

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

Thursday, April 24, 2025 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held April 24, 2025, 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. **Public Comments on Agenda Items**
3. **Moment of Silence and Pledge of Allegiance**
4. **Special Recognitions**
 - 4.A. Pledge Leaders
 - 4.B. Texas Association of School Boards Student Governance Camp
 - 4.C. UIL Texas High School Powerlifting Meet
 - 4.D. Texas History Fair
 - 4.E. Texas Skills USA Competition
 - 4.F. Texas Science and Engineering Fair
 - 4.G. UIL Texas Theatrical Design Contest
 - 4.H. Texas Educational Theater Association
 - 4.I. Community Partner Award
5. **Superintendent's Report**
 - 5.A. Academic Achievers Recognitions
 - 5.B. Alta Vista Community Legacy Celebration
 - 5.C. Attendance Boundaries Communication Update
 - 5.D. Budget & Legislative Update
 - 5.E. 2023 A-F Academic Accountability Ratings
 - 5.F. Introduction of University High School Head Football Coach
6. **Information Items/Reports**
 - 6.A. Monthly Financial Reports for the Period Ended March 31, 2025
7. **Consent Agenda: Consider and Take Appropriate Action**
 - 7.A. Amendments to the 2024-2025 Budget
 - 7.B. Bid Award for Educational and Other School District Related Software

- 7.C. Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- 7.D. Bid Award for Local Retailers' General Merchandise
- 7.E. Bid Award for Maintenance Supplies, Equipment, and Services
- 7.F. Bid Award for Interpreter and Sign Language Services
- 7.G. Bid Renewal for Bank Depository Services
- 7.H. Purchases in Excess of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- 7.I. Amendment to the Food Service Management Contract for the 2025-2026 School Year
- 7.J. Engagement of External Auditor for the 2024-2025 Fiscal Year
- 7.K. Interlocal Agreement Between the Waco Independent School District and Texas State University
- 7.L. 2025-2026 Tuition Rate for Prekindergarten Students Ineligible for Free Prekindergarten
- 7.M. Administrator Contract Renewals and/or Extensions for 2025-2026 and Professional Contract Renewals for 2025-2026
- 7.N. Gifts to Waco ISD
- 7.O. 2025-2026 Principal Residency Grant Program, Cycle 7 Continuation Memorandum of Understanding
- 7.P. New Course Approval
- 7.Q. Board of Trustees Meeting Minutes
 - 7.Q.1. February 26, 2025 - Community Strategic Plan Meeting
 - 7.Q.2. March 27, 2025 - Regular Meeting
 - 7.Q.3. April 2, 2025 - Special Meeting
- 8. **Review and Discuss the Kendrick Elementary School Construction Project and Occupancy Plan**
Presenter: Gloria Barrera
- 9. **Review, Discuss and Take Appropriate Action on the Seco LoanSTAR Program for Improvement of Mechanical, Electrical, and Plumbing (MEP) Systems at Various Campuses**
Presenter: Gloria Barrera and Alexander Villanueva
- 10. **Review and Discuss Report on Board Member Continuing Education Credit**
Presenter: Stephanie Korteweg
- 11. **Announcements**
- 12. **Review and Discuss Potential Contracts on Real Property**
- 13. **Consideration of Personnel**
 - 13.A. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
 - 13.B. Hear a Complaint or Charge Against an Officer or Employee
- 14. **Adjournment**

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: April 24, 2025

Contact Person: Wendy Sledd

RE: Special Recognitions

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Background Information:

Pledge Leaders

Pledge leaders are Kelsey Balderas and Nathan Valdez of Crestview Elementary School.

Texas Association of School Boards Student Governance Camp

Waco High School students Jocelyn Austin and Isaiah Pullen and University High School students Osmar Cazares Guillen, Luke Courtney, and Daisy Barco presented T.E.C.H.: Teaching with Electronics and its impact on Cognitive Horizons at the Texas Association of School Boards Student Governance Camp.

UIL Texas High School Powerlifting Meet

Waco High School student athletes Sha’Niya Smith (265 lb. squat, 155 lb. bench press, 280 lb. deadlift), Sha’Nija Smith (alternate), Jennifer Martinez (305 lb. squat, 185 lb. bench press, 350 lb. deadlift), and Dewayne Simmons, Jr. (510 lb. squat, 325 lb. bench press, 515 lb. deadlift) competed at the state meet.

University High School student athletes Aliveyah Thomas (148 lb. weight class), Sophia Gonzales (220 lb. weight class), Danna Fuentes (242 + weight class), Brayden Chelmo Harrison (220 lb. weight class), and Carlos Navarro (Super Heavy Weight class) competed at the state meet.

Texas History Fair

Tennyson Middle School student Caroline Taube competed at the state Texas History Fair with her research paper, Japanese American Internment: The Rights and Responsibilities of America During WWII.

Lake Air Montessori students Eliza Smith, Grace Scott, Romina Dracos, and Ciera Saldana competed at the state Texas History Fair with their performance of The Radium Girls.

Texas SkillsUSA Competition

Greater Waco Advanced Manufacturing Academy students Jorge Falcon, Alexander Varela, and Carlos Rodriguez competed at the state SkillsUSA contest in the category of Team Fabrication.

Texas Science and Engineering Fair

University High School students Kevin Gutierrez, Cristian Martinez, and Osmar Cazares Guillen competed in the Chemistry category at the Texas Science and Engineering Fair.

UIL Texas Theatrical Design Contest

Waco High Theater Arts students advancing to the state contest in UIL Theatrical Design are Lily Howell (Scenic Design), Easley Lawson (Costume Design), Addison Roark (Hair and Makeup Design), and Group Design - Eleanor Rhodes (Scenic), Claire Prather (Marketing), Sarah Townsend (Hair and Makeup), Abbie Sanders (Costume).

University High Theater Arts students advancing to the state contest in UIL Theatrical Design are Ayanna Flores (Costumes) and Natalie Rodriguez (Hair and Make-Up).

Texas Educational Theater Association

Waco ISD Fine Arts Director Larry Carpenter is selected at the Texas Educational Theater Association Administrator of the Year.

Community Partner Award

O'Connell Robertson is honored with the TASB Stand Up for Public Education Award as the April Waco ISD Community Partner of the Month.

Fiscal Implications:

None

Administration Recommendations: None

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Sheryl Davis

RE: Monthly Financial Reports for the Period Ended March 31, 2025

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Background Information:

Attached are the compiled March 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:

None.

Administrative Recommendations:

The monthly financial reports for the period ended March 31, 2025 are presented for information, only. No action is required.

Sheryl Davis
Chief Financial Officer

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

April 17, 2025

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 March 31, 2025 have been compiled for the General Fund, Food Service Fund, Debt Service Fund, and Internal Services Fund. Final cash reconciliation procedures and financial audit activities may result in additional adjustments to the financial statements. These preliminary financial reports are prepared utilizing the following assumptions:

- Revenue: Recorded on a cash basis with adjustments to accrual basis made at August 31, 2025.
- 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, 2025. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function, and Object" schedule, only.
- Beginning Fund Balance: Represents August 31, 2024 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 2024-2025 Revenues and Expenditures to Previous Fiscal Year as of March 31, 2025

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 – Collections as of the end of February have increased \$1,003,352 over last year and, as a percent of estimated revenue, collections have increased by 4.4%. Value adjustments as of the end of March have resulted in a decrease of \$82.6 million in value compared to \$81.3 million last year. Additionally, the current year levy has decreased \$0.9 million with an additional decrease of \$0.8 million in prior years' taxes due. This is a much lower adjustment than last year where the current year's levy had decreased \$4.1 million and the prior years' levy had decreased \$1.2 million. The prior years' levy adjustments have been significantly impacted by the change in the homestead exemption and freeze.

5730 Tuition and Fees – Current year revenue reflects an increase of \$22,714 over last year.

5740 Other Local Revenue – Revenues have decreased \$918,709 from last year. This is primarily attributable to the receipt of \$500,000 in insurance recoveries, associated with hail damages, in November 2023. Additionally, earnings on investments have decreased \$388,005 due to lower interest rates.

5810 Per Capita and Foundation School Program Revenue – Although the financial statements reflect a decrease of \$227,690, Foundation School Program revenue is currently projected to be \$2.9 million more than budgeted estimates (excluding the Teacher Incentive and New Instructional Facilities Allotments for which expenditures have not yet been amended into the budget). Throughout last year, the Texas Education Agency was recouping an overpayment of \$17 million from the final settle-up for the 2022-2023 school year.

5900 Federal Sources Revenue – Revenues have increased \$2.0 million over last year primarily due to the recording of indirect cost recoveries associated with the finalization of federal stimulus funds as of September 30th.

Functional Expenditures:

The termination of the partnership with Transformation Waco for the management of a number of the district's campuses, resulted in a revenue loss of \$1.6 million to the District. This loss was offset by reductions in appropriations throughout the budget, particularly in functional expenditures for curriculum and staff development, instructional leadership, school leadership, social work services, and general administration. Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

11 Instruction – Expenditures have increased \$0.4 million from last year. Approximately \$0.5 million in professional salaries for positions, such as dyslexia specialists, were previously funded

through federal stimulus funds. Additionally, substitute costs have increase \$0.3 million over last year. Salary savings, due to vacancies in teaching positions, are currently projected to be about \$1.0 million for the fiscal year.

12 Instructional Resources and Media Services – As discussed during budget development, librarian positions, added through federal stimulus funds, were going to be picked up by the general fund effective this year. This change in funding source is responsible for the increase in expenditures of \$0.6 million.

13 Curriculum and Instructional Staff Development – Expenditures have decreased \$0.4 million or 18.5%. As mentioned above, the termination of the agreement with Transformation Waco resulted in the elimination of a number of supplemental positions including two administrative positions performing curriculum and instructional staff development functions.

21 Instructional Leadership – The decrease of \$.2 million is again due to the elimination of two positions from the Transformation Zone operations management.

23 School Leadership – For the 2024-2025 school years the campuses, previously under contracted management, were subject to the District’s staffing guidelines. Adherence to these guidelines resulted in the elimination of five administrative and three paraprofessional positions and is reflected in the decreased expenditure of \$0.6 million.

31 Guidance, Counseling and Evaluation Services – Expenditures have increased \$0.5 million over last year. This increase is primarily due to the increase in diagnosticians and other evaluation services in the special education department.

32 Social Work Services – Positions funded in the Transformation Zone included three social work positions which were eliminated with the end of the management contract. As a result, expenditures have decreased \$0.2 million.

33 Health Services – The increase of \$130,217 represents an increase of 14.0% over last year. This is due to the shift in staffing campus clinics with registered nurses rather than aides of licensed vocational nurses.

34 Student Transportation – Expenditures have increase \$1.3 million. The increase is a combination of increased costs arising from bringing the service in-house as well as the receipt of three micro-buses and five special education buses costing \$1.0 million. All of the new buses have been received.

41 General Administration – Two administrative positions were eliminated with the Transformation Zone management contract. Additionally, contracted services for the executive officer and program consultant, had reduced expenditures by \$0.2 million.

51 Plant Maintenance and Operations – Expenditures have increased \$0.8 million. Approximately \$0.4 million of the increase due to the almost 40% increase in property insurance. The remainder is in expenditures for maintenance projects funded after the budget was adopted.

52 Security and Monitoring Services – The increase of \$0.4 million is primarily due to the increase in salary and benefit expenditures which are partially offset by a decrease in contracted services. Almost all of the positions added to staff all District campuses are currently filled. At sites where the positions have not been filled, the District continues to place contracted off-duty officers from other agencies. Expenditures include \$64,915 for a police car received in September and \$518,935 in substitute security through contracted services.

53 Data Processing Services – Expenditures have increased \$1.2 million over last year, most of this increase is due to the recording of the expenditure side of E-Rate reimbursements for technology equipment at the new Waco High School and the additions and renovations at South Waco Elementary School. Included in this month’s agenda is an amendment budgeting for the revenues and expenditures associated with the E-Rate funding.

61 Community Services – Upon the termination of the management partnership with Transformation Waco, the District entered into an agreement for the continuation of wrap-around services to the previously managed campuses. The increase of \$0.3 million reflects those costs.

71 Debt Service – The increase of \$0.1 million results from the accounting of new copier leases. This amount is offset in other financing sources as required under GASB Statement 87.

95 Juvenile Justice Program – An increase in daily rates and the District’s participation in the program has resulted in increased expenditures of \$173,878. It is projected, at this time, that expenditures will exceed budgeted amounts by approximately \$200,000. An amendment to cover the increase is included in this month’s agenda.

Child Nutrition Fund

Revenues:

5740 Other Local Revenue – The increase of \$67,479 is in earnings on investments, a result of a more consistent investment strategy for the current year.

5900 Federal Sources Revenue – Federal reimbursements for meals has increased \$0.4 million over last year. This is primarily due to the increased availability of federal food commodities. We have received \$698,294 in commodities so far this year. This value of these commodities is reflected as both increased revenues and expenditures.

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 increased \$1.2 million over last year. Expenditures of \$0.8 million, for the purchase of food service equipment items, have been made, as proposed under the District’s plan to draw down the excess fund balance. Bids have been awarded for additional purchases needed to facilitate compliance and prevent recapture of the funds.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of February have increased \$2.0 million in comparison to last year. This is primarily due to the \$0.02035 increase in the I&S tax rate to cover debt service costs for the 2024-2025 fiscal year as well as the difference in levy adjustments discussed under the general fund.

5740 Other Local Revenue – The increase in other local revenues of \$0.2 million results from the timing of earnings on investments between the two years.

5820 Other State Program Revenue – The increase in State program revenue is a timing difference between fiscal years. The \$2.6 million received represents additional State aid for the change in the homestead exemption (ASAHE) for facilities. Last year, \$1.2 million of the funds were received in December and another \$1.0 million was received in July. The delay in payments last year was caused by the immediate implementation of changes in the homestead exemption and TEA’s need to develop and allocate hold harmless adjustments for the increase from \$40,000 to \$100,000.

Functional Expenditures:

71 Debt Service – The decrease in debt service of \$0.9 million reflects the lower interest payments that were due in February. The February payments on the various debt issues are strictly interest and do not include any principal. Principal payments will be included made in August along with the interest for the second half of the year. Total debt payments for the year will exceed last year’s debt by \$36,271.

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, administrative fees, and stop-loss or excess insurance costs.

As of March 31, 2025, revenues exceeded expenditures by \$767,405, compared to a deficit of \$1,151,786 last year. This variance is primarily due to a single claim of over \$1.6 million paid in January 2024 for which the District subsequently received stop-loss reimbursement. Through March, medical claims reflect a decrease of \$1.4 million. Prescription drug claims continue to climb, increasing \$585,504 over last year. Prescription drug rebates generated under CVS have increased \$794,004.

The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenditures	Net
Group Health Insurance	\$ 9,598,362	\$ 9,081,106	\$ 517,256
Unemployment Compensation	53,446	25,805	27,641
Workers’ Compensation	545,705	328,477	217,228
Wellness Programs	43,758	38,478	5,280
Total	\$ 10,241,271	\$ 9,473,866	\$ 767,405

Under the terms of the agreement with United Health Care, the District may be reimbursed up to \$50,000 for eligible wellness program costs. In December, we utilized the funding to replace audiometers throughout the District, purchased equipment for a wellness center as well as swag for health fair activities. For the 2025 plan year, the District will utilize these wellness funds for fees related to the newly initiated weight management program. In order to continue coverage

of weight loss drugs and curb the escalating cost to the District's health program, drug co-pays were increased from \$50 to \$100 and employees are required to participate in the weight management program. The program includes one-on-one support from a registered dietitian to develop a personalized nutrition plan, provider oversight to adjust or prescribe medications, as needed, and a digital support application. Weight loss medications prescribed for diabetes are not subject to the co-pay increase. Last month 92 employees had registered for the plan and 56 had completed the initial required screening. Employee feedback on working with the dietitian has, so far, been very positive.

Unemployment shows an expense of \$25,805 for the year. This amount is for the quarter ended December 31, 2024.

Workers' compensation claims expenses have increased \$83,344 and TASB's administrative fee, paid at the beginning of the year, totaled \$120,516, an increase of \$17,243 over last year. While contribution rates under TASB's coverage increased overall, with the transition to an in-house transportation system, we added coverage for transportation staff. Driver rates run about 80% of the rates for police officers and 76% of the rates for auxiliary workers but are significantly higher than the rates for professional and clerical staff. As a result, contributions have increased \$124,085.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$562,000 for medical claims and \$110,000 for prescription drugs, at August 31, 2024. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$273,429. In total this is an increase in the estimated liability of \$609,137. The audited beginning net position at September 1, 2024 was \$1,640,250. This is an increase of \$56,419 over last year's beginning fund balance.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of March 31, 2025

ASSETS

Cash and Temporary Investments	\$	96,156,009
Property Taxes Receivable, Net of Allowance of \$992,196		2,161,643
Due from Other Governments		-
Accrued Interest		130,193
Due from Other Funds		-
Other Receivables		77,701
Inventories		392,333
Deferred Expenditures		22,118
Total Assets	\$	<u>98,939,995</u>

LIABILITIES

Accounts Payable	\$	1,109,209
Payroll Withholdings and Contributions Payable		1,351,937
Accrued Wages Payable		12,162,825
Due to Other Funds		4,105,861
Due to Other Governments		428,098
Unearned Revenue		19,308
Total Liabilities	\$	<u>19,177,239</u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$	<u>2,161,643</u>
Total Deferred Inflows of Resources	\$	<u>2,161,643</u>

FUND BALANCES

Nonspendable Fund Balance	\$	414,450
Restricted Fund Balance		-
Committed Fund Balance		1,915,792
Unassigned Fund Balance		75,270,871
Total Fund Balances	\$	<u>77,601,113</u>
Total Liabilities and Fund Balances	\$	<u>98,939,995</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended March 31, 2025

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			
			3/31/2025	3/31/2024	3/31/2025	3/31/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 67,283,414	67,283,414	819,670	607,535	63,795,048	62,791,697	(3,488,366)	94.82%	90.44%
5720 Services to Other Districts	77,000	77,000	7,317	6,190	55,629	50,024	(21,371)	72.25%	65.82%
5730 Tuition & Fees	150,000	150,000	20,205	15,899	125,621	102,907	(24,379)	83.75%	54.45%
5740 Other Local Revenue	2,982,880	3,553,608	387,800	581,488	2,496,750	3,415,459	(1,056,858)	70.26%	93.75%
5750 Extracurricular Activities	379,400	379,400	33,705	18,267	410,507	313,572	(31,107)	108.20%	99.77%
5760 Intermediate Source (C.E.D.)	381,000	381,000	-	-	401,567	328,691	20,567	105.40%	0.00%
Total Local Sources	\$ 71,253,694	71,824,422	1,268,697	1,229,379	67,285,123	67,002,349	(4,539,299)	93.68%	90.56%
STATE SOURCES									
5810 Per Capita & FSP Act	\$ 72,248,367	72,248,367	892,948	902,428	36,617,660	36,845,350	(35,630,707)	50.68%	51.71%
5830 Other State Program	7,740,070	7,740,070	592,025	564,021	4,146,471	3,946,567	(3,593,599)	53.57%	52.88%
Total State Sources	\$ 79,988,437	79,988,437	1,484,973	1,466,449	40,764,131	40,791,917	(39,224,306)	50.96%	51.82%
FEDERAL SOURCES									
5900 Federal Sources Revenue	3,718,789	3,718,789	63,925	1,314,313	4,093,190	2,098,957	374,401	110.07%	38.83%
Total Revenues	\$ 154,960,920	155,531,648	2,817,595	4,010,140	112,142,444	109,893,223	(43,389,204)	72.10%	69.50%
EXPENDITURES									
11 Instruction	\$ 88,021,699	88,101,271	6,654,132	6,440,917	54,420,263	54,054,051	33,681,009	61.77%	60.66%
12 Instructional Resources & Media	1,422,823	1,477,029	128,032	39,867	924,216	370,956	552,813	62.57%	55.01%
13 Curriculum & Staff Development	3,372,422	3,304,955	214,813	237,701	1,641,384	2,013,841	1,663,571	49.66%	43.21%
21 Instructional Leadership	3,415,549	3,411,134	232,585	245,517	1,815,347	2,048,795	1,595,787	53.22%	50.66%
23 School Leadership	9,519,505	9,522,575	698,671	723,458	5,405,214	5,963,427	4,117,361	56.76%	56.83%
31 Guidance, Counseling & Evaluation	7,040,303	7,081,249	565,632	459,827	4,382,570	3,835,480	2,698,679	61.89%	59.67%
32 Social Work Services	543,622	449,373	31,921	53,264	247,010	455,595	202,363	54.97%	54.92%
33 Health Services	1,622,342	1,624,607	140,353	114,186	1,062,317	932,100	562,290	65.39%	60.42%
34 Student Transportation	4,927,508	6,010,880	297,246	96,449	3,306,060	1,959,083	2,704,820	55.00%	34.76%
35 Food Service	-	21,157	-	-	21,157	-	0	100.00%	0.00%
36 Extracurricular Activities	5,577,914	5,820,670	364,304	357,722	3,462,674	3,472,338	2,357,996	59.49%	58.77%
41 General Administration	6,349,454	6,832,855	387,031	423,143	3,614,387	3,838,181	3,218,468	52.90%	50.90%
51 Plant Maintenance & Operations	20,313,668	23,467,974	1,430,771	1,191,085	11,630,138	10,838,308	11,837,836	49.56%	54.30%
52 Security & Monitoring Services	3,692,568	4,078,785	299,853	269,993	2,572,605	2,173,952	1,506,180	63.07%	57.45%
53 Data Processing Services	3,430,585	3,715,585	158,545	118,060	3,382,922	2,098,557	332,663	91.05%	70.22%
61 Community Services	1,039,707	1,045,037	69,308	37,399	588,392	317,572	456,645	56.30%	62.67%
71 Debt Service	318,000	318,000	27,008	25,363	244,664	128,498	73,336	76.94%	42.55%
93 Shared Services Arrangements	300,000	300,000	-	-	-	-	300,000	0.00%	0.00%
95 Juvenile Justice Program	555,000	555,000	-	-	451,908	278,030	103,092	81.42%	47.53%
97 Payments to Tax Increment Fund	175,000	175,000	-	-	76,822	102,579	98,178	43.90%	410.31%
99 Other Intergovernmental Charges	935,000	935,000	-	206,912	643,621	626,526	291,379	68.84%	66.79%
Total Expenditures	\$ 162,572,669	168,248,136	11,700,204	11,040,863	99,893,670	95,507,869	68,354,466	59.37%	57.45%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (7,611,749)	(12,716,488)	(8,882,610)	(7,030,723)	12,248,774	14,385,354	24,965,262		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	191,791	12,044	-	204,084	-	12,293		
8900 Other Uses	(535,000)	(535,000)	-	-	-	-	(535,000)		
Total Other Financing Source (Uses)	\$ (535,000)	(343,209)	12,044	-	204,084	-	(522,707)		
Total Changes in Fund Balances	\$ (8,146,749)	(13,059,697)	(8,870,566)	(7,030,723)	12,452,858	14,385,354	25,512,555		
Fund Balances, Beginning	49,904,907	65,148,265			65,148,265	57,995,364	-		
Fund Balances, Ending	\$ 41,758,158	52,088,568			77,601,123	72,380,718	25,512,555		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended March 31, 2025

							<i>(Memo)</i>		
		Payroll	Purchased & Contracted	Supplies & Materials	Other Operating	Debt Services	Capital Outlay	Total Year-to-Date	Total Year-to-Date
		Costs	Services	6300	Costs	6500	6600	3/31/2025	3/31/2024
		6100	6200	6300	6400	6500	6600	6000	6000
11	Instruction	\$ 50,731,450	2,588,535	1,005,305	312,432	-	166,296	54,804,017	54,405,399
12	Instructional Resources & Media	851,171	1,341	65,751	2,430	-	6,499	927,192	374,260
13	Curriculum & Staff Development	1,481,953	46,008	39,421	91,458	-	2,985	1,661,825	2,046,662
21	Instructional Leadership	1,684,546	22,091	46,081	85,327	-	-	1,838,046	2,118,221
23	School Leadership	5,259,621	38,034	75,434	75,243	-	5,204	5,453,536	6,027,828
31	Guidance, Counseling & Evaluation	4,261,888	47,936	69,401	26,951	-	-	4,406,177	3,869,734
32	Social Work Services	241,946	280	454	4,330	-	-	247,010	456,382
33	Health Services	1,043,687	3,230	16,610	1,791	-	-	1,065,317	934,090
34	Student Transportation	2,017,431	131,883	561,621	(337,933)	-	1,038,372	3,411,375	4,316,532
35	Child Nutrition	-	-	-	-	-	21,157	21,157	-
36	Co/Extracurricular Activities	1,909,702	542,475	434,717	775,124	-	148,629	3,810,646	3,793,192
41	General Administration	2,564,416	734,435	152,931	289,820	-	5,970	3,747,572	4,031,962
51	Plant Maintenance & Operations	5,464,239	4,699,999	1,123,808	1,823,819	-	240,627	13,352,492	12,072,553
52	Security & Monitoring Services	1,626,139	857,002	147,578	23,751	-	141,796	2,796,265	2,551,642
53	Data Processing Services	925,760	288,219	2,037,370	17,786	-	559,405	3,828,540	2,263,801
61	Community Services	479,746	147,608	665	3,473	-	-	631,492	351,276
71	Debt Service	-	-	-	-	248,250	-	248,250	128,498
81	Facilities Acquisition & Construction	-	-	-	-	-	-	-	-
93	Shared Services Arrangements	-	-	-	-	-	-	-	-
95	Juvenile Justice Program	-	-	-	451,908	-	-	451,908	323,040
97	Payments to Tax Increment Fund	-	-	-	76,822	-	-	76,822	102,579
99	Other Intergovernmental Charges	-	643,621	-	-	-	-	643,621	626,526
Total Expenditures & Encumbered Funds		\$ 80,543,697	10,792,696	5,777,147	3,724,531	248,250	2,336,940	103,423,260	100,794,175

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of March 31, 2025

ASSETS

Cash and Temporary Investments	\$ 7,846,551
Due from Other Governments	819,046
Accrued Interest	60,810
Due from Other Funds	<u>1,037,195</u>
Total Assets	<u><u>\$ 9,763,602</u></u>

LIABILITIES

Accounts Payable	\$ 778,993
Accrued Wages Payable	<u>298,851</u>
Total Liabilities	<u><u>\$ 1,077,844</u></u>

FUND BALANCES

Restricted Fund Balance	\$ 8,685,758
Total Fund Balances	<u>\$ 8,685,758</u>
Total Liabilities and Fund Balances	<u><u>\$ 9,763,602</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended March 31, 2025

CHILD NUTRITION 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 3/31/2025	Prior Year 3/31/2024	Current 3/31/2025	Prior Year 3/31/2024			
REVENUES									
LOCAL SOURCES									
5740 Other Local Revenue	\$ 65,000	65,000	31,080	16,729	206,435	138,956	141,435	317.59%	555.82%
5750 Extracurricular Activities	550,000	550,000	58,756	46,430	468,293	420,313	(81,707)	85.14%	110.90%
Total Local Sources	\$ 615,000	615,000	89,836	63,159	674,728	559,268	59,728	109.71%	138.43%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 39,000	39,000	42,235	42,615	42,235	42,615	3,235	0.00%	0.00%
Total State Sources	\$ 39,000	39,000	42,235	42,615	42,235	42,615	3,235	0.00%	0.00%
FEDERAL SOURCES									
5900 Federal Sources Revenue	\$ 10,835,400	10,835,400	792,101	833,235	7,758,648	7,332,942	(3,076,752)	71.60%	69.13%
Total Revenues	\$ 11,489,400	11,489,400	924,172	939,009	8,475,611	7,934,825	(3,013,789)	73.77%	72.06%
EXPENDITURES									
35 Food Services	\$ 12,325,453	13,888,776	924,429	704,935	7,544,286	6,306,850	6,344,490	54.32%	45.92%
Total Expenditures	\$ 12,325,453	13,888,776	924,429	704,935	7,544,286	6,306,850	6,344,490	54.32%	45.92%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (836,053)	(2,399,376)	(257)	234,074	931,325	1,627,975	3,330,701		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	49,927	63,393	49,927	63,393	49,927		
Total Other Financing Sources (Uses)	\$ -	-	49,927	63,393	49,927	63,393	49,927		
Total Changes in Fund Balances	\$ (836,053)	(2,399,376)	49,670	297,468	981,252	1,691,369	3,380,628		
Fund Balances, Beginning	6,776,660	7,704,506			7,704,506	5,873,953	-		
Fund Balances, Ending	\$ 5,940,607	5,305,130			8,685,758	7,565,322	3,380,628		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended March 31, 2025

							<i>(Memo)</i>
	Payroll Costs	Purchased & Contracted Services	Supplies & Materials	Other Operating Costs	Capital Outlay	Total Year-to-Date 3/31/2025	Total Year-to-Date 3/31/2024
	<u>6100</u>	<u>6200</u>	<u>6300</u>	<u>6400</u>	<u>6600</u>	<u>6000</u>	<u>6000</u>
35 Food Services	\$ 2,410,384	3,322,854	1,648,830	120,107	1,391,921	8,894,096	6,871,089
Total Expenditures & Encumbered Funds	<u>\$ 2,410,384</u>	<u>3,322,854</u>	<u>1,648,830</u>	<u>120,107</u>	<u>1,391,921</u>	<u>8,894,096</u>	<u>6,871,089</u>

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of March 31, 2025

ASSETS	
Cash and Temporary Investments	\$ 22,356,896
Property Taxes Receivable, Net of Allowance of \$281,215.58	597,914
Due from Other Funds	-
Total Assets	<u>\$ 22,954,810</u>
LIABILITIES	
Accounts Payable	\$ -
Due to Other Funds	\$ -
Due to Other Governments	38,511
Total Liabilities	<u>\$ 38,511</u>
DEFERRED INFLOWS OF RESOURCES	
Unavailable Revenues - Property Taxes	\$ 597,914
Total Deferred Inflows of Resources	<u>\$ 597,914</u>
FUND BALANCES	
Restricted Fund Balance	\$ 22,318,385
Total Fund Balances	<u>\$ 22,318,385</u>
Total Liabilities and Fund Balances	<u>\$ 22,954,810</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended March 31, 2025

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 3/31/2025	Prior Year 3/31/2024	Current 3/31/2025	Prior Year 3/31/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 23,531,688	23,531,688	296,983	202,554	23,497,883	21,466,437	(33,805)	99.86%	96.24%
5740 Other Local Revenue	106,000	106,000	81,218	138,713	352,438	140,432	246,438	332.49%	27.81%
Total Local Sources	\$ 23,637,688	23,637,688	378,201	341,268	23,850,321	21,606,870	212,633	100.90%	94.73%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 2,358,804	2,358,804	-	-	2,593,259	1,187,138	234,455	109.94%	50.31%
Total State Sources	\$ 2,358,804	2,358,804	-	-	2,593,259	1,187,138	234,455	109.94%	50.31%
Total Revenues	\$ 25,996,492	25,996,492	378,201	341,268	26,443,580	22,794,008	447,088	101.72%	90.56%
EXPENDITURES									
71 Debt Service	\$ 25,950,492	25,950,492	800	400	8,055,696	9,001,424	17,894,796	31.04%	34.74%
97 Payments to Tax Increment Fund	46,000	46,000	-	-	33,578	34,351	12,422	73.00%	572.51%
Total Expenditures	\$ 25,996,492	25,996,492	800	400	8,089,274	9,035,775	17,907,218	31.12%	34.86%
Total Changes in Fund Balances	\$ -	-	377,401	340,868	18,354,306	13,758,233	18,354,306		
Fund Balances, Beginning	3,669,624	3,964,079			3,964,079	5,075,473	-		
Fund Balances, Ending	\$ 3,669,624	3,964,079			22,318,385	18,833,706	18,354,306		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of March 31, 2025

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 2,670,105
Other receivables	81,140
Prepaid items-health insurance	838,151
Total assets	\$ 3,589,397
Liabilities	
Current liabilities:	
Accounts payable	\$ 236,313
Other current liabilities	945,429
Total current liabilities	\$ 1,181,742
Total liabilities	\$ 1,181,742
Net position	
Unrestricted net position	\$ 2,407,655
Total net position	\$ 3,589,397

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended March 31, 2025

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 3/31/2025	Prior Year 3/31/2024	Current 3/31/2025	Prior Year 3/31/2024			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,791,900	313,138	\$ 327,839	2,187,863	\$ 2,152,010	(1,604,037)	57.70%	58.32%
Assessments to other funds:								
Group health	10,907,700	950,004	800,683	5,931,549	5,537,191	(4,976,151)	54.38%	56.68%
Unemployment	72,100	7,055	3,150	53,446	22,936	(18,654)	74.13%	59.60%
Workers compensation	837,900	73,466	67,593	545,705	421,620	(292,195)	65.13%	95.56%
Wellness Program	50,000	-	-	43,758	-	(6,242)	87.52%	0.00%
Prescription drug rebates	2,228,700	742,296	-	1,478,949	684,944	(749,751)	66.36%	85.19%
Insurance recovery	-	-	-	-	3,049	-	0.00%	0.00%
Total operating revenues	<u>\$ 17,888,300</u>	<u>2,085,959</u>	<u>1,199,265</u>	<u>10,241,271</u>	<u>8,821,751</u>	<u>(7,647,029)</u>	<u>57.25%</u>	<u>59.83%</u>
Operating expenses:								
Administrative fees	\$ 1,398,005	71,236	26,881	802,956	732,654	595,049	57.44%	63.70%
Claims expense:								
Medical claims	7,243,200	630,268	253,381	3,348,251	4,724,626	3,894,949	46.23%	53.15%
Prescription drug claims	6,635,000	542,779	552,839	3,945,862	3,360,357	2,689,138	59.47%	71.04%
Unemployment	80,000	-	-	25,805	38,925	54,195	32.26%	176.93%
Workers compensation	619,100	19,353	-	207,961	124,617	411,139	33.59%	66.40%
Stop-loss insurance	1,881,400	167,211	-	1,104,553	949,638	776,847	58.71%	62.74%
Wellness Program	31,595	-	-	38,478	42,720	(6,883)	121.79%	85.44%
Total operating expenses	<u>\$ 17,888,300</u>	<u>1,430,846</u>	<u>833,101</u>	<u>9,473,865</u>	<u>9,973,537</u>	<u>8,414,435</u>	<u>52.96%</u>	<u>60.29%</u>
Change in net position	\$ -	<u>655,113</u>	<u>366,164</u>	767,405	(1,151,786)	767,405		
Net position:								
Net position, beginning	<u>\$ 1,976,289</u>			<u>1,640,250</u>	<u>1,585,716</u>	<u>(336,039)</u>		
Net position, ending	<u>\$ 1,976,289</u>			<u>2,407,655</u>	<u>433,930</u>	<u>431,366</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended March 31, 2025

Proprietary Fund

	Governmental Activities ----- Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 313,138
Cash received from assessments to other funds	375,411
Cash payments for claims	(1,192,400)
Cash payments for stop loss premiums	(167,211)
Cash payments for professional and contracted services	<u>(71,236)</u>
Net cash provided by operating activities	\$ -
Net increase in cash and cash equivalents	\$ -
Cash and cash equivalents at beginning of year	<u>-</u>
Cash and cash equivalents at end of year	<u><u>\$ -</u></u>
Reconciliation of operating income to net cash provided by operating activities:	
Operating gain (loss)	\$ 655,113
Effects of increases and decreases in current assets and liabilities:	
Increase in receivables	(761,614)
Decrease in prepaid items	1,983
Decrease in accounts payable	<u>104,518</u>
Net cash provided by operating activities	<u><u>\$ 0</u></u>

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Sheryl Davis

RE: Amendments to the 2024-2025 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 is a copy of the proposed amendment to the Official Budget identifying details of the request. The following summarizes the effect of the amendment by functional category.

Summary:

Amendment #030: Special Education Department (Fund 199)

This amendment will reallocate funds for curriculum and instructional staff development travel to security and monitoring services extra-duty to provide security for parent meeting. 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	Curriculum & Instructional Staff Development
Use of Funds	\$ 100	Security & Monitoring
Fund Balance Effect	None	

Amendment #031: Advanced Academics Department (Fund 199)

This amendment will reallocate funds from excess instructional fees to plant maintenance and operations for custodial extra-duty for Academic Scholars events. 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	\$ 260	Instruction
Use of Funds	\$ 260	Plant Maintenance & Operations
Fund Balance Effect	None	

Amendment #032: English Learners Department (Fund 199)

This amendment will reallocate funds from curriculum and instructional staff development travel and supplies to guidance, counseling and evaluation services extra-duty for testing. 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	\$ 3,780	Curriculum & Instructional Staff Development
Use of Funds	\$ 3,780	Guidance, Counseling & Evaluation
Fund Balance Effect	None	

Amendment #033: Early Childhood Department (Fund 199)

This amendment will reallocate funds from instructional leadership supplies to community services miscellaneous operating costs for food and other items related to the Prekindergarten Round-up Fun Fest. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

TEA Revenue/Function Description

Source of Funds	\$	1,150	Instructional Leadership
Use of Funds	\$	1,150	Community Services
Fund Balance Effect		None	

Amendment #034: Elementary Education Department (Fund 199)

This amendment will reallocate funds from curriculum and instructional staff development costs to instructional materials for enrichment materials for summer school. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

TEA Revenue/Function Description

Source of Funds	\$	10,645	Curriculum & Instructional Staff Development
Use of Funds	\$	10,645	Instruction
Fund Balance Effect		None	

Amendment #035: Student Services (Fund 199)

This amendment will reallocate funds from school leadership travel and extracurricular activities travel to instructional leadership supplies. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

TEA Revenue/Function Description

Source of Funds	\$	1,700	School Leadership, Extracurricular Activities
Use of Funds	\$	1,700	Instructional Leadership
Fund Balance Effect		None	

Amendment #036: Health Services (Fund 199)

This amendment will reallocate funds from instruction contingency to health services supplies to cover replenishment costs for Stop-the Bleed kits. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

TEA Revenue/Function Description

Source of Funds	\$	10,000	Instruction
Use of Funds	\$	10,000	Health Services
Fund Balance Effect		None	

Amendment #037: Juvenile Justice Alternative Education Program (Fund 199)

This amendment will reallocate funds from instruction contingency to the Juvenile Justice Alternative Education Program, Challenge Academy, to cover increased participation for the 2024-2025 school year. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

TEA Revenue/Function Description

Source of Funds	\$	200,000	Instruction
Use of Funds	\$	200,000	Juvenile Justice Alternative Education Program
Fund Balance Effect		None	

Amendment #038: Special Education Services (Fund 199)

This amendment will reallocate funds from instructional salary savings to guidance, counseling and evaluation services salaries to cover increase in diagnostician salaries. 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	\$ 145,000	Instruction
Use of Funds	\$ 145,000	Guidance, Counseling & Evaluation Services
Fund Balance Effect	None	

Amendment #039: Districtwide (Fund 199)

This amendment will reallocate funds from instructional salary savings to extracurricular activities stipends to cover UIL stipends that were not budgeted during the initial budget process. 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	\$ 58,700	Instruction
Use of Funds	\$ 58,700	Extracurricular Activities
Fund Balance Effect	None	

Amendment #040: Technology Services (Fund 199)

This amendment will place for the portion of technology purchases, for the new Waco High School and the South Waco Elementary School additions and renovations, funded through the federal E-Rate program. Appropriations will be offset by federal revenue. 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	\$ 918,418	Federal Revenue
Use of Funds	\$ 918,418	Data Processing Services
Fund Balance Effect	None	

Amendment #041: Kendrick Elementary School (Fund 199)

This amendment will place budget for start-up supplies, materials and equipment for the new Kendrick Elementary School. Funding will come from unassigned general fund balance but is expected to be reimbursed through the New Instructional Facilities Allotment in fiscal year 2025-2026. 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	\$ 472,691	General Fund Unassigned Fund Balance
Use of Funds	\$ 472,691	Instruction, School Leadership, Security & Monitoring, and Data Processing Services
Fund Balance Effect	Decrease	

Amendment #042: Waco High School (Fund 199)

This amendment will place budget for start-up supplies, materials and equipment for the new Waco High School. Funding will come from unassigned general fund balance but is expected to be reimbursed through the New Instructional Facilities Allotment in fiscal year 2025-2026. 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	\$ 1,425,000	General Fund Unassigned Fund Balance
Use of Funds	\$ 1,425,000	Instruction, School Leadership, Guidance, Counseling & Evaluation Services, Health Services, and Extracurricular Activities
Fund Balance Effect	Decrease	

A copy of the amendments, detailing line items to be adjusted, are attached for your review.

Fiscal Implications:

Amendments #041 and #042 will decrease the unassigned fund balance by \$472,691 and \$1,425,000, respectively. It is expected that the District will receive reimbursement for these expenditures through the New Instructional Facilities Allotment in fiscal year 2025-2026. The remaining amendments have no impact on the fund balance.

Administrative Recommendation(s):

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

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date April 24, 2025

Contact Person: M. Tish/J. Allen

RE: Bid Award for Educational and Other School District Related Software

=====

Background Information:

Request for Proposal, RFP # 24-1277, Educational Software and other School District Related Software, have been received for the purpose of creating a list of vendors which can provide software needs for the District on an as needed basis. We received forty-nine (49) responses for the initial bid and five (5) additional vendors this past month. A list of the recommended additions as well as the previously approved vendors is attached for your consideration.

In an effort to allow for maximum participation with our Educational Software and Other School District Related Software and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 Purchasing, the Purchasing 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 five (5) additional vendors for the Educational Software and Other School District Related Software, as presented.

RFP # 24-1277
Educational Software and Other School District Related Software
Vendors April 2025

Responding Supplier	City	State
Blueprint (Spotlight Series Holdings)	Miami Beach	FL
Edusmart (Learn-Ed)	Austin	TX
MindRise Learning	Driftwood	TX
Savvas Learning Company	Paramus	NJ
Teachers Discovery	Auburn Hills	MI
Previously Responding Supplier	City	State
Beable Education, Inc.	Lakewood	NJ
BrainPOP LLC	New York	NY
Cengage Learning, Inc.	Mason	OH
Curriculum Associates, LLC	North Billerica	MA
Different Roads to Learning	New York	NY
Discovery Education, Inc.	Charlotte	NC
eCampus Systems (Figtree Technologies Inc)	McKinney	TX
Edmentum, Inc.	Bloomington	MN
Education Advanced, Inc.	Tyler	TX
Encyclopaedia Britannica Inc.	Chicago	IL
Essential Skills (Essential Skills Software Inc)	Aurora	ON
ExploreLearning, LLC	Dallas	TX
Flinn Scientific, Inc.	Batavia	IL
Footsteps2Brilliance, Inc.	Washington	DC
FSS Software Topco LP (Follett Software, LLC)	McHenry	IL
GraceNotes, LLC.	Houston	TX
Hatch, Inc.	Winston Salem	NC
Heinemann (Greenwood Publishing Group LLC)	Portsmouth	NH
Houghton Mifflin Harcourt Publishing	Geneva	IL
Imagine Learning LLC	Tempe	AZ
Innovative Learning Concepts Inc.	COLORADO SPGS	CO
Insignia Software Corporation	Edmonton	AB
IXL Learning, Inc.	San Mateo	CA
Journeyed.com, Inc.	Allen	TX
Lab Resources, Inc.	Tomball	TX
Learning 2020 dba Penda Learning (Penda Learning)	Loveland	CO
Learning A-Z, LLC	Dallas	TX
Learning Without Tears	Cabin John	MD
Lexia Learning Systems LLC	Concord	MA
Lone Star Learning (Lone Star Learning Sales & Marketing, Inc.)	Lubbock	TX
MobyMax (MobyMax Education, LLC)	Pittsburgh	PA
NoodleTools, Inc.	Pala Alto	CA
Perfection Learning Corporation	Logan	IA
PROGRESS LEARNING LLC	Atlanta	GA
Rhythm Monster, LLC	Prairie Grove	AR
Romeo Music	Coppell	TX
Rosen Classroom Or Rosen Digital OR Jackdaw Publications (Rosen Publishing Group, Inc.)	New York	NY
Rosetta Stone LLC	San Mateo	CA
ScholasticInc.	New York	NY

RFP # 24-1277
 Educational Software and Other School District Related Software
 Vendors April 2025

Previously Responding Supplier	City	State
SchoolsPLP	Phoenix	AZ
Sirius Education Solutions (Sirius Education Solutions LLC)	Austin	TX
Stats Medic, LLC	Grand Rapids	MI
STEMfinity, LLC	Boise	ID
Super Duper Publications (Super Duper Inc)	Greenville	SC
The Writing Academy, LLC	Kemah	TX
ThinkCERCA.com, Inc.	Chicago	IL
TOPTALENT LEARNING	Plano	TX
Vernier Science Education (Vernier Software & Technology Inc.)	Beaverton	OR
visiOn cue LLC	Scottsdale	AZ

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish

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 six (6) responses during the past month. The recommended vendors will be added to our previously approved list of three hundred ninety-two (392) 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
- 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.

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. A list of the recommended vendors and previously awarded vendors is attached for your review.

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 six (6) vendors for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish

RE: Bid Award for Local Retailers' General Merchandise

=====

Background Information:

Request for Proposal, RFP # 24-1263, Local Retailers' General Merchandise have been received for the purpose of creating a list of vendors from the Greater Waco Area that can provide supplies, equipment, and services for the District on an as needed basis. We have received fifty-two (52) responses for this bid and have received two (2) additional vendors this past month. A list of the recommended new vendors and previously awarded vendors is attached for your consideration.

In an effort to allow maximum participation for vendors currently residing in the Greater Waco Area, as well as new vendors moving into the area, the Waco Independent School District is electing to engage in Extended Period for Multiple Award Contracts as allowed under the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG), Module 5: Purchasing, exhibited below.

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.

Additional vendors will be added as needed. Vendors submitting a bid by the end of each month will be recommended 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 two (2) new vendors for the Local Retailers' General Merchandise, as presented.

RFP # 24-1263
Local Retailer's General Merchandise
Vendors for April 2025

New Responding Suppliers	City	State
Tessera Technology Group	Woodway	TX
Wizard Wash & Paint	Waco	TX
Previously Awarded Suppliers	City	State
25N Coworking Waco (25N Waco, LLC)	Waco	TX
A-1 Banner & Sign Co., Inc.	Waco	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	Tx
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd	Waco	TX
ARC Abatement 1, Inc.	Waco	TX
Astro Events of Waco	Waco	TX
Award Specialties, Inc.	Waco	TX
Axiom Advertising (Bosque Forms, Inc.)	Waco	TX
Barnes & Noble	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach	Waco	TX
Big Ben Dry Cleaners	Waco	TX
Bosque Fence and Supply, LLC. (Jeff Bray)	Waco	TX
Bugsdotcom Termite and Pest	Waco	TX
Centex Carpet & Interiors	Waco	TX
CTWP (Hayday, Inc.)	Waco	TX
Diesel Power Supply Co.	Waco	TX
Dream Big Balloons	China Spring	TX
Express Yourself Designs	Waco	TX
Firmin Business Forms	Waco	TX
Flow Plumbing Services, LLC	Waco	TX
Gene Ives Accoustic & Tile Co	Waco	TX
Gross-Yowell	Waco	TX
HEB Grocery Store	Waco	TX
Herff Jones/Overall Recognition (Overall Recognition LLC)	Waco	TX
Hidewilly (will Suarez)	Waco	TX
Hobby Lobby Creative Centers (Hobby Lobby Stores, Inc.)	Waco	TX
Hole in the Roof Marketing (Hole in the Roof)	Waco	TX
Jeff's Balloons	Waco	TX
Kleen-Air Filter Services & Sales (Allison Enterprises Inc.)	Groesbeck	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
Mardel Christian and Education (Mardel Inc.)	Waco	TX
North Waco Tropical Fish	Waco	TX
Paramount Waste Water (Paramount Porta-Potty)	Temple	TX
Peerport Collective	Waco	TX
Pendley Party Productions & Rentals	Waco	TX
Resco (E & O Investments, LLC)	Waco	TX
Smoot-Anderson Co., Inc.	Waco	TX
Stephanie Asselin	Waco	TX
Swift Uniforms	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc.	Waco	TX
Tarpley Music Company, Inc.	Waco	TX

RFP # 24-1263
Local Retailer's General Merchandise
Vendors for April 2025

Previously Awarded Suppliers	City	State
TDR COMP	Robinson	TX
Texas Security Equipment, Inc.	Waco	TX
Total Office Solutions	Waco	TX
Triple S Sports (Triple S Sales, Inc.	Waco	TX
Vincent Thomas	Waco	TX
Virkim, Inc.	Waco	TX
Waco Bounce House Rentals, LLC	Eddy	TX
Wesley Blanton Service Co/WBSCO	Hewitt	TX
Wolfe Wholesale Florist, Inc.	Waco	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish/G. Barrera

RE: Bid Award for Maintenance Supplies, Equipment, and Services

=====

Background Information:

Request for Proposal, RFP # 22-1229, Maintenance Supplies, Equipment, and Services have been received for the purpose of creating a list of vendors which can provide supplies, equipment, and services for the Facilities and Maintenance and Custodial Departments. We have received one hundred forty-nine (149) responses for this bid and an additional six (6) vendors this past month. The list of recommended and previously approved vendors is attached for your consideration.

In an effort to allow for maximum participation with our Maintenance and Custodial 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 Purchasing 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.

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 six (6) additional new vendors for the Maintenance Supplies, Equipment, and Services bid, as presented.

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for April 2025

Responding Supplier	City	State
Duncan's Commercial Lock	Wichita Falls	TX
Ground Penetrating Radar Systems	Maumee	OH
Steeles Garage Door Solutions	Belton	TX
Tradesman Service	Waco	TX
Waco Fencing & Stuff	Waco	TX
Wizard Wash & Paint	Waco	TX
Previously Awarded Vendors	City	State
A&H Refrigeration Company, Inc.	Waco	TX
A-1 Banner & Sign Company, Inc.	Waco	TX
A-1 Vacuum Center, Inc.	Conroe	TX
AAA Elevator Inspections	Austin	TX
Access Lift & Service Company, Inc.	Peaster	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	TX
Acme Architectural Hardware	College Station	TX
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd.	Waco	TX
Allen Glass Company	Hewitt	TX
ARC Abatement 1, Ltd.	Waco	TX
Arrow Magnolia International, Inc.	Dallas	TX
AutoCzech/Soljonhof	West	TX
B F Hurley Mat Co, Inc.	LaGrange	GA
B&B Repair Shop	West	TX
Bain Paper Company	Waco	TX
Barnett Contracting, Inc.	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach)	Waco	TX
Belfor (Belfor USA Group, Inc.)	Waco	TX
Benchmark Signs	Weatherford	TX
Bill's Discount Tire Service (Maria G. Castanon-Vega)	Waco	TX
Bleacher Service Company (Gilbert D. Trevino)	Moody	TX
Brandt (The Brandt Companies, LLC)	Waco	TX
Brem's Fencing LLC	Valley Mills	TX
Brewer Lock and Safe	Waco	TX
BUGSDOTCOM Termite and Pest	Waco	TX
Bullseye Glass (Bullseye Glass LLC)	Waco	TX
Carquest of Hewitt (Pavelka Truck and Auto Parts, Inc)	Hewitt	TX
CCP Industries, Inc. (The Tranzonic Companies)	Richmond Heights	OH
Centex Carpet & Interiors	Waco	TX
Central Texas Mobile Storage	Waco	TX
Century HVAC Distributing	Dallas	TX
CF Supply, Inc.	Waco	TX
CheckSammy, Inc.	Plano	TX
City Tire and Battery	Waco	TX
Clarks Small Engine Repair	Lacy Lakeview	TX
Cleaning Robotics, LLC	Luling	LA
Climatec, LLC	Austin	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for April 2025

Previously Awarded Vendors	City	State
Code-3 Fire & Safety Products	Waco	TX
Communication Concepts	Fort Worth	TX
Competitive Choice, Inc.	Houston	TX
Complete Supply, Inc.	Dallas	TX
Core Controls	Dallas	TX
Dealers Electrical Supply	Waco	TX
DenaliCS (Denali Construction Services, LP)	Carrollton	TX
Dent Enterprises LLC	Desoto	TX
DH Pace Company, Inc.	Coppell	TX
Diesel Power Supply Company	Waco	TX
Encore Fence	Temple	TX
Environmental Concerns, Inc.	Waco	TX
Epic Solar Control, LLC	McKinney	TX
Equipment Depot	Waco	TX
Fairway Supply	Irving	TX
Fastsigns Waco (Red Bird Digital Media LLC)	Waco	TX
Filterbuy Incorporated	Talladega	AL
Firetrol Protection Systems (Heather Foster)	Austin	TX
Fissco Supply (Frigelar North America DBA Fissco Supply)	Dallas	TX
Fitzgerald Lawscaper Ltd.	Woodway	TX
Flip Lok, LLC	Houston	TX
Flow Plumbing Services, LLC	Waco	TX
Fort Worth Window Cleaning, Inc.	Haltom City	TX
Fred's Power Wash (Washer Power)	Waco	TX
Gene Ives Acoustic & Tile Company	Waco	TX
Global Industrial (Global Equipment Company, Inc.)	Buford	GA
Grones Environmental Services	Waco	TX
H & H Sign Co., Inc	Waco	TX
H. B. Blake Company	Hewitt	TX
Hardin & Associates Holdings, LLC	Carrollton	TX
HCS Inc. (MB Home Construction)	Waco	TX
Hill Country Paints (Wendy Hui Anderson)	Waco	TX
Image Maker 4U, Inc.	Hughes Springs	TX
Independent Hardware, Inc.	Philadelphia	PA
Interboro Packaging Corporation	Montgomery	NY
Intercon Environmental, Inc.	Mansfield	TX
Intermountain Lock & Security Supply	Salt Lake City	UT
J.K. Brown	Moody	TX
Jackson Sign & Lighting	Waco	TX
JGA Roofing	Waco	TX
JLM Contracting, LLC	Waco	TX
Justin Seed Company	Justin	TX
Kinco Inc., Overhead Door Co of Waco	Waco	TX
Lady Liberty Flag and Flagpole (Convict Hill Floor Covering & Design, Inc.	Austin	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for April 2025

Previously Awarded Vendors	City	State
LD Tebben Co/Pax Services Group	Waco	TX
Lea Park & Play, Inc.	Richardson	TX
Lennox Industries (Lennox Industries, Inc.)	Richardson	TX
Liftcrete Solutions (Green Foam Solutions, Inc.)	Waco	TX
Lonestar Chiller Systems (Lonestar Chiller Systems LLC)	Crawford	TX
Lonestar Truck Group Waco (Lonestar Freighliner Group, LLC)	Waco	TX
Loop 340 Overhead Door (Sideline Enterprises, Inc.)	Waco	TX
Ludwig Saw AND Tool Sharpening	Waco	TX
M.A.N.S Distributors, Inc.	Carrollton	TX
Marks Plumbing Parts (John W Gasparini, Inc.)	Fort Worth	TX
MJM Commercial HVAC, LLC (Motl)	Robinson	TX
Morrison Supply Company (Reece USA)	Waco	TX
National Wholesale Supply Company	Woodway	TX
NEI Datacom (Nemmer Electric, Inc.)	Waco	TX
Newman Technology Solutions	Temple	TX
Otuyv, Inc	Provo	UT
P&E Mechanical Contractors, LLC	Waco	TX
Patriot Supply Company	Brady	TX
Perry Office Plus (Perry Office Products)	Temple	TX
Pioneer Steel and Pipe Co., Inc.	Waco	TX
Pioneer Vacuum Services, LLC	Waco	TX
Pye Barker Fire	Waco	TX
Ranger Security Solutions (Ranger Elite Management, LLC)	Temple	TX
RBO Technologies, LLC	Waco	TX
Resco (E & O investments, LLC)	Hewitt	TX
Richards Equipment Company	Waco	TX
Ryberg Plumbing LLC	Waco	TX
School Bus Safety Company	Hudson	OH
Sentinel Air Conditioning and Heating	Spring	TX
Share Corporation	Milwaukee	WI
Sherwin Williams (The Sherwin Williams Company)	Waco	TX
Shiffler Equipment Sales, Inc.	Chardon	OH
Sims Plastics of Waco	Waco	TX
Smith Supply Co. LLC	Temple	TX
Smoot-Anderson Company, Inc.	Waco	TX
Solar Supply	Waco	TX
Southern Clean Pressure Washing (Michael Jackson)	Ferris	TX
Southern Tire Mart	Dallas	TX
Southwest Maintenance, LTD	Waco	TX
Starks Janitorial Services	Mesquite	TX
Sunrise Environmental LLC (Jessica L Marquesen)	Bridgeport	TX
SWS Concrete Contractor (Scott W Schreiber)	Waco	TX
T & W Tire	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc. (Texas Energy & Automation Management Solutions, Inc.)	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for April 2025

Previously Awarded Vendors	City	State
Tanglewood ATX, LLC	Leander	TX
Texas Alternator Starter Service (McAdamsGroup, LLC)	Austin	TX
Texas Security Equipment, Inc.	Waco	TX
The Reynolds Company (D. Reynolds Co., LLC)	Fort Worth	TX
The Roof Co. Waco, LLC	Waco	TX
TJ's Professional Painting and Construction, LLC	Red Oak	TX
Trane	Fort Worth	TX
Truck Alignment Frame, LLC	Elm Mott	TX
Tyggr Roofing & Construction Company	Morgan	TX
UniFirst Corporation	Hewitt	TX
Unifirst First Aid & Safety	Earth City	MO
United Ag & Turf	Waco	TX
United Refrigeration, Inc.	Waco	TX
Versalift Southwest	Waco	TX
Virkim, Inc.	Hewitt	TX
Visual Techniques	Longview	TX
Waco Hydro Wash	Waco	TX
Waco Lock and Key, LLC	Waco	TX
WESCO Chemicals, Inc.	Waxahachie	TX
Winston Watercooler of Waco LTD	Waco	TX
Woodard Builders Supply Company	Fort Worth	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish/ N. Washington

RE: Bid Award for Interpreter and Sign Language Services

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Background Information:

Requests for Proposals, RFP # 25-1279, have been issued for the purpose of soliciting qualified vendors that can provide interpreting and sign language services for instructional learning for Deaf Education students in the classroom as well as District meetings and events. We received ten (10) responses for this bid. After the proposals were evaluated, the evaluation committee recommended awarding to the top five (5) vendors. These services will be used on an as needed basis throughout the term of this contract. Selecting multiple vendors should provide adequate services necessary to cover school activities on any given day. The following vendors are being recommended for award:

- Deaf Action Center
- National Recruiting Consultant,
- Visual Language Professionals,
- American Sign Language Communication,
- Texas Language Connection.

Scoring detail and a pricing worksheet are attached for your review.

This bid will begin providing services starting on April 25, 2025 and continue to be valid until the expiration date of April 26, 2029.

Fiscal Implications:

The cost of these services will be charge to the individual department/campus budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees award the contract for Interpreters and Sign Language Services to the above listed vendors, as presented.

RFP # 25-1279 Interpreter and Sign Language Services
Pricing Worksheet

Responding Vendors	Hourly Rate Interpreter	Hourly Rate for Sign Language
American Sign Language Communication	\$ 120.00	\$ 120.00
Budget Captioning	no Bid	\$ 80.00
Deaf Action Center	\$ 70.00	\$ 70.00
Dovetail Communication Group	no Bid	\$ 120.00
MasterWord Services	\$ 57.25	\$ 88.61
National Recruiting Consultants	\$ 84.00	\$ 84.00
SignGlasses	\$ 85.00	\$ 85.00
Texas Language Connection	\$ 140.00	\$ 140.00
US Translation Company	\$ 180.00	\$ 180.00
Visual Language Professionals	\$ 70.00	\$ 70.00

Supplier Scoring Summary

25-1279 - Interpreter and Sign Language Services - Scoring Round

Supplier	Rank	Score	Price	References	Doing Business with Waco ISD	Experience doing this type of Business	Experience doing business with other school Districts	Meets the District's Needs
		100	45.00	15.00	5.00	10.00	10.00	15.00
Deaf Action Center	1	86.00	45.00	4.67	3.33	10.00	8.00	15.00
National Recruiting Consultants	2	69.50	37.50	2.33	0.00	10.00	10.00	9.67
Visual Language Professionals	3	67.67	45.00	4.67	0.00	10.00	3.00	5.00
American Sign Language Communi	4	63.25	26.25	4.67	0.00	10.00	10.00	12.33
Texas Language Connection, LLC	5	62.83	22.50	4.67	5.00	10.00	5.67	15.00
MasterWord Services, Inc.	6	62.22	35.55	0.00	0.00	10.00	7.00	9.67
Dovetail Communication Group	7	61.92	26.25	4.67	1.67	10.00	4.33	15.00
SignGlasses, LLC	8	57.19	30.52	0.00	0.00	10.00	6.67	10.00
Budget Captioning, LLC	9	57.05	39.38	0.00	0.00	10.00	7.67	0.00
US Translation Company	10	20.50	17.50	0.00	0.00	0.00	3.00	0.00
		60.81	32.55	2.57	1.00	9.00	6.53	9.17

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025 Contact Person: M. Tish / S. Smith

RE: Bid Renewal for Bank Depository Service

=====

Background Information:

Request for Proposals, RFP # 23-1245, Bank Depository Services, have been opened and evaluated from eligible and qualified financial institutions to provide depository services to the District. Invitations were emailed to all local banking institutions and all registered suppliers within the e-bidding system. We received three responses for this service. Proposals were received from Extraco Banks, JP Morgan Chase, and TFNB.

After the proposals were evaluated, the District recommended that Extraco Banks be awarded as the banking institute to provide depository services to the District. The District has been pleased with the quality of service that we have received from Extraco and wishes to exercise our option to renew this contract for an additional two (2) year term. This renewal is agreeable with Extraco Banks.

The term of this contract shall be for a period of two (2) years, commencing September 1, 2025, through August 31, 2027, with a provision for one (1) additional two-year (2) term remaining on this contract. This renewal will comply with the same terms and conditions as the original contract, subject to the mutual agreement of both parties and the Texas Education Agency in accordance with TEC, §45.205.

Fiscal Implications:

Interest revenue will be earned on all accounts.

Administrative Recommendation(s):

The Administration's recommends that the Board of Trustees approve Extraco Banks for the Bank Depository Services, as presented.

**Board Resolution Extending Depository Contract for Funds
Of Independent School Districts Under Texas Education Code,
Chapter 45, Subchapter G, School District Depositories**

Resolved by the Waco Independent School District **that:**

Board of Trustee

Extraco Banks

located at McLennan

(Name of Depository Bank)

(Name of County)

County, State of Texas, being a bank as defined in section 45.201 of the Texas Education Code, and Waco Independent School District (CDN: 161-914) agree to extend this depository

(Name of District)

contract pursuant to Texas Education Code Section 45.205, for an additional two-year term from September 1, 2025 through August 31, 2027. Under Texas Education Code Section 45.205(b), a school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The extension constitutes the parties' First two-year term.

(first, second, third)

Furthermore, under Texas Education Code Section 45.205(c), the contract term and any extension must coincide with the school district's fiscal year.

Name of District

AGREED AND ACCEPTED on behalf of Waco Independent School District

this the 24th day of April, 2025.

Signature of President of School Board

AGREED AND ACCEPTED on behalf of Depository this the _____ day of _____, _____.

Typed Name of Depository

Signature of Authorized Bank Officer

Title of Authorized Bank Officer

Acknowledgement

Acknowledged before me in _____ County, Texas, on _____, 20____, by

_____, bank officer of the Depository named in the preceding document, for the Depository.

Signature of Notary

(SEAL)

Notary Public in and for _____
County, Texas

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: **April 24, 2025**

Contact Person: **M. Tish**

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

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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 April 24, 2025:

Pre-Existing Bid:

1. Candor Consulting & Diagnostics, LLC - \$160,000 – Special Education Contracted Services for the remainder of the fiscal year – Waco ISD Bid # 22-1232 Special Education Consulting
2. Encore Fence - \$210,000.00 - 70 Push Bar hardware installations for new gates on new fencing. - SAFE Grant Cycle 1 Funding - Waco ISD Bid# 22-1229 Maintenance Supplies, Equipment, and Repairs
3. DLR Group Inc. of Texas - \$67,250.00 - Professional development for WHS to train teachers how to use innovative teaching practices supported by the design of our new campuses so that the spaces are being used in alignment with how the buildings were designed and their maximum capacity - Waco ISD Bid # 21-1182 Educational Consultants, Professional Development, and Other Student-Based Services
4. Tradesman Services, LTD - \$68,613.00 – Lake Air Montessori replacement (4) Carrier Gas Heat Rooftop Units, 1 serving kitchen, 3 serving Café – Waco ISD Bid # 22-1229 Maintenance Supplies, Equipment, and Repairs (*purchase contingent on Board Approval of this vendor on above referenced bid at the April 24, 2025 Meeting)

Purchasing Cooperative:

5. Game One - \$104,700.45 - Waco HS Athletic Equipment - BuyBoard Contract # 766-25 Athletic Physical Supplies and Equipment
6. CDW Government LLC - \$ 52,022.30– Waco HS Technology Items for the Classroom and Offices – Bond Funds - Sourcewell Contract # 121923-CDW Technology Products and Services

7. Dell Technologies - \$98,530.00- Chromebooks for South Waco Elementary and Kendrick Elementary - Bond Funds - DIR Contract # TX-DIR-CPO-5792 Dell Branded Manufacturer Hardware, Software, and Related Services
8. Vivacity Tech PBC - \$117,600.00 - Chromebooks for Waco High School - Bond Funds - Allied States Contract # 25-7511 Technology, Hardware, Software, Services and Related Services
9. Vivacity Tech PBC - \$88,670.00 - Device Carts for South Waco Elementary and Kendrick Elementary - Bond Funds - Allied States Contract # 25-7511 Technology, Hardware, Software, Services and Related Services
10. DHE Computer Systems - \$146,975.00 - Chromebooks for Tennyson MS - Bond Funding - DIR Contract # DIR-CPO-4839 Lenovo Branded Products and Related Services

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: April 24, 2025

Contact Person: M. Tish/S. Smith

RE: Amendment to the Food Service Management Contract for the 2024-2025 School Year

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Background Information:

Request for Proposal, RFP # 21-1209, has been issued and awarded for the purpose of soliciting a qualified vendor to provide food services management for the District’s child nutrition programs. A contract was entered into with Sodexo School Services beginning July 1, 2022. Contract terms require annual renewals, in the form of an amendment, up to a maximum term of five years.

Additionally, the contract allows for an annual adjustment of the fixed rate per meal based on the yearly percentage change in the Consumer Price Index (CPI) for all Urban Consumers, as published by the U.S. Department of Labor, Bureau of Labor Statistics, Food Eaten Away from Home, South-size Class B/C (Mid-sized and small population metropolitan area with fewer than 1.5 million). As of November 30, 2024, this annual percentage change was 3.6%.

As of June 30, 2025, the District will have completed three years under the above arrangement. In order to continue service from July 1, 2025 through June 30, 2026, the current five-year contract must be amended, extending the contract for one year.

Attached, please find a copy of the renewal amendment, the Consumer Price Index (CPI), a copy of the fixed meal prices meals for the upcoming year and a consolidated food service budget for the school year 2025-2026, as required to be submitted as part of the renewal process. The Texas Department of Agriculture has reviewed and approved the contract amendment on March 7, 2025.

Fiscal Implications:

The Fixed Price per Meal/Meal Equivalent rates will be adjusted by the 3.6% CPI increase for the 2025-2026 school year. The current and new rates are shown on the attached schedule and included with the contract amendment. Funds to operate child nutrition programs are generated through reimbursements from the National School Lunch and Breakfast Programs as well as other state and local sources and will be included in the 2025-2026 budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the amendment to the contract with Sodexo School Services for food services management of the District's child nutrition programs, extending the contract for one year, July 1, 2025 through June 30, 2026, as presented.



TEXAS DEPARTMENT OF AGRICULTURE
COMMISSIONER SID MILLER

CONTRACT RENEWAL NO. 21-1209

**School Nutrition Programs
Food Service Management Company Contract
School Year 2025-2026**

This amendment (“Amendment”) by and between the parties shown below shall be effective as of the date this Amendment is fully executed.

FOOD SERVICE MANAGEMENT COMPANY CONTRACT	
School Food Authority (SFA):	Waco Independent School District
Food Service Management Company (FSMC):	Sodexo Services of Texas Limited Partnership
Contract No.:	21-1209
Original Contract Effective Date:	July 1, 2022
Current Contract Term:	July 1, 2024 through June 30, 2025
Amendment No.:	3

Whereas, the Food Service Management Company Contract defined above (“Contract”) has an initial contract term commencing July 1, Year, and ending June 30, Year;

Whereas, SFA and FSMC wish to renew the Contract for an additional one-year term; and

Whereas, FSMC warrants it has complied with all requirements of the Contract during the Current Contract Term;

Now, therefore, in consideration of the foregoing, the undersigned parties agree as follows:

1. **Renewal of Contract.** The Contract is hereby renewed for a period of one year commencing July 1, 2025, and ending June 30, 2026, unless terminated in accordance with the terms of the Contract.
2. **Price Adjustments.** Meal rates for the renewed contract year may be adjusted (increased or decreased) in an amount not to exceed the annual percent change of the United States Department of Labor, Bureau of Labor Statistics Consumer Price Index for All Urban Consumers, Food Away from Home series. SFA and FSMC have mutually agreed to the prices or fees for the renewed contract year as set forth in the Fixed Price Meal Rates attached to this Amendment (Attachment 1) and fully incorporated herein.
3. **The projected budget for the renewed contract year is shown in the Food Service Budget sheet attached to this Amendment (Attachment 2) and fully incorporated herein.**
4. **Meal Equivalents Rate or Meal Equivalency Factor.** The meal equivalents rate or meal equivalency factor is determined based on the previous year federal free rate of reimbursement + State match

reimbursement rate + the value of USDA Foods.

5. Additional Non-material Scope and Contract Modifications. Modifications effective in the renewed contract year which do not create a material change are described in the Additional Contract Modifications form attached to this Amendment (Attachment 3) and fully incorporated herein.
6. Revised Program Requirements. FSMC agrees to meet all School Nutrition Program requirements including requirements that become effective during the renewed contract year.
7. Entire Agreement. Except as set forth in this Amendment, the provisions and conditions of the Contract and all amendments thereto are unaffected and shall continue in full force and effect. This Amendment and the Contract (including any previous written amendments thereto), collectively, are the complete agreement of the parties and supersede any prior agreements or representations, whether oral or written, with respect thereto. If there is conflict between this Amendment and the Contract or any earlier amendment, the terms of this Amendment shall prevail.
8. Signature Warranties. Each person signing below represents and warrants that he or she is authorized to execute and bind their respective party to this Amendment.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be signed by their duly authorized representative.

SCHOOL FOOD AUTHORITY

Waco Independent School District

Name of SFA

Enter Date

Signature of Authorized Representative

Date

Enter Typed Name of Authorized Representative

Printed/Typed Name of Authorized Representative

Enter title

Title

FOOD SERVICE MANAGEMENT COMPANY

Sodexo Services of Texas Limited Partnership

Name of FSMC

Enter Date

Signature of Authorized Representative

Date

Enter Typed Name of Authorized Representative

Printed/Typed Name of Authorized Representative

Enter Title

Title

December 17, 2024

Waco Independent School District

Re: SY 2025-26 CPI Adjustment

Dear Sherry Smith and Sarah Hodde,

Thank you for renewing for the 2025-26 school year. Sodexo is pleased to continue our partnership with ISD. The table below includes our current pricing and our proposed pricing for the SY 2025-26. The calculation is based on the published November Food Away from Home CPI for All Urban Consumers of 3.6%.

The methodology includes a comparison of the seasonally adjusted value of the Consumer Price Index as published by the U.S. Department of Labor, Bureau of Labor Statistics, Food Eaten Away From Home for a specific month in the prior year to the seasonally adjusted value of the CPI for the same month of the current year. The increase is then calculated on a percentage basis.

Texas Department of Agriculture in December 2023, FAQs has indicated that Fixed Meal Rate carried to the fourth decimal are allowed in the computation of rates and fees.

Consumer Price Index for All Urban Consumers (CPI-U)														
12-Month Percent Change														
Series Id:		CUSR0000SEFV												
Seasonally Adjusted														
Series Title:		Food away from home in U.S. city average, all urban												
Area:		U.S. city average												
Item:		Food away from home												
Base Period:		1982-84=100												
Years:		2023 to 2024												
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	HALF1	HALF2
2023	8.2	8.4	8.8	8.6	8.3	7.7	7.1	6.5	6.0	5.4	5.3	5.2		
2024	5.1	4.5	4.2	4.1	4.0	4.1	4.1	4.0	3.9	3.8	3.6			

District	CPI Size	Fee Type - Fixed Price	2024-2025	CPI % Index	CPI Adj	2025-2026
Waco ISD	US City Average	Breakfast	\$1.7568	3.6%	\$0.0632	\$1.8200
		Lunch	\$1.8073	3.6%	\$0.0651	\$1.8724
		ASCP (Snacks)	\$1.1372	3.6%	\$0.0409	\$1.1781
		At Risk (Supper)	\$2.5017	3.6%	\$0.0901	\$2.5918
		SSO - Breakfast	\$1.7568	3.6%	\$0.0632	\$1.8200
		SSO - Lunch	\$1.8073	3.6%	\$0.0651	\$1.8724
		Non-Program/Catering/ALC	\$2.0914	3.6%	\$0.0753	\$2.1667

Regards,

Janna Holland
District Manager



TEXAS DEPARTMENT OF AGRICULTURE
COMMISSIONER SID MILLER

Waco I.S.D.
SFA

00789
SFA ID

Contract Renewal School Year 2025-2026
Attachment 2
Food Service Budget

Projected Revenue: Based on 168 Number) days of meal service in School Year 2025- 2026, using 2024-2025 reimbursement rates, the SFA shall multiply the rates by the actual meals served from School Year 2023-2024.

Revenue:			
	Local		
		Student Breakfast Sales Revenue	\$0.00
		Student Lunch Sales Revenue	\$0.00
		Adult & A la carte Sales Revenue	\$594,489.59
		Catering & Other Non-Program Revenue	\$82,061.90
		Total Sales:	\$676,551.49
	Reimbursement		
		School Breakfast Program	\$2,470,074.60
		National School Lunch Program	\$7,419,545.05
		After-school Snack Program	
		Child and Adult Care Food Program	\$464,686.61
		Summer Meal Program (SSO/SFSP)	\$335,001.20
		State Matching Reimbursement	\$40,980.50
		Other Federal/State Reimbursement	\$281,150.40
		Total Reimbursement:	\$11,011,438.36
		Total Revenue: (Total Sales + Total Reimbursement)	\$11,687,989.85
	Expenses:		
		Projected Total Expenses:	\$11,687,749.96
	Estimated Budget Projection:		
		Total Revenue (Sales + Reimbursement) - Expenses =	\$239.89
		USDA Foods Entitlement Allocation Estimate:	\$550,000.00
		Is there a guarantee required in the initial year's contract? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, amount:	

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish/S. Davis

RE: Engagement of External Auditor for 2024-2025 Fiscal Year

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Background Information:

The District has been utilizing Weaver and Tidwell, LLP. for our external audit services for the past several years. External Auditors are considered a professional service and are hired based on their qualifications rather than through a formal bidding process.

Annual expenditures as a result of the engagement will exceed \$50,000 and will need to be approved by the Board of Trustees in compliance with CH (Local).

An exact dollar amount will not be able to be calculated at this time as their total fee is based upon the number of hours that they work during the course of the engagement.

Fiscal Implications:

The budget for these expenditures will come from general funds budgeted for this purpose.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the engagement with Weaver and Tidwell, LLP for External Audit Services for the fiscal year 2024-2025, as presented.

April 1, 2025

To the Board of Trustees and Management of
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76712

Dear Board of Trustees and Management:

Weaver and Tidwell, L.L.P. (“our”, “us”, and “we”) will perform an audit of the basic financial statements of Waco Independent School District, which comprise the financial statements of governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information (as applicable) as of and for the year ending August 31, 2025, and the related notes to the financial statements.

This required supplementary information (“RSI”) will be subjected to certain limited procedures but will not be audited:

1. Management's Discussion and Analysis
2. Schedule of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual – General Fund
3. Schedule of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual – Major Special Revenue Fund, as applicable
4. Schedule of the District's Proportionate Share of the Net Pension Liability of a Cost-Sharing Multiple-Employer Pension Plan – Teacher Retirement System of Texas
5. Schedule of District's Contributions – Teacher Retirement System of Texas Pension Plan
6. Schedule of the District's Proportionate Share of the Net Other Post-Employment Benefits (OPEB) Liability of a Cost-Sharing Multiple-Employer OPEB Plan – Teacher Retirement System of Texas
7. Schedule of District's Contributions to the Teacher Retirement System of Texas OPEB Plan

In addition, we will audit the entity's compliance over major federal award programs for the period ended August 31, 2025.

The following accompanying supplementary information will also be subjected to our auditing procedures, as well as certain additional procedures:

1. Schedule of Expenditures of Federal Awards
2. Combining and Individual Funds Financial Statements
3. Compliance Schedules Required by the Texas Education Agency

Also, the document we submit to you will include the following other additional information that will not be subjected to the auditing procedures applied in our audit of the basic financial statements:

1. Statistical Section
2. Schedule of Required Responses to Selected School FIRST Indicators

We are pleased to confirm our acceptance and our understanding of this engagement by means of this letter.

Applicable Standards and Framework

The auditing standards applicable to this engagement will be U.S. GAAS (generally accepted auditing standards in the United States of America) and, if applicable, the Government Auditing Standards (“GAGAS”), any state or regulatory audit requirements, the Single Audit Act Amendments of 1996, and Title 2 U.S. Code of Federal

April 1, 2025

Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards ("Uniform Guidance").

The financial reporting framework applicable to this engagement is U.S. GAAP (generally accepted accounting principles in the United States of America).

Engagement Objectives

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion and to report on the fairness of the supplementary information referred to above when considered in relation to the financial statements as a whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with applicable auditing standards will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user of the financial statements.

Our Responsibilities

We will conduct our engagement in accordance with the applicable standards described above. As part of an engagement conducted in accordance with the applicable standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

We also do the following:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of controls.
- Obtain an understanding of the system of internal control in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the system of internal control. However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit that we have identified during the engagement.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the ability to continue as a going concern for a reasonable period of time.

If appropriate, our procedures will therefore include tests of documentary evidence that support the transactions recorded in the accounts, tests of the physical existence of assets, and direct confirmation of cash, investments, and certain other assets and liabilities by correspondence with creditors and financial institutions. As part of our audit process, we may request written representations from your attorneys, and they may bill you for responding.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance (whether caused by errors, fraudulent financial reporting, misappropriation of

April 1, 2025

assets, or violations of laws or governmental regulations) may exist and not be detected, even though the audit is properly planned and performed in accordance with applicable standards.

In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform the appropriate level of management of any material errors, fraudulent financial reporting, or misappropriation of assets that comes to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential.

The accompanying supplementary information referred to above will be presented for purposes of additional analysis and is not a required part of the financial statements. Such information will be subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with applicable standards. Our auditor's report will provide an opinion on the supplementary information in relation to the financial statements as a whole in a report combined with our auditor's report on the financial statements.

Our responsibilities for this engagement are limited to the period covered by our engagement and do not extend to any other periods.

John DeBurro, CPA, is the engagement partner or equivalent for the attest services specified in this letter and is responsible for supervising our services performed as part of this engagement and signing or authorizing another qualified firm representative to sign our report.

We expect to begin our procedures in July 2025 and to issue our report in January 2026. We will issue a written report only upon completion of our engagement. Our report will be addressed to the Board of Trustees and Management of the District.

We cannot provide assurance that an unmodified audit opinion will be expressed. Circumstances may arise in which it may be necessary for us to modify our opinion, add an emphasis-of-matter or other-matter paragraphs, delay the initiation or completion of our engagement, or withdraw from the engagement. If our opinion on the financial statements is other than unmodified, we will discuss the reasons with you in advance.

If, for any reason, we are unable to complete the audit or are unable to form or have not formed an opinion, we may decline to express an opinion or withdraw from the engagement.

GAGAS

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will consider the entity's internal control over financial reporting and perform tests of the entity's compliance with the provisions of applicable laws, regulations, contracts, and grant agreements that could have a direct and material effect on the determination of financial statement amounts.

In accordance with the requirements of GAGAS, we will also issue a written report describing the scope of our testing over internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and grant agreements, including the results of that testing. However, providing an opinion on internal control over financial reporting and compliance will not be an objective of the audit and, therefore, no such opinion will be expressed. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Uniform Guidance

Our audit of the entity's major federal award program(s) compliance will be conducted in accordance with the requirements of the Single Audit Act, as amended; and the provisions of the Uniform Guidance (including the U.S. Office of Management and Budget *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs).

Our procedures will include tests of accounting records and a determination of major federal award programs in accordance with the Uniform Guidance. We will also perform other procedures we consider necessary to enable us to obtain reasonable assurance about whether the entity complied with applicable laws, regulations, and provisions of contracts and grant agreements applicable to major federal award programs, so that we may express an opinion or disclaimer of opinion on major federal award program compliance and render the required reports. We cannot provide assurance that an unmodified opinion on compliance will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement.

Also, as required by the Uniform Guidance, we will perform tests of controls to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each of the entity's major federal award programs. Our report will include any significant deficiencies and material weaknesses identified. However, our tests will be less in scope than would be necessary to render an opinion on these controls and, accordingly, no opinion will be expressed in our report.

Required Supplementary Information (RSI)

U.S. GAAP, as promulgated by the Governmental Accounting Standards Board ("GASB"), requires that management's discussion and analysis and budgetary comparison information, among other items, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by GASB, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the RSI in accordance with U.S. GAAS. These limited procedures will consist primarily of inquiries of management regarding their methods of measurement and presentation and comparing the information for consistency with management's responses to our inquiries. We will not express an opinion or provide any form of assurance on the RSI.

Non-Attest Services

We will perform this additional non-attest (non-audit services) as part of this engagement.

- Preparation of financial statements and related notes
- Preparation of schedule of expenditures of federal awards (as applicable)
- Assisting with entries to convert accounting records from modified accrual to full accrual (GASB 34 entries)
- Prepare the Data Collection Form
- Assistance with the GASB 68 Pensions & GASB 75 OPEB

GAGAS require that we document an assessment of the skills, knowledge, and experience of management, should we participate in any form of preparation of the financial statements and related schedules or disclosures as these actions are deemed a non-attest service. The entity has designated Sheryl Davis, Chief Financial Officer, to oversee these services.

These non-attest services do not constitute an audit under GAGAS and such services will not be conducted in accordance with GAGAS.

Data Collection Form on Reporting for Single Audits

It is expected that prior to the conclusion of the engagement, sections of the Data Collection Form will be completed by our firm. The sections that we will complete summarize our audit findings by federal grant or contract. Management is responsible to submit the reporting package (defined as including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Data Collection Form to the federal audit clearinghouse. The instructions to the Data Collection Form require that the reporting package be an unlocked, unencrypted, text searchable portable document file (PDF) or else it will be rejected by the Federal Audit Clearinghouse. We will be available to assist management in creating the PDF if needed.

We will coordinate with you the electronic submission and certification upon the reporting package completion. If applicable, we will provide copies of our report for you to include with the reporting package if there is a need to submit the package to pass-through entities.

The Data Collection Form and the reporting package must be submitted within the earlier of thirty (30) days after receipt of our reports or nine (9) months after the end of the audit period.

Third-Party Service Providers

Depending on the requirements of this engagement, we may use the services of our affiliate, Weaver and Tidwell India LLP, a limited liability partnership incorporated in India, or one or more other third-party service providers to assist us. Before sharing confidential information with those service providers, we will (i) secure agreements to maintain the confidentiality of confidential information and ensure the confidential information is only used for the purpose of assisting us with the performance of this engagement and (ii) take commercially reasonable precautions to determine the service providers have appropriate procedures in place to prevent the unauthorized disclosure of confidential information. If we use such service providers, we will remain responsible for all work performed and any breach of our confidentiality arrangements by those service providers.

Management's Responsibilities

Our engagement will be conducted on the basis that management and, when appropriate, those charged with governance, acknowledge and understand that they have responsibility for:

- a. the preparation and fair presentation of the financial statements in accordance with the applicable financial reporting framework described above;
- b. the design, implementation, and maintenance of the system of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error;
- c. the design, implementation, and maintenance of programs and controls to prevent and detect fraud;
- d. informing us of any known or suspected fraud involving management, employees with significant roles in the system of internal control and others where fraud could have a material effect on the financial statements (including any allegations of fraud or suspected fraud received in communications from employees, former employees, regulators, or others);
- e. providing us with:
 - i. access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements, including the disclosures, such as records, documentation, and other matters;

- ii. additional information that we may request from management for the purpose of the engagement; and
- iii. unrestricted access to persons from whom we determine it necessary to obtain evidence;
- f. including our report, and our report on any supplementary information if described above, in any document containing financial statements that indicates that such financial statements have been audited by us;
- g. identifying and ensuring compliance with the laws and regulations applicable to activities;
- h. adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current period(s) under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole;
- i. maintaining adequate records, selecting and applying accounting principles, and safeguarding assets;
- j. the accuracy and completeness of all information provided;
- k. with regard to the supplementary information referred to above: (a) the preparation of the supplementary information in accordance with the applicable criteria; (b) providing us with the appropriate written representations regarding supplementary information; (c) including our report on the supplementary information in any document that contains the supplementary information and that indicates that we have reported on such supplementary information; and (d) presenting the supplementary information with the audited financial statements, or if the supplementary information will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the supplementary information no later than the date of issuance by you of the supplementary information and our report thereon;
- l. the design, implementation, and maintenance of the system of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to violations of laws, governmental regulations, grant agreements, or contractual agreements;
- m. informing us of facts that may affect the financial statements of which you may become aware during the period from the date of our report to the date the financial statements are issued; and
- n. confirming your understanding of your responsibilities in this letter to us in your management representation letter.

We understand that your employees will prepare all confirmations we request and will locate any documents or support for any other transactions we request.

If we agree herein or otherwise to perform any non-attest services (such as tax services or any other non-attest services), you agree to assume all management responsibilities for those services; oversee the services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of the services; and accept responsibility for them. We will perform any such non-attest services in accordance with applicable professional standards.

During the course of our engagement, we will request information and explanations from management regarding operations, internal controls, future plans, specific transactions and accounting systems and procedures. At the conclusion of our engagement, we will also require, as a precondition to the issuance of our report, that management provide certain representations in a written letter concerning representations made to us in connection with our engagement. You agree that as a condition of our engagement, management will, to the best of its knowledge and belief, be truthful, accurate and complete in all representations made to us during the course

of the engagement and in the written representation letter. The procedures we perform in our engagement and the conclusions we reach as a basis for our report will be heavily influenced by the written and oral representations that we receive from management. False or misleading representations could cause us to expend unnecessary efforts in the engagement; or, worse, could cause a material error or a fraud to go undetected by our procedures.

The hiring of, or potential employment discussions with, any of our personnel could impair our independence. Accordingly, you agree to inform the engagement partner prior to any such potential employment discussions taking place.

Fees and Invoicing

We estimate that the fee for this engagement will be \$64,000 for the financial statement audit, \$7,500 for assistance with financial statement preparation, and \$3,500 for each major program as applicable to the federal compliance audit. In addition, assistance with pension and OPEB schedules for reporting and required filing with Texas Education Agency will be billed at our standard hourly rates, as needed. The total fee for our services will be determined by the complexity of the work performed and the tasks required. Individual hourly rates vary according to the degree of responsibility involved and the skills required. It is understood that neither our fees nor the payment thereof will be contingent upon the results of this engagement.

Our fee estimate is based on anticipated cooperation from all involved and the assumption that unexpected circumstances will not be encountered during the engagement. Our fee estimate does not contemplate our consultation with you on the adoption of new accounting standards or any future increased duties we may have because of the actions of any regulatory body, implementation of any new auditing standard, or occurrence of an unknown or unplanned significant transaction. If significant additional time is necessary, we will discuss the reasons with you and arrive at a new fee estimate before we incur the additional costs.

Our invoices for this engagement will be rendered each month as work progresses. Our invoices are payable in accordance with Texas Government Code § 2251.021, if applicable.

Documentation and Deliverable

The documentation we prepare pertaining to and in support of this engagement is our property and constitutes confidential information.

If you intend to make reference to our firm or include a report or portion of a report we issue in a published document or other reproduction that includes a modified version of the report or financial information to which it was attached, you agree to provide us with printers' proofs or masters for our review and approval before reproducing. You also agree to provide us with a copy of the final reproduced material for our written approval before it is distributed. If, in our professional judgment, the circumstances require, we may withhold our approval. This requirement does not pertain to distributing unmodified reports along with the attached financial information or dissemination of your financial information as a standalone document, such as on your website.

Unless we provide you with written consent in advance of such use, reports we issue are not intended to and should not be provided or otherwise made available for use in connection with the sale of debt or other securities. If, in our professional judgment, the circumstances require, we may withhold our consent.

Consistent with professional standards, our firm is subject to peer review and inspection by the PCAOB. Those programs require that our system of quality management and a sample of our work be periodically examined by another independent accounting firm or the PCAOB, respectively. A copy of our latest external peer review report is available at peerreview.aicpa.org. The work we perform for you may be selected for review. If it is, we will provide the reviewers with the required information without notice to you. Professional standards and PCAOB regulations provide the applicable confidentiality requirements.

April 1, 2025

Incorporated General Terms

Attached are our General Terms that provide additional terms (including but not limited to provisions on confidentiality, limitations on liability, indemnifications, dispute resolution, jury waiver, etc.) for this engagement. Those terms are incorporated and apply to all services described herein.

We appreciate the opportunity to assist you and look forward to working with you and your team.

Sincerely,

Weaver and Tidwell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

The Woodlands, Texas

Please sign and return a copy of this letter to indicate acknowledgment of, and agreement with, the arrangements for our engagement as described herein, including each party’s respective responsibilities. By signing below, the signatory also represents that they have been authorized to execute this agreement.

Waco Independent School District

By: _____

Printed Name: _____

Title: _____

Date: _____

GENERAL TERMS

1. Expenses.

In addition to the fee for our services, reasonable and necessary out-of-pocket expenses we incur (such as parking, reproduction and printing, postage and delivery, and out-of-market travel, meals, and accommodations) will be invoiced at cost. The total amount stated on each invoice will include a separate administrative and technology charge. The charge represents an estimated allocation of our support personnel, telecommunication, and technology infrastructure expenses. The amount stated on each invoice will also include any sales, use, gross receipts, excise, or other transaction tax imposed on our fees or expenses.

2. Payment.

Any disagreement with the charges must be communicated to us in writing within thirty (30) days of the invoice date, after which any right to contest the invoices will be waived. For invoices not paid within sixty (60) days of the invoice date, a late charge will be added to any uncontested outstanding balance. The late charge will be assessed at a rate of half a percent (0.5%) of the unpaid balance per month. If invoices are not paid within ninety (90) days of the invoice date, this engagement (and any other engagements for the same party) will be placed on hold and we will stop work until the balance is brought current, or we may withdraw, and we will not be liable for any damages that may result.

3. Term.

A. This engagement ends at the earlier of the completion of our services described above, the provision of any deliverables described above, or the termination of this engagement. Any party may earlier terminate this engagement at any time with ten (10) days' written notice to the other party. If the engagement is terminated, our engagement will be deemed to have been completed upon written notification of termination, and we will be paid for our time expended and expenses incurred through the date of termination.

B. If we are requested to perform additional services not addressed in this engagement letter, we will communicate our ability to perform the services, the scope of additional services we agree to perform, and the fee arrangements we would use. We also may issue a separate engagement letter covering the additional services. In the absence of any other written communication from us documenting the arrangement for performance of such additional services, those services will continue to be governed by the terms of this engagement letter.

4. Ethical Conflict Resolution.

In the unlikely event that circumstances occur which we in our sole discretion believe could create a conflict with either

the ethical standards of our firm or the ethical standards of our profession in continuing our engagement, we may suspend our services until a satisfactory resolution can be achieved or we may resign from the engagement. We will provide notice of such conflict as soon as practicable and discuss any possible means of resolving the conflict prior to suspending our services.

5. Non-Solicitation of Our Staff.

We value every one of our partners, employees, and contractors and have spent a great deal of time and resources to locate, train, and retain those individuals. Accordingly, during the term of this engagement letter and for two (2) years after the later of the termination of this engagement letter or conclusion of the performance of all of our services performed hereunder, no party, whether voluntarily or involuntarily, directly or indirectly, will solicit to employ or engage, on a partner, employee, contractor, or other basis, any of our partners, employees, or contractors who perform these services, without obtaining the prior written consent of our CEO or COO. This section shall not apply to a solicitation by general advertisement (e.g. website, social media posting, newspaper, etc.) or any employment or engagement resulting therefrom.

6. Confidentiality.

A. During the course of this engagement, the parties may disclose to each other, orally, in writing, or otherwise, information that is identified as or which is otherwise categorized by law as proprietary, confidential, or privileged ("Confidential Information"). Confidential Information does not include material which (i) is in the public domain through no fault of the receiving party, (ii) was already known to the receiving party before it was first disclosed to the receiving party by or on behalf of the disclosing party related to this engagement, (iii) is received by the receiving party from third-parties without confidentiality restrictions, unless those third-parties were acting for or on behalf of the disclosing party related to this engagement, or (iv) is developed by the receiving party independently of, and without reference to, any Confidential Information communicated to the receiving party by or on behalf of the disclosing party. We will use the Confidential Information disclosed to us during this engagement solely to perform services for which we have been engaged.

B. We may be requested to make the Confidential Information available to regulators and other government agencies, pursuant to authority given by law or regulation. Responding to many such requests is mandatory. In those cases, access to such Confidential Information will be provided under our supervision and we may, upon their request, provide the regulator or agency with copies of all

or selected portions of the Confidential Information. The requesting party may intend or decide to distribute the copies or information contained therein to others, including other regulators or agencies.

C. Unless otherwise stated herein, prohibited by law or direction of law enforcement, or agreed in writing, the parties will (i) provide prompt notice of any request received to make Confidential Information pertaining to this engagement, including any of our work product, available to outside parties not involved in the performance of these services and (ii) obtain written consent from the affected party before disclosing the Confidential Information in response to the request. If consent is withheld, the parties will cooperate with any lawful efforts taken to minimize the disclosure or protect the Confidential Information.

D. We will invoice for reasonable and necessary time (at our then-current standard hourly rates) and out-of-pocket expenses (including attorney's fees) we incur to respond to any request (such as a subpoena, summons, court order, or administrative investigative demand) pertaining to this engagement in a legal matter to which we are not a party. If we agree to perform additional substantive services related to or arising out of the request, such matters may be the subject of a new engagement letter.

E. The parties agree to maintain Confidential Information using the same standard of care each uses to protect its own information of like importance but in no case less than a reasonable standard of care.

F. All rights to Confidential Information (including patent, trademarks, copyrights, or other intellectual property rights) shall remain vested in the disclosing party, and no rights in the Confidential Information are vested in the receiving party, except the limited right to use the Confidential Information solely to perform its obligations or exercise its rights under this engagement letter.

G. We will return or destroy the Confidential Information upon the disclosing party's request within a reasonable period of time, except that we will maintain any copies of the Confidential Information for the period necessary to comply with any applicable laws or professional standards and our own document retention policy (e.g. we will maintain our workpapers for seven (7) years from the date of any attest report we issue). Following such a period, we may destroy the Confidential Information without notice.

H. We may at times provide (i) documents marked as drafts or (ii) preliminary or ancillary information or advice (not included in a final deliverable). Those documents, information, and/or advice are for review and consideration purposes only and should not be relied upon or distributed, and should be destroyed, unless otherwise required by law. If further analysis, information, or advice is desired, we will be informed in writing. We may assist if the matter is within

our expertise. Unless already encompassed by the scope of our engagement letter, if we agree to provide such further assistance, our services will be handled as additional services in the manner described above.

I. We may transmit and store data via email, the cloud, or other electronic and Internet-based mechanisms to facilitate this engagement. Please be aware that those mediums inherently pose a risk of misdirection or interception of Confidential Information. Any request to limit such transmissions or use a different means of transmission or storage must be made in writing and we will not be responsible for any resulting compromise in data security.

J. We do not act as the host or repository of financial or non-financial information or as an information back-up service provider for our clients. It is the responsibility of our clients to maintain a complete set of their own financial and non-financial data and records. If some portion of the data and records is contained only within our files, inform us before the issuance of our deliverable and we will provide a copy.

K. Unless otherwise stated herein or agreed in writing, neither this engagement nor engagement letter is intended for the benefit of any third party. Any party may inform us of any third party who will receive our deliverable. If we are not informed in writing by a party, we are not aware of the identity of such third parties and we do not anticipate their reliance upon our professional services or deliverable unless otherwise agreed in writing.

7. Limitations on Liability and Indemnifications.

A. Each party to this engagement letter other than us gives the following releases and indemnifications to us and our affiliates' partners, employees, and contractors, and each of their heirs, executors, personal representatives, successors and assigns ("Our Representatives"). We and Our Representatives are hereby released, indemnified, and held harmless, from and against any liability and costs, including related liabilities, losses, damages, costs, expenses, and attorneys' fees, resulting from or arising out of: (i) knowing misrepresentations or unintentional or unauthorized disclosures to us or Our Representatives by any party (other than us) or the officers, employees, or others acting or purporting to act on their behalf, (ii) disclosure of our work product to anyone not a party this engagement letter who we were not informed of in advance, or (iii) misdirection, interception, or failed delivery of information connected with this engagement during transmission, submission, or storage.

B. Our and Our Representatives' total aggregate liability pertaining to this engagement and engagement letter shall be limited to one (1) times the amount of our fees 80(excluding any reimbursable expenses) the party bringing

the claim paid to us for the services in question. In no event shall we or Our Representatives be liable for indirect, incidental, consequential, special, multiple, exemplary, or punitive losses or damages—even if advised of their possible existence.

C. Satisfaction of a claim or cause of action arising from nonattest services (if any) which are part of this engagement or performed pursuant to this engagement letter shall only be sought from the limited liability partnership, Weaver and Tidwell, L.L.P. In no event will our partners, directors, employees, or agents be individually liable for any liability, damages, expenses, or losses of any nature, caused by or resulting from the engagement, engagement letter, or use of our work product. While we are entering into this engagement letter on our own behalf, this paragraph is also intended for the benefit of Our Representatives.

D. All limitations on liability and indemnifications contained herein shall apply to the fullest extent permissible by applicable laws and professional standards (including, without limitation, any applicable rules and interpretations of the AICPA, PCAOB, and SEC), regardless of the cause of action (whether contract, negligence, or otherwise), except as finally determined to have resulted solely from our fraud, gross negligence, or willful misconduct.

8. Dispute Resolution Procedure including Jury Waiver.

A. No claim arising out of or relating to this engagement or engagement letter shall be filed more than two (2) years after the earlier of the termination of this engagement or the date of the delivery of our work product in question, if any. This limitation applies and begins to run even if no damage or loss has been suffered, or the injured or damaged party has not become aware of the existence or possible existence of a dispute.

B. If a dispute arises out of or relates to this engagement or engagement letter, or the breach thereof, and if the dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the dispute by mediation before resorting to litigation. In such event, the parties will attempt to agree upon a location, mediator, and mediation procedures, but absent such agreement any party may require mediation in Houston, Texas, administered by the AAA under its Commercial Mediation Procedures.

C. This engagement letter and all disputes between the parties shall be governed by, resolved, and construed in accordance with the laws of the State of Texas, without regard to conflict-of-law principles. Any action arising out of or relating to this engagement or engagement letter shall only be brought in, and each party agrees to submit and consent to the exclusive jurisdiction of the federal or state courts in the State of Texas and convenience of those situated in Harris County, Texas.

D. Each party hereby irrevocably waives any right it may have to trial by jury in any proceeding arising out of or relating to this engagement or this engagement letter.

E. Whenever possible, this engagement letter shall be interpreted in such a manner as to be effective and valid under applicable laws, regulations, or published interpretation, but if any term of this engagement letter is declared illegal, unenforceable, or unconscionable, that term shall be severed or modified, and the remaining terms of the engagement letter shall remain in force. The court should in such case modify any term declared to be illegal, unenforceable, or unconscionable in a manner that will retain the intended term as closely as possible.

F. If because of a change in status or due to any other reason, any of the terms of this engagement or any contract we have now or enter into in the future with any of the other parties, would be prohibited by, or would impair our independence when required under laws, regulations or published interpretations by governmental bodies, professional organizations or other regulatory agencies, such provision shall, to that extent, be of no further force and effect and the contract shall consist of the remaining portions.

9. Miscellaneous.

A. We have non-CPA owners who may provide services pertaining to this engagement.

B. We do not provide legal advice or services. If necessary, refer to appropriate legal counsel for advice or services of that nature.

C. This engagement letter sets forth all agreed upon terms and conditions of our engagement with respect to the matters covered herein and supersedes any that may have come before. This engagement letter may not be amended or modified except by further writing signed by all the parties. Any provisions of this engagement letter which expressly or by implication are intended to survive its termination or expiration will survive and continue to bind the parties. The use of electronic signatures or multiple counterparts to execute this engagement letter shall have the same force and effect as a manually or physically signed original instrument.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: M. Tish/C. Goodman

RE: Interlocal Agreement Waco Independent School District and Texas State University

=====

Background Information:

The Waco ISD Police Department desires to partner with the Texas State University, Texas School Safety Center, in participating in the Tobacco Enforcement Program. The surge of tobacco-based products amongst our youth is affecting our student population and has made its way onto our campuses. While we have taken measures to restrict possession of electronic cigarettes on campus, the Waco ISD Police Department is taking a proactive approach and holding those accountable that provide these illegal products to our students.

This state funded grant program incentivizes law enforcement departments across Texas to conduct compliance checks of locations licensed to sell tobacco products within the state. Grant funds awarded to the department may be used for law enforcement purposes only. To include but not limited to, training, equipment, vehicles, etc. The granted funds alongside the proper regulation of these tobacco products will not only protect our students from these restricted items, but will also increase the safety and security of our campuses.

This agreement is effective from April 25, 2025 through August 31, 2025

Fiscal Implications:

All funds earned by the District under the program will be utilized for eligible law enforcement support.

Administrative Recommendation(s):

The Administration recommends approval of this Interlocal Agreement between the Waco Independent School District and Texas State University, as presented.

INTERLOCAL COOPERATION CONTRACT

THE STATE OF TEXAS
COUNTY OF HAYS

This Interlocal Cooperation Contract (this "Contract") is entered into by and between the Contracting Parties shown below pursuant to authority granted in and in compliance with the *Interlocal Cooperation Act, Chapter 791, Texas Government Code*.

I. Contracting Parties

The Receiving Party: **Texas State University ("Texas State")** an institution of higher education and agency of the State of Texas.

*Texas School Safety Center
601 University Dr.
San Marcos, Texas 78666*

The Performing Party: **Waco Independent School District** a local government of the State of Texas

*Waco ISD Police Department
501 Franklin Avenue
Waco, TX 76701-2146*

II. Statement of Services to be Performed

Performing Party will perform the following service(s):

Conduct **100** controlled buy/stings and follow-ups of tobacco permitted retail outlets and sales and use tax permitted e-cigarette retail outlets using minors as decoys, to determine compliance with applicable laws in accordance with *Texas Health and Safety Code §161.082 – Sale of cigarettes, e-cigarettes, or tobacco products to persons younger than 21 years of age prohibited: Proof of age required*. Work shall be performed following the details outlined in attached **Exhibit A – Scope of Work**, and **Exhibit B – Performance Measures**.

III. Basis for Calculating Reimbursable Costs

Performing Party shall be paid \$125.00 for each correct and completed controlled buy/sting and follow-up reported on the Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report form (TEP-102 (Rev 9/2023)) **(for a maximum of 100 Controlled Buy/Stings and Follow-ups x \$125.00 each for a total of \$12,500.00)**. Payment will be based on the receipt and approval of an invoice for services following the details outlined in attached **Exhibit C – Payment for Services**.

IV. Contract Amount

The total amount of this Contract shall not exceed TWELVE THOUSAND FIVE HUNDRED DOLLARS AND NO/100 CENTS (\$12,500.00). This is the maximum amount collectable under the Contract as written.

V. Payment of Services

Receiving Party will remit payments to Performing Party for services satisfactorily performed under this Contract in accordance with the *Texas Prompt Payment Act, Chapter 2251, Texas Government Code*.

Payments made under this Contract will (1) fairly compensate Performing Party for the services performed under this Contract, and (2) be made from current revenues available to Receiving Party in the form of a contract from the Department of State Health Services and/or the Texas Health and Human Services Commission to fund local law enforcement agencies to enforce *Texas Health and Safety Code §161.082 – Sale of cigarettes, e-cigarettes, or tobacco products to persons younger than 21 years of age prohibited: Proof of age required*.

VI. Warranties

Receiving Party warrants that (1) the services are necessary and authorized for activities that are properly within its statutory functions and programs; (2) it has the authority to contract for the services under authority granted in *Texas Government Code 403.105 – Permanent Fund for Health and Tobacco Education and Enforcement*; (3) it has all necessary power and has received all necessary approvals to execute and deliver this Contract; and (4) the representative signing this Contract on its behalf is authorized by its governing body to sign this Contract.

Performing Party warrants that (1) it has authority to perform the services under authority granted in *Chapter 161.088, Texas Health and Safety Code and Chapter 791, Texas Government Code*; (2) it has all necessary power and has received all necessary approvals to execute and deliver this Contract; and (3) the representative signing this Contract on its behalf is authorized by its governing body to sign this Contract.

VII. Term of the Contract

This Agreement is effective **upon execution of this contract** and shall terminate on **August 31, 2025**.

VIII. Termination

In the event of a material failure by a Performing Party to perform its duties and obligations in accordance with the terms of this Contract, the other party may terminate this Contract upon **30 days'** advance written notice of termination setting forth the nature of the material failure; provided that, the material failure is through no fault of the terminating party. The termination will not be effective if the material failure is fully cured prior to the end of the **30-day** period.

IX. Other Provisions

Entire Contract; Modifications. This Contract supersedes all prior agreements, written or oral, between Receiving Party and Performing Party and shall constitute the entire agreement and understanding between the parties with respect to the subject matter of this Contract. This Contract and each of its provisions shall be binding upon the parties and may not be waived, modified, amended or altered except by a writing signed by Receiving Party and Performing Party.

Assignment. This Contract is not transferable or assignable except upon written approval by Receiving Agency and Performing Agency.

Severability. If any one or more of the provisions contained in this Contract shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in this Contract.

Public Records. It shall be the independent responsibility of Receiving Party and Performing Party to comply with the provisions of Chapter 552, *Texas Government Code* (the "*Public Information Act*"), as those provisions apply to the parties' respective information. Receiving Party is not authorized to receive public information requests or take any action under the *Public Information Act* on behalf of Performing Party. Likewise, Performing Party is not authorized to receive public information requests or take any other action under the *Public Information Act* on behalf of Receiving Party.

Certification. The Receiving Party and the Performing Party certify that, (1) the services specified above are necessary and essential for activities that are properly within the statutory functions and programs of the affected agencies, (2) the proposed arrangements serve the interest of efficient and economical administration of the State of Texas, and (3) the services, supplies or materials contracted for are not required by Section 21, Article 16 of the *Texas Constitution* to be supplied under contract given to the lowest responsible bidder.

Duly authorized representatives of the Performing Party and the Receiving Party have executed and delivered this Contract to be effective as of the Effective Date.

PERFORMING PARTY
Waco ISD Police Department

RECEIVING PARTY
Texas State University

By _____
Name _____
Title _____
Date _____

By _____
Name _____
Title _____
Date _____

By _____
Name _____
Title _____
Date _____

EXHIBIT A SCOPE OF WORK

The Performing Party shall diligently render the following performance:

Contract funds shall be used to support the enforcement activities and additional program requirements outlined below. The Performing Party shall meet the assigned Performance Measures assigned in Exhibit B.

1. Enforcement Activities

The Performing Party shall:

- a. Conduct Controlled Buy/Stings and Follow-ups of tobacco permitted retail outlets and sales and use tax permitted e-cigarette retail outlets using youth as decoys, to determine compliance with applicable laws in accordance with *Texas Health and Safety Code §161.082 – Sale of cigarettes, e-cigarettes, or tobacco products to persons younger than 21 years of age prohibited: Proof of age required*. Refer to **Exhibit B Schedule – Performance Measures**, for the number of controlled buy/stings to be conducted.
- b. Conduct controlled buy/stings and follow-ups in target areas to include high retail density, low socio economic, high risk areas, and local perspective of previous sales to youth and/or complaints received.
- c. Record the results of the controlled buy/stings conducted using the Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report form (TEP-102 (Rev 9/2023)) provided by the Texas School Safety Center at Texas State University.
- d. Use non-smoking male and female youth ages **16 –20** in accordance with *Texas Health and Safety Code, Chapter 161.088 – Enforcement; Announced Inspections*.
- e. Use the State Comptroller of Public Accounts most recent Tobacco Permitted Retail Outlet List and Sale and Use Tax Outlet List of e-cigarette retail outlets for the controlled buy/stings to obtain retail outlet name, address, and tobacco permit numbers.
- f. Conduct follow-up controlled buy/stings of retail outlets found to be in violation of the sale of cigarettes, e-cigarettes, or tobacco products to youth. Reasons for follow-up may include: 1) repeated violations, 2) knowledge of historical perspective of previous sales to youth, and /or 3) complaints received where a follow-up is needed. Follow-up controlled buy/stings shall be conducted within two to ten (2-10) days of original controlled buy/sting.

2. Training Activities

The Performing Party shall:

- a. Participate in a web-based training session conducted by Texas School Safety Center at Texas State University prior to implementation of contract activities.
Representative(s) shall include the person(s) assigned to the implementation of the contract activities, and/or the supervisor overseeing the day-to-day activities of this contract, and the person(s) conducting the enforcement activities outlined in Exhibit A – Scope of Work.
- b. Participate in any and all ongoing technical assistance and training activities offered by the Texas School Safety Center at Texas State University.

3. Reporting Requirements

The Performing Party shall:

- a. Submit a completed Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) provided by the Texas School Safety Center at Texas State University that tallies the number of controlled buy/stings and follow-ups conducted and number of citations issued within the performance reporting period.
- b. Submit billing information for services provided in the invoice section of the Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)). Payment amount for services is outlined in **Exhibit C – Payment for Services**. The Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) shall be signed by the designated authorized official.
- c. Attach completed Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report forms (TEP-102 (Rev 9/2023)) for each controlled buy/sting conducted for the performance reporting period. The total activity reported shall correspond to the pre-established monthly goal listed in the Work Plan (TEP-100 (Rev 9/2024)).
- d. The Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) shall be submitted to the Texas School Safety Center on the **first** day of the month. The report may be mailed to the Texas School Safety Center, Attn. Bea Pyle, 601 University Dr., San Marcos, Texas 78666 or emailed to beapyle@txstate.edu.
- e. Texas School Safety Center forwards violation information to the Comptroller of Public Accounts as required by law, (*Texas Health & Safety Code, Section 161.090 Reports of Violation*) by the 10th working day of the month for activity of the previous month.

4. Additional Program Requirements

The Performing Party shall:

- a. Assign a minimum of one (1) agency representative to the implementation of the activities of this contract, and provide the name(s) of any key personnel changes that impact the requirements of this contract to via email: beapyle@txstate.edu or phone: 512-408-0405.

- b. Coordinate enforcement activities with other law enforcement agencies within the Performing Party's area. Coordination of services shall include but not limited to resources such as officers and youth decoys to maintain integrity of the undercover operation in testing compliance with tobacco sales to youth.
- c. Performing Party shall maintain specific, detailed supporting documentation of all programmatic records used in the course of conducting the Controlled Buy/Stings for a minimum of 4 years.

EXHIBIT B
PERFORMANCE MEASURES

The following performance measures will be used to measure compliance with the services rendered as described in Exhibit A, Scope of Work.

The Performing Party shall:

1. Conduct the number of activities for this contract period as follows:
 - a. Total number of controlled buy/stings and follow-ups using youth as decoys: **100**
 - i. In at least 50% of all controlled buy/stings conducted, the youth must attempt to purchase an e-cigarette, component, part, or accessory.
 - ii. Minimum number of e-cigarette attempts: **50**
 - b. A performance measure will not be assigned for follow-up of controlled buy/stings as a result of local perspective of previous sales to minors and/or complaints received. However, contractor is required to conduct follow-up of retail outlets not in compliance and report the activity monthly.
2. The Performing Party shall follow the Work Plan's (TEP-100 (Rev 9/2024)) monthly goals as pre-established upon the execution of the contract. The Work Plan (TEP-100 (Rev 9/2024)) outlines monthly goals to follow from **September 2024 to August 2025**.
 - a. Deviation from the pre-established Contractor's Program Work Plan requires **prior** approval from the Texas School Safety Center at Texas State University via email: beapyle@txstate.edu or phone: 512-408-0405.
 - b. Failure to complete and/or update the Work Plan (TEP-100 (Rev 9/2024)) may result in payment being withheld until completion or submission.

EXHIBIT C
PAYMENT FOR SERVICES

Payment will be based on the receipt and approval of Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) and attached Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report forms (TEP-102 (Rev 9/2023)).

The Performing Party shall:

1. Be paid monthly upon submission of completed Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) and attached Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report forms (TEP-102 (Rev 9/2023)) as confirmation of services rendered.
2. Be paid \$125.00 for each correct and completed controlled buy/sting reported on the Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report form (TEP-102 (Rev 9/2023)). All costs incurred for the purpose of conducting a complete control buy/sting are the responsibility of the contractor. In order to receive full payment for the controlled buy/stings including follow-ups billed for each performance reporting period, a completed Cigarette, E-cigarette, and Tobacco Controlled Buy/Sting Report form (TEP-102 (Rev 9/2023)) must be attached for each.
3. Submit invoices and attachments to the Texas School Safety Center, Attn. Bea Pyle, 601 University Dr., San Marcos, Texas 78666 or emailed to beapyle@txstate.edu.

The Monthly Summary and Invoice form (TEP-101 (Rev 9/2024)) will be reviewed by the receiving agency and submitted for payment if information included in the report and attachments are correct. Payment shall be subject to laws of the State of Texas including Prompt Payment.

Notwithstanding the foregoing, the cumulative amount of Service Fees remitted by University to Contractor shall not exceed **\$12,500.00** without prior written approval from the Texas School Safety Center at Texas State University.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Sheryl Davis

RE: 2025-2026 Tuition Rate for Prekindergarten Students Ineligible for Free Prekindergarten

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Background Information:

Each year Waco ISD sets a tuition rate for ineligible prekindergarten students attending District programs. The Texas Education Code, § 29.1531 provides for the following:

Sec. 29.1531. TUITION-SUPPORTED AND DISTRICT-FINANCED PREKINDERGARTEN.

- (a) A school district may offer on a tuition basis or use district funds to provide:
 - (1) an additional half-day of prekindergarten classes to children eligible for classes under Section 29.153 and are under four years of age; and
 - (2) half-day and full-day prekindergarten classes to children not eligible for classes under Section 29.153.

- (b) A district that offers a prekindergarten program on a tuition basis:
 - (1) may not adopt a tuition rate for the program that is higher than necessary to cover the added costs of providing the program, including any costs associated with collecting, reporting, and analyzing data under Section 29.1532(c); and
 - (2) must submit the proposed tuition rate to the commissioner for approval.

Added by Acts 2001, 77th Leg., ch. 596, Sec. 1, eff. June 11, 2001.

Amended by: Acts 2019, 86th Leg., R. S., Ch. 943 (H. B. 3), Sec. 2.020, eff. June 12, 2019.

The proposed annual tuition rate for the 2025-2026 school year is \$5,912 for ineligible prekindergarten students enrolled in a full-day program. This is an increase of \$129 from the full-day rate of \$5,783 for 2024-2025. The increase is due to a slight increase in the average payroll costs for staff positions utilized in the calculation.

The Texas Education Agency no longer sets a full-day tuition limit. The last time they set a rate was for the 2023-2024 school year. That limit was \$7,482. A request for approval of the rate will be submitted to the Commissioner of Education along with an explanation of how the proposed tuition rate relates to current district costs for providing the program and an assurance that the rate does not exceed current costs for providing the program.

The District must serve all eligible students wishing to participate in the program prior to accepting any ineligible students. The District currently receives no State revenue for students who do not meet the eligibility guidelines for free prekindergarten. This tuition rate covers program costs not covered by State funding. There is proposed legislation which could impact the tuition cost. House

Bill 2 would add prekindergarten to the average daily attendance counts generating the Early Childhood allotment. Additionally, one or more of the bills addressing teacher pay may ultimately include language that would make eligible the children of classroom teachers.

Because we are, at present, registering prekindergarten students, we need to provide parents with a proposed tuition rate. If legislation should impact the calculation, a revised rate will be brought back to the Board for approval.

Fiscal Implications:

Under current law, the District receives no State revenue for students who do not meet the eligibility guidelines for free prekindergarten. Tuition covers program costs not covered by State funding.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve an annual tuition rate of \$5,912 for the 2025-2026 school year for ineligible full-day prekindergarten students pending State legislation and approval by the Commissioner of Education, as presented.

Waco Independent School District
Annual Tuition Rate for Ineligible Full Day Prekindergarten Students
For the 2025-2026 School Year

Direct Program Costs per Classroom	
Teacher Cost (average prekindergarten teacher with benefits)	\$ 71,216
Instructional Aide (average prekindergarten aide with benefits)	33,926
Supplies and Materials (average allocation per student, \$98, times 20 students)	1,960
Total Direct Program Costs per Classroom	\$ 107,102
Indirect Costs at 2024-2025 Unrestricted Rate of 10.395%	11,133
Total Program Costs per Classroom	\$ 118,235
Annual Tuition Rate for Full-day Ineligible Prekindergarten Student	\$ 5,912
Monthly (9 mos) Tuition Rate for Full-day Ineligible Prekindergarten Student	\$ 657

2024-2025 Prekindergarten Full Day Tuition Limit as Set by the Texas Education Agency
 2024-2025 Prekindergarten Half Day Tuition Limit as Set by the Texas Education Agency

No longer provided
 No longer provided

**Waco Independent School District
Board of Trustees Meeting**

Date: April 24, 2025

Contact Person: Dr. Daniel Lopez

**RE: Administrator Contract Renewals and/ or Extensions for 2025-2026
and Professional Contract Renewals for 2025-2026**

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Background Information:

Supervisors have made contract recommendations for employees whose contracts are governed by Chapter 21 of the Texas Education Code. Included are teachers, administrators, and other certified professionals who are currently serving on a term or probationary contract.

Administrator Contract Renewals and/or Extensions for 2025-2026

Annual administrative contract recommendations are based on the following criteria:

- Probationary contracts are provided to new administrators who are required to maintain SBEC certification. New administrators must complete three full years on a probationary contract.
- After completing three full years on an administrator contract, one-year term contracts are offered.

Professional Contract Renewals for 2025-2026

Annual teacher contract renewal recommendations are based on the following criteria:

- Teachers new to the profession this school year or who were previously on the second year of a probationary contract, the Administration recommends a probationary contract again for the next year. New teachers remain on a probationary contract for a maximum period of five years.
- One-year term contracts are issued to teachers who have completed their probationary contract periods.
- Teachers new to the district this year and who have taught five out of the last eight years are issued a one-year probationary contract for a maximum of three years.
- A dual assignment contract is issued to teachers with two assignments.

Fiscal Implications:

None

Administrative Recommendation (s):

The Administration recommends approval of the contract recommendations for teachers, administrators, and other certified professionals for the 2025-2026 school year.



Regular Board Meeting

April 24, 2025

Contract Renewals and/or Extensions for 2025-2026

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Professional Probationary Contract Recommendation for 2025-2026

Abel Bentley, Lacey S	Bergman, Shelby Rae	Chandler, Jennifer Marie
Abel, Amy Kathryn	Bernal, Geovana	Chandler, Mary
Adams, Tabitha Lakay	Berry, Julia	Chapa, Maria Teresa
Aleman, Laura Melissa	Berry, Karlie Kay	Chavez Martinez, Cinthia
Alexander, Blakelee	Beseda, Amy J	Iridian
Alexander, Deborah	Beverly, Brittany Leann	Chavez, Sarah Elizabeth
Allen, Khristian Pauline	Black, Sonya	Cheatham, Amy Layne
Allex, Cole D	Blake, Amy Benton	Chen Wu, Tifeny
Anderson, Nicole	Blake, Spencer A	Childers, Spencer Copland
Andrade, Maria Christina	Bolden, Amber S	Christian, Ashlie
Armenta, Jose Luis	Boyett, Haley M	Christian, Jonathan P
Armenta, Michelle Leigh	Bradley, Nathan Douglas	Christian, Michelle A
Armstead, Ingrid M	Brown, Darius Deshawn	Clark, Janice G
Arroyo, Lizette Alexis	Brown, Joshua Wayne	Clark, LaRonda Lynette
Ashcraft, Heather J	Brown, Richard	Clark, Mary Katheryn
Avila, Jose A	Brown, Taylor	Odelia
Ayodele, Dionne S	Bruton, Rileigh P	Clay, Janis Renee
Ayres, Sheri L	Buckner, Shelly	Clem, Carissa J
Babers, Kimberly Williams	Burch, Kelsee Florene	Cleveland, Tamariah M
Baker, April S	Burch, Melanie K	Coffin, Shalley Grace
Ballard, Crystal Nicole	Burks, Misty Diane	Coker, Marcie J
Ballard, Taharga	Burney Jr, John William	Cook, Lance A
Barefield, Elijah	Burns, Christina May	Corliss, Nathanael D
Barjona, Simon Peter	Bushnell, Alissa Hope	Cornish, Kaaron Cdrell
Barnes, Diana Lynne	Callejas, Rebecca E	Coronado Torres, Brisa
Barnett, Avery Grace	Callison, Mark S	Celeste
Barragan, Noemi	Campos, Magdalena C	Covarrubias, Cristina
Barraza, Kelci Lynn	Cantrell, Rachael M	Covington, Mary J
Barrett, Shelley	Carlson, Noel Michal	Crook, Dondie Charisse
Barton, Crystal D	Carral Pulcine, Alicia	Curry, Zachary Tyrell
Basquez, Giselle	Carroll, Janice E	Dalton, Jennifer Leanne
Bates, Nicole Jael	Casas, Jose A	Damron, Laura Kay
Bays, Brian D	Castillo, Hilda	Daniel IV, John Spencer
Beavers, Joshua	Castillo, Karen M	Daniels, Rebecca J
Beckman, Margaret Ann	Castro, Carlos Enrique	Darden, Devin Michelle
Beckmeier, Kyleah Ann	Chamberlin, Erin	Davidson, Jeffrey Ray
Bedsole, Cheryl Lynn	Chancellor, Elizabeth J	Davila, Diamond Winburne
Beheler, Amber Nicole	Chandler, Emily	Davila, Katrina Nicole

Professional Probationary Contract Recommendation for 2025-2026

Davis, Nancy Ann	Gault, Lonna Gae	Holloway, Dametra D
Davis, Thomas	Geer, Cody M	Holmes, Ariana Joy
De Anda, Lexi Nicole	Gipson, Kelley D	Holmes, Belle Estrella
Del Real, Griselda Marlene	Girard, Randie Lee	Holt, Emily Elizabeth
Derosier, Emily Grace	Givens Jr, James Earl	Hornick, Tammara Lynn
Derrick, Devina	Goldberg Jr, Michael L	Houston, Esmerelda
Derrick, Ronald G	Golden, Jasmine Desiree	Lucille
Dickerson, Madisyn D	Golden, Phillip M	Hudson, Darrian
Dillavou, Gary	Gomez, Racheal I	Hughes, Laquan Dontae
Donaldson, Raven E	Gomez, Rebecca J	Ireton, Rebekah
Donley, Penny Sue	Gonzales, Jessica Ann	Rosemarie
Douglas, Sarah Elizabeth	Gordon, Emily M	Jachetta, Margaret Ann
Drake, Chriztashia Keyara	Graves, Brittany	Jarrett, Gregory F
Driver, Brice Joseph	Graves, Tawyna Evette	Jenkins, Kathrina Lynn
Ducklow, Mark Patrick	Gray, Emily Samantha	Jimenez, Alyssa Renee
Dumas, Jack	Greske, Andrew N	Johnson, Imani N
Dyson, Travis Alan	Guerra, Sofia	Johnson, Rose Marie
Emerson, Jennifer J	Gunness, Chantel Renee	Johnson, Samuel L
Emus, Renee Jordan	Hale, Jennifer Duncan	Johnson, Yasminaha Pearl
Entzi, Theresa J	Halley I, Charles	Joiner, D'yonne J
Escamilla, Amber R	Hallock, Victor James	Jones, Brittany Lynn
Escamilla, Gilbert	Hamilton, Stephanie Ann	Justice, Rhonda Louise
Espinosa, Gilbert	Hammett, Clay Marshall	Kaliher, Sidney Lynn
Estrada, Karen	Hammond, Courtney	Kelly, Kevin R
Evans, Mary E	Connaught	Key, Meshia Jame
Falkner, Suzan	Hannah, Rachel Nikole	Killen, Shelby Marie
Fallas Fernandez, Luis	Hanschek, Susan R	King, Bryant E
Diego	Hanson, Jennifer Lynn	King, Dana K
Fell, Miranda Hayley	Hardy-Slocum, Chrisenda	Kittner, Megan Leigh
Fennell, Darius	Harris Jr, Brian K	Kliewer, Scott E
Ferrell, Caitlin	Harris, Dietra	Kvapil, Holly
Fidler, Ellen Rochelle	Hartman, Leah R	Lamprecht, Andrew Jacob
Fisher, Briana Marie	Hefley, Elise Marie	Land, Holly Marie
Foreman, Kristin	Heintz, Andrea	Lanford, Heather Nicole
Foster, Charles T	Helpert, Amy Renea	Lang, Ryesha
Francis, Lauren A	Hendershot, Morgan Lee	Larson, Anna Cecelia
Freeman, Christopher W	Henderson, Anita Ann	Larue, Jack Pedro
Futral, Trenton Dean	Hernandez, Amanda R	Latouche, Andre
Gamino, Julia Gonzalez	Hernandez, Felicia A	Layne, Wesley Scott
Gandy, Christopher Shawn	Hickey, Kenna Brooke	Leake, Millicent Regina
Garcia, Whitney Breeann	Hicks, Karen D	Lechler, Hayley Ann
Gardea, Mirna D	Hiesberger, Jonathan	Leos, Alex Andrea
Garrett, Patricia Filippini	Charles	Licea, Marissa
Garza, Sandra Lee	Hinojoza, Diana	Lipsey, Amber Dawn

Professional Probationary Contract Recommendation for 2025-2026

Listach, Blaine Alan	Medina, Sofia Antonio	Pelaez, Ulises
Listach, Reelle Demorice	Meekins, Taneesha Leona	Penney, Laura Kristine
Livingston, Kelly Sue	Meeks, Amber Marie	Perez, Jason Scott
Lizama, Jazmin	Messer, Kathryn Joannah	Perkins, Lucas A
Lizama, Kenny Ossiel	Meza Cuenca, Jordan	Petty, Kenli
Llano, Marianela D	Middleton, Dina Michelle	Phelps, Loren T
Lloyd Jr, Tarl	Miller, Bettye J	Philpott-Lewis, Deborah L
Locke, Marceya	Millican, Grace I	Pierce, Jamie C
Long, Alisa Lei	Millican, Kylee Lyn	Piott, Dawn Michelle
Long, Jamesa Monae	Mills, Blake M	Stevens
Long, Zamara Neshell	Mohammed-Alvarado, Brenda	Pitts, Emily Faith
Lopez, Alissa Marie	Mojica, Itzel Nathlay	Platt, Gracie
Lopez, Catherine Marie	Mojica, Ramiro Miguel	Ponder, Amanda Jo
Lopez, Emily Elisabeth	Montgomery, Kori Jade	Porch, Lakisha
Lopez, Loana Maria	Montoya teixeira, Adrienne	Powell, Michelle Pettijohn
Lovelace, Alexandria	Moon Hall, Kristy Nicole	Prescher, William
Lashavyier	Moon, Meghan Rae	Prior, Evangeline Martha
Loy, Hope Elizabeth	Morales, Betsua	Pustejovsky, Brittany D
Lozano, Madison Jessica	Moreno, Joy A	Puumala, Jolene S
Luckey Jr, Allen	Morris, Lisa C	Pyburn, Jalicia
Luedtke, Janice Kay	Morris, Shel Ethan	Quinton, Breanne
Luna, Maria Olga	Morrow, Wendy L	Elizabeth
Luna, Sylvia	Muegge, Kylie Ann	Ramirez, Becky L
Lyons, Thomas Scott	Mullen, Hannah Kellene	Ramirez, Rosa
Mace, Allison Joye	Neel, Alberta Dionne	Ramos, Mary E
Madrid, Anthony R	Nepomuceno, Valerie	Ratliff, Terrance S
Manigo, Tammy	Newman, Cody	Reisinger, Jessica
Marin, Cassandra	Nichols, Jerry Chad	Angelina
Marshall, Amanda M	Nixon, Susan	Reisinger, Rustin Robb
Marshall, Melissa Joy	Nwaeze, Kimberly Dawn	Reyes, Sylvia S
Martinez Alanis, Esbeydi K	Obryant I, Payton	Reyna, Lisa Diane
Martinez, Esrom A	Elizabeth	Reynoso, Maria DeLaLus
Martinez, Irene	Odiorne, Laura C	Rhodes, Ricky Lee
Martinez, Jared Anthony	Olivarez, Joshua D	Richardson, Andrea S
Massey, Tyler Loyd	Olivarez, Kendalyn B	Richardson, James H
Mata, Addyson Dilany	Oliver, Courtney Lorine	Rivera, Kevin Kit Marcos
McCollum, Shelly Kay	Owen, Evelyn Michele	Roberts I, Porsha
McCrary, Ryan Butler	Padron-Hernandez, Natally	Roberts, Hayden
McCreight, Tina D	Parks, Hannah	Roberts, Jordan Michelle
McDade, Christopher	Parsons, Jason	Rodriguez, Angelica
McGaugh, Grace	Peacock, Miranda K	Rodriguez, Crystal Joy
McLean, Nicole M	Pelaez, Lina I	Rodriguez, Yamilex Tovar
McMeans, Jeannine D		Rojas, Araceli
McNair, Heather Hopkins		Rojas, Cyndy

Professional Probationary Contract Recommendation for 2025-2026

Ronnenberg, Alexandra Marie	Taylor, Driana S	Wilgis-Patton, Patricia Dean
Sanchez, Cindy	Teague Williams, Terrie Wendy	Williams, Brandon R
Sanders, Tontyana	Teal, Alison Kramer	Williams, DeLisa L
Sanderson, Brande Nicole	Telep, Dana Jillene White	Williams, Shenequa Nicole
Santacruz, Ariella	Tello, Margarita	Williams, Zachary Scott
Schwinger, Martin John	Tergerson, Tanya Rene	Willis, Sheena L
Scott, Laurelyn H	Thomas, Amanda	Winn, Liza
Scully, Lana	Thomas, Stephanie Michelle	Winn, Rebekah N
Segura, Leslie V	Timme, Lisa M	Winter, Traci Loree
Seward, Holden R	Tindell-Lumley, Stacey Denise	Wolfe, Vern Tyler
Sewell, Anna M	Toby, Monica	Woods, Marjorie E
Shafer, Breelin Noelle	Tonkin, Julia Denise	Wright, Kylie
Shamburger, Kaitlyn Marie	Tucker, Jansyn Elaine	Wylie, Lindley Elaine
Sharp, Rosemary Lillian	Tucker, Michael G	Yglecias, Louis
Shoemaker, Kylie Ann	Turk, Tara Annette	Yglecias, Rachel Elizabeth
Shuler, Janette	Varga, Megan R	Young, Aaron Thomas
Siebold, Connie L	Vasquez, Briana	Zetterberg, Jessica London
Simanek, Rebecca L	Vega, Ashley Deanna	
Simmons, Bryan M	Velazquez De Rubio, Rubi Alondra	
Simons, Hollie R	Vera, Haley S	
Sims, Kelli	Vermeulen-Wise, Edward	
Sivils, Kelsey P	Vick, Hope	
Skillman, Skyler B	Villa flores I, Krisol	
Slaughter, John K	Villagomez, Ivette	
Smart, Amanda M	Mendoza	
Smith, Jaylea	Villanueva, Beatriz	
Sok, Seidy	Villasenor-Garcia, Romina	
Sosolik, Carmen Viola	Volkman, Carrie Ann	
Spicer, Breana	Wagemaker, Anna Yvonne	
Spivey, Ashley Marie	Walters, Emma Elizabeth	
Steele, Jessica	Washington, Brittney	
Steeley, Stacey Jo	Washington, Jessica	
Steinke, Melissa	Watkins, Mildred Reed	
Stepina, Julie Ann	Watson, Ratara	
Stephens, Brandy	Wells, Chelsea Brooke	
Stichler, Christi H	Welty, Susannah Ruth	
Stimpson, Joyce Brown	West, Kimberly Lynne	
Stone, Kelley Elizabeth	Whitley, Sarah Renea	
Strother, Cruz R	Whyburn, Ashley Brianne	
Stryker, Nathaniel c		
Sumpon, Rosario Guerrero		
Swain, Crystal		
Taylor, Amy Elizabeth		

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Professional Dual Probationary Contract Recommendation for 2025-2026

Almeida, Austin Andrew
Chapman, Dylan Shawn
Ephraim, Corey Hawkins
Freeman, Braden
Hurtado, David Reynold
Ramirez, Caitlyn Breanna
Sabido, Jon Gregory

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Professional Term Contract Recommendation for 2025-2026

Adame, Cesar Orlando	Bokony, Christopher	Cross, Mark E
Adame, Taylor	Sylvanus	Crunk, Rebecca Lee Ann
Aguilar, Nicole Rashea	Booker, Kindra D	Cuellar Ioreda, Rebeca A
Aldridge, Becky Lynn	Boswell Jr, Victor Lee	Cunningham, Jeffrey L
Allen, Erin R	Braswell, Rebecca	Cunningham, Kelly M
Allen, Kinley	Brewster, Matthew Scott	Cunningham, Kristin L
Allen, Michele Louise	Brown, Tatum Folmar	Curry, Rachel Erin
Allen, Olga Castanon	Bunton, Brittney	Curtis, Karen G
Allen, Sheila P	Burkley, Doyce	Curtiss, Sara Marisol
Alley, Casi D	Burleson, Dara	Czajkowski, Melissa
Allums, Kendra	Burnham, Nora Nicole	Daniel, Kimberly Denine
Altamirano, Dara Briana	Bustamante, Yohana Irene	Daugherty, Casey Lee
Alvarez, Brenda Alejandra	Caballero, Eunice	Davidson, Jennifer
Amende II, Ernest Antony	Callan, Michele Marie	Davis, Alison Macari
Anness, Helen M	Callaway, Cara Beth	Davis, Kathryn Leigh
Arredondo, Amy Theresa	Callentine, Patricia Lynn	Davis, Valerie Martinka
Atkins, Maria Sandy	Campos, Milton Geovanni	Davoust, Lyssa M
Augeri, Debra	Cannon, Leslie Ann	Davoust, Nicholas M
Avants, Melissa M	Carmichael, Latiqua	De Alva Cardenas, Jorge J
Bachofen, Matthew E	Carpenter, Shamekia S	Delacruz-Islas, Laura
Bagby, Sherry	Carranza, Mercedes L	Estrella
Baker, Jean	Carren, Elizabeth Michelle	DeLeon, Rebecca
Baker, Shanda Lyn	Carrizales, Sarina R	Devries, Jennifer Marie
Ballard, Lasondra A	Carroll, Kimberly Myers	Deyo, Kimberley D
Ballesteros, Hayley	Cason, Shelly	Diaz-Perez, Carmen Iris
Dolores	Castillo, Destinee Jai	Dominguez, Laura
Bancale, Jessica	Castillo, Irina Ivonne	Michelle
Barragan, Megan Taylor	Chapa, Anna J	Dominguez, Marc
Bartlett, Brent Richard	Chase, Ashley	Donaldson, Rose Anne
Bartlett, Elizabeth Megan	Chavez Luna, Mario D	Dorsey, Rebecca A
Beam, Michelle	Chow-Monreal, Inga K	Dresner, Cristina G
Beheler, Christopher	Cilumba, Destiny	Durnell, Andrea Laine
Michael	Cleere, Vanessa	Dyson, Catalina Matiana
Bender, Carrie Lynn	Cleveland, Maria C	Edwards, Lisa G
BoClair, Tyree Trevell	Cobb, April	Ellerbe-Tucker, Jennifer A
Boettcher, Angela M	Colosimo, Joel M	Emblem, Kari R
Boguess, Quandriene M	Contreras, Toni Martinez	Emmett, Craig A
	Craft, SharRhonda	English, Denin

Professional Term Contract Recommendation for 2025-2026

Enriquez, Arid	Gozo, Kristen Owen	Holey, Tamara E
Enriquez, Emily	Gray, Cassidy Stigliano	Holloway, Virginia
Erwin, Kelsey Liane	Gray, Robin Wooldridge	Holmes, Vanessa
Esquivel-Grammer, Alyssa	Green, Carolyn H	Holmstrom, Bonnie
Faith	Green, Hallie	Elizabeth
Estelle, Shannon J	Green, Laci	Hoover, Paula M
Ethridge, Zachary Britt	Grisham, Tom W	Hopkins, Kathryn Susan
Fanning, Aaron T	Guerrero, Amanda Lea	Horst, Barry T
Feind, Shanda Kay	Guevara, Mario	Huffman, Kimberly D
Fernandez, Angelyna	Guillen, Mia M	Hughes, Jo A Williams
Marie	Gunn, Denise Michelle	Hughes, Lisa Jean
Ferris, Shelli R	Gunn, Jefferson Lee	Ilapogu, Sam Sanjay
Fielding, Ezekiel Daniel	Guthrie III, David Amuel	Kumar
Fleming, Tiffany Kristen	Gutierrez Delgado, Mariela	Ilapogu, Shobha Rani
Fletcher, Tracy	Gutierrez, Edilia M	Inubiaraiye-Dunn, Alrissa
Flores, Halie Nichole	Gutierrez, Natalie Nicole	Sherrel
Fondon, Gabrielle	Halley, Erin Kealy	Irvine, William Michael
Foreman, Amy Elizabeth	Hammons, Timothy	Jenkins, Jeannie Michelle
Fox, Ronald Charles	Haner, Marcus E	Jenson, Ashley Dawn
Fudge, Brent	Haney, Debra	Johnson, Kristine
Gabler, Amanda Marie	Harrell, Elvia Martinez	Johnson, Milissa A
Gallardo, Alina Venesa	Harrell, Salisa M	Jones, Crystal Antionette
Gallegos, Clarisa	Harris, Amon	Jones, Holly Jane
Galvan-Thompson, Erika	Harris, Chankay E	Jones, Savannah Rae
Adriana	Harris, Lance	Jones, Scherrie Monique
Gaona, Victor Alfonso	Hartfield, Nikitha N	Jones, Shanna Shanise
Garcia, Jacob Allen	Hatten IV, Archie L	Ware
Garcia, Meagan Alyse	Hellen, Dustin	Jones, Sheila Rena
Garcia, Natasha	Heller, Kenneth W	Jones, Willie B
Garrison, Amy	Heltenberg, Melissa	Keen, Alisa B
Garth, Madeline Sue	Hemphill, Brandy S	Kelly, Monica C
Garza De Alva, Esperanza	Henderson, Frances	Kettani, Zoubida
Gibson, David P	Renee	Kincannon, Stormie
Gibson, Travis Colester	Henderson, Natasha	Ruchell
Giusti, Jose Antonio	Yvette	King, Natasha Lajuan
Glass, Kelsey Enell	Henry, Leanne	Kirven, Fritzie Yvonne
Gleason, Janel Jaqueline	Hernandez, Iris M	Kolinek, Jill T
Glidewell, James R	Heyduck, Jo Dee	Kowalski, Eileen M
Goffinet, Christine Yvonne	High, Shay	Krumnow, Talisa
Gonzalez, Aldo	Hikel, Amy Marie	Lackey, Adam W
Gonzales, Kelley M	Hodge, Seven Makenzie	Lackey, Jo A
Gonzalez, Paul F	Hoefler, Robert Bennett	Land, Jacquilyn N
Goodman, Angie D	Holcomb IV, Melton V	Landon, Cassia
Goodnight, Julie Ann	Holcomb, Mitchell O	Lara, Fabian Nathaniel

Professional Term Contract Recommendation for 2025-2026

Leathers, Stacy Leigh	Maynard, Rebecca K	Ochoa, Jamie Henderson
LeBlanc, Delicia E	McCormick, Danielle	Ogden, Krista A
Leblanc, Rebecca Lynn	McCrary, Courtney	Olvera, Ines
Lee, Teresa Jolene	McCulloch, Chris	Oubre, Dennis C
Leggett, Gana Y	McDaniel, Melissa	Palladino, Lori L
Lemmons, Austin Thomas	McGinness, Margaret Ann	Patrick, Emma
Lenker, Michelle L	McGowan, Shana R	Peavy, Sally R
Lewis, Rianna	McKenzie, Tara	Pena, Cecilia Joanna
Libhart, Tina	McKethan, America Soto	Pena, Julie C
Liles, Holly	McKinney, Tanya N	Penney, Mark D
Linville, Arnesha S	McNair, Anna Lisa	Perdon, Andrei M
Listach, Hollie Michelle	McNally, Cari A	Perez, Nelly Angelica
Denise	Mendez, Angela Consuelo	Perry, Jill Courtney
Lively, Carlie Oneal	Mendez, Crystal	Peters, Kristen L
Llano, Stephanie Priscilla	Mendoza-Villeda, Francis	Petrich, Alice W
Lloyd, Lacey	Mendoza, Amanda Gayle	Pevia, Rosa E
Loeung, Rathanak	Menefee, Matt Rogers	Phillips, Hope C
Lohr, Riley Jared	Miah, Kelly Tavares	Phillips, Muriel E
Lopez, Jessica	Miller, Sara Michelle	Phipps, Loyda Cristina
Lopez, Kristi Marie	Mills, Melba Braden	Picazo, Alma
Lopez, Reyes	Minter, Traci	Picazo, Griselda
Low, Angela J	Mitchell, Aaron Jwan	Picon, Rochelle Nicole
Mabile, Sara	Mitchell, Mechelle E	Pierce, Andrew
Malburg, Wanda Sue	Mitchell, Rosalyn M	Pierce, Bret Cooper
Marks, Joshua	Mitchell, Vivian	Pierce, Lisa C
Markwardt, Bethany	Mock, Alley Michele	Pierce, Teresa Ann
Michelle	Modgling, Todd	Poe, Anna E
Marsteller, Stephanie	Montemayor, Catherine	Portillo, Brandi
Martinez Vranich, Yenny	Morales, Francisca	Prather, Sherry
Gabriela	Moss, Amanda Nicole	Prewitt, Kristin
Martinez-Baker, Rachael A	Mullen, Hailey	Price, Judith Danielle
Martinez, Amanda	Muller, Erica	Price, Randy
Martinez, Maria Carla	Munoz, Kristina Marie	Printy, Kristy L
Martinez, Rachel Renae	Murillo, Kassandra	Pullen, April Nicole
Martinez, Vannessa	Murphy, Nancy	Putney, Felicia Marie
Mason, Timothy Cole	Nath, Brandon	Pyle, Amanda D
Massington, Shameka	Neese, Brian	Rabine, Kendal Kay
Shaunta	Neff, Kirsten Leigh	Ragland, Jane L
Mata, Arely Crystal	Nelon, Elizabeth Nicole	Ramirez, Karen Del
Matsuo-Chun, Quinton	Newmons, Emilie Anne	Socorro
Kumukahi	Nixon, Arlena	Ramsey, Telly R
Matta, William Melchor	Noel, Sarah B	Rankin, Shianne Joy
Maus, Allison Jane	Nors, Teresa M	Reasor, Lauren
Maxwell, Sandra R	Nuner, Stephanie K	Reasor, Martha

Professional Term Contract Recommendation for 2025-2026

Redenius, Barbara	Shavers, Jeffrey Robert	Tucker, Kimberly Joan
Reed, Stephanie Marie	Shaw, Ashley Denise	Tull, Jonah David
Reeves, Karen E	Short, Stephanie Rene	Underwood, Wendy
Renfro, Jessica	Sierra Febus, Rosemarie	Gilkerson
Renfro, Larry Daniel	Simons, Melanie	Unger, Miranda R
Reyes-gonzalez, Cassandra	Skinner, Tyler Shane	Van Cleave, Deborah Kay
Reyes, Nellie Jean	Slaughter, Haley D	van der Merwe, Katy Faith
Richards, Carrie R	Smathers, Tamara K	Vasquez, Karina Lucia
Richardson, James John Matthew	Smith, Grant Cameron	Vasquez, Victoria C
Richardson, Julie Christine	Smith, Natasha Danielle	Venable, Nicole
Richter, Michael Kent	Snokhous, Shelly Rena	Vermeulen-Wise, Ashley-Elizabeth
Rister, Brittany	Solis Nieves, Dario	Vonner, Reginald Alan
Rivas, Myrna Selena	Somers, Shannon J	Waddle, Jacqueline Lee
Roberson, April	Sora, Chemise	Wakefield, Rebecca
Robinson II, John Alvin	Spark, Mary Jo	Waller, Brenda L
Rodriguez, Erica R	Spark, Melanie Bost	Walton, Skyy Olivia
Rodriguez, Kim	Spradlin, Shannon Lea	Warchol, Natasha Nicole
Rodriguez, Nicole Michelle	Stanford, Crystal M	Ward, Bria Tanae
Rollins, Latrisha	Stanford, Justin	Ward, Lisa C
Romero, Carolina Abigail	Stanford, Krystal Paige	Warren, Fallon L
Romero, Miranda L	Stephens, Jennifer A	Weidner, Randall K
Rooney, Cathleen C	Stewart, Amber Marie	Whatley, Mary Kathryn
Ruiz, Rubi	Stewart, Stephanie	Wheeler, Jeremy Colton
Rush, Jeremy Kenneth	Sumbler, Alyssa	Whisenton, Tara
Russell, Heather	Tacon, Diego R	White, Allison Caitlin
Sabido, Raquel S	Tacon, Jennifer Johnson	White, Nathesia
Sage, Tyler	Tate, Mary R	Whitley, Amanda M
Sais, Kimberly Coronado	Tatum, Sarah M	Whitley, Patricia D
Salazar, Jennifer Olivares	Taylor Jr, William Lee	Williams, Jennifer Kluck
Sampson, Mary M	Taylor, Nichaela Annese	Williams, Kevetta I
Sanborn, Lynn Marie	Taylor, Scott Allan	Williams, Ronald Chad
Sanchez-Diaz, Judith Marie	Templeton, Marissa Rene	Wilson, Marian J
Sanders, Brittany	Thomas, Carl Leif	Wilson, Rebecca C
Sauer, Alice E	Thomas, Tracy J	Wilson, Stacy C
Sauls, Brenda F	Thompson, Gauthama	Wurbs, Vickie L
Scott, Deziree	Thompson, Jacob Louis	Yezak, Michael K
Scott, Jessica Elaine	Thornton, Ashli	Young, Jennifer Lynn
Scott, Johnathan Robert	Thurmond, Kayla Diane	Young, Marilissa
Settles, James	Tighe, Jennifer A	Zane, Jennifer H
Shafer, Kiersten Nicole	Torres, Deedra	Zechmann, Robyn
Sharp, Devon Ann	Toscano, Ashley	Ziegler, Jana F
	Trevino, Rudy	Zeinert, Rebecca Ann
	Trigg, Donna	Zimmerman, Kayla
	Truitt, Laurie Michelle	

Professional Term Contract Recommendation for 2025-2026

Zost, Craig A

Zuniga, Alba Genesis

Zuniga, Guadalupe Matilde

Zuniga, Zonya

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Professional Dual Term Contract Recommendation for 2025-2026

Aguilar, Magdalena
Chapman, Kenneth Kyle
Cotton Jr, Lucious Lee
Crain, Korae D
Davis Jr, Aubrey L
Douglas, Shenequa
Latawn
Felix, Ricardo E
Gilliam, Hiya Shante
Gutierrez, Carolina
Huffman, Carl Forrest
Jackson, Wanda F
Jorges, Rylee Hope
Lewis, Reginald
Listach, Patrick
Lloyd III, Tarl
Lopez, Juan Emanuel
Miles, Antonio
Ross, Sul Dean
Shavers, Savannah Mae
Smith, Jacob
Talley, Kaylan
Vasquez, Milton
Yasko, James Alex
Zachary, Terrance

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Administrator Probationary Contract Recommendation for 2025-2026

Alexander, Joseph N
Antonio, Maria R
Atnip, Amy Nicole
Beauchamp, Janae N
Brown, Micah
Cavazos-Gonzalez I, Sage
Eskew, Brittney Caprice
Fisher, Joni Alma
Ingram, Kristie A
Johnson, Qunisha Louise
Knox, Bradley Addison
Lee, Twana S
McVade, Bianca S
Smith, Katrina G
White, Gregory Keith
Wooden, Dennise

**Approve Contract Recommendations for Teachers, Other Certified Professionals, and
Administrators Currently Serving on a Term or Probationary Contract Governed by
Chapter 21 of the Texas Education Code**

Administrator Term Contract Recommendation for 2025-2026

Allen, Thia S
Alvarado, Nancy Alfonso
Collier, Krystal Annette
Davis, Sheryl A
Dean, Haley S
Detlefsen, Cari
Flentge, Amanda Blaine
Guajardo, Diana L
Kersh, Becky
Lange, Erin E
Lozano, Isabel
McMillan, Bradford Devon
Moore, Bamma Kaye
Orchard, Amber
Ortiz, Lena C
Parker, Rhonda Y
Pflieger, Daniel J
Trammell, Bonnie Lee
Volkman, Troy Mitchell
Walker, Lisa T
Weeks, Jessica Lynn
Williams, Yolanda Y
Whitaker, Courtney Elizabeth
Yourman, Christi Leigh

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Stephanie Hines

RE: Gifts over \$50,000

=====

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

The Waco ISD Education Foundation received a donation from the disbanding of the Storybook Christmas program in the amount of \$130,000.00. In keeping with the project mission, the funds are earmarked to provide books to elementary campuses and elementary students. The funds will specifically support elementary campus libraries, elementary classroom collections, and will provide books to elementary students to build their home libraries.

Administrative Recommendation(s):

The administration recommends acceptance of the gift over \$50,000.

Date	Name	Cash	Item	Service	Total	Description	Campus
3/25/2025	Waco ISD Education Foundation	\$ 130,000.00			\$ 130,000.00	Grant to purchase books for elementary libraries & elementary students	Elementary Campuses
	Totals	\$ 130,000.00	\$ -	\$ -	\$ 130,000.00		

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Deena Cornblum

**RE: 2025-2026 Principal Residency Grant Program, Cycle 7 Continuation
Memorandum of Understanding**

=====

Background Information

Board Policy CB (LOCAL) authorizes the superintendent to be able to complete the following:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

Waco ISD has been awarded a continuation of the 2024–2025 Principal Residency Grant (Cycle 7) for the 2025–2026 school year. The Texas Education Agency (TEA) awarded Waco ISD \$332,612 to support and sustain its leadership pipeline through high-quality principal residency programs.

This ongoing partnership with the University of Mary Hardin-Baylor (UMHB) enables selected residents to complete graduate coursework while serving in leadership roles on elementary campuses. The district is currently supporting 5 residents who, pending certification, will be eligible to apply for assistant principal positions in Waco ISD. This program falls under the Grow Our Own initiative. The next residency cohort will include 7 residents.

As required by the grant, Waco ISD will provide matching funds of \$15,000 per candidate (not to exceed 7 candidates). This continued investment affirms our commitment to developing future campus leaders and ensuring leadership sustainability across the district.

Fiscal Implications

The grant provides \$332,612 to pay contracted services, a portion of each resident’s salary, and supplies and materials. The district will provide a total cost match of \$129,612. Of that \$105,000 will be allocated to salaries and \$24,612 for contracted services.

Administrative Recommendation(s):

Approve the 2025-2026 Principal Residency Grant Program, Cycle 7 Continuation Memorandum of Understanding as presented.

MEMORANDUM OF UNDERSTANDING
between
WACO INDEPENDENT SCHOOL DISTRICT
and
THE UNIVERSITY OF MARY HARDIN-BAYLOR
regarding
2025-2026 Principal Residency Grant Program, Cycle 7 Continuation

This MEMORANDUM OF UNDERSTANDING (Agreement) is made by and between the Waco Independent School District ("WISD"), a Texas Independent School District, and the University of Mary Hardin-Baylor ("UMHB"), a private non-profit institution of higher education associated with the Baptist General Convention of Texas. When WISD and UMHB are referenced together, they will be known as the Parties (the "Parties").

I. PURPOSE

Through the acceptance and Notice of Grant Award of the WISD proposal to the Texas Education Agency 2025-2026 Principal Residency Grant Program, Cycle 7 Continuation, the purpose of this Agreement is to establish an understanding for the design and implementation of a graduate cohort that will provide opportunities for WISD employees to obtain a Master of Education in Educational Leadership degree (the Master's Program) through UMHB's College of Education.

II. AGREEMENT - As part of the Agreement, UMHB agrees to:

- a. Receive input from WISD designated staff about incorporating WISD's mission, vision, values, tools, and processes with the state required competencies in select courses to better prepare the candidates for leadership roles within WISD.
- b. Offer courses leading to a Master of Education degree to a cohort, including up to seven (7) WISD employees, beginning with the 2025 Summer Semester. Any cohort containing WISD Residency Grant candidates is referred to below as a 'Cohort'. Applicants will be required to meet standard admissions requirements. The Master's program will consist of a 30-credit hour program. The Master's Program will prepare the Cohort members for the Principal Certification exam (TExES Principal 268 & PASL) by the end of the Master's Program and will also allow the Cohort members to complete all required internship hours (currently 160) necessary to apply for Principal Certification.
- c. Designate a Program Director to advise the WISD employees in a Cohort on Master's Program requirements and to serve as a liaison between WISD and any UMHB professors serving the Cohort.

III. AGREEMENT - As part of the Agreement, WISD agrees to:

- a. Upon Notice of Grant Award from TEA, pay to UMHB the billed tuition and fees for each student designated by the WISD as a qualified enrolled Residency Grant candidate, a total amount of up to \$30,000

(in accordance with UMHB's tuition payment schedule to be applied toward tuition for the Master's degree). The Parties understand that students who choose to enroll in UMHB's Master's Program are responsible for any costs related to the degree program not covered by the grant. UMHB's normal withdrawal and refund policies will apply to WISD Residency Grant candidates. Any refunds will be made directly to the student.

- b. Design and implement a process to attract and select up to seven (7) high potential leadership candidates for the program, who have not already begun a graduate program with any other university or previously completed a master's program leading to principal certification.
- c. Coordinate with the UMHB program director and graduate recruiters, to help facilitate the graduate application process through the UMHB graduate admissions staff.
- d. Ensure that all candidates willing to enroll qualify and apply for admission to the Master's Program.
- e. Allow necessary scheduling accommodations for the Cohort members to attend Master's Program activities.
- f. Assign residents to work at selected high-needs WISD campuses and provide mentor WISD administrators.
- g. Ensure residents' positions are designed for them to engage in substantial leadership opportunities in alignment with TEA Grant requirements.
- h. At its discretion, provide on-site mentors from WISD, provided such mentors are approved by UMHB in accordance with its Master's Program policies and practices.

IV. AGREEMENT – As part of the Agreement, the Parties agree:

- a. All WISD Residency Grant candidates will be required to apply in a timely manner for admission to UMHB's Master's Program, meet all requirements and pre-requisites for admission, and be accepted to the program.
- b. Notwithstanding any other provision of this Agreement, UMHB shall have final control of the design and content of all courses offered by UMHB, including courses in the program. All courses will be designed and conducted in a manner that is consistent with UMHB's vision and mission.
- c. All members of the Cohort, including WISD grant students, will be required to comply with the policies, procedures, and standards of conduct generally applicable to all UMHB students in the Master's Program.

V. ADDITIONAL

- a. **CONFIDENTIAL AND OR PROPRIETARY INFORMATION**
The WISD will not provide UMHB any information which must be kept confidential. UMHB will not provide any confidential information to the WISD. UMHB may disclose student records designated as "directory information" to the WISD and may only disclose confidential student records to the WISD with appropriate student consent.

b. DEFENSE/WAIVER OF DEFENSE

Notwithstanding anything to the contrary in this Agreement, the Parties acknowledge, stipulate, and agree that nothing in this Agreement shall be construed as a waiver of any defense available to WISD including but not limited to statutory or governmental immunity available to WISD under applicable law.

c. LIMITATIONS

The Parties are aware that there are constitutional and statutory limitations on the authority of WISD (a public school district) to enter into certain terms and conditions of this Agreement, including but not limited to those terms and conditions relating to liens on WISD's property; disclaimers and limitations of warranties; disclaimers and limitations of liability for damages; waivers, disclaimers and limitations of legal rights, remedies, requirements, and processes; limitations of periods to bring legal action; granting control of litigation or settlement to another party; liability for acts or omissions of third parties; payment of attorneys' fees; dispute resolution; indemnities; and confidentiality (collectively, the "Limitations"), and Terms and Conditions related to the Limitations will not be binding on WISD except to the extent authorized by the laws and Constitution of the State of Texas.

d. AMENDMENT

This Agreement may only be amended in writing signed by both Parties.

e. FULL FORCE

If any provisions of this Agreement are held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force

f. GOVERNANCE

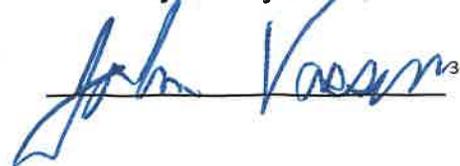
The Agreement shall be governed and constructed in accordance with the laws of the state of Texas. The Parties acknowledge and agree that the venue for any dispute regarding this Agreement shall be proper in the State District Courts in and for Bell County and McLennan County Texas, both.

Term of the Agreement

The Term of this Agreement shall be effective when executed by both Parties and will extend through September 30, 2026, which coincides with the end date of the Texas Education Agency Grant to WISD. This Agreement may be terminated without cause by either party by providing thirty days written notice to the other party.

Waco Independent School District
Baylor

University of Mary Hardin-



Signature Authorized Official

Title

Date

Signature Authorized Official

Provost

Title

4-17-2025

Date



2025-2026 Principal Residency Grant Cycle 7 Continuation

Application Due 5:00 p.m. CT, December 9, 2024

NOGA ID 256945677110016

Authorizing legislation

ESEA of 1965, as amended by ESSA, Title II, Part A

SUBMITTING THE APPLICATION

This application must be submitted via email to grantapplications@tea.texas.gov by 5:00 p.m. CT, December 9, 2024.

Both Application Part 1 (PDF) and Application Part 2 (Excel) are required when submitting. The application may be signed with a digital ID, or it may be signed by hand and scanned. Then submit via email.

For TEA Use Only

Changes on this page were confirmed with:

Name:

On this date:

Via:

By TEA staff person:

Grant period from

February 1, 2025, or stamp-in date, whichever is later, to August 31, 2026

Pre-award costs permitted, if requested, from

Not Applicable

Required Parts of the Grant Application

To apply for this grant, complete this form and the Application Part 2 (Excel) workbook consisting of the grant's budget schedules, linked along with this form on the TEA Grant Opportunities page. Before you email your grant application, ensure that your submission includes both the signed and certified form and the completed budget schedules.

Grant Application Type

Original

Amendment

Amendment Number

Check the box if applicable:

This amendment is being submitted as requested and required by TEA's Post-Award Compliance Unit.

Applicant Information

UEI: H1LKYEJ7ME8

Organization Waco Independent School Distrift CDN 161914 Vendor ID 1746002532 ESC UEI 075123661

Address 501 Franklin Ave. City Waco ZIP 76701 Phone 254-755-9473

Contact #1 Deena Cornblum Email deena.cornblum@wacoisd.org

Phone 254-755-9419 Extension

Contact #2 Keonna White Email keonna.white@wacoisd.org

Phone 254-741-4872 Extension

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the grant application, as applicable, and that these documents are incorporated by reference as part of the grant application and Notice of Grant Award (NOGA):

Grant application, guidelines, and instructions

Debarment and Suspension Certification

General Provisions and Assurances and any application-specific provisions and assurances

Lobbying Certification

Authorized Official Name Dr. Tiffany Spicer Title Superintendent

Email tiffany.spicer@wacoisd.org Phone 254-755-9473 Extension

Signature Date 12/6/2024

2: Statutory/Program Assurances

The following assurances apply to this grant program. In order to meet the requirements of the grant, the grantee must comply with these assurances.

Check each of the following boxes to indicate your compliance.

- The applicant assures that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.
- The applicant assures to adhere to all Performance Measures, as noted in the 2025-2026 Principal Residency Grant Cycle 7 Continuation Program Guidelines, and shall provide TEA, upon request, any performance data necessary to assess the success of the program.
- The applicant assures to adhere to all Statutory Requirements and Texas Education Agency (TEA) Program Requirements as noted in the 2025-2026 Principal Residency Grant Cycle 7 Continuation Program Guidelines.
- The applicant assures that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this grant will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- The applicant assures that they accept and will comply with Every Student Succeeds Act Provisions and Assurances requirements.

4: Equitable Access and Participation

Check the appropriate box below to indicate whether any barriers exist to equitable access and participation for any groups that receive services funded by this grant.

- The applicant assures that no barriers exist to equitable access and participation for any groups receiving services funded by this grant.
- Barriers exist to equitable access and participation for the following groups receiving services funded by this grant, as described below.

Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>
Group	<input type="text"/>	Barrier	<input type="text"/>

FOR TEA USE ONLY	Changes on this page were confirmed with:		
	Name: <input type="text"/>	On this date: <input type="text"/>	Via: <input type="text"/> By TEA staff person: <input type="text"/>

Application Part 2:

2025-2026 Principal Residency Grant Cycle 7 Continuation
Authorized by: ESEA of 1965, as amended by ESSA, Title II, Part A

County District Number or Vendor ID: 161914		Amendment #: 0	
Grant Period:	February 1, 2025, or stamp-in date, whichever is later, to August 31, 2026. Pre-award costs are not permitted.	Fund Code:	255

Budget Summary							
Description and Purpose		Source of Funds					
		Class/ Object Code	Program Cost	Direct Administrative Cost	Total Budgeted Cost	Pre-Award Cost	Cost Match Cost
1	Payroll Costs	6100	\$ 332,612	\$ -	\$ 332,612	\$ -	\$ 105,000
2	Professional and Contracted Serv.	6200	\$ 185,388	\$ -	\$ 185,388	\$ -	\$ 24,612
3	Supplies and Materials	6300	\$ 7,000	\$ -	\$ 7,000	\$ -	\$ -
4	Other Operating Costs	6400	\$ -	\$ -	\$ -	\$ -	\$ -
5	Debt Services	6500	\$ -	\$ -	\$ -	\$ -	\$ -
6	Capital Outlay	6600	\$ -	\$ -	\$ -	\$ -	\$ -
Consolidating Administrative Funds?				N/A			
Total Direct Costs:			\$ 525,000	\$ -	\$ 525,000	\$ -	\$ 129,612
*Indirect Costs:					\$ -	\$ -	\$ -
Total of All Budgeted Costs :			\$ 525,000	\$ -	\$ 525,000	\$ -	\$ 129,612
Shared Services Arrangement							
10	Of the Total of All Budgeted Costs, how much will be passed to member districts of SSAs?	6493	\$ -	\$ -	\$ -	\$ -	

**For current year indirect cost rates, please visit the Federal Fiscal Compliance and Reporting [Indirect Cost Rates](#) page. Indirect costs are not required to be budgeted in the grant application in order to be charged to the grant. Indirect costs are calculated and reimbursed based on actual expenditures when reported in the expenditure reporting system, regardless of the amount budgeted and approved in the grant application. Indirect costs claimed are part of the total grant award amount, not in addition to the grant award amount. Do not submit an amendment solely for the purpose of budgeting indirect costs.*

To calculate maximum indirect costs, please use the Maximum Indirect Costs Worksheet available on the Grants Administration Division's [Grant Resources](#) webpage.

FOR TEA USE ONLY	
Changes on this page have been confirmed with:	On this date:
Via telephone/email (list as appropriate):	By TEA staff person:

Application Part 2:

2025-2026 Principal Residency Grant Cycle 7 Continuation
Authorized by: ESEA of 1965, as amended by ESSA, Title II, Part A

County District Number or Vendor ID:		161914	Amendment # (for amendments only):		
Payroll Costs (6100)					
Employee Position Title	Estimated # of Positions 100% Grant Funded	Estimated # of Positions Less than 100% Grant Funded	Grant Amount Budgeted	Pre-Award	Cost Match
Academic/Instructional					
1 Teacher		7	\$ 332,612	\$ -	\$ 105,000
2 Educational Aide			\$ -	\$ -	\$ -
3 Tutor			\$ -	\$ -	\$ -
Program Management and Administration					
4 Project Director			\$ -	\$ -	\$ -
5 Project Coordinator			\$ -	\$ -	\$ -
6 Teacher Facilitator			\$ -	\$ -	\$ -
7 Teacher Supervisor			\$ -	\$ -	\$ -
8 Secretary/Admin Assistant			\$ -	\$ -	\$ -
9 Data Entry Clerk			\$ -	\$ -	\$ -
10 Grant Accountant/Bookkeeper			\$ -	\$ -	\$ -
11 Evaluator/Evaluation Specialist			\$ -	\$ -	\$ -
Auxiliary					
12 Counselor			\$ -	\$ -	\$ -
13 Social Worker			\$ -	\$ -	\$ -
14 Community Liaison/Parent Coordinator			\$ -	\$ -	\$ -
Education Service Center (to be completed by ESC only when ESC is the applicant)					
15 ESC Specialist/Consultant			\$ -	\$ -	\$ -
16 ESC Coordinator/Manager/Supervisor			\$ -	\$ -	\$ -
17 ESC Support Staff			\$ -	\$ -	\$ -
18 ESC Other: (Enter position title here)			\$ -	\$ -	\$ -
19 ESC Other: (Enter position title here)			\$ -	\$ -	\$ -
20 ESC Other: (Enter position title here)			\$ -	\$ -	\$ -
Other Employee Positions					
21 (Enter position title here)			\$ -	\$ -	\$ -
22 (Enter position title here)			\$ -	\$ -	\$ -
23	Subtotal Employee Costs:		\$ 332,612	\$ -	\$ 105,000
Substitute, Extra-Duty Pay, Benefits Costs					
24 6112 - Substitute Pay			\$ -	\$ -	\$ -
25 6119 - Professional Staff Extra-Duty Pay			\$ -	\$ -	\$ -
26 6121 - Support Staff Extra-Duty Pay			\$ -	\$ -	\$ -
27 6140 - Employee Benefits			\$ -	\$ -	\$ -
28 61XX - Tuition Remission (IHEs only)			\$ -	\$ -	\$ -
29	Subtotal Substitute, Extra-Duty Pay, Benefits Costs:		\$ -	\$ -	\$ -
30	Grand Total:		\$ 332,612	\$ -	\$ 105,000
31	Total Program Costs*:		\$ 332,612		
32	Total Direct Admin Costs*:				

*Complete the Total Program Costs (line 31) and Total Direct Admin Costs (line 32) lines. The sum of these lines must equal the Grand Total (line 30); otherwise, the field will change color to red to indicate an error. These amounts will automatically populate on the Budget Summary worksheet.

For budgeting assistance, see the Budgeting Guidance and Related Forms section on the Grants Administration Division's [Grant Resources](#) webpage.

FOR TEA USE ONLY	
Changes on this page have been confirmed with:	On this date:
Via telephone/email (list as appropriate):	By TEA staff person:

Application Part 2:

2025-2026 Principal Residency Grant Cycle 7 Continuation
Authorized by: ESEA of 1965, as amended by ESSA, Title II, Part A

County District Number or Vendor ID:		161914	Amendment #:		0
Professional and Contracted Services (6200)					
<p>NOTE: Specifying an individual vendor in a grant application does not meet the applicable requirements for sole-source providers. TEA's approval of such grant applications does not constitute approval of a sole-source provider. Please provide a brief description for the service and purpose.</p>					
Description of Service and Purpose		Grant Amount Budgeted	Pre-Award	Cost Match	
1	6269 - Rental or lease of buildings, space in buildings, or land	\$ -	\$ -	\$ -	\$ -
2	Service: Service: 6221 - Staff Tuition & Fees - Higher Ed To supplement tuition for principal residents at University of Mary Hardin Baylor	\$185,388	\$ -	\$ 24,612	
3	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
4	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
5	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
6	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
7	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
8	Service: (Specify purpose here)	\$ -	\$ -	\$ -	
9	Subtotal of professional and contracted services requiring specific approval:	\$ 185,388	\$ -	\$ 24,612	
10	Remaining 6200 - Professional and contracted services that do not require specific approval.	\$ -	\$ -	\$ -	
11	Grand Total:	\$ 185,388	\$ -	\$ 24,612	
12	Total Program Costs*:	\$ 185,388			
13	Total Direct Admin Costs*:	\$ -			
<p>*Complete the Total Program Costs (line 12) and Total Direct Admin Costs (line 13) lines. The sum of these lines must equal the Grand Total (line 11); otherwise, the field will change color to red to indicate an error. These amounts will automatically populate on the Budget Summary worksheet.</p>					

FOR TEA USE ONLY	
Changes on this page have been confirmed with:	On this date:
Via telephone/email (list as appropriate):	By TEA staff person:

Application Part 2:

2025-2026 Principal Residency Grant Cycle 7 Continuation
Authorized by: ESEA of 1965, as amended by ESSA, Title II, Part A

County District Number or Vendor ID:		161914	Amendment #:		0
Supplies and Materials (6300)					
Expense Item Description		Grant Amount Budgeted	Pre-Award	Cost Match	
1	Remaining 6300 - Supplies and materials that do not require specific approval:	\$ 7,000	\$ -	\$ -	
2	Grand Total:	\$ 7,000	\$ -	\$ -	
3	Total Program Costs*:	\$ 7,000			
4	Total Direct Admin Costs*:	\$ -			
*Complete the Total Program Costs (line 3) and Total Direct Admin Costs (line 4) lines. The sum of these lines must equal the Grand Total (line 2); otherwise, the field will change color to red to indicate an error. These amounts will automatically populate on the Budget Summary worksheet.					

FOR TEA USE ONLY	
Changes on this page have been confirmed with:	On this date:
Via telephone/email (list as appropriate):	By TEA staff person:

**Waco Independent School District
Board of Trustee Meeting Agenda Item**

Date: April 24, 2025

Contact Person: Deena Cornblum

RE: New Course Approval

=====

Personal Financial Literacy and Economics Course

Background Information:

Recent changes to McLennan Community College’s (MCC) dual credit pathways, prompted by updates to state-level guidelines on allowable course offerings, have created new opportunities for students in our Education CTE pathway. Notably, students are now eligible to pursue a Teacher’s Aide II certification through MCC without the prerequisite of passing the TSIA. As a result, the *Principles of Education* course, which aligns with this dual credit offering, will now be offered exclusively in the spring semester.

This shift, while beneficial in expanding access, presents a scheduling gap for students in the Education pathway during the fall semester. For Career and Technical Education (CTE) funding purposes, students must remain enrolled in a CTE course throughout the full academic year.

To address this need and ensure continuous enrollment in high-quality, relevant coursework, we are requesting the School Board’s approval for the implementation of a new CTE course: *Communication and Technology in Education*, beginning in the 2025–2026 school year. This course will equip students with essential communication and technology skills directly applicable to careers in education and related fields. Its addition will fulfill CTE funding requirements and enhance the overall learning experience for students pursuing the Education track.

Fiscal Implications

Allows for transportation reimbursement between P-TECH and home campuses, as well as CTE weighted funding. No additional staff will be needed; therefore, there are no fiscal implications.

Administrative Recommendation(s):

Approve the proposed course as presented.

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Workshop Meeting, Tuesday, February 26, 2025 - 6:00pm
WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Stephanie Korteweg
Keith Guillory
Jim Patton

BOARD MEMBERS ABSENT

Jose Vidana
Jeremy Davis
Angelo Ochoa
Jonathan Grant

CALL TO ORDER

Stephanie Korteweg, 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.

HOLD ADVOCACY AND ENGAGEMENT BOARD TRAINING PROVIDED BY MOAKCASEY, LLC, TO INCLUDE SETTING THE BELIEFS STATEMENT WITH THE COMMUNITY

Dr. Jodi Duron, from MoakCasey, LLC, facilitated a community meeting focused on building a shared understanding of our core values, aligning the board and community around a unified vision, and fostering meaningful engagement.

ADJOURNMENT

The meeting adjourned at 7:46 p.m.

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Regular Meeting, Thursday, March 27, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Stephanie Korteweg
Jose Vidana
Jeremy Davis
Keith Guillory
Angelo Ochoa
Jonathan Grant
Jim Patton

BOARD MEMBERS ABSENT

CALL TO ORDER

Stephanie Korteweg, 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.

PUBLIC COMMENTS ON AGENDA ITEMS

None

MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE

SPECIAL RECOGNITIONS

Pledge Leaders

Emily Picazo and Eliseo Zuniga, students at University High School led the Pledge of Allegiance.

Community Partner Award

The Cooper Foundation was honored with the TASB Stand Up for Public Education Award as the March Waco ISD Community Partner of the Month.

Mock Trial Courtroom Artist

Tyrone McNary, Waco High School student, advanced to the state mock trial contest representing Region 12 in the category of Courtroom Artist.

Speech and Debate

Daniella Mercado and Briannah Herring, Waco High School students, advanced to the state debate competition.

Visual Arts Scholastic Events

Several Waco ISD students earned superior ratings at the regional level and advanced to the state contest.

TASBO Award of Merit

The Waco ISD Purchasing Department is honored with the Texas Association of School Business Officials Purchasing Award of Merit.

Texas School Public Relations Association

The Waco ISD Communications Department staff captured 29 state awards at the Texas School Public Relations Conference.

SUPERINTENDENT’S REPORT

Women’s and Men’s Empowerment Summits

Dr. Spicer highlighted that over 300 students and numerous Waco ISD staff participated in the annual Men's and Women's Empowerment Summits. The events featured breakout sessions, motivational speakers, and opportunities for students to engage with district and community leaders. Dr. Spicer shared her pride in the community's investment in students. Appreciation was extended to Baylor University, the Junior League of Waco, guest speakers, community partners, volunteers, and attendees. Special thanks were given to Executive Director of Student Support, Yolanda Williams, for coordinating the events.

TASB Governance Camp

Dr. Spicer shared before spring break, seniors from Waco High School and University High School were selected to present at the TASB Governance Camp. These students presented a session titled *T.E.C.H.—Teaching with Electronics and its impact on Cognitive Horizons*, impressing educators and board members statewide with their insights and courage. Special thanks were given to Mr. McAdoo, Ms. Millican, and Ms. Clark for their support in preparing the students.

Superintendent’s Student Advisory Committee Meetings

Dr. Spicer shared in a recent meeting, students from Waco High School and University High School provided feedback on the current block scheduling and suggested improvements for the 2025–2026 school year. Dr. Spicer will meet with the middle school SSAC the following week.

Legislative Update

Dr. Spicer along with Trustees Jeremy Davis and Jim Patton, visited the state capitol to advocate on behalf of Waco ISD students, staff, and families. The group engaged in productive conversations with elected officials, attended public education hearings, and received recognition on the House floor by Representative Curry.

INFORMATION ITEMS/REPORTS

- Monthly and Quarterly Financial Reports for the Period Ended February 28, 2025
- Report on Gifts to Waco ISD

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2024-2025 Budget
- Bid Award for Education Software and Other School District Related Software
- Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- Bid Award for Secondary Internet Access Location (E-Rate)
- Purchases in Excess of \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Approval of Updated District Facility Rental Terms and Rates
- Agreement to Conduct Joint Election
- Contract for Election Services Between the McLennan County Election Administration Department and the Waco Independent School District
- Notice of Joint General Election
- Cooper Foundation Trustee Election
- Board of Trustees Meeting Minutes

- February 27, 2025 - Regular Meeting
- February 27, 2025 - Special Team Building Meeting

President Korteweg entertained a motion to approve the consent agenda as presented. Jim Patton made a motion, seconded by Jeremy Davis. The motion was approved unanimously (7-0)

REVIEW AND DISCUSS BUDGET UPDATE

Sheryl Davis provided an update on early projections for the 2024–2025 fiscal year General Fund, including a review of preliminary revenue estimates, anticipated cost increases, and identified savings opportunities for the 2025–2026 budget. The presentation also highlighted significant legislation impacting school finance.

CONSIDER, DISCUSS, AND TAKE APPROPRIATE ACTION ON COMMITTEE RECOMMENDATIONS FOR NEW ATTENDANCE BOUNDARIES

Dr. Spicer provided an update on the \$355 million bond approved in 2021, which includes the opening of G.W. Carver Middle School (2023), the new Tennyson Middle School (2024), and the upcoming openings of Kendrick Elementary, Waco High, and expanded South Waco Elementary in August 2025. Alta Vista Elementary will close in June 2025 as part of these changes.

To prepare for the 2025–2026 school year, a districtwide boundary committee—made up of parents, staff, and community members—met from November 2024 to March 2025 to recommend new attendance zones. Community input was gathered through surveys, public hearings, and online outreach.

The proposed maps prioritize natural boundaries, feeder patterns, transportation efficiency, and school closures. Additional work is underway to address special programs, advanced academics, and to develop clear, equitable transfer and “grandfathering” procedures to guide implementation of the new boundaries.

President Korteweg entertained a motion to approve the Attendance Boundaries Recommendations by the Committee. Jonathan Grant made a motion seconded by Keith Guillory. The motion was approved unanimously (7-0).

CONSIDER, DISCUSS, AND TAKE APPROPRIATE ACTION REGARDING THE APPROVAL OF CONSTRUCTION CHANGE DIRECTIVE #1 TO MAZANEC CONSTRUCTION FOR THE HVAC DUCTWORK UPGRADE AT SOUTH WACO ELEMENTARY SCHOOL

Gloria Barrera discussed the previously approved GMP #2 on December 14, 2023, which included replacement of rooftop HVAC units but not the original ductwork. During construction, the quality assurance team identified the poor condition of the existing ductwork. A solution was developed to install new supply ducts and clean existing return ducts.

This work is outlined in Construction Change Directive (CCD) #1, with a not-to-exceed cost of \$238,000, funded through project contingencies. Once finalized, CCD #1 will be replaced by an Allowance Expenditure Authorization. The change includes accelerated work to maintain the project timeline, with no delay to the building’s planned Fall 2025 occupancy. The SWES Occupancy Plan is being adjusted accordingly.

President Korteweg entertained a motion to approve the Construction Change Directive #1 to Mazanec Construction for the HVAC Ductwork Upgrade at South Waco Elementary School. Jonathan Grant made a motion, seconded by Jose Vidana. The motion was approved unanimously (7-0).

ANNOUNCEMENTS

- April 2, 2025 - Workshop Board Meeting
- April 4, 2025 - Student Holiday/Staff Workday
- April 5, 2025 - Comic Fest
- April 10, 2025 - Waco High School One Act Play Area Region Competition

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

The board convened into closed session at 7:33 p.m.

The board reconvened at 8:45 p.m.

CONSIDERATION OF PERSONNEL

- Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
- Hear a Complaint or Charge Against an Officer or Employee

ADJOURNMENT

The meeting adjourned at 8:47 p.m.

Board President

Board Secretary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Workshop Meeting, Wednesday, April 2, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Stephanie Korteweg
Jose Vidana
Jeremy Davis
Keith Guillory
Angelo Ochoa
Jonathan Grant
Jim Patton

BOARD MEMBERS ABSENT

CALL TO ORDER

Stephanie Korteweg, 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.

HOLD SYSTEMS AND PROCESSES BOARD WORKSHOP PROVIDED BY MOAKCASEY, LLC, TO INCLUDE REVIEWING THE BALANCED SCORECARD AND CRYSTALIZING STRATEGIC OBJECTIVES/GOALS WITH THE SENIOR LEADERSHIP TEAM

Dr. Jodi Duron facilitated reviewing the Balanced Scorecard and clarifying strategic objectives and goals. The session aimed to align our organizational structure with strategic objectives and ensure all teams work towards the same goal.

ADJOURNMENT

The meeting adjourned at 8:37 p.m.

Board President

Board Secretary

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Gloria Barrera

RE: Review and Discuss the Kendrick Elementary School Construction Project and Occupancy Plan

=====

Background Information:

In December of 2023, the Board of Trustees approved the award of the Guaranteed Maximum Price Amendment #1 to Built Wright Construction Education Group for the Kendrick Elementary School project. The project is nearing completion and the occupancy process is starting.

Representatives from Built Wright Construction Education Group, O’Connell Robertson, and Waco ISD will present a status report on the work to date and occupancy process.

Fiscal Implications

There are no funding implications.

Administrative Recommendation(s):

There are no Administrative recommendations.



KENDRICK ELEMENTARY



WACO
INDEPENDENT
SCHOOL DISTRICT

Kendrick Elementary School

Waco Independent School District

April 24, 2025

Project Construction
Update



BWC | Education Group

Overall Progress

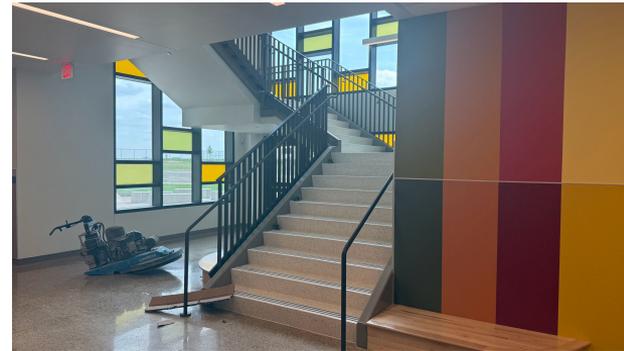


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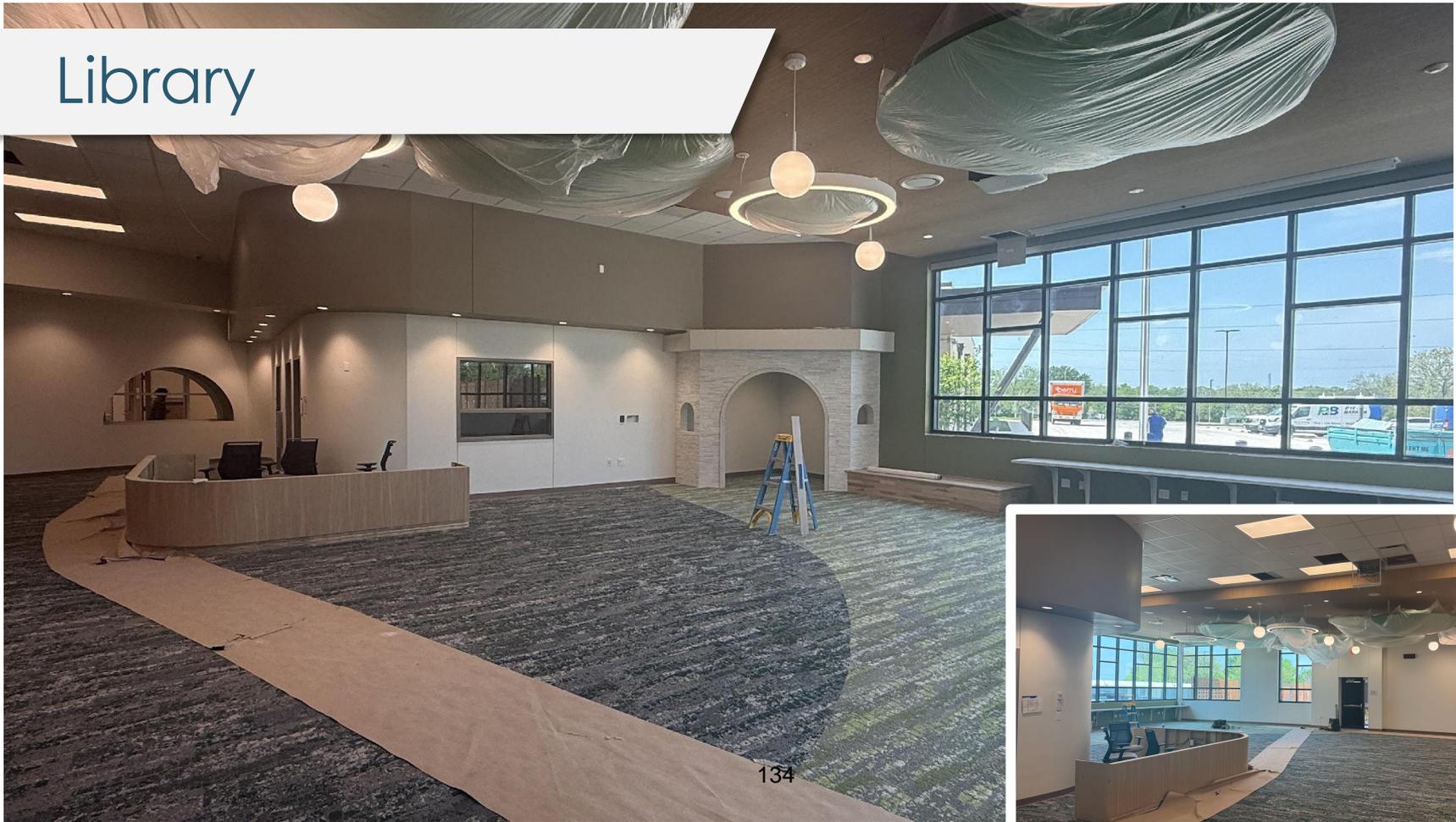
Front Entry + Site



Entrance + Public Spaces



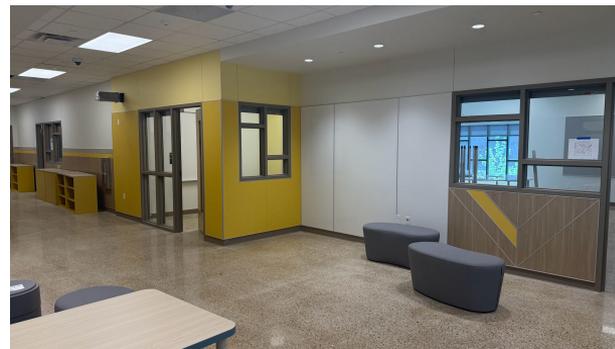
Library



Gymnasium



Classroom Neighborhoods



Moving Towards Opening Day

- **Construction Status**

- 95% Complete
- Contractual Completion Date: May 28, 2025

- **Furniture, Fixtures, + Equipment**

- Delivery + Install – Started Mid-April
- Completion – Anticipated Early May

- **Technology Installation (WISD)**

- In progress

- **Administration + Staff Move-In**

- Packing Materials Delivered May 2 to KES at Indian Spring
- First Move – May 15 and 16
- Second Move – May 23

- **City of Waco Permits**

- Temporary Occupancy for Stocking – Received 4.11
- Temporary Cert of Occupancy – Anticipated May 22
- Full Occupancy – TBD based on fully operational life safety systems

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 24, 2025

Contact Person: Gloria Barrera

RE: Review, Discuss and Take Appropriate Action on the Seco LoanSTAR Program for Improvement of Mechanical, Electrical, and Plumbing (MEP) Systems at Various Campuses

Background Information:

The Seco LoanSTAR (State Energy Conservation Office Loan and Sustainable Technology Asset Recovery) Program is designed to support energy efficiency projects. The program's primary goal is to facilitate funding for initiatives that enhance sustainability and reduce energy consumption. Estes McClure & Associates (EMA) in conjunction with Waco ISD Director of Maintenance, Alex Villanueva and Roger Perez, Energy Manager, will make a presentation on the proposed LoanSTAR program cost and schedule and benefits to Waco ISD.

This request to proceed is an initial step in the process of finalizing the project scope and loan approval.

Fiscal Implications:

The Seco LoanSTAR program will reimburse Waco ISD for the cost of the approved projects. Waco ISD will pay for the work and then submit for reimbursement from LoanSTAR. The total amount of the proposed loan is \$5,530,397.09.

The interest rate on this loan is 2.5%. The term is 15 years. After all the work is completed, Waco ISD will begin to pay back the loan. The reduction in energy usage and operational costs is projected to more than cover the amount of the loan payments.

Administrative Recommendation(s):

Approve to proceed with the Seco LoanSTAR Program to improve the Mechanical, Electrical, and Plumbing systems across multiple campuses, energy efficiency, sustainability, and long-term cost reduction

State Energy Conservation Office (SECO) LoanSTAR Program

Waco Independent School District (WISD)
Multiple Facilities

April 2025

Borrower



Consulting Engineer



What is a SECO LoanSTAR Program ?



Administered by State Energy Conservation Office



Maximum Loan Amount:
\$6,000,000



Interest Rate:
2.5% per annum
(General Fund Category)



Revolving Loan Program that finances energy-related cost-reduction retrofits



Overall Loan Simple Payback Requirement:
Less than or equal to 15 years

Individual UCRMs Simple Payback:
Less than or equal to UCRM Estimated Useful Life (EUL)

What is a SECO LoanSTAR Program ?



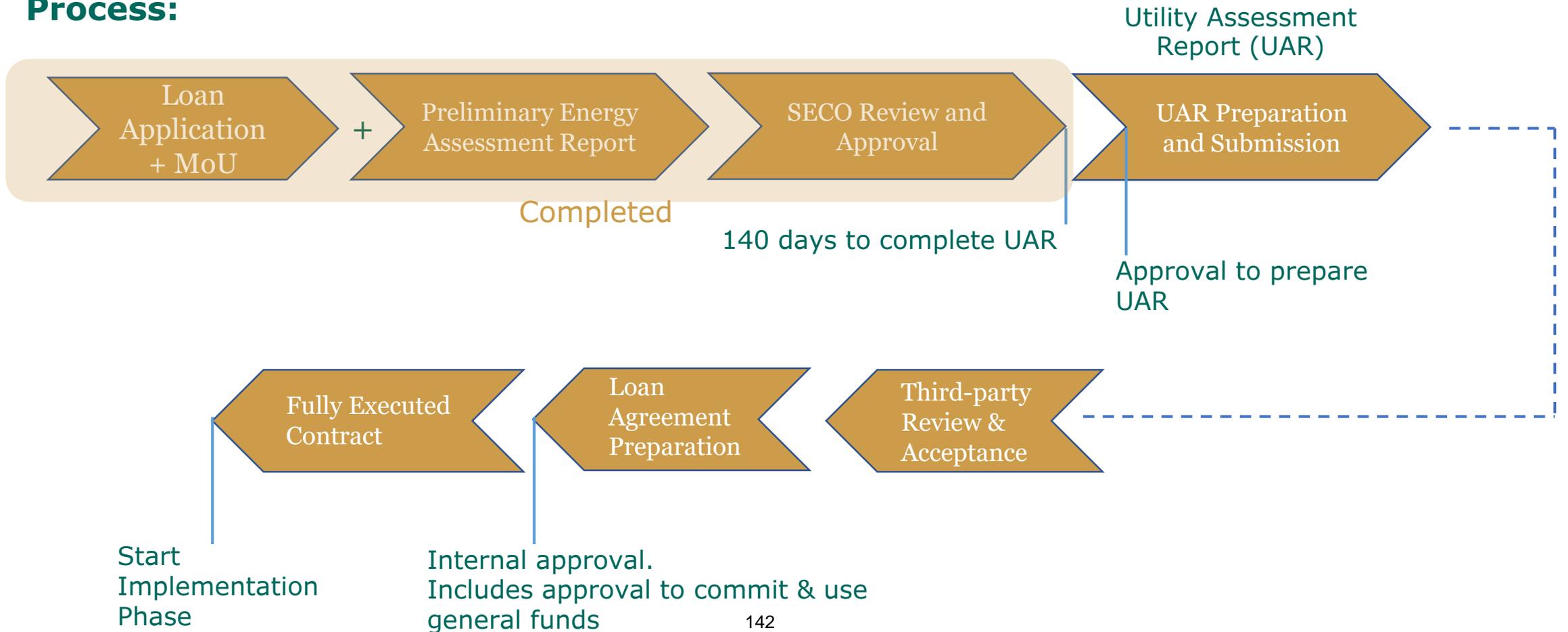
Utility Cost Reduction
Measures (UCRMs)

Examples of Energy-Efficiency Retrofits:

- Energy-efficient lighting systems
- High-efficiency heating, ventilation and air conditioning systems
- Energy and water management systems
- Building shell improvements
- Whole-building systems commissioning in conjunction with other energy-efficiency retrofits

Process – Study Phase

Pre-Retrofit Process:



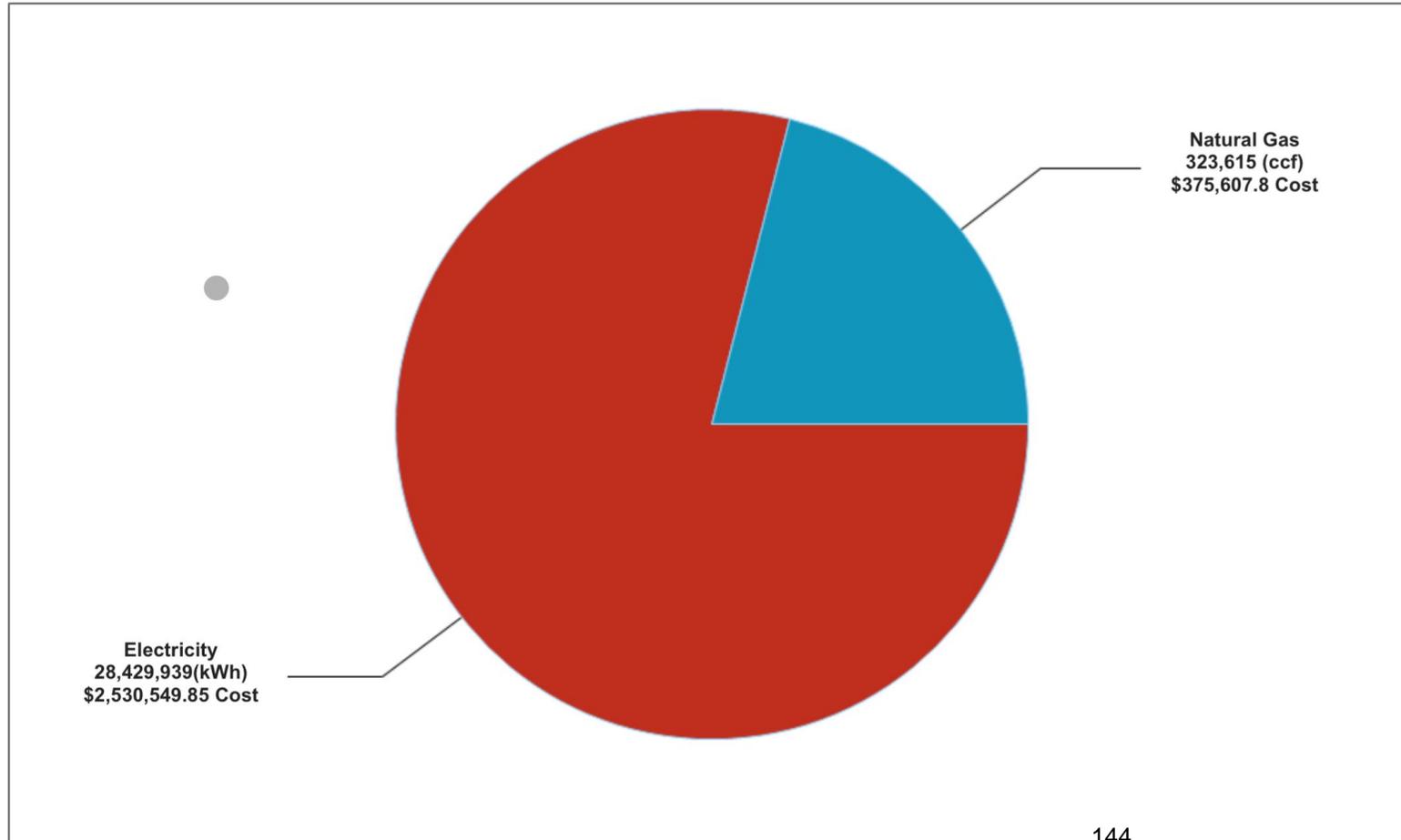
Waco ISD LoanSTAR Project Summary

	SUMMARY	
	Total	Units
kWh Savings:	2,948,324.55	kWh/yr
Gas Savings:	38,673.49	CCF/yr
Cost Savings:	563,217.88	\$/yr
Implementation Cost:	5,530,397.09	\$
Simple Payback:	9.82	Yrs

Final loan will be structure to reflect a positive cash flow

Waco ISD Utility Usage

Energy Use Breakdown Pie Chart
Waco ISD
School Year: 9/1/23-8/31/24



The recently implementation of the Energy Management software will enhance our ability to track utilities, optimize, consumption, and potentially reduce operational costs through data-driven insights.

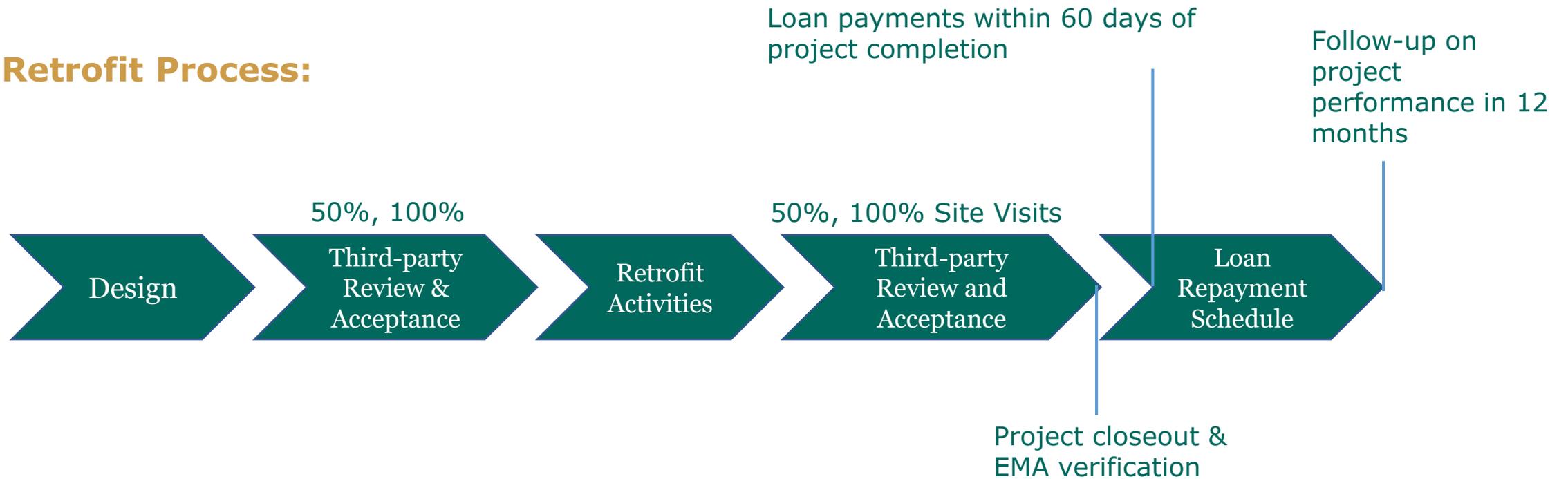
Facility Needs & Identified Scope/Measures

In Scope
 Not in Scope

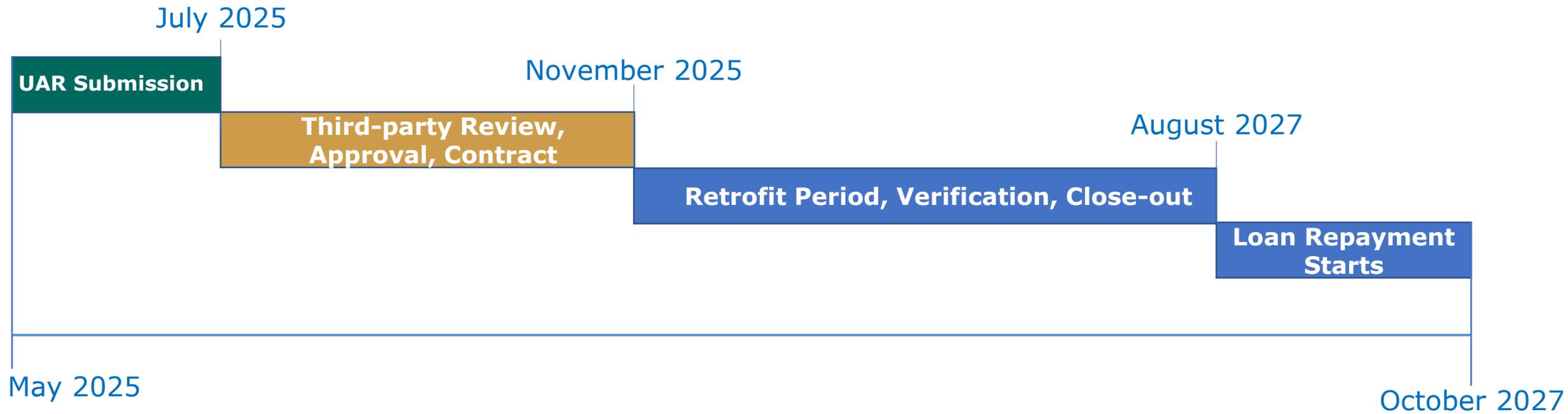
Facility	HVAC Replacement	HVAC Optimization	Interior Lighting Retrofit	Exterior Lighting Retrofit	Sports Lighting Retrofit	Power Factor Correction	Smart Valve Installation	Window Film Installation
Dean Highland ES	In Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	Not in Scope
Cedar Ridge ES	In Scope	In Scope	Not in Scope	Not in Scope	Not in Scope	In Scope	In Scope	Not in Scope
Parkdale ES	In Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Cesar Chavez MS	Not in Scope	Not in Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	In Scope
J.H. Hines ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	Not in Scope
University HS	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	Not in Scope
Bell's Hill ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	Not in Scope
South Waco ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	In Scope
Indian Spring MS	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	In Scope
Provident Heights ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	In Scope	In Scope	Not in Scope
Crestview ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Sports Complex	Not in Scope	In Scope	In Scope	In Scope	In Scope	In Scope	In Scope	Not in Scope
GL Wiley Opportunity	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	Not in Scope
Administration Building	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	Not in Scope
Brazos High-Credit Recovery	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
GWAMA	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Hill Crest ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Brook Ave ES	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
North Waco	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Athletic Office	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope
Maintenance	Not in Scope	In Scope	In Scope	In Scope	Not in Scope	Not in Scope	In Scope	In Scope

Process Implementation

Retrofit Process:



Estimated Project Timeline



Key Success Factors

