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A meeting of the Board of Trustees of the Bryan Independent School District will be held on Monday, February 2, 2026, beginning at 6:00 PM in the Boardroom of the Administration Building, 801 South Ennis Street, Bryan, Texas 77803, where a quorum of the Board of Trustees will be present.

The subjects to be discussed, considered, or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting agenda. A closed meeting may be held at any time during the open meeting as authorized by various sections of the Texas Government Code. When this occurs, a formal statement will be made by the president or presiding officer of the Board of Trustees.

**1. Call to Order**

**2. Welcome**

**3. Pledges of Allegiance to the United States and Texas Flags**

**4. Spotlight**

4.A. Bryan-College Station Chamber of Commerce Community Partnership Award pertaining to Junior Leadership Brazos

4.B. Celebrating Bryan Collegiate High School's recognition as a National Finalist for AVID Site Team of the Year

**5. Public Comment on Agenda Items**

**6. Board Member Reports**

6.A. Finance Board Committee Report on Budget Forecasting

6.B. Intergovernmental Committee Report on Community Related Matters

6.C. Executive Board Committee Report on Bond 2025 Procurement Timeline and the Status of Budget Development

**7. Information Items**

7.A. Campus Improvement Plan Updates: Bryan Collegiate High School, MC Harris High School, Sadberry Intermediate, and Rudder High School



# CAMPUS IMPROVEMENT PLANS

PRIORITY FOCUS AREAS FOR  
ACADEMIC IMPROVEMENT

February 2, 2026



Children First. Always.

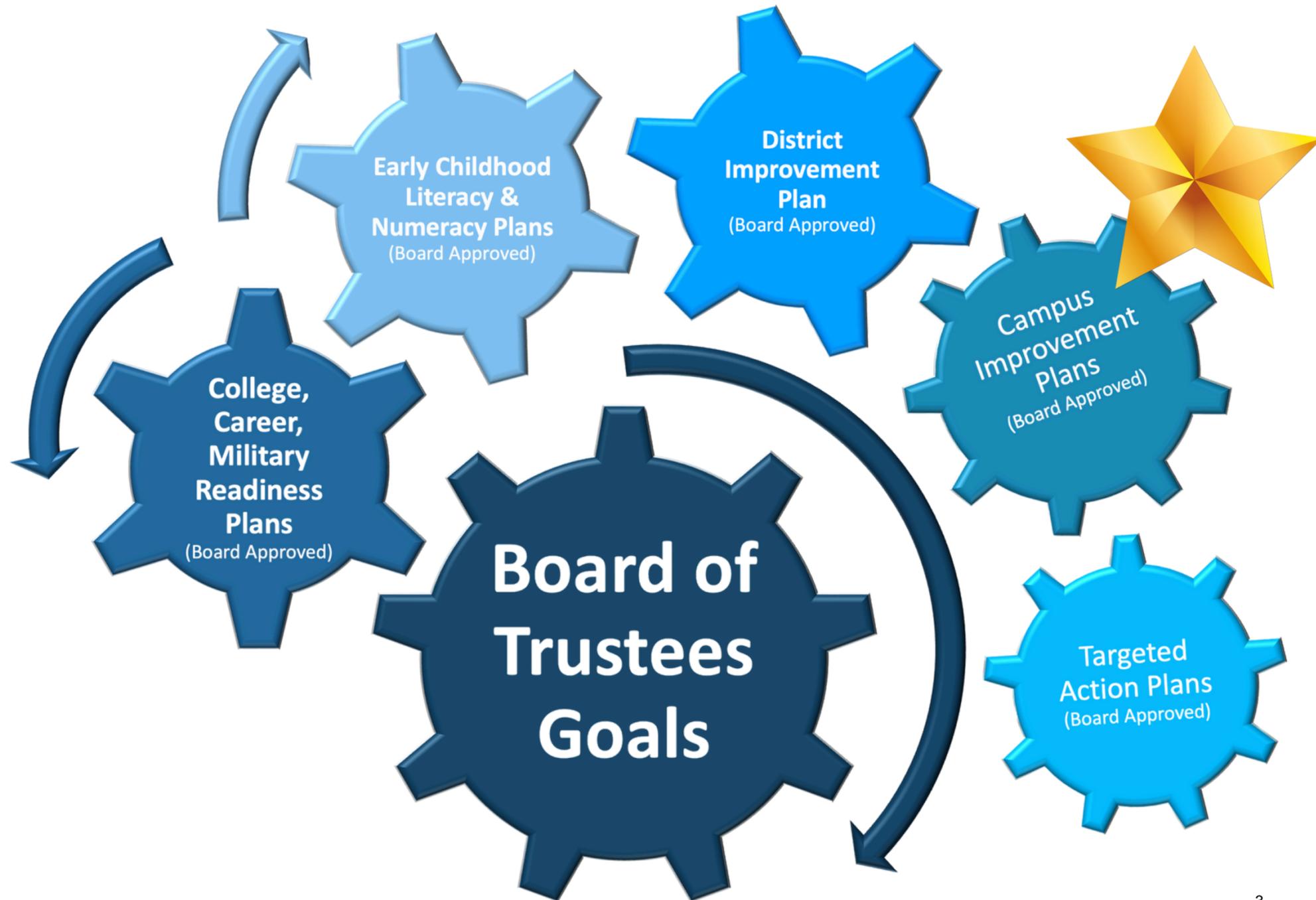




# Alignment

**Alignment begins with the Board of Trustees with the Adoption of Board Goals**

<b>Goal 1</b>	Support the academic and post-secondary success of every student.
<b>Goal 2</b>	Foster and sustain a culture and climate that encourages a shared responsibility for a positive learning environment that encourages engagement in academic, extracurricular, and service activities.
<b>Goal 3</b>	Recruit and retain a high-quality workforce through competitive benefits, differentiated professional learning, and providing appropriate resources and support to ensure a positive work environment.
<b>Goal 4</b>	Actively partner with students, families, staff, and the community to promote collaborative stakeholder engagement to achieve the district's vision.
<b>Goal 5</b>	Ensure a physically and emotionally safe and secure learning environment while welcoming all students, staff, and visitors.





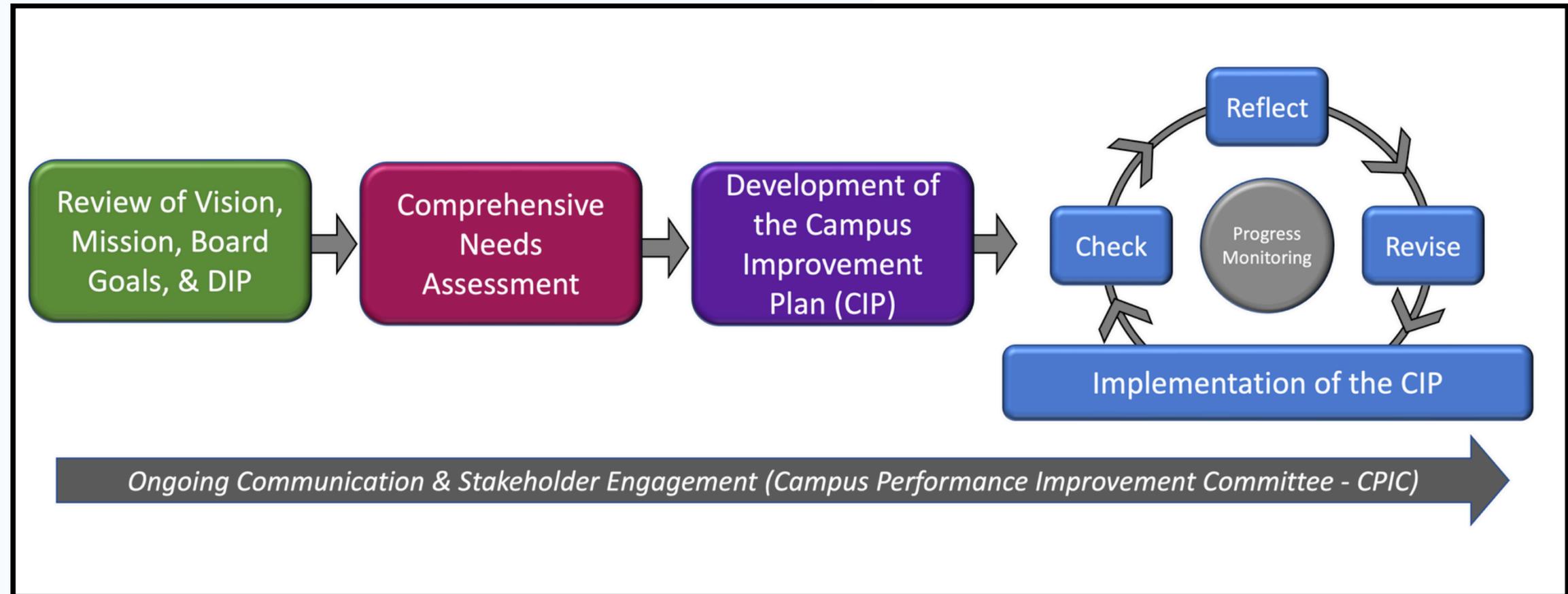
# Development of Campus Improvement Plans

Required by both the State and Federal governments

- Required elements:  
Comprehensive Needs Assessment, Measurable Objectives for Student Performance, Strategies, budget, and Defined Timelines

Campus Performance Improvement Committee (CPIC)

- Reviews Comprehensive Needs Assessment
- Development of Campus Improvement Plan
- Periodic review of Campus Improvement Plans





# Shared Ownership & Support

- **C&I Support Walks:** curriculum coordinators walking classrooms once per six weeks with campus administration
- **Foundations Trend Data Walks:** data collection for the implementation effectiveness of the Safe and Civil Schools program.
- **Campus Support Team**
  - Purpose: A dedicated team of district staff from teaching and learning and school leadership to provide on-campus support and partner with campus administration by focusing on student achievement and school climate/culture.
  - Review of data and campus needs; streamline support efforts and schedules
  - Classroom walks for learning; identify campus strengths and needs to support student achievement
  - Review campus improvement plan progress; adjustments as needed
- **Texas Instructional Leadership**
  - Funded through the LASO grant, the focus is on grades 5-8.
  - Provides training and coaching support to campus administrators on supporting teachers through instructional coaching cycles.





# Student Achievement and Growth



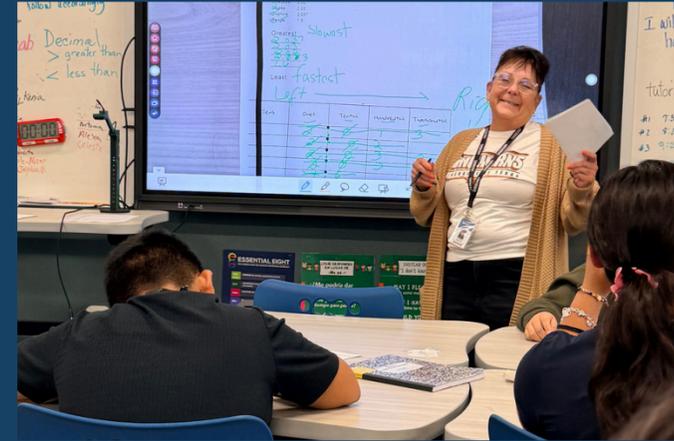
## Bryan Collegiate High School

- Rigor: full implementation of AVID
- Data Literacy: improve achievement
- Campus Culture: relational capacity



## MC Harris

- Provide CTE opportunities for all students
- Increase student connectedness through engagement opportunities
- Increase the number of students that are CCMR



## Sadberry Intermediate

- Data Driven instruction
- Focused the shift from teacher centered instruction to student centered instruction
- PLC Focused on Progress monitoring with teachers



## James Earl Rudder High School

- Data-Driven Instruction to Improve Learning Outcomes
- Shared Ownership of Student Success- CCMR & Outcome Bonus
- Consistent Classroom Structure & Clear Expectations



# Bryan Collegiate High School

- **Rigor: full implementation of AVID**
  - Elective and school-wide
  - WICOR: focus on "C" - collaboration
    - Philosophical Chairs & Socratic Seminars
  - Focused Note-Taking, Planners, Disciplinary Literacy (writing)
- **Data Literacy: improve achievement**
  - Intentionally monitor data: student goals, mastery checks, data check-ins
  - CCMR Bonus Outcomes: increase passing rate on TSIA Math
- **Campus Culture: relational capacity**
  - Families
  - Levels of support for student success
  - Clubs - students getting involved
  - Utilizing student leaders to better organize family engagement events





# MC Harris High School

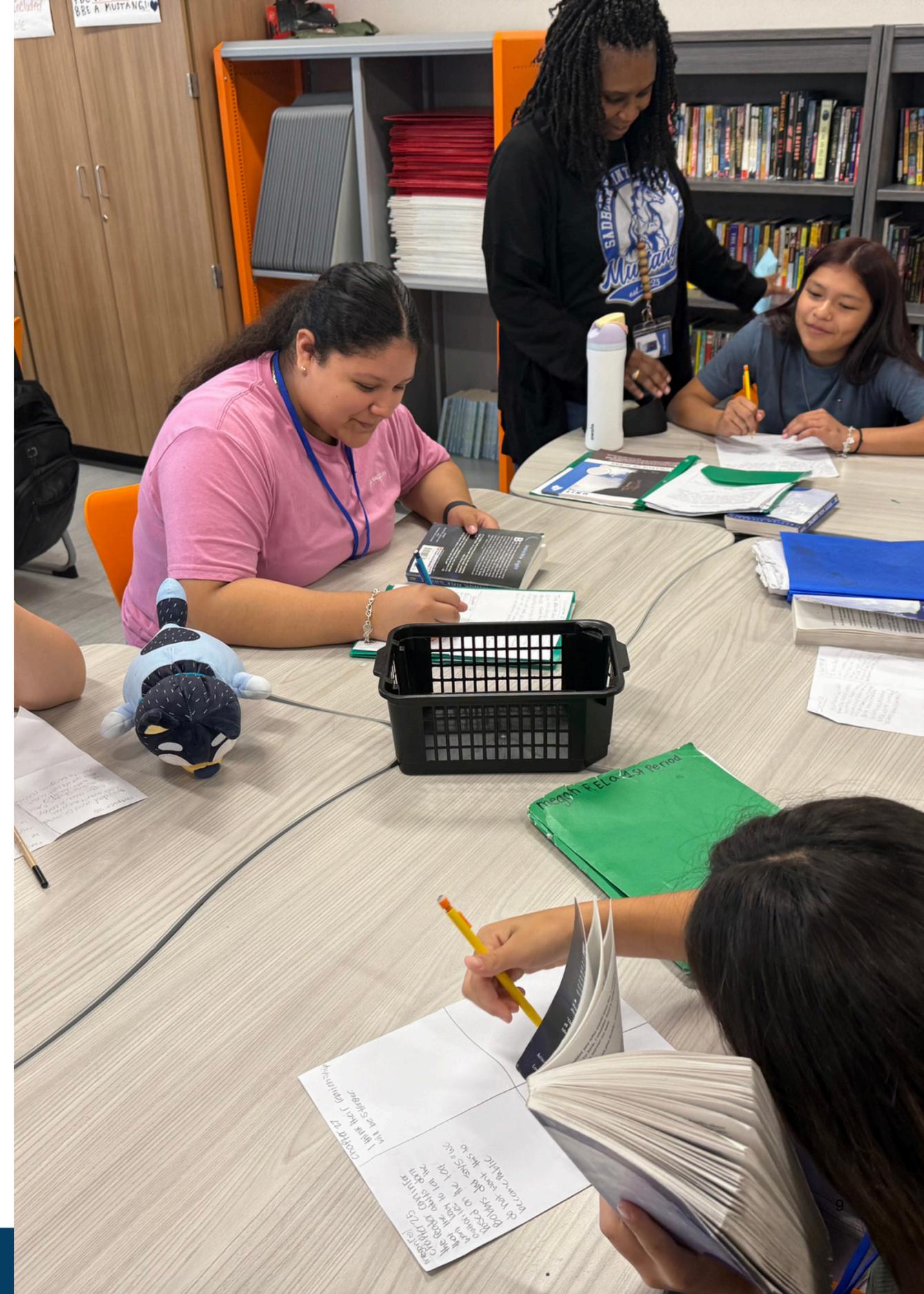
- **Provide CTE opportunities for all students**
  - students attending CTEC, Bryan High, and Rudder High for CTE classes
  - on-campus offering - Entrepreneurship Small Business certification
- **Increase student connectedness through engagement opportunities**
  - club opportunities - esports, garden club, and book club - 2 more are going to be added soon
  - providing activities for students to engage with each other and with the staff
  - graduation walks and receptions - Friday before each graduation
- **Increase the number of students who are CCMR**
  - increase in number of students in College Bridge ELA and Math
  - increase in number of students earning CTE certifications
  - increase in number of students taking TSIA and preparation is now expected
  - reviewed CCMR expectations with every student by admin team





# Sadberry Intermediate

- **Data-driven instruction**
  - Teacher intervention period focused on low SEs
  - Worked hard to ensure walkthroughs are aligned with student growth
  - Admin meetings are driven by campus and improving student performance
- **Focused the shift from teacher-centered instruction to student-centered instruction**
  - Walkthrough feedback encourages student-centered lessons and instruction
  - To the Left training for all staff to ensure more student-centered lessons
- **PLC focused on progress monitoring with teachers**
  - PLC reinforces data-driven instruction
  - Artifacts are brought to PLC to guide their collaborative discussions regarding mastery.
  - We also utilize it to provide targeted PD based on campus needs.
  - Incorporating learning walks for teacher growth and reflection





# Rudder High School

- **Data-Driven Instruction to Improve Learning Outcomes**
  - Use student data to plan high-quality, engaging lessons aligned to priority standards.
  - Implement frequent mastery checks to monitor student learning in real time.
  - Reteach, reinforce, or extend instruction based on data to ensure all students make growth progress.
- **Shared Ownership of Student Success- CCMR & Outcome Bonus**
  - Increase the number of students who are program completers and earn Industry-Based Certifications (IBCs).
  - Increase the number of students who successfully complete TSIA II benchmarks.
  - Embed TSI (Texas Success Initiative) preparation into daily instruction to ensure post-secondary readiness.
- **Consistent Classroom Structure & Clear Expectations**
  - Utilize the Safe and Civil Schools model to establish consistent campus and classroom procedures.
  - Implement CHAMPs-based classroom expectations that are explicitly taught, reinforced, and monitored.
  - Increase positive-to-corrective interactions to strengthen student engagement and school culture.





# CAMPUS IMPROVEMENT PLANS

PRIORITY FOCUS AREAS FOR  
ACADEMIC IMPROVEMENT

February 2, 2026



Children First. Always.



## 7.B. Bilingual Programming Update

# BRYAN ISD

**Bilingual Programming**



**CHILDREN FIRST. ALWAYS.**

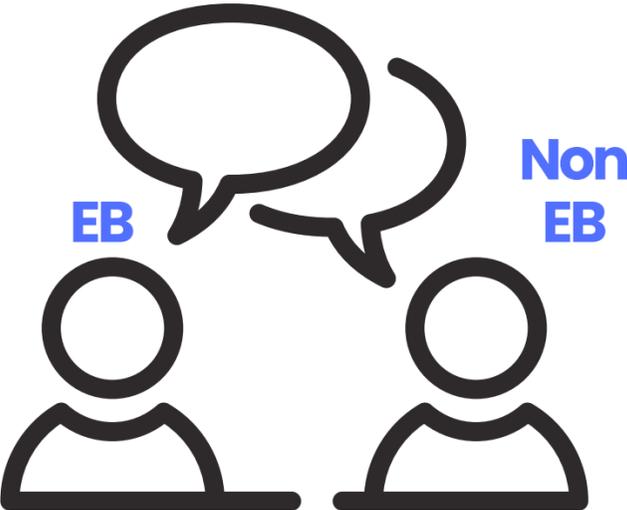
# Current Bilingual Services

## English as a Second Language (ESL)



- Students are taught in English alongside non-emergent bilingual (EB) peers.
- Teachers use academic content supports to help students acquire academic language.

## Two-Way Dual Language



- In dual language programs, students learn content in both English and Spanish.
- Goal: The make-up of the class is 50% Emergent Bilingual and 50% Non-Emergent Bilingual

## Early Exit Transitional



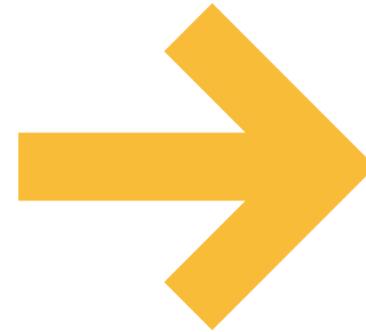
- K-1 English and Spanish Instruction
- 2-6 English Instruction with Supports
- Using their native language as a bridge, preparing them to transition to mainstream English-only classrooms within a few years.

# Bilingual Program Consideration

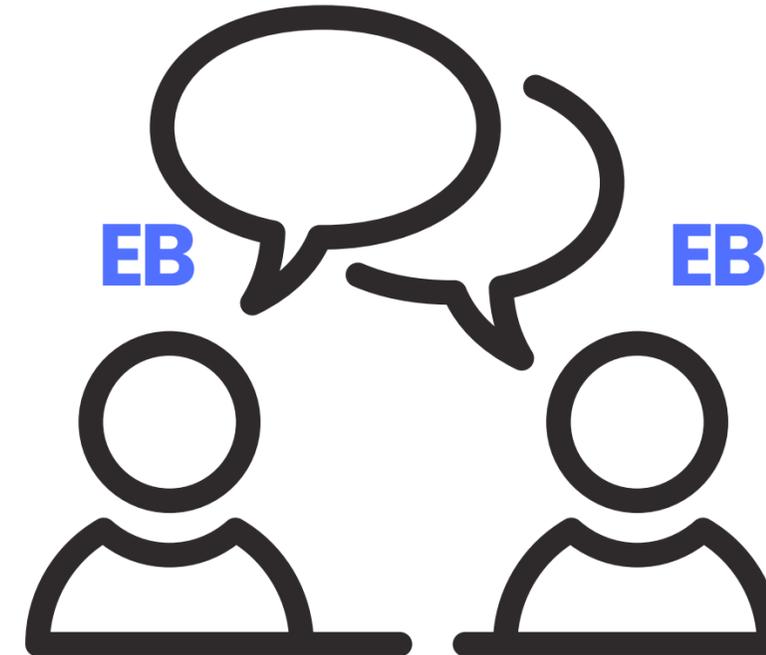
## Early Exit Program



**Early Exit Transitional (EE)** helps EB students rapidly develop strong English language proficiency and academic skills by using their native language as a bridge, preparing them to transition to mainstream English-only classrooms within a few years.



## One-Way Dual Language



In **dual language programs**, students learn content in both English and Spanish.



The District proposes transitioning from the **Early Exit Program** to a **One-Way Dual Language Program**.

# Current Bilingual Programming

**ESL-Content/Pull Out Support**  
**Two-Way Dual Language**  
**Early Exit**

PK	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
PK	K	1st	2nd	3rd	4th	5th	6th						
PK	K	1st	2nd	3rd	4th	5th	6th						

# Current Bilingual Programming

<b>ESL-Content/Pull Out Support</b>	PK	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
<b>Two-Way Dual Language</b>	PK	K	1st	2nd	3rd	4th	5th	6th						
<b>Early Exit</b>	PK	K	1st	2nd	3rd	4th	5th	6th						

# Proposed Bilingual Programming

<b>ESL-Content/Pull Out Support</b>	PK	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
<b>Two-Way Dual Language</b>	PK	K	1st	2nd	3rd	4th	5th	6th	← Campuses with both One-Way and Two-Way Dual Language programs can balance class sizes					
<b>One-Way Dual Language</b>	PK	K	1st	2nd	3rd	4th	5th	6th						

# Dual Language Program Benefits



## Long-Term Language Development

Dual Language provides sustained support for learning two languages.

Longer exposure to bilingual instruction yields stronger academic and literacy outcomes than early exit models.



## Resource Efficiency

Consolidating bilingual programs allows the district to leverage bilingual certified teachers to serve a larger population of students.

Creates a more predictable staffing pattern year to year.

Creates teams of bilingual teachers at campuses instead of singular grade levels in most cases.



## Clarity for Families

Consolidating programs creates streamlined pathways for students.



Dual language is the most widely implemented bilingual program model across Texas and is strongly supported by TEA through funding, guidance, and professional development.

# Communication Process



## Stakeholder Feedback

Checking In With The Supt  
Bilingual Dept PLCs  
Community Conversations  
Principal Check-Ins  
Teacher Feedback Meetings

Upcoming: Collaboration with the  
Curriculum Department



## Principal Meetings

Positive Feedback From  
Principal Meetings

Anticipated Needs:

Training  
Oversight  
Student Transition Support



## Teacher & Family Outreach

**Parent Information Nights**

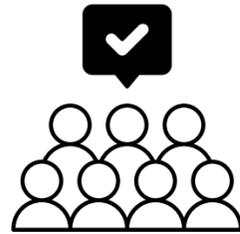
January 15 from 5:30-6:30 p.m.  
January 22 from 5:30-6:30 p.m.  
January 29 from 5:30-6:30 p.m.

**Board Meeting Presentation**

January 12, 2026-Considerations  
February 2, 2026-Proposal Update



# Feedback from Stakeholders



## Principals

More students attend their  
bilingual zoned campus

Support native language & English

Streamlined process for enrollment



## Teachers

Long-term academic growth

Student engagement

Simultaneous language acquisition  
and biliteracy



## Family & Community

### Survey Feedback

90% strongly support the transition

100% believe that learning to read,  
write and speak in two languages  
should be a goal of a bilingual  
program

### Benefits:

Fluency in both languages  
Learn English faster

## Next Steps

Training for principals and teachers:  
Language framework, curriculum, biliteracy strategies, assessments

7.C. Budget Development Series — Related to School Bonds



Bryan Independent School District

# **BUDGET DEVELOPMENT**

**School Bonds**

*February 2, 2026*



# December

1 - Introduction to the plan  
15 - Understanding the Basic Allotment

# January

12 - Understanding Tax Rates  
20 - District Revenue

# February



2 - School Bonds  
23 - Norma @ TASBO Conference

# March

2 - Voter Approved Tax Rate Election  
23 - Staffing Considerations

# April

6 - Budget Planning - Revenues  
20 - Budget Planning - Expenditures

# May

4 - Budget Planning - Fund Balance  
18 - Goals and Vision

# June

1 - Budget Communication  
15 - Budget Adoption



# SCHOOL BONDS



## What is a school bond?



A school bond is money borrowed by a school district and paid back over time (often 20–40 years) using local property taxes. Voters must approve it in an election.

Think of it like a mortgage for schools.



# SCHOOL BONDS



**What is the  
difference  
between a bond  
authorization and  
a bond sale?**



- Bond Authorization (**permission**)
- Happens through a bond election
- Sets a maximum amount the district is allowed to borrow
- No money is received yet
- No debt exists yet



- Bond Sale (**action**)
- Cash is received
- Can happen in phases
- Starts the repayment process
- Debt is created
- Tax Impact

# SCHOOL BONDS



**Why are school bonds attractive to investors?**



- Safe investments
- Predictable income
  - Steady income
  - Earnings are often tax exempt
- They behave differently than stocks
  - Low volatility
  - Hold value when markets swing

# SCHOOL BONDS



**What can bonds  
be used for?**



- Building new schools
- Renovations or expansions
- Safety / Security upgrades
- Technology infrastructure
- Buses / Transportation
- Major Repairs
  - Roofs
  - HVACs
  - Plumbing
  - Electrical



- Teacher salaries
- Utilities
- Daily operating costs
- Routine maintenance
- Software licenses
- Classroom supplies
- Professional Development
- Food Service
- Athletic operations

# SCHOOL BONDS



**Why can't the district use its regular budget or savings instead?**



- The budget is for day to day operations
  - Staff payroll, Utilities, Supplies, and other costs
- District “savings” aren’t like a household savings acct.
- Capital projects are extremely expensive
- Bonds spread the cost fairly over time
- Sometimes safety and compliance issues can’t wait
- Bonds keep operations stable while capital work happens separately

# SCHOOL BONDS



**How fast do bond proceeds need to be spent?**



- Target Zone
  - 85% within 3 years of the bond sale
  - Majority of funds spent to avoid **arbitrage**
- Bonds are not meant to sit in the bank
- Spending too slow can cost taxpayers money
- Timing bond sales to projects protects everyone
  - Selling in phases saves money
  - Reduce interest costs and lower payments



# SCHOOL BONDS



## What is Arbitrage Rebate?



- Borrowing low and investing high
  - Bonds sold at 3% interest and invested at 4.5%
- Return excess interest earnings to the IRS
- “Safe Harbor” Rules
  - 6-Month Sprint
  - The 2-Year Construction Schedule
    - Milestones in months / percent spent
    - | 6 - 10% | 12 - 45% | 18 - 75% | 24 - 100% |

# SCHOOL BONDS



**How much will  
this bond cost me  
as a home owner?**



- Cost is based on your property's taxable value
- Multiplied by the Interest & Sinking tax rate
  - \$0.27

$$\text{Annual Cost} = \frac{(\text{Assessed Value} - \text{Exemptions})}{100} \times \text{Tax Rate}$$

# SCHOOL BONDS



**How does the district ensure bond funds are spent properly?**



- Strong planning before any money is spent
- Dedicated bond budgets
  - Strong financial reporting
- Multiple internal checks and approvals
- Report to the board publicly and regularly
- Public transparency and communication
  - Transparency beats perfection
  - Dashboard: People trust what they can see
  - Timelines and project photos



Tax Rates

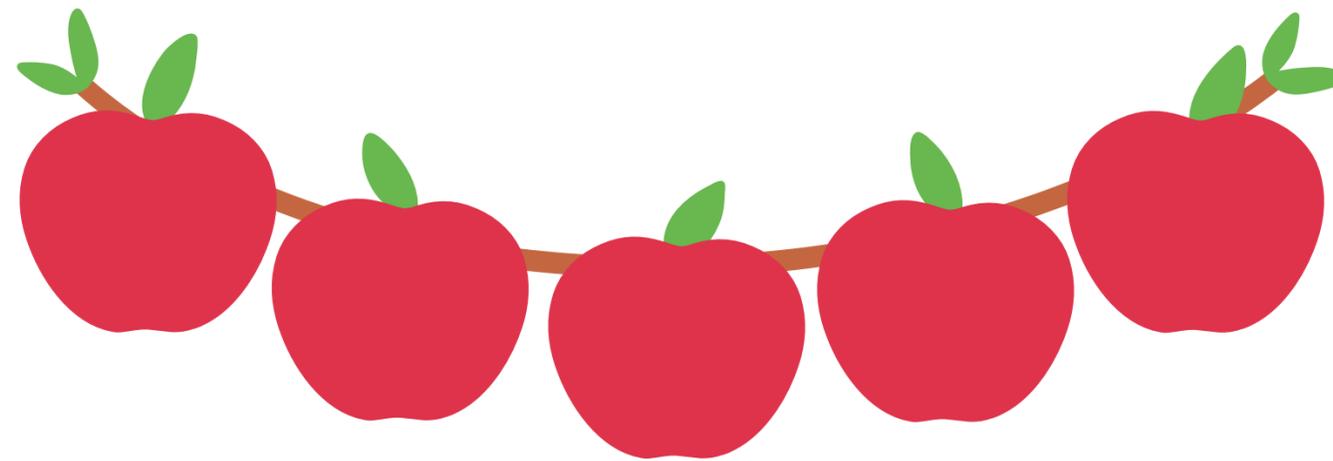
School Bonds

District Revenue

VATRE



# QUESTIONS



## **8. Consent Agenda**

8.A. Consider approval of the meeting minutes for January 20, 2026

8.B. Consider approval of the 2026-2027 Bryan Collegiate High School Calendar

## **9. Action Items**

9.A. Authorize the Superintendent to negotiate and enter into a contract for Architectural Services related to the 2025 Bond Referendum

**2025**

**BRYAN**

**INDEPENDENT SCHOOL DISTRICT**

**B**



**BOND**

**February 2, 2026**

# Timeline Overview

**Nov 2025**  
**Bond Passed!**



**Aug 2026**  
**\$290,000,000**

**Aug 2031**  
**\$47,000,000**



**Preparation & Planning**

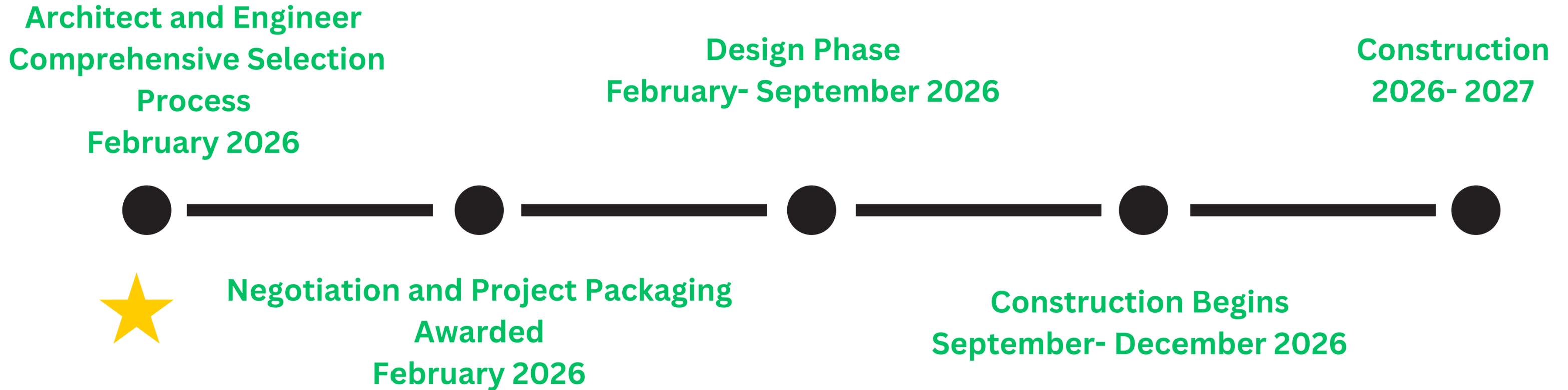
**Aug 2029**  
**\$60,000,000**

2025  
**BRYAN BOND**  
INDEPENDENT SCHOOL DISTRICT

The logo for Bryan ISD, featuring a circular emblem with a graduation cap and the text "BRYAN ISD" and "bryanisd.org".

# Timeline Overview

## Planning and Construction



# BOND BUSINESS

- Timeline Scenario or Range (project dependent)
  - Design- 8-10 months
  - Construction- 18-36 months
  - Substantial Completion- 2.5- 4 years
- For example: Bryan Collegiate High School
  - Design- March 2026 to January 2027
  - Construction- February 2027 to June 2029
  - Substantial Completion August 2029

# BOND BUSINESS

- Bond Packaging and Priority Projects
  - Bryan Collegiate High School
  - Merrill Green Fieldhouse, synthetic turf, and track projects
  - Elementary, Intermediate, and Middle School Renovations and Improvements, as well as priority 1 maintenance projects
  - Rudder High School Renovations, Gymnasium, locker rooms, and barbering and cosmetology
  - Bryan High School Renovations, locker rooms, and auditorium

2025

**BRYAN**

INDEPENDENT SCHOOL DISTRICT

**B**



**BOND**

9.B. Authorize the Superintendent to negotiate and enter into a contract for Engineering Services related to the 2025 Bond Referendum

**2025**

**BRYAN**

**INDEPENDENT SCHOOL DISTRICT**

**B**



**BOND**

**February 2, 2026**

# Timeline Overview

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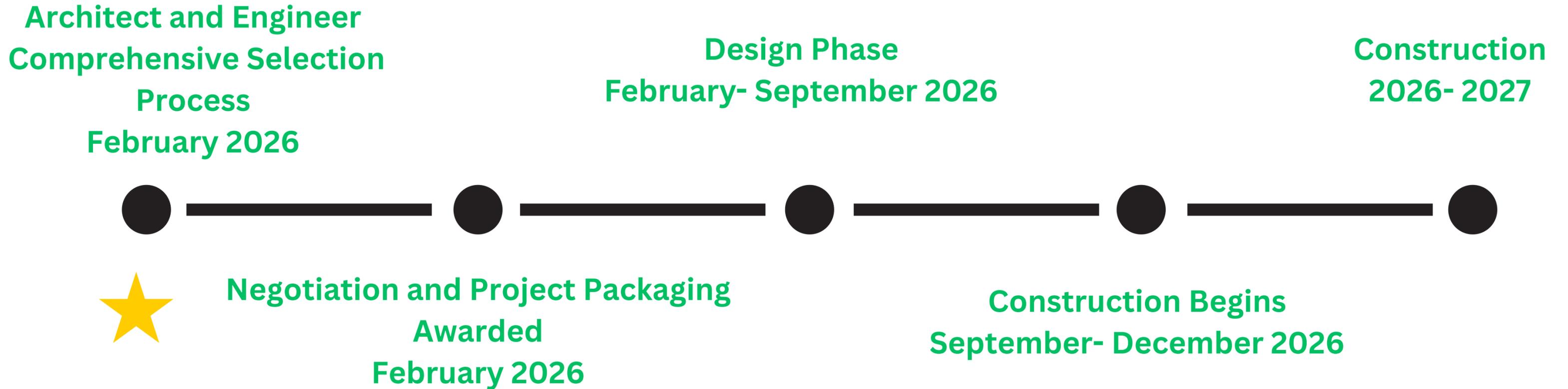
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2025

**BRYAN**

INDEPENDENT SCHOOL DISTRICT

**B**



**BOND**

9.C. Consider Approval of the Purchase over \$50,000 for the Replacement of Kitchen and Cafeteria Equipment

25.4016 School Nutrition Kitchen and Cafeteria Equipment Bid Tabulation

Evaluation Criteria	Weight	A-Tex Resturant Supply	Ace Mart Resturant Supply	Bargreen	Culinary Depot	Douglas Equipment	Grady's Resturant Suppy	Jean's Resturant Supply	Kesco Supply	Kommercial Kitchens	Mission Resturant Supply	Pasco Brokerage
Purchase Price	55.00	51.68	53.04	49.40	52.44	50.90	47.63	55.00	53.97	54.21	54.89	46.37
Extent to which the goods or services meet the District's needs	30.00	6	26	26	26	23	0	26	25	30	26	24
Experience, Years in Business	3.00	3	3	3	2	3	0	3	3	3	3	3
References	5.00	1	1	2	1	1	1	0	2	2	2	1
Total long-term cost to the District to acquire the vendor's goods or services (Ability to Supply Goods and Services within a timely manner, Lead Time)	5.00	5	5	5	4	5	4	4	5	5	2	2
Impact on the ability of the District to comply with laws and rules relating to historically underutilized businesses: small, minority-owned, or labor surplus area firms	2.00	0	0	0	0	0	0	0	0	2	0	0
<b>TOTAL</b>	<b>100.00</b>	<b>66.68</b>	<b>88.04</b>	<b>85.40</b>	<b>85.44</b>	<b>82.90</b>	<b>52.63</b>	<b>88.00</b>	<b>88.97</b>	<b>96.21</b>	<b>87.89</b>	<b>76.37</b>
<b>Percentage</b>	<b>100%</b>	<b>66.68%</b>	<b>88.04%</b>	<b>85.40%</b>	<b>85.44%</b>	<b>82.90%</b>	<b>52.63%</b>	<b>88.00%</b>	<b>88.97%</b>	<b>96.21%</b>	<b>87.89%</b>	<b>76.37%</b>

9.D. Consider Approval of the Purchase over \$50,000 for the Purchase of Fine Arts Band Trailers

# Bryan ISD Quote Summary



The Bryan ISD Quote Summary sheet is to be used for purchases over \$3,000. In the shaded spaces below, the end user is to provide all applicable information necessary to make the final purchase. All Bryan ISD purchase requirements must be met for the quotes to be valid. A minimum of three (3) suppliers must be contacted.

## Quote Information

**Description:** Fine Arts Band Trailer - BHS and Rudder

**Date:** 01.12.26

**Campus/Dept:** Rudder and Bryan High

**Contact:** Jacob Justice

**Phone:**

## Supplier Information

**Total # of Suppliers:** 2

	Vendor 1	Vendor 2	Vendor 3
<b>Company</b>	Clubhouse Trailer Company	Stadium Creations	
<b>Vendor #</b>			
<b>Address</b>			
<b>Contact</b>			
<b>Phone</b>			
<b>Email</b>			
<b>Quote #</b>	253061	3686	
<b>Quote Expire Date</b>			
<b>Response Type</b>			
<b>(Phone, Fax, Email, Other)</b>			
<b>Purchasing Coop/Bid #</b>	None	Buyboard	
<b>Notes</b>			

## Quote Responses

	Item/Service Description	Qty	Unit	Vendor 1		Vendor 2		Vendor 3	
				Unit Price	Extension	Unit Price	Extension	Unit Price	Extension
1	53' DOT Trailer - BHS	1		\$ 185,384.75	\$ 185,384.75	\$ 140,000.00	\$ 140,000.00		\$ -
2	53' DOT Trailer - Rudder	1		\$ 185,384.75	\$ 185,384.75	\$ 142,000.00	\$ 142,000.00		\$ -
3					\$ -		\$ -		\$ -
4					\$ -		\$ -		\$ -
5					\$ -		\$ -		\$ -
6					\$ -		\$ -		\$ -
7					\$ -		\$ -		\$ -
8					\$ -		\$ -		\$ -
9					\$ -		\$ -		\$ -
##					\$ -		\$ -		\$ -
*Shipping/Freight (if applicable)									
				<b>Total</b>	<b>\$ 370,769.50</b>	<b>Total</b>	<b>\$ 282,000.00</b>	<b>Total</b>	<b>\$ -</b>

\*All shipping/freight cost must be included in the total

## Award Information

**Recommended Vendor(s):** Stadium Creations

**Award Amount:** \$ 282,000.00

**Reason for Award:**



TRAVIS B. BRYAN HIGH SCHOOL  
**PRIDE OF BRYAN**

BRYAN VIKING BAND





JAMES EARL RUDDER HIGH SCHOOL

# RUDDER REGIMENT



"RANGERS LEAD THE WAY!"



BRYAN, TEXAS

**10. Closed Session**

10.A. Discuss issues pertaining to appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee - Texas Government Code 551.074

10.B. Discussion related to a public school student, wherein personally identifiable information will necessarily be revealed - Texas Government Code 551.0821

**11. Reconvene in Open Session**

**12. Adjourn**

Posted: Tuesday, January 27, 2026 @ 5:30 PM



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For the Board of Trustees