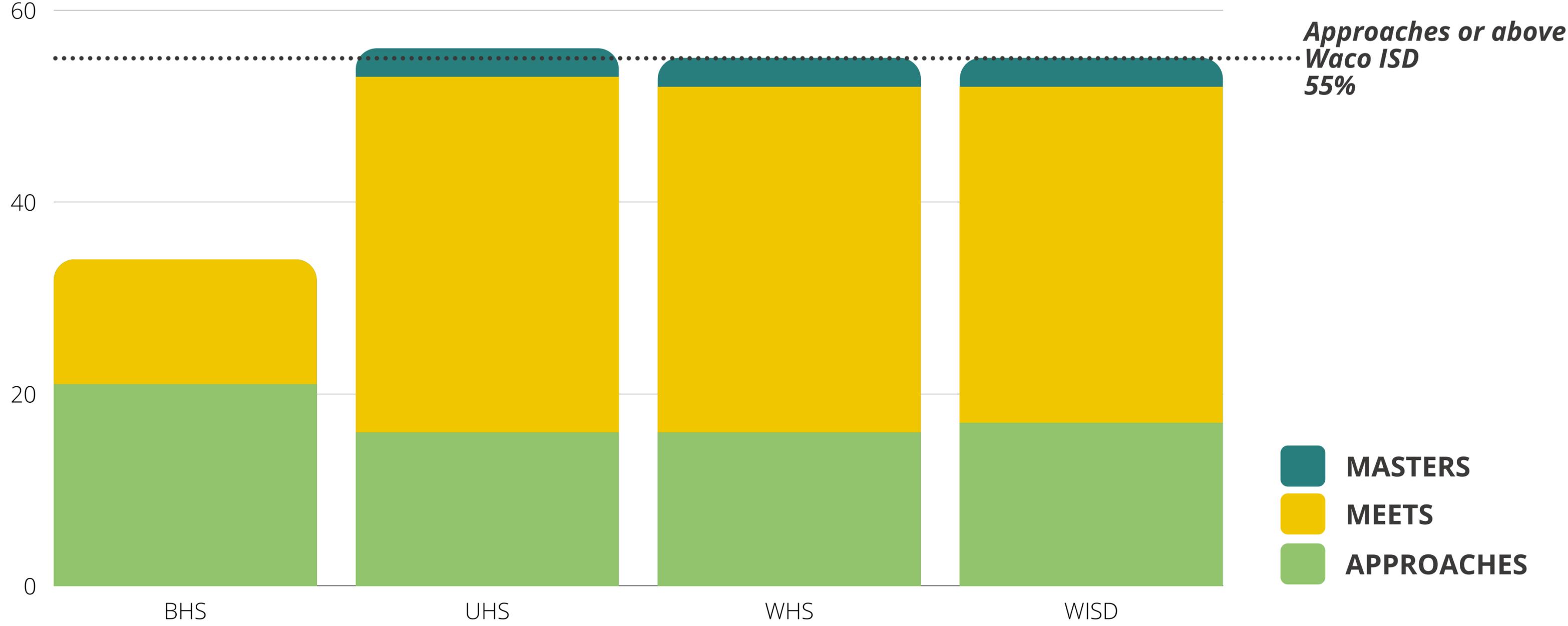
ENGLISH I

Approaches or better



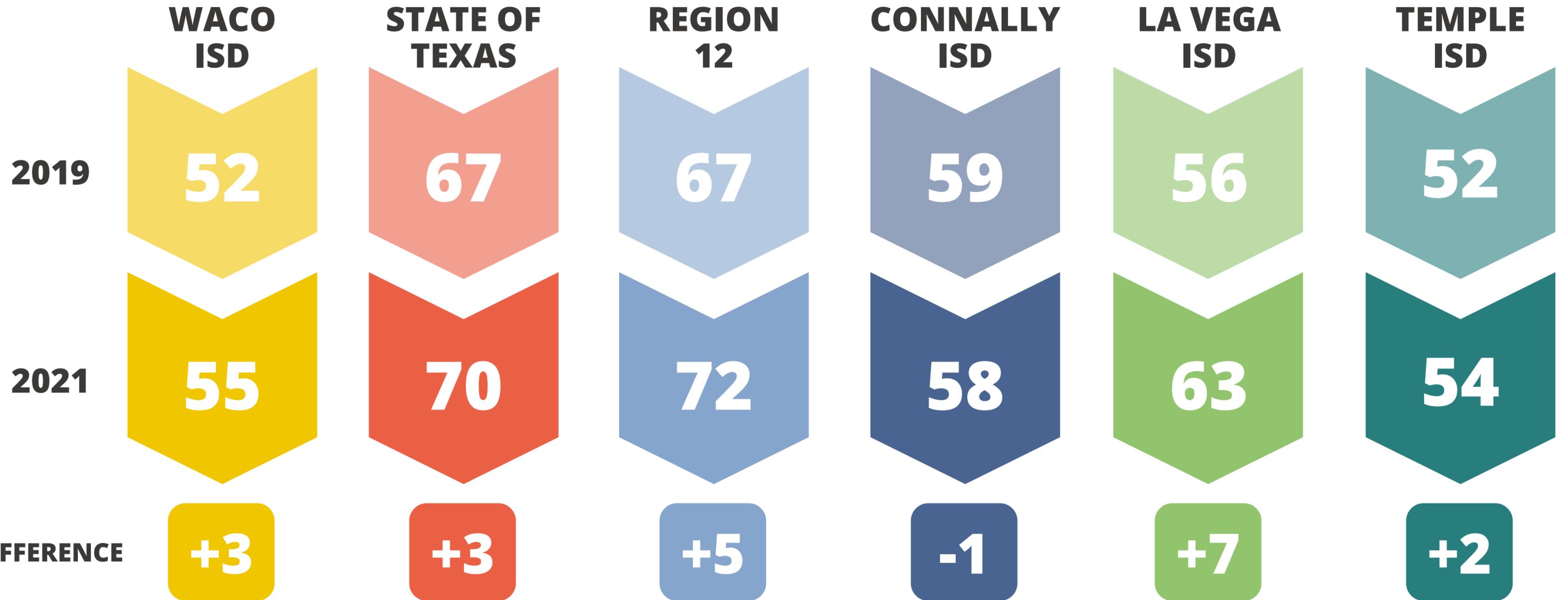
ENGLISH II EOC

2021



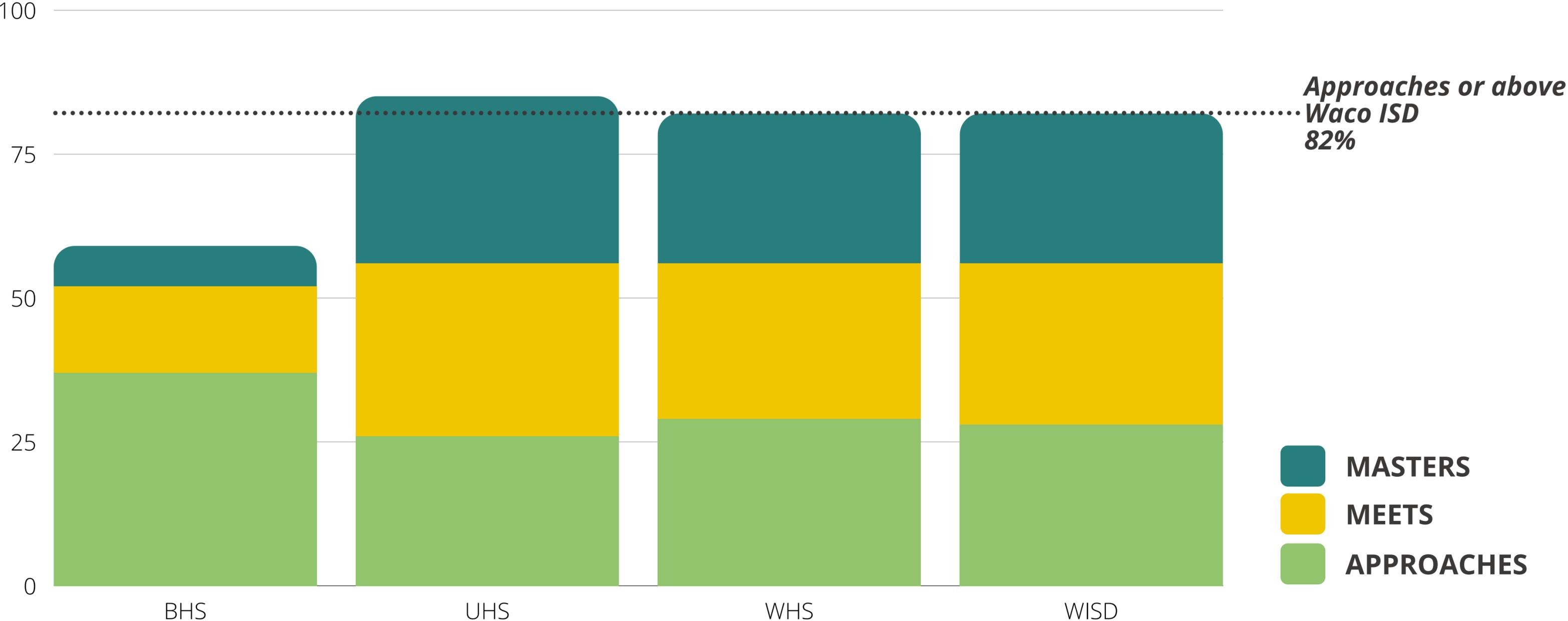
ENGLISH II

Approaches or better



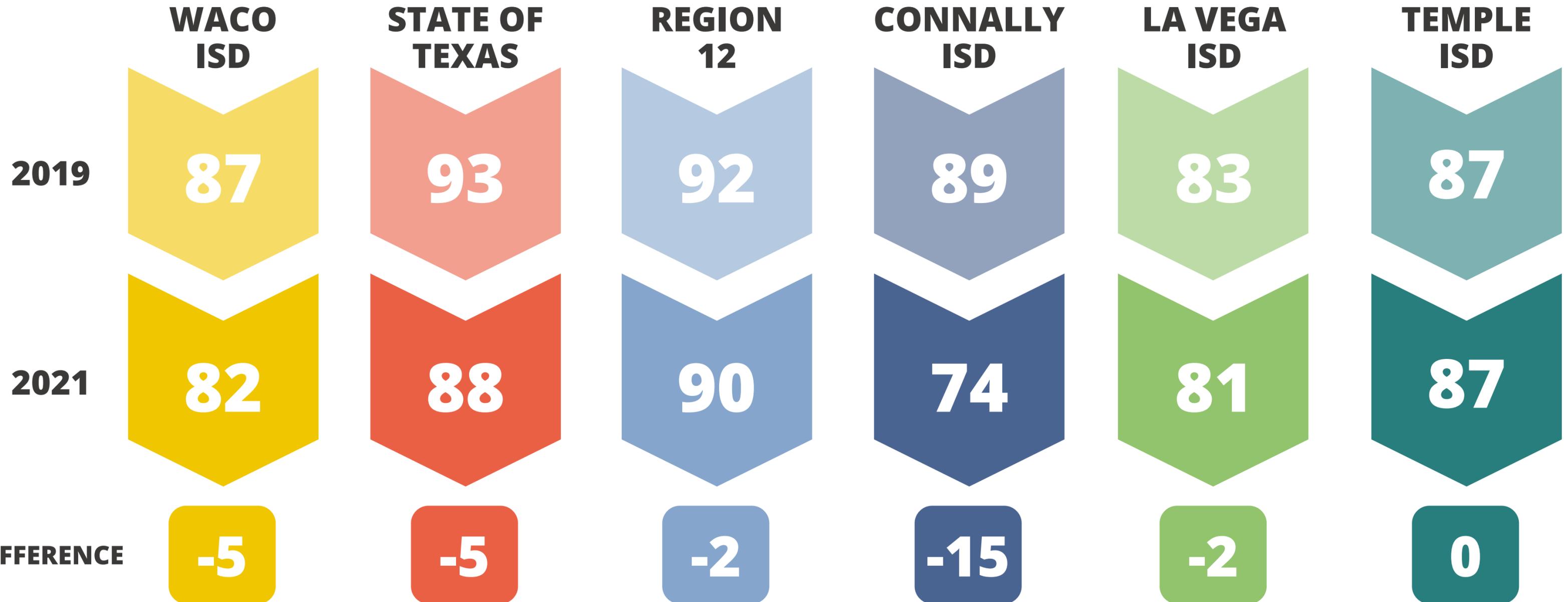
U.S. HISTORY EOC

2021

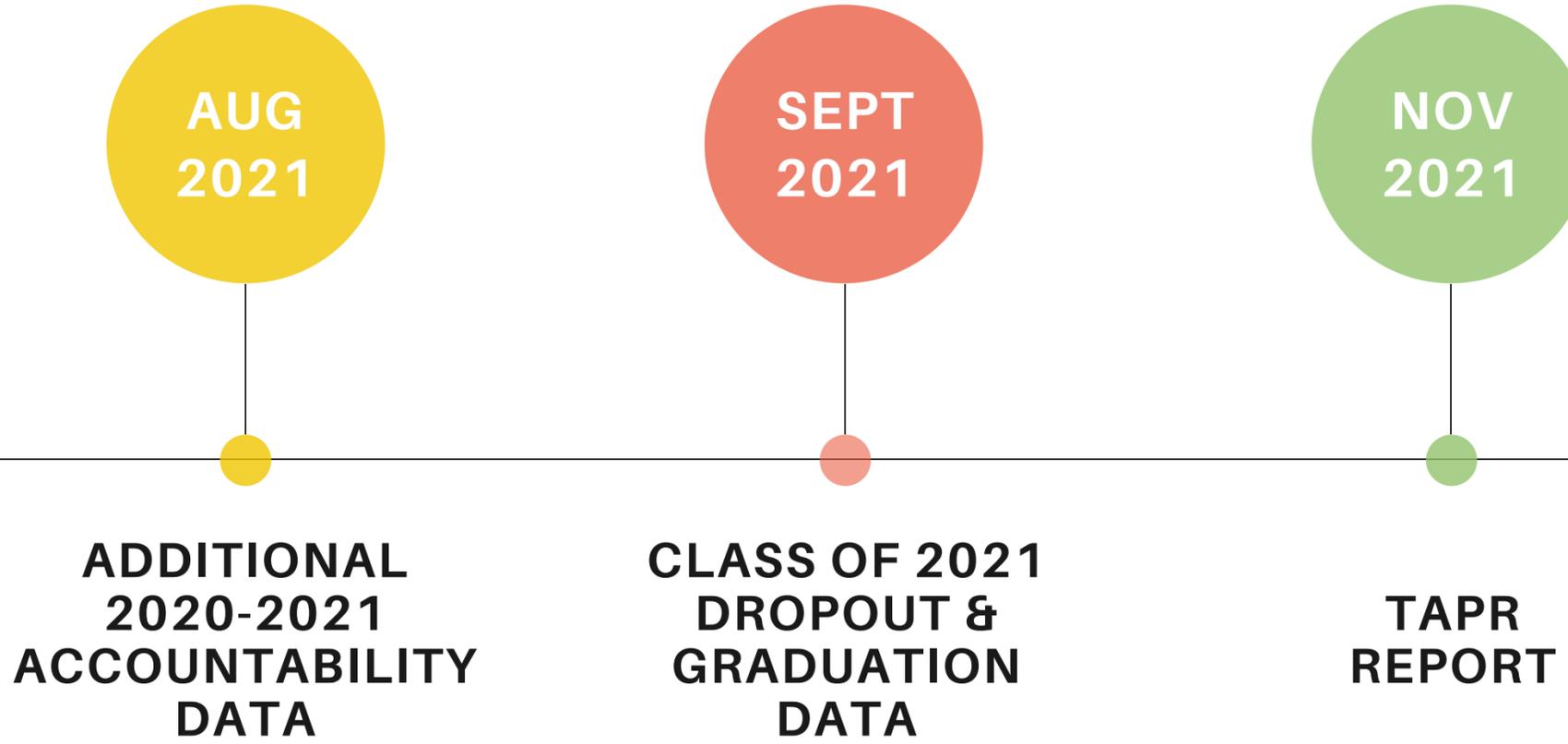


U.S. HISTORY

Approaches or better



What comes next?



Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Sheryl Davis

RE: Review and Discuss Updated Preliminary Tax Values and Tax Impact of Potential Bond Program

=====

Background Information:

Certified tax values are needed to complete the annual budget planning process and determine the impact of potential bond program scenarios. The McLennan County Tax Appraisal District is expected to certify values on July 23, 2021. In order to facilitate bond program planning discussions with the Board of Trustees, the Chief Appraiser has provided updated preliminary values for Waco ISD, so that the Board can more accurately predict the tax impact associated with different scenarios.

At tonight’s meeting, the Board will review updated preliminary tax values and the tax impact of the following scenarios:

- \$376,112,026 – Community Advisory Committee’s recommendation with architect’s recommended phasing of projects
- \$372,922,415 – Community Advisory Committee’s recommendation with architect’s alternative phasing of projects
- \$311,768,584 – Waco High School, Carver Middle School and Tennyson Middle School (with middle school costs based on architect’s alternative phasing of projects)
- \$234,323,622 – Waco High School and one new middle school
- \$156,878,600 – Waco High School

These scenarios were chosen to reflect the Community Advisory Committee’s prioritization of projects and to provide additional information requested by the Board.

Fiscal Implications:

See attached supporting documents.

Administrative Recommendation(s):

Discussion only.

Waco Independent School District

Preliminary Bond Capacity Analysis

November 2021 Bond Election

July 19, 2021

STRICTLY PRIVATE AND CONFIDENTIAL



Capital
Markets

R. Dustin Traylor
Managing Director

RBC Capital Markets, LLC
303 Pearl Parkway
Suite 220
San Antonio, TX 78215

Tel: (210) 805-1117
Fax: (210) 805-1119

robert.d.traylor@rbccm.com

This presentation was prepared exclusively for the benefit of and internal use by the recipient for the purpose of considering the transaction or transactions contemplated herein. This presentation is confidential and proprietary to RBC Capital Markets, LLC (“RBCCM”) and may not be disclosed, reproduced, distributed or used for any other purpose by the recipient without RBCCM’s express written consent.

By acceptance of these materials, and notwithstanding any other express or implied agreement, arrangement, or understanding to the contrary, RBCCM, its affiliates and the recipient agree that the recipient (and its employees, representatives, and other agents) may disclose to any and all persons, without limitation of any kind from the commencement of discussions, the tax treatment, structure or strategy of the transaction and any fact that may be relevant to understanding such treatment, structure or strategy, and all materials of any kind (including opinions or other tax analyses) that are provided to the recipient relating to such tax treatment, structure, or strategy.

The information and any analyses contained in this presentation are taken from, or based upon, information obtained from the recipient or from publicly available sources, the completeness and accuracy of which has not been independently verified, and cannot be assured by RBCCM. The information and any analyses in these materials reflect prevailing conditions and RBCCM’s views as of this date, all of which are subject to change.

To the extent projections and financial analyses are set forth herein, they may be based on estimated financial performance prepared by or in consultation with the recipient and are intended only to suggest reasonable ranges of results. The printed presentation is incomplete without reference to the oral presentation or other written materials that supplement it.

IRS Circular 230 Disclosure: RBCCM and its affiliates do not provide tax advice and nothing contained herein should be construed as tax advice. Any discussion of U.S. tax matters contained herein (including any attachments) (i) was not intended or written to be used, and cannot be used, by you for the purpose of avoiding tax penalties; and (ii) was written in connection with the promotion or marketing of the matters addressed herein. Accordingly, you should seek advice based upon your particular circumstances from an independent tax advisor.

Waco ISD - Debt Profile

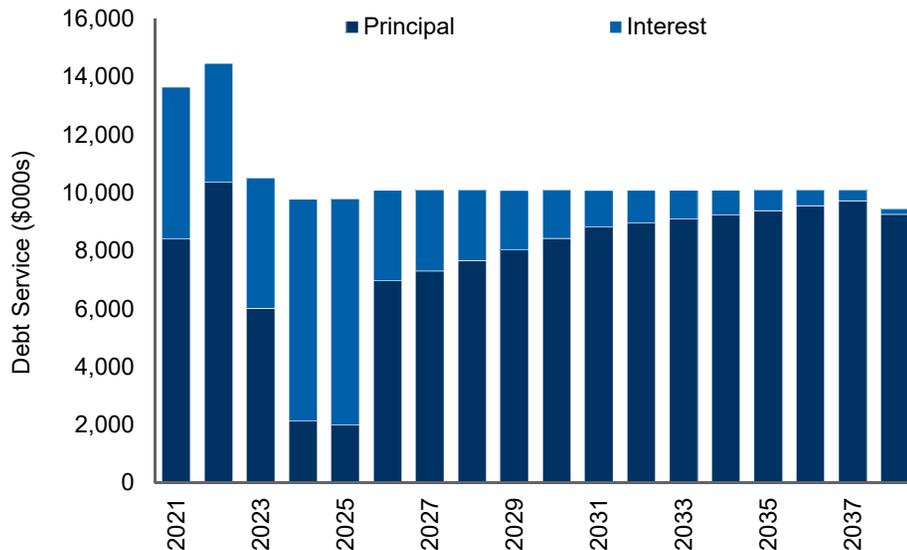


Outstanding Debt Profile ("Aa2")

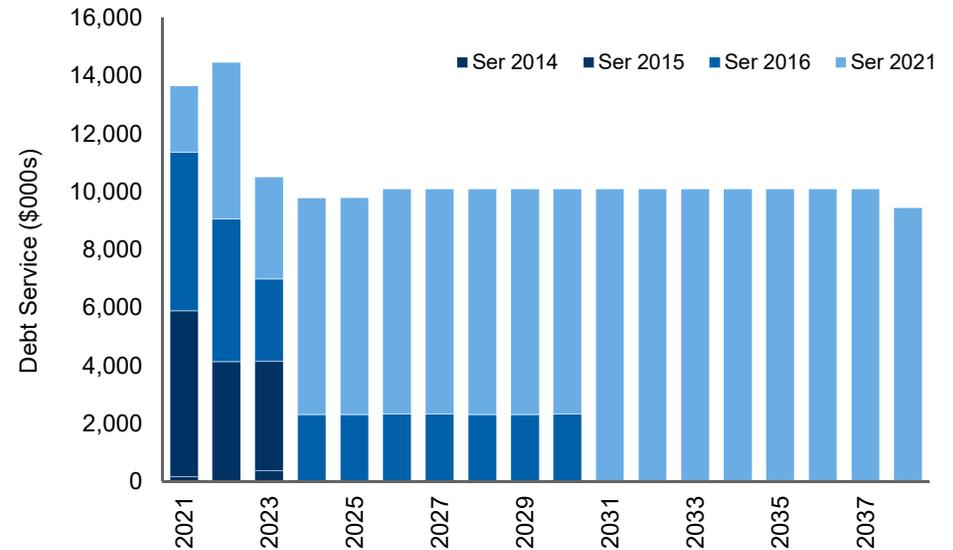
Waco Independent School District - Unlimited Tax Debt Profile

Issue	Issued Par Amount	Outstanding Par Amount	Coupon Range of Callable Bonds	First Call Date	Final Maturity
U/L Tax Ref Bds, Series 2014	\$ 8,470,000	\$ 180,000	N/A	N/A	08/15/2023
U/L Tax Ref Bds, Series 2015	97,985,000	10,915,000	N/A	N/A	08/15/2023
U/L Tax Ref Bds, Series 2016	47,120,000	23,605,000	4.000% - 5.000%	08/15/2026	08/15/2030
U/L Tax Ref Bds, Taxable Series 2021	106,740,000	106,740,000	1.441% - 1.911%	08/15/2030	08/15/2038
Totals	\$ 260,315,000	\$ 141,440,000			

Outstanding Unlimited Tax Debt by Principal & Interest



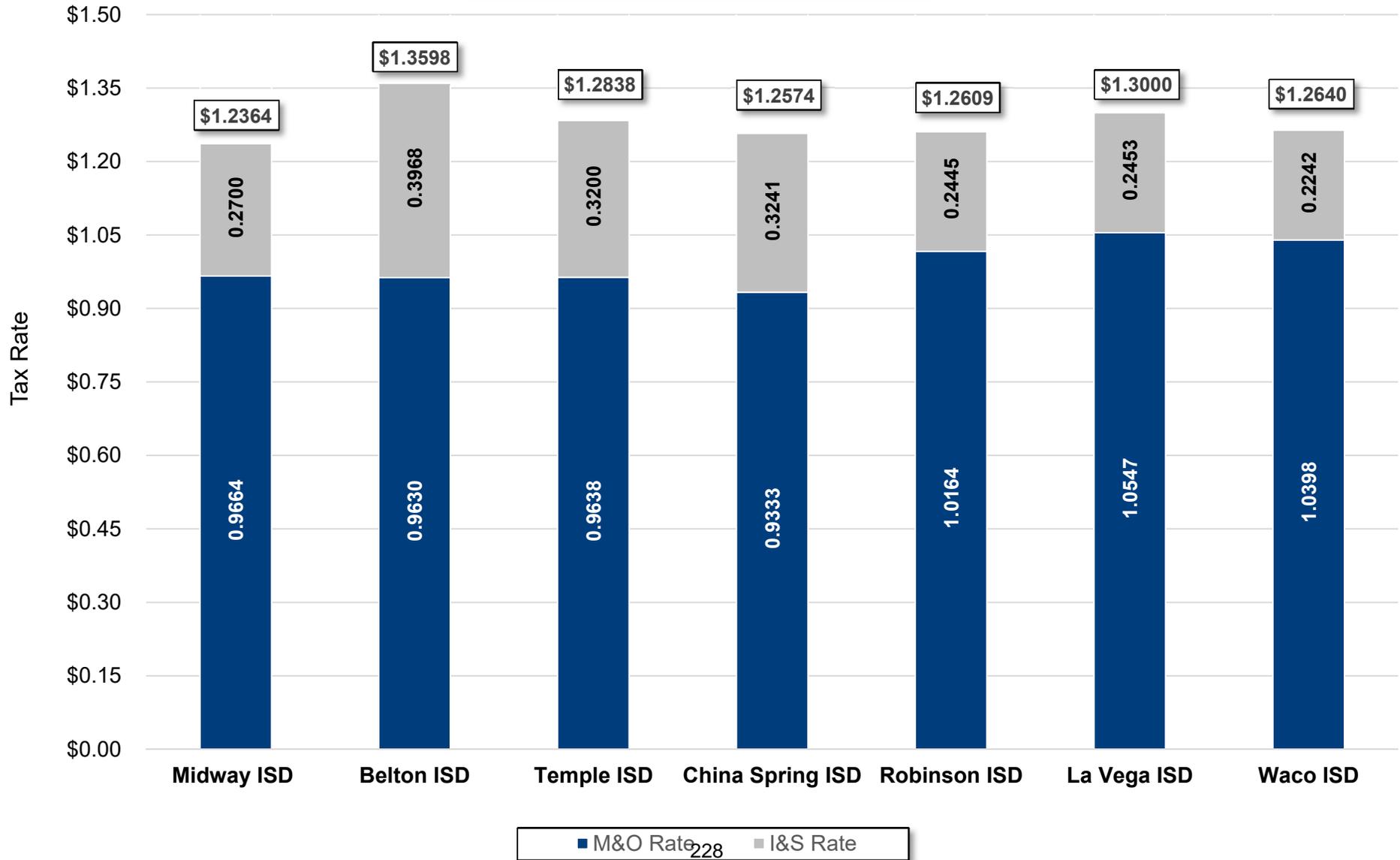
Outstanding Unlimited Tax Debt by Series



Central Texas Area School District Tax Rate



**Central Texas Area
School District Tax Rate Comparison**



Summary of Waco ISD Refundings



 \$9,635,000 Unlimited Tax School Refunding Bonds, Taxable Series 2013 January 2013	 \$8,470,000 Unlimited Tax Refunding Bonds, Series 2014 October 2014	 \$97,985,000 Unlimited Tax Refunding Bonds, Series 2015 April 2015	 \$47,120,000 Unlimited Tax Refunding Bonds, Series 2016 July 2016	 \$106,740,000 Unlimited Tax Refunding Bonds, Taxable Series 2021 February 2021
---	--	--	--	---

						Totals
Par Refunded	\$9,645,000	\$8,470,000	\$97,985,000	\$47,120,000	\$106,740,000	\$269,960,000
Total Savings	\$896,824	\$1,201,304	\$14,503,469	\$8,690,637	\$15,874,341	\$41,166,575
PV Savings	\$848,411	\$1,060,135	\$10,474,680	\$7,023,583	\$13,606,049	\$33,012,858
PV Savings%	8.80%	12.52%	10.70%	13.79%	12.75%	12.23%

Waco ISD Historical TAV Data

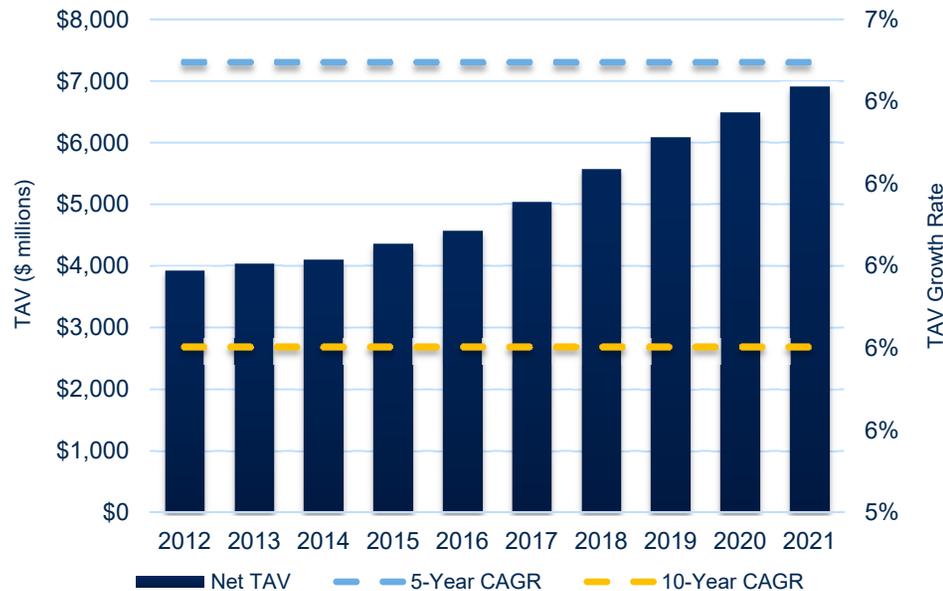
Waco ISD Historical TAV and Tax Rates

Fiscal Year End	Net TAV ⁽¹⁾	TAV Growth	M&O Tax Rate	I&S Tax Rate	Total Tax Rate
2012	\$3,927,129,118	2.57%	\$1.0400	\$0.3210	\$1.3610
2013	4,037,438,694	2.81%	1.0400	0.3152	1.3552
2014	4,102,860,463	1.62%	1.0400	0.3148	1.3548
2015	4,358,158,220	6.22%	1.0400	0.3132	1.3532
2016	4,570,906,420	4.88%	1.1700	0.2300	1.4000
2017	5,040,017,049	10.26%	1.1700	0.2300	1.4000
2018	5,577,260,071	10.66%	1.1700	0.2400	1.4100
2019	6,092,708,982	9.24%	1.1700	0.2341	1.4041
2020	6,487,696,873	6.48%	1.0684	0.2341	1.3025
2021	6,904,150,107	6.42%	1.0398	0.2242	1.2640
5-Year CAGR		6.50%			
10-Year CAGR		5.80%			

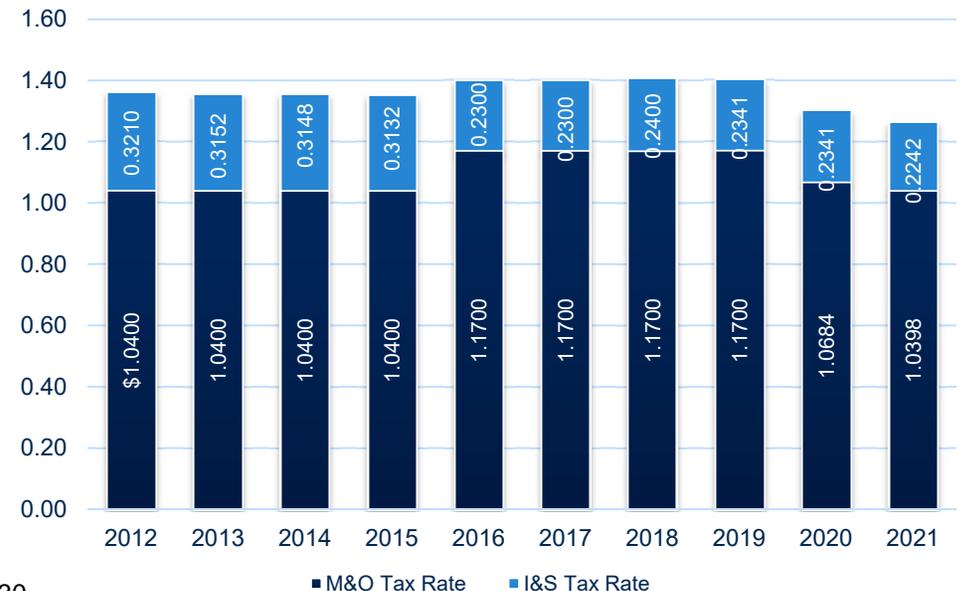
* Compound Annual Growth Rate ("CAGR")

⁽¹⁾ Does not net out frozen values.

Historical TAV



Historical Tax Rates



Preliminary November 2021 Bond Election Tax Rate Impact Analysis

Summary of Assumptions

- The following analysis outlines the District's projected bonding capacity for a possible November 2021 bond election.
- Assumes that the District's current I&S Tax Rate is \$0.22415 per \$100 valuation.
- Assumes Net of Frozen TAV for fiscal year 2022 is \$6,556,230,100 per MCAD.
- Assumes TAV grows 5% in 2022/23, 2023/24, and 2024/25, and remains constant thereafter.
- **Assumes that levy from frozen values for the I&S budget is \$900,000.**
- Assumes a tax collection rate of 98%.
- For the bond scenarios we assumed current market rates plus approximately 115bps to be conservative. Rates are very low right now, and we are talking about possibly issuing these in early 2022 and 2023, so we need to account for the possibility of increasing rates.

Preliminary Projected Bonding Capacity

Scenarios

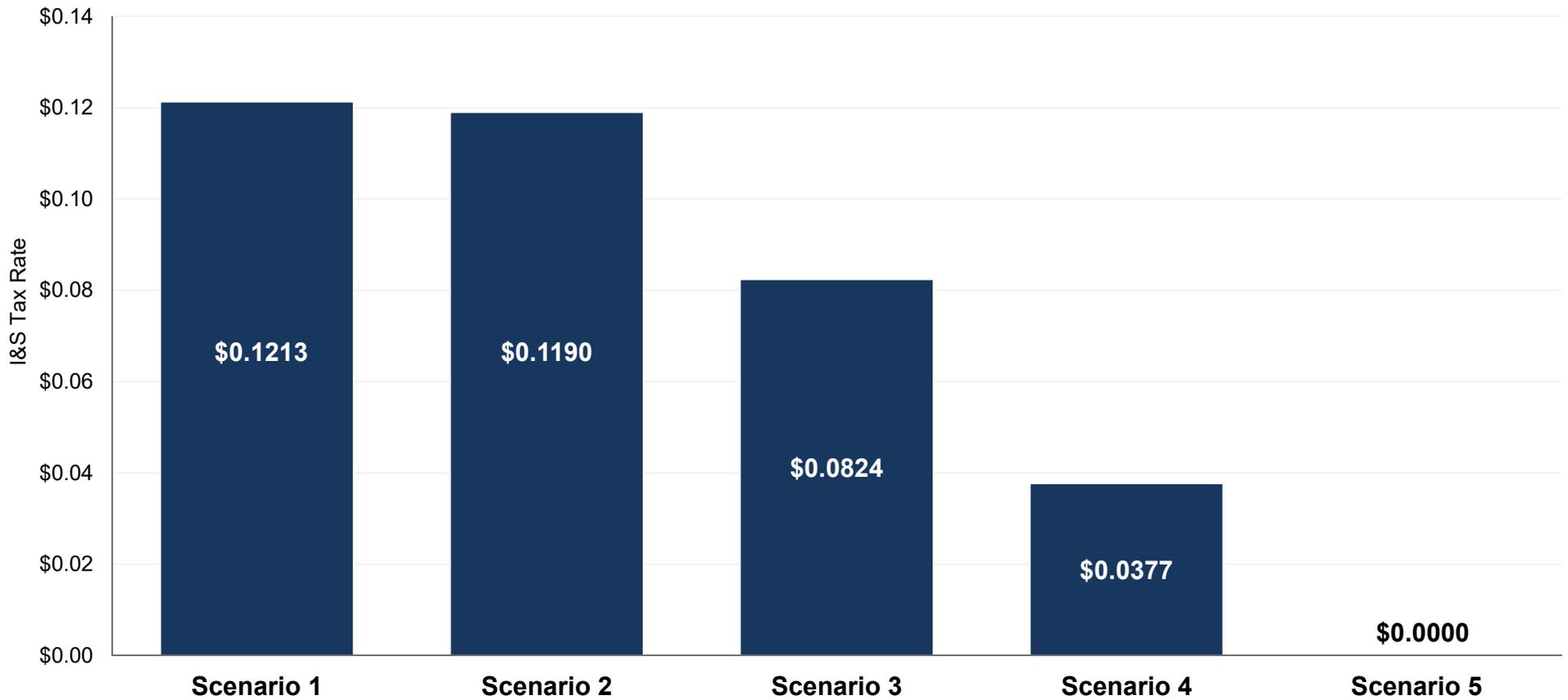
- Scenario 1: \$376,112,000 – \$0.1213 increase
- Scenario 2: \$372,992,000 – \$0.1190 increase
- Scenario 3: \$311,768,000 – \$0.0824 increase
- Scenario 4: \$234,323,000 – \$0.0377 increase
- Scenario 5: \$156,875,000 – No Tax Rate increase

Estimated I&S Tax Rate Impact



Scenarios

- Scenario 1: \$376,112,000 – \$0.1213 increase
- Scenario 2: \$372,992,000 – \$0.1190 increase
- Scenario 3: \$311,768,000 – \$0.0824 increase
- Scenario 4: \$234,323,000 – \$0.0377 increase
- Scenario 5: \$156,875,000 – No Tax Rate increase



232

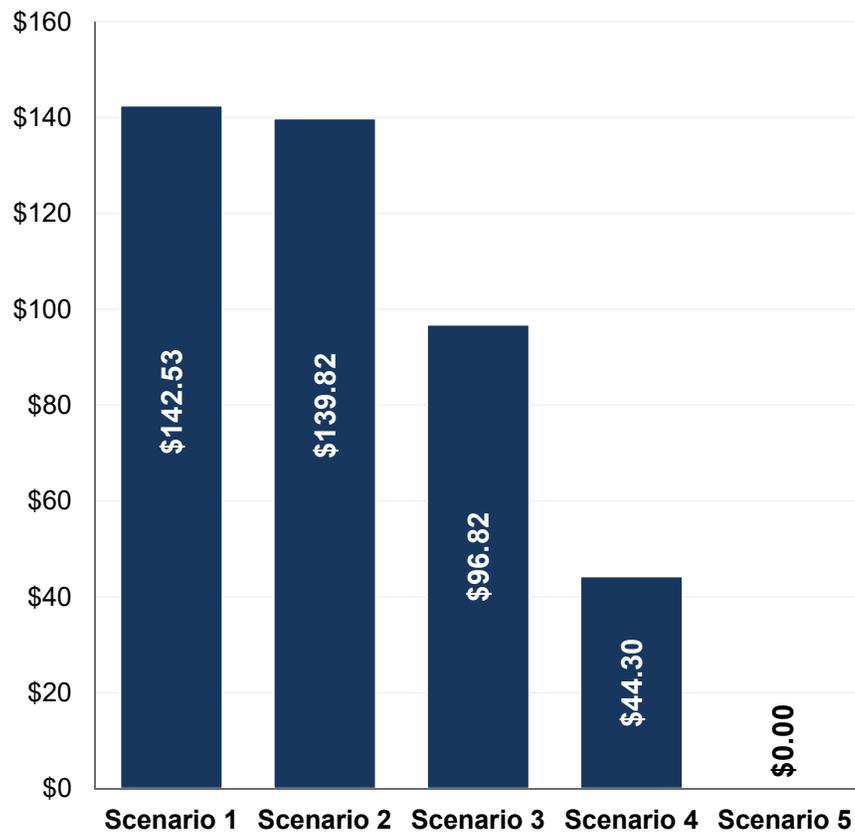
Estimated I&S Tax Rate Annual Impact to Homeowner

\$117,499 Taxable Home Value

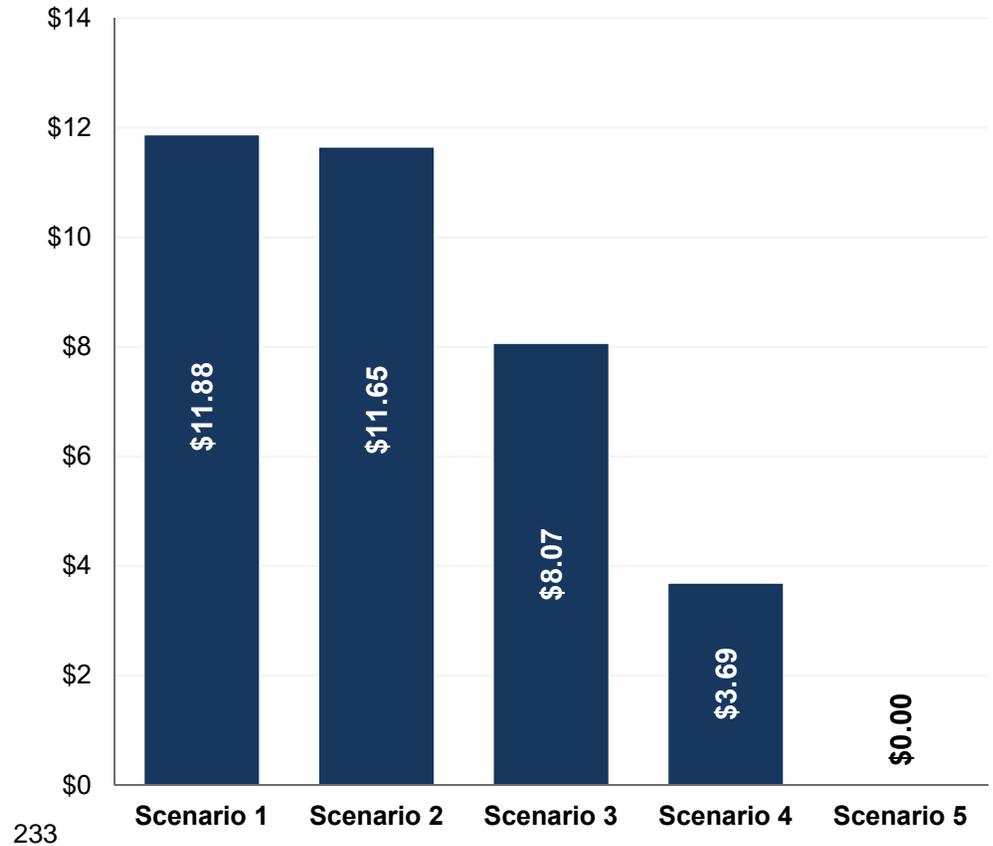
Scenarios

- Scenario 1: \$376,112,000 – \$0.1213 increase
- Scenario 2: \$372,992,000 – \$0.1190 increase
- Scenario 3: \$311,768,000 – \$0.0824 increase
- Scenario 4: \$234,323,000 – \$0.0377 increase
- Scenario 5: \$156,875,000 – No Tax Rate increase

Estimated Annual Impact



Estimated Monthly Impact



Preliminary; subject to change



Tax Rate Impact Analysis

Scenario 1: \$376,112,000 – \$0.1213 increase

Waco ISD - I&S Tax Rate Impact Analysis*

1	2	3	4		5	6	7	8	9	10	11
FYE (8/31)	After Frozen Net TAV	Existing I&S Tax Debt Service	\$376.112 MM November 2021 Election			Less: Frozen Levy Revenue	Less: ASAHE Revenue	Less: Other Available Revenue	Total Projected Net Debt Service	Projected I&S Tax Rate	Estimated I&S Tax Rate Increase
			\$251.112MM 2022	\$125MM 2023							
2021	\$6,474,558,132	\$ 13,646,914				\$ (900,000)	\$ (312,059)	\$ (45,000)	\$ 12,389,855	0.2242	
2022	6,556,230,100	14,461,517				(900,000)		(45,000)	13,516,517	0.2242	
2023	6,884,041,605	10,508,317	\$ 13,745,321			(900,000)		(45,000)	23,308,638	0.3455	0.1213
2024	7,228,243,685	9,782,567	10,060,450	\$ 5,573,425		(900,000)		(45,000)	24,471,442	0.3455	
2025	7,589,655,869	9,788,067	10,749,200	6,094,400		(900,000)		(45,000)	25,686,667	0.3454	
2026	7,589,655,869	10,089,317	10,661,200	5,885,150		(900,000)		(45,000)	25,690,667	0.3454	
2027	7,589,655,869	10,089,217	10,573,450	5,977,650		(900,000)		(45,000)	25,695,317	0.3455	
2028	7,589,655,869	10,088,967	10,480,950	6,067,150		(900,000)		(45,000)	25,692,067	0.3454	
2029	7,589,655,869	10,085,467	10,383,950	6,163,400		(900,000)		(45,000)	25,687,817	0.3454	
2030	7,589,655,869	10,089,317	10,287,700	6,255,650		(900,000)		(45,000)	25,687,667	0.3454	
2031	7,589,655,869	10,084,817	10,197,200	6,348,650		(900,000)		(45,000)	25,685,667	0.3453	
2032	7,589,655,869	10,092,576	10,112,200	6,431,900		(900,000)		(45,000)	25,691,676	0.3454	
2033	7,589,655,869	10,090,701	10,108,400	6,435,400		(900,000)		(45,000)	25,689,501	0.3454	
2034	7,589,655,869	10,092,819	10,107,200	6,438,200		(900,000)		(45,000)	25,693,219	0.3454	
2035	7,589,655,869	10,088,418	10,103,400	6,446,800		(900,000)		(45,000)	25,693,618	0.3454	
2036	7,589,655,869	10,092,122	10,102,000	6,450,800		(900,000)		(45,000)	25,699,922	0.3455	
2037	7,589,655,869	10,088,034	10,102,800	6,455,200		(900,000)		(45,000)	25,701,034	0.3455	
2038	7,589,655,869	9,436,959	10,595,320	6,599,800		(900,000)		(45,000)	25,687,079	0.3454	
2039	7,589,655,869	-	19,960,321	6,678,800		(900,000)		(45,000)	25,694,121	0.3455	
2040	7,589,655,869	-	19,961,450	7,227,875		(900,000)		(45,000)	26,244,325	0.3528	
2041	7,589,655,869	-	18,749,000	7,232,200		(900,000)		(45,000)	25,036,200	0.3366	
2042	7,589,655,869	-	18,750,600	7,233,400		(900,000)		(45,000)	25,039,000	0.3366	
2043	7,589,655,869	-	18,753,400	7,227,600		(900,000)		(45,000)	25,036,000	0.3366	
2044	7,589,655,869	-	18,751,600	7,229,800		(900,000)		(45,000)	25,036,400	0.3366	
2045	7,589,655,869	-	18,749,600	7,229,400		(900,000)		(45,000)	25,034,000	0.3366	
2046	7,589,655,869	-	18,746,600	7,231,200		(900,000)		(45,000)	25,032,800	0.3366	
2047	7,589,655,869	-	18,751,800	7,229,800		(900,000)		(45,000)	25,036,600	0.3366	
2048	7,589,655,869	-	18,749,000	7,230,000		(900,000)		(45,000)	25,034,000	0.3366	
2049	7,589,655,869	-	18,752,600	7,231,400		(900,000)		(45,000)	25,039,000	0.3366	
2050	7,589,655,869	-	18,751,400	7,228,600		(900,000)		(45,000)	25,035,000	0.3366	
2051	7,589,655,869	-	18,749,600	7,231,400		(900,000)		(45,000)	25,036,000	0.3366	
2052	7,589,655,869	-	18,751,200	7,234,200		(900,000)		(45,000)	25,040,400	0.3367	
2053	7,589,655,869	-	-	7,191,600		(900,000)		(45,000)	6,246,600	0.0840	
Total		\$ 188,696,109	\$ 433,298,912	\$ 201,490,850		\$ (2,700,000)	\$ (312,059)	\$ (1,485,000)	\$ 791,988,812		

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 98.00% collection rate.

Tax Rate Impact Analysis

Scenario 2: \$372,992,000 – \$0.1190 increase

Waco ISD - I&S Tax Rate Impact Analysis*

1	2	3	4		5	6	7	8	9	10	11
FYE (8/31)	After Frozen Net TAV	Existing I&S Tax Debt Service	\$372.992 MM November 2021 Election		Less: Frozen Levy Revenue	Less: ASAHE Revenue	Less: Other Available Revenue	Total Projected Net Debt Service	Projected I&S Tax Rate	Estimated I&S Tax Rate Increase	
			\$247.992MM 2022	\$125MM 2023							
2021	\$6,474,558,132	\$ 13,646,914			\$ (900,000)	\$ (312,059)	\$ (45,000)	\$ 12,389,855	0.2242		
2022	6,556,230,100	14,461,517			(900,000)		(45,000)	13,516,517	0.2242		
2023	6,884,041,605	10,508,317	\$ 13,590,125		(900,000)		(45,000)	23,153,442	0.3432	0.1190	
2024	7,228,243,685	9,782,567	9,901,700	\$ 5,573,425	(900,000)		(45,000)	24,312,692	0.3432		
2025	7,589,655,869	9,788,067	10,592,700	6,094,400	(900,000)		(45,000)	25,530,167	0.3432		
2026	7,589,655,869	10,089,317	10,499,325	5,885,150	(900,000)		(45,000)	25,528,792	0.3432		
2027	7,589,655,869	10,089,217	10,407,450	5,977,650	(900,000)		(45,000)	25,529,317	0.3432		
2028	7,589,655,869	10,088,967	10,318,750	6,067,150	(900,000)		(45,000)	25,529,867	0.3432		
2029	7,589,655,869	10,085,467	10,222,700	6,163,400	(900,000)		(45,000)	25,526,567	0.3432		
2030	7,589,655,869	10,089,317	10,129,450	6,255,650	(900,000)		(45,000)	25,529,417	0.3432		
2031	7,589,655,869	10,084,817	10,036,950	6,348,650	(900,000)		(45,000)	25,525,417	0.3432		
2032	7,589,655,869	10,092,576	9,950,200	6,431,900	(900,000)		(45,000)	25,529,676	0.3432		
2033	7,589,655,869	10,090,701	9,944,200	6,435,400	(900,000)		(45,000)	25,525,301	0.3432		
2034	7,589,655,869	10,092,819	9,942,125	6,438,200	(900,000)		(45,000)	25,528,144	0.3432		
2035	7,589,655,869	10,088,418	9,938,425	6,446,800	(900,000)		(45,000)	25,528,643	0.3432		
2036	7,589,655,869	10,092,122	9,928,950	6,450,800	(900,000)		(45,000)	25,526,872	0.3432		
2037	7,589,655,869	10,088,034	9,931,750	6,455,200	(900,000)		(45,000)	25,529,984	0.3432		
2038	7,589,655,869	9,436,959	10,435,325	6,599,800	(900,000)		(45,000)	25,527,084	0.3432		
2039	7,589,655,869	-	19,796,450	6,678,800	(900,000)		(45,000)	25,530,250	0.3432		
2040	7,589,655,869	-	19,244,875	7,227,875	(900,000)		(45,000)	25,527,750	0.3432		
2041	7,589,655,869	-	18,581,400	7,232,200	(900,000)		(45,000)	24,868,600	0.3344		
2042	7,589,655,869	-	18,587,200	7,233,400	(900,000)		(45,000)	24,875,600	0.3344		
2043	7,589,655,869	-	18,589,200	7,227,600	(900,000)		(45,000)	24,871,800	0.3344		
2044	7,589,655,869	-	18,586,800	7,229,800	(900,000)		(45,000)	24,871,600	0.3344		
2045	7,589,655,869	-	18,589,400	7,229,400	(900,000)		(45,000)	24,873,800	0.3344		
2046	7,589,655,869	-	18,581,000	7,231,200	(900,000)		(45,000)	24,867,200	0.3343		
2047	7,589,655,869	-	18,586,200	7,229,800	(900,000)		(45,000)	24,871,000	0.3344		
2048	7,589,655,869	-	18,583,600	7,230,000	(900,000)		(45,000)	24,868,600	0.3344		
2049	7,589,655,869	-	18,587,600	7,231,400	(900,000)		(45,000)	24,874,000	0.3344		
2050	7,589,655,869	-	18,587,000	7,228,600	(900,000)		(45,000)	24,870,600	0.3344		
2051	7,589,655,869	-	18,586,000	7,231,400	(900,000)		(45,000)	24,872,400	0.3344		
2052	7,589,655,869	-	18,588,375	7,234,200	(900,000)		(45,000)	24,877,575	0.3345		
2053	7,589,655,869	-	-	7,191,600	(900,000)		(45,000)	6,246,600	0.0840		
Total		\$ 188,696,109	\$ 427,845,225	\$ 201,490,850	\$ (2,750,000)	\$ (312,059)	\$ (1,485,000)	\$ 786,535,125			

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 98.00% collection rate.

Tax Rate Impact Analysis

Scenario 3: \$311,768,000 – \$0.0824 increase

Waco ISD - I&S Tax Rate Impact Analysis*

1	2	3	4		5	6	7	8	9	10	11
FYE (8/31)	After Frozen Net TAV	Existing I&S Tax Debt Service	\$311.768MM November 2021 Election			Less: Frozen Levy Revenue	Less: ASAHE Revenue	Less: Other Available Revenue	Total Projected Net Debt Service	Projected I&S Tax Rate	Estimated I&S Tax Rate Increase
			\$208MM 2022	\$103.768MM 2023							
2021	\$6,474,558,132	\$ 13,646,914				\$ (900,000)	\$ (312,059)	\$ (45,000)	\$ 12,389,855	0.2242	
2022	6,556,230,100	14,461,517				(900,000)		(45,000)	13,516,517	0.2242	
2023	6,884,041,605	10,508,317	\$ 11,117,700			(900,000)		(45,000)	20,681,017	0.3066	0.0824
2024	7,228,243,685	9,782,567	8,289,450	\$ 4,590,142		(900,000)		(45,000)	21,717,158	0.3066	
2025	7,589,655,869	9,788,067	8,948,125	5,015,550		(900,000)		(45,000)	22,806,742	0.3066	
2026	7,589,655,869	10,089,317	8,852,450	4,811,050		(900,000)		(45,000)	22,807,817	0.3066	
2027	7,589,655,869	10,089,217	8,759,125	4,903,800		(900,000)		(45,000)	22,807,142	0.3066	
2028	7,589,655,869	10,088,967	8,668,050	4,994,300		(900,000)		(45,000)	22,806,317	0.3066	
2029	7,589,655,869	10,085,467	8,568,450	5,092,300		(900,000)		(45,000)	22,801,217	0.3066	
2030	7,589,655,869	10,089,317	8,478,125	5,182,050		(900,000)		(45,000)	22,804,492	0.3066	
2031	7,589,655,869	10,084,817	8,385,885	5,278,550		(900,000)		(45,000)	22,804,252	0.3066	
2032	7,589,655,869	10,092,576	8,295,115	5,361,050		(900,000)		(45,000)	22,803,741	0.3066	
2033	7,589,655,869	10,090,701	8,260,800	5,359,800		(900,000)		(45,000)	22,766,301	0.3061	
2034	7,589,655,869	10,092,819	8,241,400	5,364,800		(900,000)		(45,000)	22,754,019	0.3059	
2035	7,589,655,869	10,088,418	8,210,800	5,361,200		(900,000)		(45,000)	22,715,418	0.3054	
2036	7,589,655,869	10,092,122	8,234,400	5,369,200		(900,000)		(45,000)	22,750,722	0.3059	
2037	7,589,655,869	10,088,034	8,150,000	5,378,200		(900,000)		(45,000)	22,671,234	0.3048	
2038	7,589,655,869	9,436,959	8,521,800	5,523,000		(900,000)		(45,000)	22,536,759	0.3030	
2039	7,589,655,869	-	17,336,600	6,008,000		(900,000)		(45,000)	22,399,600	0.3012	
2040	7,589,655,869	-	17,341,000	6,009,200		(900,000)		(45,000)	22,405,200	0.3012	
2041	7,589,655,869	-	15,523,200	6,010,000		(900,000)		(45,000)	20,588,200	0.2768	
2042	7,589,655,869	-	15,525,400	6,005,200		(900,000)		(45,000)	20,585,600	0.2768	
2043	7,589,655,869	-	15,527,000	6,009,800		(900,000)		(45,000)	20,591,800	0.2769	
2044	7,589,655,869	-	15,522,400	6,008,200		(900,000)		(45,000)	20,585,600	0.2768	
2045	7,589,655,869	-	15,526,200	6,005,400		(900,000)		(45,000)	20,586,600	0.2768	
2046	7,589,655,869	-	15,527,400	6,006,200		(900,000)		(45,000)	20,588,600	0.2768	
2047	7,589,655,869	-	15,525,400	6,005,200		(900,000)		(45,000)	20,585,600	0.2768	
2048	7,589,655,869	-	15,524,600	6,007,200		(900,000)		(45,000)	20,586,800	0.2768	
2049	7,589,655,869	-	15,524,200	6,006,800		(900,000)		(45,000)	20,586,000	0.2768	
2050	7,589,655,869	-	15,523,400	6,008,800		(900,000)		(45,000)	20,587,200	0.2768	
2051	7,589,655,869	-	15,526,400	6,007,800		(900,000)		(45,000)	20,589,200	0.2768	
2052	7,589,655,869	-	15,527,200	6,008,600		(900,000)		(45,000)	20,590,800	0.2768	
2053	7,589,655,869	-	-	5,610,800		(900,000)		(45,000)	4,665,800	0.0627	
Total		\$ 188,696,109	\$ 358,962,075	\$ 167,302,192		\$ (2,760,000)	\$ (312,059)	\$ (1,485,000)	\$ 683,463,317		

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 98.00% collection rate.



Tax Rate Impact Analysis

Scenario 4: \$234,323,000 – \$0.0377 increase

Waco ISD - I&S Tax Rate Impact Analysis*

1	2	3	4		5	6	7	8	9	10	11
FYE (8/31)	After Frozen Net TAV	Existing I&S Tax Debt Service	\$234.323MM November 2021 Election		Less: Frozen Levy Revenue	Less: ASAHE Revenue	Less: Other Available Revenue	Total Projected Net Debt Service	Projected I&S Tax Rate	Estimated I&S Tax Rate Increase	
			\$156.295MM 2022	78.030MM 2023							
2021	\$6,474,558,132	\$ 13,646,914			\$ (900,000)	\$ (312,059)	\$ (45,000)	\$ 12,389,855	0.2242		
2022	6,556,230,100	14,461,517			(900,000)		(45,000)	13,516,517	0.2242		
2023	6,884,041,605	10,508,317	\$ 8,098,950		(900,000)		(45,000)	17,662,267	0.2618	0.0377	
2024	7,228,243,685	9,782,567	6,190,450	\$ 3,515,683	(900,000)		(45,000)	18,543,700	0.2618		
2025	7,589,655,869	9,788,067	6,405,450	4,225,050	(900,000)		(45,000)	19,473,567	0.2618		
2026	7,589,655,869	10,089,317	6,294,700	4,023,800	(900,000)		(45,000)	19,462,817	0.2617		
2027	7,589,655,869	10,089,217	6,211,450	4,114,300	(900,000)		(45,000)	19,469,967	0.2618		
2028	7,589,655,869	10,088,967	6,110,700	4,202,300	(900,000)		(45,000)	19,456,967	0.2616		
2029	7,589,655,869	10,085,467	6,028,450	4,302,550	(900,000)		(45,000)	19,471,467	0.2618		
2030	7,589,655,869	10,089,317	5,923,950	4,394,050	(900,000)		(45,000)	19,462,317	0.2617		
2031	7,589,655,869	10,084,817	5,838,450	4,486,800	(900,000)		(45,000)	19,465,067	0.2617		
2032	7,589,655,869	10,092,576	5,756,200	4,565,300	(900,000)		(45,000)	19,469,076	0.2618		
2033	7,589,655,869	10,090,701	5,755,000	4,574,800	(900,000)		(45,000)	19,475,501	0.2618		
2034	7,589,655,869	10,092,819	5,753,400	4,571,600	(900,000)		(45,000)	19,472,819	0.2618		
2035	7,589,655,869	10,088,418	5,741,400	4,584,800	(900,000)		(45,000)	19,469,618	0.2618		
2036	7,589,655,869	10,092,122	5,744,400	4,583,600	(900,000)		(45,000)	19,475,122	0.2618		
2037	7,589,655,869	10,088,034	5,731,800	4,593,400	(900,000)		(45,000)	19,468,234	0.2617		
2038	7,589,655,869	9,436,959	5,734,200	4,738,600	(900,000)		(45,000)	18,964,759	0.2550		
2039	7,589,655,869	-	14,836,000	4,818,600	(900,000)		(45,000)	18,709,600	0.2515		
2040	7,589,655,869	-	14,278,200	3,530,600	(900,000)		(45,000)	16,863,800	0.2267		
2041	7,589,655,869	-	12,372,600	3,534,000	(900,000)		(45,000)	14,961,600	0.2012		
2042	7,589,655,869	-	12,373,400	3,534,000	(900,000)		(45,000)	14,962,400	0.2012		
2043	7,589,655,869	-	12,371,800	3,530,600	(900,000)		(45,000)	14,957,400	0.2011		
2044	7,589,655,869	-	12,372,400	3,533,800	(900,000)		(45,000)	14,961,200	0.2011		
2045	7,589,655,869	-	12,369,600	3,533,200	(900,000)		(45,000)	14,957,800	0.2011		
2046	7,589,655,869	-	12,373,000	3,533,800	(900,000)		(45,000)	14,961,800	0.2012		
2047	7,589,655,869	-	12,371,800	3,530,400	(900,000)		(45,000)	14,957,200	0.2011		
2048	7,589,655,869	-	12,370,600	3,533,000	(900,000)		(45,000)	14,958,600	0.2011		
2049	7,589,655,869	-	12,373,800	3,531,200	(900,000)		(45,000)	14,960,000	0.2011		
2050	7,589,655,869	-	12,370,600	3,535,000	(900,000)		(45,000)	14,960,600	0.2011		
2051	7,589,655,869	-	12,370,600	3,534,000	(900,000)		(45,000)	14,959,600	0.2011		
2052	7,589,655,869	-	12,298,000	3,533,200	(900,000)		(45,000)	14,886,200	0.2001		
2053	7,589,655,869	-	-	3,442,400	(900,000)		(45,000)	2,497,400	0.0336		
Total		\$ 188,696,109	\$ 274,821,350	\$ 119,664,433	\$ (2,700,000)	\$ (312,059)	\$ (1,485,000)	\$ 551,684,834			

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 98.00% collection rate.

Tax Rate Impact Analysis

Scenario 5: \$156,875,000 – No Tax Rate increase

Waco ISD - I&S Tax Rate Impact Analysis*

1	2	3	4		5	6	7	8	9	10	11
FYE (8/31)	After Frozen Net TAV	Existing I&S Tax Debt Service	\$156.875MM November 2021 Election			Less: Frozen Levy Revenue	Less: ASAHE Revenue	Less: Other Available Revenue	Total Projected Net Debt Service	Projected I&S Tax Rate	Estimated I&S Tax Rate Increase
			106.875MM 2022	50MM 2023							
2021	\$6,474,558,132	\$ 13,646,914				\$ (900,000)	\$ (312,059)	\$ (45,000)	\$ 12,389,855	0.2242	
2022	6,556,230,100	14,461,517				(900,000)		(45,000)	13,516,517	0.2242	
2023	6,884,041,605	10,508,317	\$ 5,560,125			(900,000)		(45,000)	15,123,442	0.2242	0.0000
2024	7,228,243,685	9,782,567	4,778,125	\$ 2,264,825		(900,000)		(45,000)	15,880,517	0.2242	
2025	7,589,655,869	9,788,067	5,203,150	2,630,100		(900,000)		(45,000)	16,676,317	0.2242	
2026	7,589,655,869	10,089,317	5,104,750	2,426,350		(900,000)		(45,000)	16,675,417	0.2242	
2027	7,589,655,869	10,089,217	5,008,150	2,515,850		(900,000)		(45,000)	16,668,217	0.2241	
2028	7,589,655,869	10,088,967	4,916,650	2,609,350		(900,000)		(45,000)	16,669,967	0.2241	
2029	7,589,655,869	10,085,467	4,831,650	2,706,350		(900,000)		(45,000)	16,678,467	0.2242	
2030	7,589,655,869	10,089,317	4,727,900	2,796,350		(900,000)		(45,000)	16,668,567	0.2241	
2031	7,589,655,869	10,084,817	4,641,400	2,894,350		(900,000)		(45,000)	16,675,567	0.2242	
2032	7,589,655,869	10,092,576	4,541,400	2,974,600		(900,000)		(45,000)	16,663,576	0.2240	
2033	7,589,655,869	10,090,701	4,464,200	3,057,600		(900,000)		(45,000)	16,667,501	0.2241	
2034	7,589,655,869	10,092,819	4,451,125	3,078,800		(900,000)		(45,000)	16,677,744	0.2242	
2035	7,589,655,869	10,088,418	4,446,400	3,086,600		(900,000)		(45,000)	16,676,418	0.2242	
2036	7,589,655,869	10,092,122	4,443,775	3,086,400		(900,000)		(45,000)	16,677,297	0.2242	
2037	7,589,655,869	10,088,034	4,437,800	3,098,400		(900,000)		(45,000)	16,679,234	0.2242	
2038	7,589,655,869	9,436,959	4,996,200	2,392,000		(900,000)		(45,000)	15,880,159	0.2135	
2039	7,589,655,869	-	7,595,400	2,390,800		(900,000)		(45,000)	9,041,200	0.1216	
2040	7,589,655,869	-	7,592,800	2,392,600		(900,000)		(45,000)	9,040,400	0.1215	
2041	7,589,655,869	-	7,593,200	2,392,200		(900,000)		(45,000)	9,040,400	0.1215	
2042	7,589,655,869	-	7,596,200	2,394,600		(900,000)		(45,000)	9,045,800	0.1216	
2043	7,589,655,869	-	7,596,400	2,394,600		(900,000)		(45,000)	9,046,000	0.1216	
2044	7,589,655,869	-	7,593,600	2,392,200		(900,000)		(45,000)	9,040,800	0.1216	
2045	7,589,655,869	-	7,592,600	2,392,400		(900,000)		(45,000)	9,040,000	0.1215	
2046	7,589,655,869	-	7,593,000	2,395,000		(900,000)		(45,000)	9,043,000	0.1216	
2047	7,589,655,869	-	7,594,400	2,394,800		(900,000)		(45,000)	9,044,200	0.1216	
2048	7,589,655,869	-	7,596,400	2,391,800		(900,000)		(45,000)	9,043,200	0.1216	
2049	7,589,655,869	-	7,593,600	2,391,000		(900,000)		(45,000)	9,039,600	0.1215	
2050	7,589,655,869	-	7,595,800	2,392,200		(900,000)		(45,000)	9,043,000	0.1216	
2051	7,589,655,869	-	7,597,400	2,390,200		(900,000)		(45,000)	9,042,600	0.1216	
2052	7,589,655,869	-	5,278,000	2,395,000		(900,000)		(45,000)	6,728,000	0.0905	
2053	7,589,655,869	-	-	2,241,200		(900,000)		(45,000)	1,296,200	0.0174	
Total		\$ 188,696,109	\$ 180,561,600	\$ 77,358,525		\$ (2,730,000)	\$ (312,059)	\$ (1,485,000)	\$ 415,119,175		

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 98.00% collection rate.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Susan Kincannon

RE: Review and Discuss Potential Bond Program

Background Information

Since January 2020, with the hiring of O’Connell Robertson architects, the Administration and Board have taken positive, actionable steps to improve district facilities. Notable progress has been made including:

- Introduction of facilities master planning process (February 2020).
- Review of district facilities condition assessment (May 2020).
- Review of district facility capacity data (June 2020).
- Review of educational suitability assessments (June 2020).
- Review and discussion of educational visioning (October 2020).
- Recommendation and approval of proposal for a community engagement and facilities master planning process (December 2020).
- Formation of Community Advisory Committee (CAC). Over the course of eight meetings (January 2021 to May 2021), the CAC reviewed and discussed data and reports from staff on facilities conditions, educational suitability, and educational vision. In addition, the CAC reviewed the district’s bond debt capacity and demographic trends and predictions. The process concluded with final recommendations by the CAC on Monday, May 24.
- Presentation of Facilities Long-Range Master Plan with CAC’s recommendation to Board (June 2021).
- Review and discussion of bond debt capacity scenarios with the district’s financial advisor (March 2021 and May 2021).
- Review of preliminary tax values (May 2021).
- Review of Bond Phasing options (July 2021).
- Discussion regarding property tax exemptions (July 2021).
- Review of Review bond tax impact and bond program scenarios using updated preliminary certified tax values (July 2021).

Potential Bond Program

As recommended by the CAC, a potential bond program would include a new Waco High School, two new middle schools (G.W. Carver and Tennyson), one new elementary school (Kendrick), and renovations to South Waco Elementary. A new G.W. Carver Middle would accommodate the students currently attending G.W. Carver Middle School and Indian Spring Middle School while a new Kendrick Elementary and a renovated and expanded South Waco Elementary would serve students currently attending Alta Vista Elementary.

Next Steps

On August 12, 2021, the Board will hold a special meeting to consider actions related to the process of adopting a budget and setting tax rates for 2021-2022 and to consider calling a bond election for November 2, 2021. At that meeting, based on the work of the CAC and additional information presented to the Board, the Administration will recommend a potential bond package, present its projected tax impact based on final certified property values, and review a draft election order based on that recommendation. Board members will then discuss and (if desired) amend the recommendation. The deadline to call a bond election for this November is August 16, 2021.

Fiscal Implications

The estimated cost of the potential bond program is \$376.1 million. As of May 24, 2021, the estimated tax impact is 12.49 cents per \$100 of assessed valuation or \$12.23 per month for the average homeowner in Waco ISD.

Administrative Recommendation(s):

Discussion only.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: July 22, 2021

Contact Person: Dr. Josie Gutierrez

**RE: Review, Discuss and Take Appropriate Action Regarding the 2021-2022
Compensation and Stipend Plan**

=====

Background Information:

Per DEA (LOCAL), the Superintendent is required to recommend to the Board of Trustees an annual compensation plan for all employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives.

During the spring of 2021, TASB HR Services conducted a follow up maintenance review of the 2020 compensation study, as well as a stipend review. The findings and recommendations were presented to the Board on June 10, 2021.

The administration is recommending:

- A \$1600 minimum salary increase for employees paid on the Teacher Pay Schedule, which is an average of 3% of the midpoint for all continuing teachers;
- An additional \$100 to \$600 market adjustment for teachers on steps 15 to 25 of the teacher pay scale (maximum increase of \$2200); and
- An increase in the starting teacher salary from \$49,100 to \$50,250;
- A 3% of the appropriate pay grade midpoint increase for all other employee pay groups (Administrative/Professional, Paraprofessional, and Auxiliary);
- Targeted equity pay adjustments for some pay groups (Assistant Principal, Instructional Specialist, Custodian, and Child Nutrition Worker) along with individual employees in order to maintain equity for current employees and maintain competitiveness in the market for new employees;
- No changes to the Temporary pay schedule, with the exception of a newly added Baseball Pitch Counter job title and rate;
- No change in substitute compensation; however, the number of consecutive days of an assignment for a paraprofessional or a degreed or certified substitute teacher to receive the long-term rate of pay will now begin after completing 10 consecutive days in an assignment, reduced from after 20 days.
- An updated stipend schedule with adjustments and newly created stipends for athletics, performing arts and academics; and new stipends for teacher leadership responsibilities such as Opportunity Culture, Reading Recovery, elementary grade level leads and secondary department chairs.

- Effective January 1, 2022, increasing the District contribution for health insurance from \$404.26 to \$428 per employee, per month and continuing the \$41.667 monthly (\$500 annually) contribution to a flexible spending account for any employee who waives insurance coverage through the District.

Attached are the proposed pay schedules for 2021-2022, which include teachers, administrative/professional, paraprofessional, auxiliary, substitute and temporary staff; and health care premium comparisons with other districts. The goal of the District is to keep a zero-premium employee only plan, as well as continue to offer buy up plans that better meet the needs of our employees. The final plan designs will be reviewed and discussed at a future board meeting. Even with the increase in the District contribution and adjustments to the plan design, there may still be a 1-2% increase in the premium paid by the employee (ranging from approximately \$2 to \$80+ per month) depending on the plan and dependent level selected.

Fiscal Implications:

The estimated cost of the proposed salary increase, with equity adjustments is \$3.7 million and increases and changes to the stipend schedule is an additional \$504,236. The increase of the District contribution for health benefits will cost an estimated \$549,000. The cost of the increases will be included in the proposed budget for 2021-2022.

Administrative Recommendation:

The administration recommends approval of the 2021-2022 employee compensation plan as presented.

**WACO I.S.D.
2021-2022
COMPENSATION
PLAN**



Waco ISD

2021-2022 Teacher Pay Scale

Step	New Hire Salary
0	\$50,250
1	\$50,700
2	\$51,150
3	\$51,650
4	\$52,150
5	\$52,650
6	\$53,150
7	\$53,650
8	\$54,150
9	\$54,550
10	\$54,950
11	\$55,350
12	\$55,750
13	\$56,150
14	\$56,550
15	\$57,050
16	\$57,550
17	\$58,050
18	\$58,550
19	\$59,050
20	\$59,550
21	\$59,950
22	\$60,350
23	\$60,750
24	\$61,150
25	\$61,550
26	\$61,950
27+	\$62,450

Continuing Teachers will receive an increase of \$1,600.

All salaries listed above are based on 10-month employment for the 2021-2022 school year.

2021-2022 Proposed Administrative/Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
101			Daily	\$239.90	\$288.00	\$336.10	\$8.64
	Coordinator - Attendance/Truancy	202	153 Days	36,705	44,064	51,423	1,322
	Coordinator - PDS	153	187 Days	44,861	53,856	62,851	1,616
	Facilitator - Community Involvement	212, 226	202 Days	48,460	58,176	67,892	1,745
	Facilitator - Human Resources	226	203 Days	48,700	58,464	68,228	1,754
	Facilitator - Restorative Discipline	226	207 Days	49,659	59,616	69,573	1,788
	Facilitator - Restorative Justice	226	212 Days	50,859	61,056	71,253	1,832
	Liaison - Parent & Community Support	226	226 Days	54,217	65,088	75,959	1,953
	LSPSP Case Manager	202	240 Days	57,576	69,120	80,664	2,074
	LSSP Intern	187					
	Manager - After School Academy	226					
	Manager - After School/Summer Enrichment	226					
	Manager - Energy	226					
	Parent & Community Support Liaison	226					
	Parent Educator	202					
	Parent Educator - Lead	202					
	Specialist - Afterschool Program	226					
	Specialist - Athletic Scheduling & Equipment	226					
	Specialist - Campus Parent/Community Involvement	212					
	Specialist - Communications	226					
	Specialist - Deaf Ed Interpreter Services	187					
	Specialist - Dropout Credit Recovery	212					
	Specialist - Family Engagement	226					
	Specialist - Family Support	207, 226					
	Specialist - Homeless Student Parent/Community	203					
	Specialist - Records Management	226					
	Supervisor - Custodial Services/IPM Coord	240					
	Supervisor - Maintenance & Grounds	240					
	Supervisor - Warehouse	240					
102			Daily	\$259.10	\$311.04	\$362.98	\$9.33
	Accountant - Business Services	226	187 Days	48,452	58,164	67,877	1,745
	Accountant - Grant	226	202 Days	52,338	62,830	73,322	1,885
	Accountant - Professional	226	207 Days	53,634	64,385	75,137	1,932
	At-Risk Interventionist	226	245 Days	54,929	65,940	76,952	1,978
	Behavior Analyst - Intern	212	226 Days	58,557	70,295	82,033	2,109
	Coordinator - Library & Technology	212					

Coordinator - PYP	187
Supervisor - Risk Management & Benefits	226
Engineer - Network Infrastructure Engineer	226
Engineer - Network Systems	226
Exec Asst - CEO of Transformation Waco/BoT	226
Information Support System Program Analyst	226
Instructional Specialist - ESL	187
Specialist - Afterschool Program	226
Specialist - At-Risk Students	207
Specialist - Behavior Intervention	207, 212
Specialist - Campus Testing	187
Specialist - College Career Military Readiness	212
Specialist - Community Partnerships	207
Specialist - Homeless Students Population	187
Specialist - Information Systems	226
Specialist - Public Relations	207
Specialist - Threat Assessment & Violence Prevention	212
Specialist - Transition (DAEP)	202
Speech Pathologist - Asst	187
Supervisor - Risk Management & Benefits	226
Systems Engineer	226
Technology Facilitator	202
Television Production Manager/Producer	226

103

Athletic Trainer	202
Counselor - ES	190, 203
Counselor - MS	203
Counselor - Sped	190
Data Specialist	207
Facilitator - ARD	202
Greater Waco Academies Family/Community Liaison	226
Instructional Specialist - Campus	202, 207
Instructional Specialist - District	207
Instructional Specialist - Dyslexia	187
Instructional Specialist - ESL/Interventionist	187
Instructional Specialist - Supplemental Instruction	212
Librarian - ES & MS	188
Librarian - HS	193
Master Teacher	202
Master Teacher - Blended Learning	202

Daily	\$277.23	\$332.81	\$388.39	\$9.98
187 Days	51,842	62,235	72,629	1,867
190 Days	52,674	63,234	73,794	1,897
193 Days	53,505	64,232	74,959	1,927
202 Days	56,000	67,228	78,455	2,017
203 Days	56,278	67,560	78,843	2,027
207 Days	57,387	68,892	80,397	2,067
212 Days	58,773	70,556	82,339	2,117
226 Days	62,654	75,215	87,776	2,256

Master Teacher - Special Ed	202
Nurse (RN)	187
Reading Recovery Lead	202
Social Worker - Parent/Community Involvement	202
Specialist - District Behavior (CEIS)	212
Specialist - Transition (Special Education)	202
Student Management Advisor	187
Supervisor - Community Outreach Homeless Students	203
Supervisor - Payroll	226

104

Asst Principal - ES	207
Asst Principal - Montessori	207
Board Certified Behavior Analyst - BCBA	212
Counselor - HS (HS, GWAMA, GWAHCA, Challenge)	190, 203, 212
Counselor - HS Lead	226
Diagnostician	202
Licensed Specialist School Psychology	202
Occupational Therapist	190
Speech Pathologist - ASHA	187, 207
Supervisor - Police Field Service (Police Sergeant)	226

Daily	\$299.41	\$359.43	\$419.45	\$10.78
187 Days	55,990	67,213	78,437	2,016
190 Days	56,888	68,292	79,696	2,049
202 Days	60,481	72,605	84,729	2,178
203 Days	60,780	72,964	85,148	2,189
207 Days	61,978	74,402	86,826	2,232
212 Days	63,475	76,199	88,923	2,286
226 Days	67,667	81,231	94,796	2,437

105

Asst Principal - Credit Recovery	207
Asst Principal - DAEP	207
Asst Principal - MS	207
Coordinator - Accounting	226
Coordinator - Advanced Academics	226
Coordinator - Counseling & SEL	226
Coordinator - C&I	226
Coordinator - District Behavior Intervention	207
Coordinator - ELL	207
Coordinator - HST Curriculum & Certifications	226
Coordinator - Instructional Technology	226
Coordinator - Instructional Technology Staff Development	226
Coordinator - Librarian	226
Coordinator - MS Athletics	226
Coordinator - Professional Development	226
Coordinator - Research/Assessment	226
Coordinator - Special Education	226

Daily	\$314.37	\$377.40	\$440.43	\$11.32
202 Days	63,503	76,235	88,967	2,287
207 Days	65,075	78,122	91,169	2,344
226 Days	71,048	85,292	99,537	2,559

Coordinator - State & Federal Programs	226
Coordinator - Student Management	226
Coordinator - Technology Support Services	226
Coordinator - Testing/Assessments	226
Coordinator - TW Nonprofit Systems	226
Coordinator- Section 504 Compliance/Response To Intervention	226
Dean - Atlas Academy	226
Dean - Instruction MS	226
Dean - Student Services MS	226
Internal Auditor	202
Supervisor - Police/Administrative Services (Police Lieutenant)	226
Senior Security Systems Engineer	226
Senior Systems Engineer	226

106

Asst Principal - HS	207
Associate Principal - HS	226
Asst Athletic Director - Facilities	226
Asst Director - Facilities/Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Chief of Police	226
Dean - Academies	226
Dean - Career Technology Education	226
Dean - Future Educators Academy	226
Dean - GWAHCA	226
Dean - GWAMA	226
Director - Accountability/Data Analysis	226
Director - Advanced Academics	226
Director - Communications	226
Director - Digital Innovation/Learning	226
Director - Early Childhood Education	226
Director - Health Services	226
Director - Network Systems	226
Director - Opportunity Culture	226
Director - PEIMS/Attendance/Data Analytics	226
Principal - Credit Recovery	226
Principal - ES	226
Principal - Montessori	226

Daily	\$352.10	\$422.69	\$493.28	\$12.68
207 Days	72,885	87,497	102,109	2,625
212 Days	74,645	89,610	104,575	2,688
226 Days	79,575	95,528	111,481	2,866

107

Athletic Sector Coordinator - Head Football Coach	226
---	-----

Daily	\$383.47	\$456.51	\$529.55	\$13.70
226 Days	86,664	103,171	119,678	3,095

Chief Strategy Officer	226
Director - Bilingual/ESL	226
Director - Business Services	226
Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Special Education	226
Director - State & Federal Programs/Intervention Services	226
Director - Strategic Evaluation Systems & Support	226
Principal - DAEP	226
Principal - MS	226

108

Director - Athletics	226
Exec Director - Communications	226
Exec Director - Curriculum/Professional Development	226
Exec Director - Elementary Education	226
Exec Director - Finance	226
Exec Director - Human Resources	226
Exec Director - Operations	226
Exec Director - Secondary Education	226
Exec Director - Student Services	226
Exec Director - Student Support	226
Exec Director - Special Education	226
Exec Director - School Leadership	226
Principal - HS	226

Daily	\$429.48	\$511.29	\$593.10	\$15.34
226 Days	97,062	115,552	134,041	3,467

109

Asst Superintendent - Curriculum/Instruction	226
Asst Superintendent - Finance	226
Asst Superintendent - Human Resources	226
Asst Superintendent - Student Services And Support	226
Exec Director - Technology/Innovation	226

Daily	\$532.56	\$634.00	\$735.44	\$19.02
226 Days	120,359	143,284	166,209	4,299

110

Chief of Staff	226
Deputy Superintendent	226

Daily	\$559.19	\$665.70	\$772.21	\$19.97
226 Days	126,377	150,448	174,519	4,513

2021-2022 Proposed Paraprofessional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
201			Hourly	\$12.10	\$14.75	\$17.41	\$0.44
	After School Worker	207	193 Days	18,682	22,774	26,881	679
	Receptionist - Campus	193	207 Days	20,038	24,426	28,831	729
202			Hourly	\$13.19	\$16.08	\$18.97	\$0.48
	ACE Afterschool Worker - Lead	226	187 Days	19,732	24,056	28,379	718
	Aide - Behavior Support	187	188 Days	19,838	24,184	28,531	722
	Aide - Instructional	187	226 Days	23,848	29,073	34,298	868
	Aide - ISS	187					
	Aide - Library	187, 188					
	Aide - Multimedia	187					
	Aide - Nurse	187					
	Reach Associate	187					
203			Hourly	\$14.51	\$17.69	\$20.87	\$0.53
	Clerk - Administration/Payroll	226	187 Days	21,707	26,464	31,222	793
	Clerk - Athletic	212	193 Days	22,403	27,313	32,223	818
	Clerk - Bilingual Asst Special Ed	202	202 Days	23,448	28,587	33,726	856
	Clerk - Campus Office	193	212 Days	24,609	30,002	35,396	899
	Clerk - Custodial/IPM	226	226 Days	26,234	31,984	37,733	958
	Clerk - ELL Testing	226					
	Clerk - Print/Mail Center	226					
	Clerk - Special Education	202					
	Aide - Special Education	187					
204			Hourly	\$15.23	\$18.57	\$21.91	\$0.56
	Liaison - Parent Campus	193	193 Days	23,515	28,672	33,829	865
	Secretary - Principal ES	226	196 Days	23,881	29,118	34,355	878
	Specialist - Parent Involvement	202	202 Days	24,612	30,009	35,407	905
	Specialist - PEIMS	196	226 Days	27,536	33,575	39,613	1,012
205			Hourly	\$16.29	\$19.87	\$23.45	\$0.60
	Liaison - Attendance Court	202	202 Days	26,325	32,110	37,895	970
	Registrar - HS	226	226 Days	29,452	35,925	42,398	1,085
	Secretary - DAEP, Credit Recovery, Alt	226					
	Secretary - GWAHCA	226					
	Secretary - GWAMA	226					
	Secretary - Principal MS	226					

206		Hourly	\$17.60	\$21.46	\$25.32	\$0.64
Bookkeeper - HS	226	187 Days	26,330	32,104	37,879	957
Sign Language Interpreter - Non-Certified	187	226 Days	31,821	38,800	45,779	1,157
Director - Child Care	187					
Secretary - Principal HS	226					
Specialist - Police Support Services	226					
Specialist - Warehouse Inventory	226					

207		Hourly	\$19.29	\$23.52	\$27.75	\$0.71
Admin Asst - Athletics	226	187 Days	28,858	35,186	41,514	1,062
Admin Asst - Bilingual	226	226 Days	34,876	42,524	50,172	1,284
Admin Asst - CATE	226					
Admin Asst - Fine Arts	226					
Admin Asst - Homeless Department	226					
Admin Asst - Maintenance	226					
Admin Asst - PEIMS	226					
Admin Asst - Police	226					
Admin Asst - Student Management	226					
Bookkeeper - Athletics	226					
LVN	187					
LVN - Float Nurse	187					
Specialist - Accounting Revenue	226					
Specialist - Accounts Payable	226					
Specialist - Bilingual Assessor	226					
Specialist - HR	226					
Specialist - HR Personnel Services	226					
Specialist - HR Risk Management/Benefits/Leave	226					
Specialist - Maintenance Business	226					
Specialist - Payroll	226					
Specialist - PEIMS Special Ed	226					
Specialist - Purchasing II	226					
Technician - Network Services	226					
Technician - Technology Field Service	226					
Technician - Technology Help Desk	226					

208		Hourly	\$21.21	\$25.87	\$30.53	\$0.78
Sign Language Interpreter - Certified	187	187 Days	31,730	38,702	45,673	1,167
Exec Admin Asst - Business/Financial Services	226	226 Days	38,348	46,773	55,198	1,410
Exec Admin Asst - C&I	226					
Exec Admin Asst - Curriculum, Instruction and PD	226					
Exec Admin Asst - Communications	226					
Exec Admin Asst - Human Resources	226					
Exec Admin Asst - Operations	226					

Exec Admin Asst - Special Ed	226
Exec Admin Asst - Student Services	226
Exec Admin Asst - Technology Services	226
Exec Admin Asst - TW	226
Specialist - Administrative Budget	226
Specialist - PEIMS Interface	226
Technician - Communication Systems	226

209

Buyer	226
Exec Asst - Superintendent	226
Occupational Therapist Asst	187
Specialist - Student Services Interface	226

Hourly	\$25.67	\$31.31	\$36.95	\$0.94
187 Days	38,402	46,840	55,277	1,406
226 Days	46,411	56,608	66,806	1,700

2021-2022 Proposed Auxiliary Pay Plan
Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
301			Hourly	\$11.28	\$13.75	\$16.23	\$0.41
	Cafeteria Worker	180	178 Days	16,063	19,580	23,112	584
	Crosswalk Guard	178	180 Days	16,243	19,800	23,371	590
	Custodian	240	240 Days	21,658	26,400	31,162	787
302			Hourly	\$12.29	\$14.99	\$17.69	\$0.45
	Cafeteria Worker - Lead	180	180 Days	17,698	21,586	25,474	648
	Custodian - Lead	240	226 Days	22,220	27,102	31,984	814
	Specialist - Floor Care	240	240 Days	23,597	28,781	33,965	864
	Warehouse Worker - CNS	226					
303			Hourly	\$13.40	\$16.34	\$19.28	\$0.49
	Groundskeeper	240	226 Days	24,227	29,543	34,858	886
	Mail Delivery	226	240 Days	25,728	31,373	37,018	941
	Utility Worker	240					
304			Hourly	\$14.60	\$17.81	\$21.02	\$0.53
	Asst Manager - Cafeteria	184	184 Days	21,491	26,216	30,941	780
	Cafeteria - Manager Trainee	184	240 Days	28,032	34,195	40,358	1,018
	General Maintenance Worker I	240					
	Utility Worker - Lead	240					
	Warehouse Worker	240					
305			Hourly	\$15.92	\$19.41	\$22.90	\$0.58
	Cafeteria - ES Manager	184	184 Days	23,434	28,572	33,709	854
	Custodian - Head ES	240	207 Days	26,364	32,143	37,922	960
	General Maintenance Worker II	240	240 Days	30,566	37,267	43,968	1,114
	Security Guard	207					
	Utility Worker - WISD Stadium	240					
306			Hourly	\$17.35	\$21.16	\$24.97	\$0.63
	Cafeteria - Manager MS	184	184 Days	25,539	31,148	36,756	927
	Custodian - Head MS	240	240 Days	33,312	40,627	47,942	1,210
	General Maintenance Worker III	240					
	Groundskeeper - Irrigation	240					
	Groundskeeper - Lead	240					
	Technician - Energy Controls	240					
	Warehouse Worker - Senior	240					

307		Hourly	\$18.91	\$23.06	\$27.21	\$0.69
Cafeteria - Manager HS	184	184 Days	27,836	33,944	40,053	1,016
Carpenter	240	240 Days	36,307	44,275	52,243	1,325
Custodian - Head Administration	240					
Custodian - Head HS	240					
Facilities Construction - Lead	240					
Locksmith	240					
Painter	240					
Pest Control - Lead	240					
Plumber - Preventive Maintenance	240					
Roofer	240					
Specialist - Warehouse	240					
Receiving	240					
Welder	240					

308		Hourly	\$20.61	\$25.14	\$29.67	\$0.75
Custodial - Asst Supervisor (Day)	240	240 Days	39,571	48,269	56,966	1,440
Electrician	240					
Plumber	240					
Preventive Maintenance - Lead	240					
Technician - Asbestos	240					
Technician - HVAC	240					

309		Hourly	\$22.47	\$27.40	\$32.33	\$0.82
Custodial - Asst Supervisor (Night)	240	207 Days	37,210	45,374	53,538	1,358
Electrical Section - Lead	240	226 Days	40,626	49,539	58,453	1,483
Foreman - Building Maintenance/Carpentry	240	240 Days	43,142	52,608	62,074	1,574
Foreman - Grounds	240					
HVAC - Section Lead	240					
Plumber - Section Lead	240					
Police Officer - MS	207					
Supervisor - CNS						
Compliance/Employee Relations	226					
Warehouse Manager - CNS	226					

310		Hourly	\$24.49	\$29.87	\$35.25	\$0.90
Police Officer	226	226 Days	44,278	54,005	63,732	1,627

2021-2022 Stipend Schedule

A stipend form must be completed and submitted to Human Resources by the appropriate principal and/or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Most annual stipends are paid over 24 paychecks for the year, unless otherwise noted.

Stipend Description	Stipend Amount
High School - Content/Critical Shortage	
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
High School - Special Programs	
Certified Nurse Assistant (CNA) Teacher - Requires RN designation and Texas Department of Aging and Disability Services approval	\$8,000
Advanced Certified Nurse Assistant (CNA) Teacher - Requires RN designation	\$8,000
Certified Nurse Assistant (CNA) Teacher - Requires LVN designation and Texas Department of Aging and Disability Services approval	\$4,000
Welding	\$4,500
High School - Fine Arts	
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$16,000
High School Assistant Band Director (207 Day Calendar)	\$7,500
High School Mariachi Band Director	\$3,000
High School Steel Drum Director	\$1,500
Color Guard/Flag Corps	\$2,000
Jazz/Stage Band	\$2,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$6,000
High School Assistant Choir Director	\$4,000
High School Show Choir Director	\$1,000
High School Orchestra Director (Multi Campuses)	\$8,500
High School Theater Arts Director	\$6,000
High School Assistant Theater Arts Director	\$4,000
Performing Arts Facility Manager	\$3,000
High School Extracurricular, UIL & Other Academic Activities/Programs	
Cheerleader Sponsor, Varsity	\$5,000
Cheerleader Sponsor, Asst. Varsity	\$3,000
Drill Team Sponsor, Varsity	\$4,500
Drill Team Sponsor, Asst. Varsity	\$3,000
High School Yearbook Sponsor	\$2,000
High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Debate Sponsor	\$1,500
High School UIL Speech Sponsor	\$1,500
High School UIL Academic Contest Sponsor (per event)	\$700
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000
Middle School - Content/Critical Shortage	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFIED) - Stipend amount will be prorated based on the number of sections taught in the content area	50% of the content stipend, maximum of \$3,000

Middle School - Fine Arts	
Middle School Band Director	\$6,000
Middle School Assistant Band Director	\$4,000
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Middle School Theater Arts Director	\$3,000
Middle School Extracurricular, UIL & Other Academic Activities/Programs	
Middle School Cheerleader Sponsor	\$2,000
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400
Elementary - Content/Critical Shortage, Special Programs & Other Academics/UIL	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$5,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to Teacher	\$2,000
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
Campus - Various Levels - Academics, Special Programs & Other Extracurricular/Academic Activities/UIL	
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
ESL - Secondary (CERTIFIED ONLY)	
1% to 25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% to 75% Students Served	\$1,500
76% to 100% Students Served	\$2,000
New Teacher Campus Coordinator (1 per campus, paid annually in June)	\$1,000
Safe School Student Coordinator (Must be paid by campus budget and duties performed outside of work hours)	\$1,150
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500
Special Education Program Areas	
Special Education SAIL Teacher	\$4,000
Special Education Self-Contained PPCD, Achieve & Aspire, Visually Impaired Teacher	\$3,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Olympics Coach – Must be Special Education Instructional Specialist, Adaptive PE Teacher, or VI Teacher	\$2,500
Deaf Ed Interpreter – Cert. Level I,II,III	\$2,000
Sign Language Interpreter - BEI Advanced Certification	\$3,000
Bilingual/Translator Diagnostician*	\$3,000
Bilingual/Translator Speech Pathologist*	\$3,000
Bilingual/Translator LSSP*	\$3,000
Bilingual/Translator ARD Facilitator*	\$3,000
*Must possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate Special Education related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	

District - Various Levels – Academics, Teacher Leadership & Special Programs

Bilingual/Translator Dyslexia Specialist - Must possess appropriate professional certification(s) including bilingual teaching credentials; be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate dyslexia assessments and instruct bilingual students, conduct related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	\$3,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Counselor, Lead High School	\$1,000
Counselor, Lead Middle School	\$1,000
Counselor, Lead Elementary	\$1,000
District Lead Elementary Art Teacher	\$1,000
District Lead Secondary Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Parent as Teacher (PAT Program)	\$2,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - paid bi-annually in December and May	Various Amounts - Assigned by Baylor School of Education
New Teacher Mentor Stipend - paid annually in June	\$500 per assigned mentee
Campus Grade Level Lead, Elementary (Grades PK-5)	\$1,000
Campus Leads for Non-Core Content, Elementary (Grades PK-5)	\$1,000
Department Chairperson, Secondary (Campus)	\$1,000
Reading Recovery Teacher Leader - Stipend covers extra days worked or attending training outside of regular contracted work days	\$13,000
Athletic Stipends	
HS Campus Athletic Coordinator (1 Boys, 1 Girls Per Campus)	\$7,000
Head Varsity Coach	
Baseball	\$8,000
Basketball	\$9,000
Cross Country	\$7,000
Golf (Year Round)	\$6,000
Powerlifting	\$3,000
Soccer	\$8,000
Softball	\$8,000
Tennis	\$7,500
Track	\$7,000
Volleyball	\$8,000
Football Offensive/Defensive Coordinator*	\$8,500
Assistant Varsity/JV/9th Coach	
Baseball, Varsity Asst.	\$5,000
Baseball, JV/9 th	\$4,000
Basketball, Varsity Asst.	\$5,000
Basketball, JV/9 th	\$4,000
Football, Varsity Asst.*	\$6,500
Football, JV/9 th **	\$5,500
Powerlifting, Varsity Asst.	\$2,000
Soccer, Varsity Asst.	\$5,000
Soccer, JV/9 th	\$4,000
Softball, Varsity Asst.	\$5,000
Softball, JV	\$4,000

Tennis, Asst.	\$3,500
Track, Asst.	\$3,000
Volleyball, Varsity Asst.	\$5,000
Volleyball, JV/9th	\$4,000
After School Single Sport Assistant (except football)	\$2,000
*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).	
**Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
Middle School Athletics	
Athletic Coordinator, Middle School (1 Boys, 1 Girls per school)	\$2,000
Basketball, Middle School	\$2,000
Cross Country, Middle School	\$2,000
Football, Middle School	\$2,000
Golf, Middle School	\$2,000
Head Football, Middle School	\$3,500
Soccer, Middle School	\$1,600
Tennis, Middle School	\$2,000
Track, Middle School	\$2,000
Volleyball, Middle School	\$2,000
Single Sport (After School), Middle School	\$1,200
Miscellaneous Athletic Stipends	
Tournament Coordination	\$700
Transformation Waco	
Master Teacher, Transformation Waco	\$13,000
TIA Teacher Expert, Transformation Waco	\$750
Opportunity Culture	
Multi-Classroom Leader (MCL) I	\$13,000
Multi-Classroom Leader (MCL) II	\$16,000
Reach Associate (RA)	\$1.3369 per hour added to hourly rate of pay (equivalent of \$2000 stipend)

Teacher Incentive Allotment (TIA) Supplemental Pay

For any funds received by Waco ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 70 percent will be paid to the designated teacher. The other 15 percent will be paid equally to the other teachers on the designated teacher’s campus. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

2021-2022 Temporary Worker and Extra Duty Rate

Classification	Position	Rate	Rate Type
Auxiliary	Temporary Pool - Cafeteria Worker	\$10.38	Hourly Rate
Auxiliary	Temporary Pool - Custodian	\$10.38	Hourly Rate
Auxiliary	Temporary Pool - Student Worker	\$10.38	Hourly Rate
Athletics			
Auxiliary	Game Help - 25 Second Clock	\$16.25	Hourly Rate
Auxiliary	Game Help - Announcer	\$17.50	Hourly Rate
Auxiliary	Game Help - Chain Crew	\$11.25	Hourly Rate
Auxiliary	Game Help - Field Gate	\$11.25	Hourly Rate
Auxiliary	Game Help - Game Clock	\$15.00	Hourly Rate
Auxiliary	Game Help - Parking Attendant	\$10.00	Hourly Rate
Auxiliary	Game Help - Parking Supervisor	\$20.00	Hourly Rate
Auxiliary	Game Help - Pass/Band Gate	\$11.25	Hourly Rate
Auxiliary	Game Help - Baseball Pitch Counter	\$10.00	Hourly Rate
Auxiliary	Game Help - Porch Gate	\$13.75	Hourly Rate
Auxiliary	Game Help - Press Box Coordinator	\$8.50	Hourly Rate
Auxiliary	Game Help - Press Box Host/Ushers	\$20.00	Hourly Rate
Auxiliary	Game Help - Press Box Technician	\$8.50	Hourly Rate
Auxiliary	Game Help - Scoreboard	\$8.50	Hourly Rate
Auxiliary	Game Help - Concessions Cashier	\$10.00	Hourly Rate
Auxiliary	Game Help - Concessions Worker	\$8.50	Hourly Rate
Auxiliary	Game Help - Ticket Seller	\$11.25	Hourly Rate
Auxiliary	Game Help - Ticket Taker	\$8.50	Hourly Rate
Auxiliary	Game Help - Video Board	\$13.75	Hourly Rate
Campus			
Professional	Teachers	\$25.00	Hourly Rate
Professional	Curriculum Writer	\$30.00	Hourly Rate
Professional	Counselor	\$30.00	Hourly Rate
Professional	Librarian	\$30.00	Hourly Rate
Professional	Nurse (RN)	\$30.00	Hourly Rate
Paraprofessional	Nurse (LVN)	\$20.70	Hourly Rate
Professional	After School Program Coordinator (Professional)	\$25.75	Hourly Rate
Professional	Professional (Instructional - Non Teacher)	\$25.00	Hourly Rate
Professional	Professional (Non Instructional)	\$25.00	Hourly Rate
Professional	Specialist (Professional)	\$16.00	Hourly Rate
Paraprofessional	Aide, After School Care	\$14.14	Hourly Rate
Paraprofessional	Aide, Instructional	\$14.14	Hourly Rate
Paraprofessional	Clerk, Office/Receptionist	\$12.85	Hourly Rate
Paraprofessional	Secretary, Elementary	\$14.14	Hourly Rate
Paraprofessional	Secretary, Secondary	\$15.55	Hourly Rate
Professional	Assistant Principal, Elementary	\$240.00	Daily Rate
Professional	Assistant Principal, Middle School	\$265.00	Daily Rate
Professional	Assistant Principal, High School	\$285.00	Daily Rate
Professional	Principal	Negotiated	
Centralized Services			
Paraprofessional	Administrative Assistant - Central Office	\$15.55	Hourly Rate

Paraprofessional	Office Clerk/Receptionist	\$12.85	Hourly Rate
Paraprofessional	Specialist (Para) - Central Office	\$15.55	Hourly Rate
Paraprofessional	Student Internship	\$10.00	Hourly Rate
Paraprofessional	Technician Technology	\$18.82	Hourly Rate
Paraprofessional	Videographer (WISD TV)	\$20.00	Hourly Rate
Professional	Administrator, Central Office	Negotiated	
Summer School			
Professional	Teachers	\$30.00	Hourly Rate
Professional	Summer School Administrator, Elementary	\$32.00	Hourly Rate
Professional	Summer School Administrator, Middle	\$35.00	Hourly Rate
Professional	Summer School Administrator, High School	\$38.00	Hourly Rate
Professional	Teachers (Summer School/Non Compensatory)	\$25.00	Hourly Rate
Paraprofessional	Paraprofessional	Regular Hourly Rate if working in the same paraprofessional position as in the regular school year	
Tutors			
Paraprofessional	Tutor - High School Peer	\$10.00	Hourly Rate
Professional	Tutor - Non-Degreed (Minimum 9 hours in Core Content)	\$12.50	Hourly Rate
Professional	Tutor - Degreed (Minimum of 9 hours in Core Content)	\$16.00	Hourly Rate
Professional	Tutor - Degreed/Certified Teacher (TX SBEC or Other State)	\$22.00	Hourly Rate
Professional	Tutor - Music Degreed	\$30.00	Hourly Rate
<p><i>Note: Any temporary employment position not listed above will be paid the current minimum hourly wage.</i></p> <p><i>Current full-time non-exempt employees who work more than 40 hours in a workweek, must be paid time and one-half of their regular hourly rate for each hour worked over 40. Each work week stands alone for the purpose of determining an employee's regular hourly rate of pay for that week. If an employee is not paid on an hourly basis, that person's regular hourly rate must be calculated based on his or her total pay and hours worked for that week. As a rule, an employee who works two or more jobs at different rates of pay must receive overtime pay that equals time and one-half of the weighted average of all rates of pay for all hours worked in that work week.</i></p>			

2021-2022 SUBSTITUTE TEACHER PAY COMPARISON

District	Non-Degreed	Degreed	TX Cert.	Long Term Pay Begins	Long Term Degreed	Long Term Certified
Waco ISD	\$80.00	\$90.00	\$100.00	21	\$115.00	\$130.00
Midway ISD	\$80.00	\$90.00	\$100.00	11	\$110.00	\$125.00
LaVega ISD	\$75.00	\$75.00	\$85.00	21	\$75.00	\$110.00
Connally ISD	\$80.00	\$80.00	\$95.00	21	\$115.00	\$125.00
China Spring ISD	\$90.00	\$90.00	\$105.00	10	\$105.00	\$110.00
Belton ISD	\$75.00	\$85.00	\$100.00	11	\$95.00	\$110.00
Temple ISD	\$75.00	\$85.00	\$100.00	11	\$95.00	\$110.00
Killeen ISD	\$76.80	\$84.20	\$97.30	11	\$97.30	\$110.40
AVERAGE OTHER DISTRICTS	\$78.83	\$84.17	\$97.47	13.71	\$98.90	\$114.34
DIFFERENCE	\$1.17	\$5.83	\$2.53	+7.29 Days	\$16.10	\$15.66
PERCENTAGE DIFFERENCE	1.46%	6.48%	2.53%	34.71%	14%	12.05%

Midway increased substitute teacher pay for 2021-2022 to match Waco ISD's 2020-2021 rates.
China Spring increased substitute teacher pay for non-degreed by \$15, degreed by \$10 and certified by \$20.

Waco ISD also pays:

Paraprofessional substitutes \$77 per day

All substitutes an additional \$5/day for working on Fridays; an additional \$10/day after working 30 cumulative days; and an additional \$20/day (total) after working 60 cumulative days

All substitutes working in a Special Education classroom an additional \$5/day

A long term certified substitute teacher that works more than 60 cumulative days could make \$150-160/day

Propose reducing the number of days to receive long term teacher pay from 21 to 11 to match most of the other districts. Long term pay would be for degreed or certified teachers only and would start after they are in the same position for at least 10 days (with long term pay starting on the 11th day). For substitutes working consecutive long-term jobs on the same campus, the long term rate would continue for the next assignment without having to start over and work 10 days.

2021-2022
Waco ISD - Substitute
Pay Schedule

	Current 2020-2021		Proposed 2021-2022	
Standard Daily Rate				
Substitute Aide or Paraprofessional Positions High School Diploma or GED	\$ 77.00	Daily	\$ 77.00	Daily
Substitute Teacher w/40 + College Hours	\$ 80.00	Daily	\$ 80.00	Daily
Substitute Teacher w/Bachelor's Degree	\$ 90.00	Daily	\$ 90.00	Daily
Substitute Teacher w/Teacher Certification (TX SBEC or Out of State)	\$ 100.00	Daily	\$ 100.00	Daily
Substitute Nurse (LVN or RN)	\$ 135.00	Daily	\$ 135.00	Daily
Substitute Professional / Non-Teacher Role i.e. Counselor, Instructional Specialist, Behavior Interventionist, etc... Must have appropriate credentials	\$ 135.00	Daily	\$ 135.00	Daily
Substitute Principal or Assistant Principal Must have Principal or Mid-Management Certification or has previously served in a Principal or Assistant Principal role.	Set by Human Resources		Set by Human Resources	
Substitute Central Office Administrator/Professional	Set by Human Resources		Set by Human Resources	
Standard Long Term Daily Rate				
Long Term Substitute Paraprofessional / Aide after 10th consecutive day in the same assignment (starts day 11)	\$ 80.00	Daily	\$ 80.00	Daily
Long Term Substitute Teacher w/ Bachelor Degree after 10th consecutive day in the same assignment (starts day 11)	\$ 115.00	Daily	\$ 115.00	Daily
Long Term Substitute Teacher w/ Teacher Certification after 10th consecutive day in the same assignment (starts day 11)	\$ 130.00	Daily	\$ 130.00	Daily
Differential Pay (added to Daily Rate) for Substitute Teachers and Aides				
Fridays	\$ 5.00	added to appropriate daily rate	\$ 5.00	added to appropriate daily rate
Special Education BASE, Functional Academics, Transition or PPCD Classes	\$ 5.00	added to appropriate daily rate	\$ 5.00	added to appropriate daily rate
Consistent and Commitment Longevity Sub Pay				
After working 30 accumulative days	\$ 10.00	added to appropriate daily rate	\$ 10.00	added to appropriate daily rate
After working 60 accumulative days	\$ ²⁶² 20.00	added to appropriate daily rate	\$ 20.00	added to appropriate daily rate



EMPLOYEE COMPENSATION PLAN HEALTH PLAN COMPARISON FOR 2021-22

Monthly Health Care Contribution/TRS Active Care Information

School District	2020-2021 Monthly Health Care Contribution	2021-2022 Monthly Health Care Contribution	TRS Active Care
Belton ISD	\$400	\$400	Yes
Bryan ISD	\$435	\$450	No
College Station ISD	\$405	\$405	Yes
Copperas Cove ISD	\$408	\$408	Yes
Georgetown ISD	\$378	\$378	Yes
Killeen ISD	\$325	\$325	No
LaVega ISD	\$225	\$225	Yes
Midway ISD	\$386	\$417	Yes
Pflugerville ISD	\$400	\$400 (may change)	No
Round Rock ISD	\$400	\$425	No
Temple ISD	\$400	\$400	Yes
Other Districts' Average	\$373.56	\$384.82	Yes
Waco ISD	\$404.26	\$428.00	No
WISD Difference From Average	+ \$30.70	+\$43.18	N/A
Median	\$400	\$405	N/A

Increase in Monthly Contribution to Health Care Analysis

Waco ISD Monthly Contribution	Annual Cost to District (Based on 1,927 Average Enrollment)	Additional Cost of Increase from Current (\$404.26) Contribution	Contribution Increase Percentage
\$404.26	\$9,348,108	N/A	N/A
\$428	\$9,596,460	\$548,964	5.9%

A 1-2% increase in monthly premium costs may be passed on to the employees (and dependents) starting in January 2022. Depending on the plan and level (employee, employee/spouse, employee/child, or employee/family) selected, employees may see a monthly increase ranging from \$2 to \$80+.